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STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
Division of Human Resource Management
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MEMORANDUM
HR# 13-23

February 17, 2023

TO: DHRM Listserv Recipients

FROM: Mandee Bowsmith, Administrator *Mandee Bowsmith*
Division of Human Resource Management

SUBJECT: PROPOSED CLASSIFICATION CHANGES – ENERGY PROGRAM
MANAGER

Attached are revised proposed classification changes for your information pursuant to NRS 284.160, subsections 3 through 5. If you have any comments or objections regarding these changes, please send your written notification to Deputy Administrator Beverly Ghan at bghan@admin.nv.gov no later than March 20, 2023.

If no written objections are received in this office by March 20, 2023, action will be taken to effect the changes and a report will be made to the Personnel Commission.

Attachments

NOTICE OF PROPOSED CLASSIFICATION CHANGES

Number: Posting #13-23
Posting Expires: March 20, 2023

Per NRS 284.160, the Administrator may make a change in classification without the prior approval of the Commission. The following change(s) are proposed:

CURRENT				PROPOSED			
CODE	TITLE	GRADE	EEO-4	CODE	TITLE	GRADE	EEO-4
7.758	Energy Programs Manager	41	B	7.758	<i>Energy Program Manager</i>	<i>41</i>	<i>B</i>

Basis for Recommendation

At the request of the Governor's Office of Energy (GOE) and as a result of recruitment concerns, the Division of Human Resource Management (DHRM) conducted a review of the Minimum Qualifications for the Energy Programs Manager class. Energy Programs Managers plan, organize, coordinate, administer, direct, and evaluate complex statewide energy programs and activities to ensure compliance with State and federal laws and regulations.

In consultation with subject matter experts from the GOE and analysts within DHRM, it was determined that the Education and Experience section of the Minimum Qualifications be amended to clarify and expand on experience required of the class. This change will allow for a more diverse applicant pool and increase the number of applicants.

In addition, it is recommended that the title be changed to Energy Program Manager, thus removing the "s" from Program. In practice, individuals more readily address "program" singularly rather than the plural form.

Throughout the review management and staff within the GOE and analysts within DHRM participated by offering recommendations and reviewing changes as the process progressed and they support the recommendation.

Changes to the class specification are noted as follows: additions in blue and deletions in red.

The formal recommendations and specifications are on file with the Division Administrator, Human Resource Management. To view a copy in Carson City, go to 209 East Musser Street, Suite 101; in Las Vegas, go to 555 East Washington Avenue, Suite 1400. You may also view the recommendations and specifications online at https://hr.nv.gov/Sections/Classification/Proposed_Classification_Changes/. For additional information call (775) 684-0137.

Objections to the proposed new classification must be received in writing by March 20, 2023. Objections should be addressed to Beverly Ghan, Deputy Administrator, Compensation, Classification and Recruitment Section of the Division of Human Resource Management, 209 East Musser Street, Suite 101, Carson City, Nevada 89701-4204.

POSTING DATE: February 17, 2023



STATE OF NEVADA
Department of Administration
Division of Human Resource Management

CLASS SPECIFICATION

<u>TITLE</u>	<u>GRADE</u>	<u>EEO-4</u>	<u>CODE</u>
ENERGY PROGRAM[S] MANAGER	41	B	7.758

Within the Governor’s Office of Energy (GOE), Energy Program[s] Managers plan, organize, coordinate, administer, direct, and evaluate complex statewide energy programs and activities to ensure compliance with State and federal laws and regulations.

Establish goals, objectives, schedules, policies, and procedures compatible with statutory, regulatory and GOE requirements; develop work plans, budgets, and applications for federal grants in accordance with applicable laws and regulations; and conduct on-site visits to projects to ensure progress and compliance.

Provide programmatic direction and guidance to effectively achieve objectives and strategies; develop, implement, and provide day-to-day oversight of assigned program and project areas; direct subordinates in the execution of strategies to attain goals and objectives.

Train, supervise and evaluate the performance of professional, technical and support staff; assign and review work; provide guidance and training; monitor and evaluate progress on projects; and provide counseling and discipline as required.

Assist in the preparation of grant applications and oversee preparation of interim and final reports to funding agencies; develop public and private partnerships to encourage support for funding energy efficiency and conservation programs at the State and local levels.

Plan and coordinate activities and projects with other agencies, public and private organizations and industry representatives; write requests for proposals and facilitate selection committees; represent GOE at various hearings, meetings and conferences to provide information and answer questions pertaining to federal and State regulations and GOE policies, procedures and programs; provide technical assistance to various committees and groups; and serve on regional and national oversight boards and committees.

Prepare informational materials to assist the GOE Director in developing agency policies, procedures, and guidelines; provide technical information for public information campaigns and marketing strategies for assigned programs and projects.

Perform related duties as assigned.

MINIMUM QUALIFICATIONS

SPECIAL REQUIREMENT:

- * A valid driver’s license or evidence of equivalent mobility is required at the time of appointment and as a condition of continuing employment.

INFORMATIONAL NOTES:

- * Positions may require specialized *certification*, education, and/or experience *specific to the program assigned* ~~which~~ and will be identified by the agency at the time of recruitment.

MINIMUM QUALIFICATIONS (cont'd)

~~INFORMATIONAL NOTES: (cont'd)~~

- * ~~[Some positions may require specialized certification specific to the program assigned and will be identified at the time of recruitment.]~~

ENERGY PROGRAM[S] MANAGER

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university and four years of professional experience *planning, designing, administering and evaluating programs and/or projects*, to include one or more of the following: ~~[the planning, design, administration and evaluation of energy programs and/or projects;]~~ *strategic planning and analysis*; fiscal management to include budget development, implementation and monitoring, ~~[two years of which was equivalent to a Management Analyst III in Nevada State service; or]~~ *federal grant development or management [and oversight]* to include grant writing, monitoring and/or ensuring compliance with grant deliverables, *including one year of the above experience at the State, federal, county, and/or local government level and one year of supervisory experience*; ~~[, two years of which was equivalent to a Grants & Projects Analyst III in Nevada State service;]~~ *OR graduation from high school or equivalent education and six years of professional experience as described above, which included one year of this experience at the State, federal, county, and/or local government level and one year of supervisory experience*; ~~[OR one year of experience as an Energy Efficiency Manager, Energy Efficiency Specialist, or State Public Works Energy Efficiency Specialist in Nevada State service; OR two years of experience as an Energy Outreach Coordinator in Nevada State service;]~~ *OR two years of experience as a Management Analyst III or Grants & Projects Analyst III in Nevada State service performing duties as described above, which included one year of supervisory experience*; ~~[for an energy program; OR three years of experience as a Renewable Energy Analyst in Nevada State service;]~~ *OR an equivalent combination of education and experience as described above. (See Special Requirement and Informational Notes)*

ENTRY LEVEL KNOWLEDGE, SKILLS, AND ABILITIES (required at time of application):

Working knowledge of: budget preparation and fiscal management; strategic planning processes; public and private funding sources; advocacy techniques. **General knowledge of:** theories, principles, techniques, and practices applicable to the administration and/or implementation of energy efficiency, ~~[and]~~ conservation, ~~[programs and/or projects]~~ *and/or* renewable energy programs and/or projects; governmental and legislative procedures; *supervisory principles and practices*. **Ability to:** implement the mission, goals and objectives for the GOE; plan, design, administer and evaluate energy-related programs and projects; *supervise staff*; establish and maintain positive working relationships with agency management, staff, local and federal officials, and the general public; communicate effectively both ~~[orally]~~ *verbally* and in writing; prepare technical and fiscal reports, professional papers, program guidelines and other materials and publications to include issues of public policy, economic impact and related areas.

FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES (typically acquired on the job):

Working knowledge of: agency policies, procedures, and guidelines; public sector administration to include budget preparation, fiscal management, and governmental and legislative procedures. **Ability to:** develop cooperative partnerships with local, State, regional and federal agencies and with non-profit and private sector organizations; prepare and research grant proposals to government agencies, foundations, and private funding institutions; prepare input and review legislative bill draft requests; represent GOE and the State on boards and committees of State, regional and national organizations.

This class specification is used for classification, recruitment, and examination purposes. It is not to be considered a substitute for work performance standards for positions assigned to this class.

7.758

ESTABLISHED: 9/21/09UC
REVISED: 2/20/14UC
REVISED: 6/18/18UC
REVISED: XXXXXUC