

JENNIFER BIES

[LinkedIn Profile](#)

LEADER & STRATEGIST

Managing Director ♦ Consultant ♦ Change Agent

QUALIFICATION SUMMARY

- ♦ Broad experience in public policy collaboration, natural resource management, renewables and energy efficiency.
- ♦ Strong aptitude for leveraging credible data to influence leaders to meet rapidly evolving goals.
- ♦ Exceptional manager with natural leadership qualities and ability to influence organizational change.
- ♦ Skillfully challenges the status quo in service of continually improving results and delivery.

PROFESSIONAL EXPERIENCE

[Port of Portland](#) – Portland, OR

Director, Environmental Operations, 6/2018 – present

- Lead the Port's environmental department to achieve strategic goals in alignment with stated values.
- Direct departmental planning activities, budget planning and management, and resource planning.
- Establish departmental policies and operating procedures.
- Programs include natural resources, aviation wildlife hazard management, environmental planning, noise, air quality, energy, water quality, land quality, waste management and sustainability.

[CLEAResult Consulting, Inc.](#) – Portland, OR

Program Director, 9/2016 – 11/2017

- Drove strategic plans, program design, and process improvements to meet business objectives.
- Instigated change by bringing fun, honesty and creativity to influence others to engage and collaborate.
- Strengthened the company's profile by acting as point of contact for senior client representatives.
- Optimized operations to create efficiencies, improve accuracy and quality, and increase profit margin.
- Managed \$20 million annual program budget; developed, negotiated and managed contracts.
- Orchestrated 8 function groups (70+ staff across five states) to ensure contract deliverables were met.
- Ensured client contract requirements and company policies were understood and upheld.

Senior Operations Manager, 2/2015 – 9/2016

Senior Regional Field Manager, 11/2014 – 2/2015

- Managed field team (63 staff; 45 remote) to deliver 10 utilities' residential and commercial energy efficiency programs across 7 states.
- Designed field organization to accommodate integration of new programs and field delivery teams.
- Leveraged data and analytics to assess performance and manage risk.
- Facilitated alignment across departments; honed strategies to ensure progress and accountability.

Portland Energy Conservation, Inc. – Portland, OR

Senior Regional Field Manager, 1/2014 – 11/2014

Regional Field Manager, 10/2012 – 1/2014

- Created new field delivery unit (20 staff - 15 remote, across 6 states); defining standards of excellence, designing organization structure and territory coverage, standardizing operating protocols etc.
- Instituted new performance management framework, providing transparency into project pipeline, establishing individual goals and KPIs, and enabling staff accountability and recognition.
- Received Operational Efficiency award for design of new upstream incentive price compliance model.

Program Manager, 6/2011 – 10/2012

- Managed the contractor channel of a 5-state residential energy efficiency program.
- Managed \$8 million annual program budget; developed, negotiated and managed contracts.
- Led program design and development of regulatory filings and program evaluations.
- Established regular communications with partners via email, webinars, trainings and e-newsletters.

Kearns & West, Inc. – Portland, OR

Senior Associate, 3/2007 – 3/2011

- Conducted issue assessments, public involvement activities and facilitated high profile public policy collaborative negotiations involving senior stakeholders and elected officials.
- Established credibility and rapport, and helped community, business, government, and NGO leaders forge strong relationships and reach agreement on complex issues.
- Responsible for planning and executing all aspects of multi-party initiatives; monitoring progress, compelling action, adjusting strategies and timelines as needed, and ensuring results.
- Developed detailed technical reports, resource management plans and regulatory filings.
- Generated revenue through competitive bidding processes, cultivating repeat business, earning word-of-mouth referrals, leveraging existing client base and qualifying targets.

RESOLVE – Portland, OR

Dispute Resolution Associate, 12/2004 – 3/2007

- Similar role as Kearns & West description above.
- Advanced from entry-level position to securing new clients and leading projects within the first year.

EDUCATION

Saybrook University LIOS Graduate College – Seattle, WA

Master of Arts, Leadership and Organization Development

Humboldt State University – Arcata, CA

Bachelor of Science, Environmental Science; Minor in Spanish