



Director, Grid Modernization and Innovation

Do you want to join a team that values Service, Collaboration and Excellence?

Do you want to work with an organization that is committed to serving its customers and community by providing clean, reliable, and affordable energy to Long Island and the Rockaways?

Is being part of a value-driven organization important to you?

If yes, please check us out!

Who We Are

We are a team of motivated, engaged, and exceptionally talented self-starters, willing to roll up our sleeves and do what is necessary to get the job done. If you are interested in joining this dynamic team and have a passion to learn, develop, and want your experience to make an immediate impact, please apply.

To find out more about us, please visit our website: www.lipower.org

What We Offer

We offer an environment of continuous development and growth with a thriving company culture, exceptional colleagues, and exceptional benefits. Our benefit package includes:

- ❖ Hybrid work options available and flexible hours
- ❖ Excellent health insurance
- ❖ No employee cost for dental and vision insurance
- ❖ Paid holidays and generous paid time off
- ❖ Professional development opportunities
- ❖ Educational assistance opportunities
- ❖ Multiple retirement plan options with company contribution
- ❖ Short-term and long-term disability coverage
- ❖ Flexible spending account with company contribution
- ❖ Life Insurance
- ❖ 529 College Savings Program
- ❖ \$300 Wellness Reimbursement

What You'll Do At LIPA

The Director, Grid Modernization and Innovation is a pivotal leadership role within the Electric Transmission & Distribution (T&D) performance management organization at LIPA, responsible for establishing strategic direction and performance management related to grid modernization programs and technologies.

LIPA's Corporate Values

Service: Our work is service. Everything we do is for the benefit of our customers.

Collaboration: Operate as one LIPA team. Everyone is included.

Excellence: One plan, with relentless implementation. Clear performance goals.

This role is accountable for establishing performance frameworks, metrics, and governance structures that measure and enhance the effectiveness of grid modernization programs across the electric system. This includes Operational Technology (OT) platforms that enable Transmission and Distribution control room functions, including the development and integration of advanced control room environments. The role ensures that system capabilities supporting real-time grid management are aligned, scalable, and optimized to deliver reliability, resilience, and operational excellence.

The position also plays a central role in architecting and overseeing the planning, design, buildout, and performance management of a modern Transmission and Distribution electric system. They shall also engage with external stakeholders and industry peers to adopt and contribute to best practices in grid modernization. Through these efforts, the leader helps drive LIPA's transition to a cleaner, smarter, and more sustainable energy future.

The Director will:

- ❖ Serve as the key performance manager for Grid Modernization initiatives including OT platforms, ensuring alignment with strategic goals and regulatory compliance. Key areas of focus include providing strategic direction and performance management for the deployment and integration of advanced field devices, sensors as well as Energy Management System (EMS), advanced load flow tools, Advanced Distribution Management Systems (ADMS), Distributed Energy Resource Management Systems (DERMS), Outage Management Systems (OMS), Volt-VAR optimization, and real-time system operations.
- ❖ Lead the development of the future-state electric system architecture by evaluating emerging technologies, grid modernization strategies, operational models, and evolving system needs.
- ❖ Establish a long-term vision for an integrated T&D system design, OT, data architecture, and digital infrastructure to support a resilient, intelligent, and flexible grid.
- ❖ Provide guidance and lead the development of strategic technology roadmaps for next-generation utility operations, including advanced grid intelligence, AI-enabled applications, telecommunications networks, distributed energy resource integration, edge computing, real-time analytics, and enterprise data management platforms.
- ❖ Assess emerging products and vendor solutions to determine alignment with system architecture.
- ❖ Provide strategic direction and manage performance on initiatives and projects associated with modernizing the T&D electric system.
- ❖ Develop, review, and redefine the performance metrics to ensure quality, efficiency and financial viability.
- ❖ Champion a strategic roadmap for NextGen Control Room, ensuring responsiveness to industry trends and emerging opportunities, and focusing on people, process, technology, and facilities.
- ❖ Collaborate closely with the IT organization which is responsible for system administration, technical implementation, and support, to ensure seamless alignment between business needs and technical execution.
- ❖ Responsible for defining the scope of T&D related technology projects, providing guidance towards functional and business requirements, articulating business benefits, and securing senior executive project approvals.
- ❖ Ensure appropriate performance management for project implementation activities and make key business decisions regarding implementation options and configurations.
- ❖ Recommend resource strategies to support grid modernization initiatives.
- ❖ Collaborate with internal and service provider teams, including IT, system operations, engineering, system planning, field operations, and customer care, to ensure cohesive and effective project planning and execution.
- ❖ Partner with IT to provide cross-functional leadership to ensure effective coordination of major OT projects across business departments and disciplines.
- ❖ Represent LIPA in industry forums, contributing to best practices and advocating for the company's position on grid modernization and energy policy.
- ❖ Provide operational insights to the regulatory team to support policy development and advocacy.

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- ❖ Define the business and functional requirements for digital grid solutions and robust cybersecurity measures to protect critical infrastructure and ensure secure operations.
- ❖ Drive initiatives that support the transition to cleaner energy sources and sustainable grid practices.
- ❖ Guide and lead infrastructure projects that enable advanced operational technology capabilities and enhance system reliability.
- ❖ Coordinate with engineering, construction, and operations teams to ensure that the system and facility upgrades align with grid modernization goals and technical requirements.
- ❖ Oversee budgeting, scheduling, and resource allocation for construction projects, ensuring timely and cost-effective delivery.
- ❖ Ensure all construction activities comply with safety standards, regulatory requirements, and industry best practices.
- ❖ Monitor construction progress and mitigate risks to ensure successful project outcomes and alignment with strategic objectives.
- ❖ Manage and/or lead additional initiatives aligned with enterprise priorities as the modernization portfolio evolves.
- ❖ Perform other related tasks and duties as required.

What We Need

- ❖ Bachelor's Degree in Engineering or Engineering Technology.
- ❖ Ten (10) years of successful experience in system operations, engineering or other related fields.
- ❖ Direct experience with the electric energy industry.
- ❖ Proven track record of leading cross-functional teams and managing complex projects within the energy sector.

- ❖ Strong foundational knowledge in electrical engineering principles, with demonstrated knowledge of emerging technologies such as digitization, data science, artificial intelligence (AI), and their applications within the power industry.
- ❖ Deep understanding of system operations processes and technologies, particularly within electric transmission and distribution (T&D) environments.
- ❖ Strong project management capabilities, with a track record of successfully leading complex, cross-functional initiatives from concept through execution.
- ❖ Business development acumen, with excellent presentation, communication, and stakeholder engagement skills.
- ❖ Strong leadership and organizational influence skills, with the ability to drive alignment across diverse teams and departments.
- ❖ Exceptional written and verbal communication skills, with the ability to convey complex technical concepts to both technical and non-technical audiences.
- ❖ Customer-focused mindset, committed to delivering high-quality, innovative solutions that meet evolving operational needs.
- ❖ Demonstrated initiative as a proactive change agent, with a forward-thinking, solution-oriented approach.
- ❖ Accountability-driven, with a commitment to personal responsibility and holding others to high performance standards.
- ❖ Collaborative team player who fosters a culture of teamwork, inclusion, and shared success.
- ❖ Strong leadership skills with the ability to inspire, guide, and motivate others toward achieving strategic goals.
- ❖ Sound decision-making and problem-solving skills that align with and support the organization's long-term vision and objectives.
- ❖ Ability to stay ahead of industry trends and emerging technologies, ensuring the organization remains a leader in grid modernization and digital transformation.

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- ❖ Strong analytical and problem-solving skills, with the ability to adapt to emerging industry trends and technologies.
- ❖ Ability to analyze data and communicate observations effectively, utilizing advanced data analytics and/or AI.

What We Want (Preferred Qualifications)

- ❖ Advanced degree in Engineering or Master's in Business Administration (MBA)
- ❖ Experience with operational technology (OT) systems and their integration into electric T&D operations.
- ❖ Experience in protection and control systems, with an understanding of their role in modern grid operations.
- ❖ Knowledge of Telecommunication systems and infrastructure is preferred.

Salary Range

- ❖ \$190,800 - \$233,200

How You Can Apply:

- ❖ Interested parties should submit their cover letter and resume to Gary Martens, Director, Human Resources and Administration, at 2026dirgridmodernzation@lipower.org

LIPA is an equal opportunity employer.

All people with disabilities are encouraged to apply.

If you require a reasonable accommodation in completing this application, interviewing, completing any pre-employment testing, or otherwise participating in the employee selection process, please direct your inquiries to Gary Martens, Director, Human Resources and Administration.

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