

# Power Sector Reform Manager

## 中国电力部门总监



### About Rocky Mountain Institute

#### 关于落基山研究所

Rocky Mountain Institute (RMI)-an independent nonprofit founded in 1982-transforms global energy use to create a clean, prosperous, and secure low-carbon future. It engages businesses, communities, institutions, and entrepreneurs to accelerate the adoption of market-based solutions that cost-effectively shift from fossil fuels to efficiency and renewables. RMI has approximately 250 full-time staff, including 25 staff working for China program, offices in Basalt and Boulder, Colorado; New York City; Oakland, California; Washington, D.C.; and Beijing. For more information, please visit [www.rmi.org](http://www.rmi.org).

落基山研究所(Rocky Mountain Institute, RMI)是一家于 1982 年创立的专业、独立、以市场为导向的智库，与政府部门、企业、科研机构及创业者协作，推动全球能源变革，以创造清洁、安全、繁荣的低碳未来。落基山研究所着重借助经济可行的市场化手段，加速能效提升，推动可再生能源取代化石燃料的能源结构转变。我们在北京、美国科罗拉多州巴索尔特和博尔德、纽约市、加利福尼亚州奥克兰及华盛顿特区设有办事处，全球共有 250 名员工，其中中国项目有 25 人。如需了解机构详情，请登录我们官网 [www.rmi.org](http://www.rmi.org)。

In 2013, RMI began working in China as a part of a joint research project including the Energy Research Institute of China's National Development and Reform Commission, Lawrence Berkeley National Labs' China Energy Group, and Energy Foundation China. The group designed a road map, called Reinventing Fire: China, to promote renewables and reduce energy consumption and carbon emissions in the Chinese economy without compromising economic growth. This roadmap has become the basis for ongoing programmatic activity.

2013 年，落基山研究所开始与中国国家发改委能源研究所、美国劳伦斯伯克利国家实验室的中国能源研究室以及能源基金会中国展开合作，在不影响经济增长的前提下，为中国

制定一条促进可再生能源发展并降低能源消耗和碳排放的发展之路，我们称之为“重塑能源：中国”项目。

RMI continues to expand its Chinese presence, with our Beijing office serving as the hub for our nation-wide engagements. In 2017, RMI was awarded an overseas NGO certificate by China, and the National Energy Administration is our supervising government agency in China. The Beijing office works on multiple parts of China's energy transformation including power sector reform, low-carbon mobility and freight solutions, low-carbon cities, transforming the building stock, advancing clean production of hydrogen, and establishing the foundation for a circular economy.

落基山研究所不断拓展在中国的业务。我们在北京设立的办公室，将作为我们在全中国范围开展工作的中心。2017年，我们获得中国政府颁发的《境外非政府组织代表机构登记证书》，中国国家能源局是我们在中国的业务主管部门。北京办公室专注于多项中国能源改革板块的工作，包括电力市场改革，低碳出行和货运解决方案，低碳城市和建筑存量改造，以及推进清洁制氢，为循环经济搭建基础等。

## The Role

### 职位

Manager, China power sector

电力部门总监

## Overview

### 项目综述

RMI is seeking exceptional manager-level candidates to join its Power Sector Reform team. Our power sector work is focused on supporting China's transformation to a market-based system. This evolution is critical to realizing a low-emissions power sector. This work contains three primary work streams:

落基山研究所北京办事处现招募部门总监加入我们的电力团队。我们电力项目的工作专注于支持中国电力部门向市场化系统的转变，这一转变将是实现低碳电力部门的关键要素。电力项目工作主要包括下列三个方向：

1. Providing original research to national-level policymakers to support the design of appropriate power market reform policy 进行国家层面相关政策研究，为电力市场改革提供市场设计和政策建议；
2. Working with local entities to design power markets in support of market reform pilots and to support the transition from coal generation to renewables 与地方利益相关方合作，设计电力市场规则，并协助实施电改试点，以支持由煤电向可再生能源的转型；
3. Enabling the renewable energy industry to directly access markets and identify key policy and other market levers to support expanded renewables development 推动可再生能源直接进入电力市场，找到政策和其他推动变革的核心要点，支持清洁能源在中国的发展。

RMI supports these efforts by:

落基山研究所将通过以下具体工作实现上述目标：

- Advising national policymakers on high-level power market design and reform rollout;
- 进行国家层面相关政策的深度研究，提供高水平电力市场设计和改革建议；
- Providing analysis on forthcoming policies and their impacts, and providing recommendations as useful;
- 提供新政策及其影响分析以及有建设性的建议；
- Modelling power market impacts to generator, grid, and customer economics;
- 通过模型分析对发电商、电网和用户的经济性影响；
- Recommending specific market rules to implementing provincial policymakers;
- 为电力市场规则的执行和完善提供解析和建议；
- Building local capacity to design, operate, and supervise low-carbon power systems;

- 为地方设计、运行和监管市场试点提供技术支持；
- Developing new transaction mechanisms to transition uneconomic coal power plants and enable renewable energy's direct participation in the market;
- 探索不同交易机制，促进煤电转型，并促进可再生能源直接参与市场；
- Convening policymakers, corporations, and research experts to develop the future vision for China's low-carbon power sector;
- 与决策者、企业和研究专家研讨交流，探讨中国电力部门低碳化的未来愿景；
- Connecting Chinese leaders with international experts and helping contextualize other market experiences in China.
- 引入国际专家观点，帮助国际市场的成功经验在中国的本地化应用。

## Key Responsibilities, Experience, and Qualifications

### 关键职责、工作经验及要求

As a manager you will be primarily responsible for 1) leading the market design and implementation work at the provincial level, and 2) taking a leading role in representing RMI's entire power sector work in high-level external interactions across all three project areas. Accordingly, you will work closely with the other team members in the global power team and the China team to contribute to project management and technical content development across all workstreams.

部门总监将主要负责：1) 带领团队为省级市场设计和开展提供支持；2) 代表落基山研究所北京办事处电力项目组，在项目三个工作方向的高级别外部交流工作中发挥领导作用。同时，本职位也将与全球和中国电力项目组的其他团队成员紧密合作，积极参与各个项目的管理和技术指导。

Your strong relationship management skills and executive presence will be valuable to represent and successfully deliver the work developed by the project team to effectively inform and influence national and provincial-level decisions. A strong working knowledge of power market design and renewables integration concepts, rationale, and terminology is essential. Likewise, an ability to scope and execute high-quality research deliverables

on-time and at budget is required. Professional project management experience is preferred but not required.

除了专业的技术能力和项目管理能力，我们对本项目总监最主要的需求是其卓越的管理能力和执行能力，善于协调与各方关系，能够代表项目组成功展示与推广研究成果，及时传达最新政策，并能够为相关政策制定者提供战略建议。在电力市场设计和可再生能源并网和消纳方面有一定的研究能力，熟知专业概念、原理和术语。此外，合格的应聘者须能够带领团队在规定时间内和预算范围内产出有独到见解的研究，并交付高质量研究成果。具备专业的项目管理经验的应聘者将获得优先考虑。

As a manager you will have the following key responsibilities:

该职位的关键职责包括：

- Actively maintain relationships with key stakeholders and partners;
- 积极维护合作关系；
- Coordinate multi-party collaborations providing input to the creation of policy, implementation plans, and power market rules;
- 协调多方合作，为政策制定、计划实施和电力市场规则制定提供专业建议和意见；
- Support the development of the China Power Sector Reform team's overall strategy and review and update program strategies with the senior leadership team on a regular basis;
- 支持 RMI 中国电力项目团队整体战略的发展，定期与高级管理层审核和更新项目推进战略；
- Integrate the advice and experience of international power experts, adjusting recommended approaches to the Chinese context;
- 整合国际电力专家的建议与经验，根据中国具体情况适时调整；
- Identify specific needs/gaps, and scope clear, achievable deliverables that will meet those needs;
- 识别具体的行业需求、挑战，并提供清晰、可行的解决方案来满足这些需求；

- Develop and manage workplans and budgets, ensuring impactful, high-quality project delivery, including for consulting engagements with corporate and government partners;
- 制定并管理工作计划及预算，确保有影响力、高质量的项目交付，包括为企业和政府合作伙伴提供战略顾问服务；
- Guide the development of insight briefs, research projects, white papers, government coauthored thought-papers, and presentation materials for various engagements;
- 指导洞察报告、研究报告、白皮书、政府合作文件以及展示材料的撰写；
- Manage a team of 2-3 staff, and coordinate with other managers across the Power Sector and China teams;
- 管理 2-3 人的团队，与全球和中国电力项目组的其他核心成员协调工作；
- Support business development, identifying new collaborations and projects, and presenting these ideas/engaging with funders as needed;
- 支持项目拓展，发掘新的合作和项目机会，并按需向资助者阐释工作计划和研究思路；
- Collaborate with members within the China program and RMI's other teams on cross-sector collaboration opportunities.
- 以跨部门合作方式与落基山研究所全球和中国项目的其他团队积极合作。

#### Minimum Qualifications:

##### 教育及工作经历：

- Graduate degree or higher, or undergraduate degree and 2-4 years of additional relevant experience;
- 硕士研究生同等及以上学历或本科同等学历以及 2-4 年额外工作经验和推荐人背书；
- 5+ years professional experience in a related field;
- 相关领域 5 年以上专业经验；
- Private sector or consulting experience preferred but not required;
- 有企业或咨询业工作经历的优先考虑；
- Direct experience developing and managing highly skilled teams.

- 有组织和管理高绩效团队的直接经验。

Preferred Qualifications:

其他要求：

- Excellent spoken and written English and Mandarin;
- 出色的中英文口语和写作能力；
- Skills and desire to change decision-makers' minds on complex, politically-nuanced issues;
- 具有影响决策者对于重要问题看法的愿望和能力；
- Excellent writing skills, visual presentation capability, and verbal communication skills;
- 出色的写作技巧、视觉展示能力及沟通技巧；
- Experience working with policymakers, particularly at the local level, with a proven ability to communicate new concepts and manage those relations;
- 有与政策决策者，尤其是省级政策制定者共事的经验，有能力传达新的理念并维护与地方决策层的合作关系；
- A solid understanding of power markets fundamentals, China's power sector structure, and reform trajectory;
- 深入了解电力市场基本原理、中国电力部门结构以及电改进程沿革；
- Ability to drive from ideas to implementation, identifying appropriate projects and engagements that can affect concrete, measurable change on broad topics;  
有能力将想法付诸实践，发现优质项目，并能接洽合适的利益相关方；
- Strong and demonstrated quantitative comfort, representing complex concepts and modeling results in clear terms to policymakers and industry leaders;
- 出色的量化处理能力，能够清晰地向决策者和行业领导展示复杂概念和模拟结果；
- Intense curiosity and creativity, and a willingness to take risks by testing new ideas;
- 充满好奇心与创造力，敢于冒险探索和尝试新创意；
- Entrepreneurial self-starter, with a willingness to plunge into unfamiliar problems;
- 工作积极主动，愿意投入精力解决新问题；
- Comfort with altering a course of work mid-stream and working with ambiguity;

- 能够适应在项目推进过程中的策略变动，并妥善处理工作中的不确定性；
- Proven cross-cultural sensitivity, with overseas education or work experience preferred;
- 有丰富的跨文化工作经验和敏感度，具有海外教育或工作经验的优先考虑；
- High emotional intelligence and desire to work collaboratively;
- 团队意识强；
- A passion for making the world better.
- 有将世界变得更好的激情与愿望。

## Location

### 工作地点

Beijing, China

中国北京

## Diversity

### 多元包容

Increasing the diversity of thought, perspectives, ideas and opinions within RMI is a critical change element supporting our long-term sustainability and mission to build a clean, prosperous, and secure energy future.

As such, it is one of our core values, and we strive for a level of diversity within our organization that reflects the communities we serve. Achieving this—regardless of ability, race, ethnicity, gender, sexual orientation or other social identities—is critical to the long-term success of each RMIer and collectively as an organization, ensuring that we:

多元化对于 RMI 长期可持续发展和实现构建清洁、繁荣、安全能源未来的使命必不可少。因此，我们鼓励不同社会身份认同的候选人申请，包括但不限于残障状态、种族、民族、社会性别取向等。建构一个包容多元的工作环境，不仅能够支持员工的长期发展，还能够确保机构：



- Have the different array of thinking that comes from diverse backgrounds and cultures, enabling us to solve some of the world's greatest challenges;
- 获益于不同背景和文化带来的多样思维方式，有助于探寻全球最大挑战的潜在解决方案；
- Strive for a culture of inclusion and belonging by treating others with dignity, respect and appreciation enabling them to feel welcomed, supported and valued;
- 通过尊重，平等对待，欣赏每个不同的个体，建立包容的组织文化，使每一个人受到同等的尊重、理解和支持；
- Effectively connect, communicate and build long-lasting relationships with decision makers, stakeholders and constituents within diverse communities.
- 能够和具有多元文化背景和经验的相关方沟通，建立长期关系。

## How to Apply

### 申请方式

Please submit a cover letter addressing your interest in working for RMI and your resume to [chinaHR@rmi.org](mailto:chinaHR@rmi.org). Please submit materials bilingually or in English by November 15, 2020.

请将中英文双语或英文求职信和个人简历于 2020 年 11 月 15 日前发送至 [chinaHR@rmi.org](mailto:chinaHR@rmi.org)。

Be prepared to submit a resume and a cover letter, both documents are required. Candidates who do not provide a compelling answer to the question "Why do you want to work at Rocky Mountain Institute" in their cover letter may not be considered. Additionally, incomplete application materials (for example, a missing cover letter) may not be considered. Due to the large number of applications received, RMI is not able to respond to every applicant. We will be in contact with applicants moving to the interview stage.

备注：请务必在发送个人简历时，附上求职信，并在求职信中清晰回答一个问题，即“你为什么希望在落基山研究所工作？”此外，如申请材料不完整（如求职信缺失）者，将不

予考虑安排面试。我们将对所有简历进行初步筛选，如果申请人通过初审，我们将与你联系并安排面试。

If you have questions regarding the position, please email: [chinaHR@rmi.org](mailto:chinaHR@rmi.org).

如对招聘职位有任何疑问，请发送邮件至 [chinaHR@rmi.org](mailto:chinaHR@rmi.org)。

RMI is an equal opportunity employer. No phone calls please.

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