EnerNOC, Inc
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Job Description – VP of Engineering

About EnerNOC

EnerNOC is the market's fastest growing and most successful clean tech company, with over 400 employees in the US, Canada, and the UK, and revenues approaching over $250M per year. We weave together a broad array of technology development platforms and energy information systems to build the killer applications of the smart grid: demand response, data driven commissioning, and enterprise carbon management.

We are changing the way the world interacts with energy and how people manage the data associated with it. Our software application suite already processes over 120 energy data readings *per second*, equating to 25 million database rows per day (10.3 GB), a figure that will grow exponentially over the next several months as EnerNOC's SaaS applications continue to penetrate the fastest growing segment of the clean energy sector.

Our customer roster is unequaled in the smart grid space. It is comprised of nearly 100 of the Fortune 500's most recognizable brand names, including AT&T, Boeing, Morgan Stanley, EMC, Raytheon, Caterpillar, ESPN, IBM, Pitney Bowes, GE, Dupont, Pfizer, and Uniliver, as well as leading universities such as MIT, Johns Hopkins, and the California State university system. It includes dozens of healthcare institutions such as Partners and Aetna, hundreds of grocers, resorts, and big box retailers including Whole Foods and Albertson's, Marriot, Hilton, Westin, and Sheraton Hotels, plus Target, Sears, and Wal-Mart, and hundreds of government entities, including the states of Connecticut, Massachusetts, Vermont, Maine, Rhode Island, and New Mexico, as well as the City of Boston and the Pentagon. Our customer roster also is comprised of over 100 utilities including some of the largest in the US and the UK, such as Pacific Gas & Electric, Southern California Edison, National Grid, Tennessee Valley Authority, and Xcel Energy, as well as the grid operators in New England, New York, Texas and the mid-Atlantic. In total, EnerNOC has over 3,000 customers and our applications are already deployed at approximately 7,000 customer sites in the US, Canada, and the UK. The number two firm in our space is almost an order of magnitude smaller than EnerNOC, and that gap has been increasing over the past two years.

From our award-winning Network Operation Center in Boston, we use our proprietary, patented energy management technology platform to control approximately 4,000 MWs of electricity usage at our customer's sites primarily through our DemandSMART software application. Our demand response resources are the capacity equivalent of 40 peaking power plants, or four average sized nuclear power plants.

If we were a utility, we would be in the top decile worldwide in terms of capacity. But we're not. We're a technology company building the killer applications of the smart grid, with **an immediate need to hire the most senior technology leader at EnerNOC** to help us scale our application platform, develop new technology, and continue to expand our lead in the smart grid software application space.

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Opportunity

This opportunity is a technology executive's dream job. EnerNOC is the number one smart grid company in the area, without dispute, and one of the highest performing clean tech companies in the industry. It seeks a phenomenally talented technical leader to manage all technology decision-making and development on its way to becoming one of the largest *technology* companies in the world. Seldom do such rare opportunities emerge that allow the right person to help shape a company's technology strategy and to drive its execution, and simultaneously drive the growth of the largest industry to ever undergo such widespread transformation. The ideal candidate will appreciate this because he or she is a wicked-smart, intense competitor whom smart people love to follow because this candidate is always working on great projects and has a long and successful track record of being near the action and doing the impossible.

Description of the Role

EnerNOC seeks an experienced software development leader, an executive who can step in and lead our fast growing, dynamic engineering team, deliver timely solutions to the market, and execute the challenging development activities on our comprehensive application roadmap.

The Head of Engineering at EnerNOC will be responsible for executing on the Company's overall technology vision, shaping its technical strategy, and driving its development execution that will firmly place EnerNOC as the leader in providing cutting-edge energy management applications to the market. This person will recruit world-class talent, manage the appropriate development methodologies, and create the proper organizational structure to drive a high performing development team to deliver these applications to the market with relentless execution. This person will keep abreast of and influence technology trends, standards, and stakeholders which will further enhance adoption and market share of EnerNOC's solutions, and work in tandem with the other members of the executive team as well as the application marketing and application management teams to further define our application roadmap and deliver against it. This person will have the ability to bridge technology with business acumen, will bring experience in developing industry leading customer facing applications, and will develop and sustain a culture of passion, hard-work, and innovation that will make EnerNOC the place to be for anyone interested in developing the energy industry's leading SaaS applications.

Responsibilities

This role has responsibility for the overall engineering, testing, and production systems for our entire SaaS energy management application suite. That suite is comprised of DemandSMART, SiteSMART, CarbonSMART, and SupplySMART, all developed on a JAVA and Oracle platform in an Agile (Scrum) environment. Our production environment is spread across multiple datacenters representing several hundred servers. Our application suite processes over 120 readings per second equating to 25 Million database rows per day (10.3 GB) and is projected to grow exponentially over the next several months. Our application suite provides real time data analysis using Distributed Caches, Data Grids, In-Memory Databases, and Complex Event Processors (CEP). Large scale historical data is handled through the implementation of Large Data Information Lifecycle Management (ILM) procedures, Data Warehouse Data Marts, and BI Analytics using Cognos and Microstrategy. This role also will oversee and support our Continuous Integration (CI) efforts to automate our development, quality assurance, and

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production code roll-outs, where we leverage HP Quick Test Pro, HP Quality Center, Cruise Control, Subversion, Maven, and an Agile SCRUM management system called Rally.

Additional Responsibilities
- Providing overall strategy and technology direction for the development of applications and communication infrastructure supporting the Company's solutions
- Strategic planning for all product development efforts to include the subsequent testing, release and production environment needs
- Overseeing all activities of the development groups (development, QA, and application release)
- Planning the overall architecture of our products and support infrastructure including day-to-day operations in conjunction with EnerNOC's IT department, software development managers, and product management teams
- Assuming overall responsibility for the current and long range direction of technology for both internal and SaaS-based solutions by enhancing and implementing best-in-class programs, policies, practices and systems while delivering high quality and repeatable results
- Supporting the development of the Company's product roadmap
- Leading and enhancing our agile methodology for the design, development, test and release of our products and features.
- Establishing departmental goals, objectives, and operating procedures
- Staying abreast of new technologies and issues in the software-as-a-service industry, including current technologies, platforms, standards and methodologies
- Defining and communicating corporate plans, policies, and standards for the organization for acquiring, implementing, and designing new software products
- Recruiting, managing and continuously developing through leadership and collaborative team building a world-class team of technology professionals viewed as the leader in the energy management industry
- Participating in the strategic business and product planning process
- Being actively engaged in technology standard settings boards and organizations that may impact the Company and its offerings
- Being an active spokesperson and evangelist both internally and externally by communicating and promoting the Company's technology vision and solutions
- Evaluating new technologies and solutions in the market and being responsible for keeping abreast of trends that may impact the Company
- Identifying opportunities to leverage offshore resources to meet project demand.
- Ensuring the knowledge sharing of engineering best practices across departments; and developing and monitoring technical standards to ensure adherence to them.
- Being directly responsible for establishing and managing the operating budget to maximize utilization of resources and delivery of products and solutions.

Requirements
- Previous senior leadership roles in product or application development and engineering for high growth companies

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- Proven leadership of large-scale software teams that have delivered great products on deadline
- Proven experience as a leader developing, deploying, and supporting software as a service / platform as a service solutions to commercial, industrial, and institutional users and/or utilities worldwide
- Proven ability to recruit the best and brightest developers in the world and provide them with a vision and working environment to develop world-class applications while instituting compelling performance measurements that continually drive transparency and improved performance
- Excellent communication skills, strong team player, and the ability to work cross functionally in a fast-paced, high-productivity startup environment
- Experience in Agile development methodology
- Experience in communication and network technology
- Experience in a multi-product, multi-application development environment
- Experience with globally distributed teams and business partners
- Experience in managing both mainstream development and R&D activities
- Experience in development with open source technologies
- Experience in developing products and solutions around Linux, Java, JBoss, Oracle, and Adobe Flex
- Experience in building and maintaining applications that are mission critical for customers
- B.S. in Computer Science, Management Information Systems or related engineering field
- 12+ years of product engineering experience
- Passion about winning
- Experience in energy not required, but considered a plus

Contact
Please send resume via email:

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