



Role: Chief Delivery Officer (CDO)

Location: Remote with regular travel to project sites

About the Grey Snow Sovereign Solutions (GS3):

GS3 is a proud subsidiary of the Iowa Tribe of Kansas and Nebraska (ITKN), and we're on a mission to create sustainable, impactful energy solutions. We focus on projects like renewable energy systems and microgrids that support Tribal energy sovereignty, drive economic growth, and build resilience for the communities we serve.

We're a growing team that values innovation, integrity, and collaboration. At GS3, we aim to create an environment where our team members can thrive, make meaningful impact, and grow professionally.

About the Role:

The Chief Delivery Officer owns the delivery of every GS3 project from contract award through design, procurement, construction, commissioning, and closeout. This role reports to the President and serves on the executive leadership team. Finance, human resources, and information technology remain with the President.

Key Responsibilities:

- **Project Delivery:** Own execution of all GS3 projects following contract award, on schedule, on budget, and to the performance standards committed to in the contract.
- **Pre-Award Support:** Review and approve project budgets, schedules, and execution plans with the proposal and estimating team before submission.
- **Design and Procurement:** Lead design coordination with engineering partners and direct procurement strategy and execution, including vendor selection and domestic content requirements.
- **Construction Oversight:** Oversee construction execution, subcontractor management, safety, and quality across all active sites.
- **Commissioning and Turnover:** Lead commissioning, performance verification, and project turnover to owners and operators.



- **Federal Compliance:** Ensure delivery meets federal funding and contract requirements, including domestic content, prevailing wage, and reporting obligations.
- **Lender and Funder Support:** Support draw requests, progress certifications, and site inspections.
- **Team Leadership:** Build and lead the delivery team, and create growth pathways for Tribal members.

Position Requirements:

Required

- Minimum of 10 years delivering energy, utility, or infrastructure projects.
- At least 5 years in a senior leadership (executive) role.
- Demonstrated accountability for full project lifecycle delivery, from award through commissioning and closeout.
- Experience with solar, battery storage, microgrid, or distributed energy projects.
- Strong working knowledge of construction contracts, subcontractor management, and project controls.
- Experience with federally funded projects and their compliance requirements.
- Budget or profit and loss accountability for a portfolio of projects.
- Active Master Electrician license in good standing.

Preferred

- Experience working with Tribal Nations, Tribal governments, or on Tribal lands.
- EPC or owner's representative background on projects of \$10M or more.
- Familiarity with federal contracting, including flow-down provisions and teaming arrangements.
- Professional Engineer license, PMP, or equivalent credential.



- Native American Tribal Member Status.

Travel Requirement:

- Regular travel to project sites and Tribal partner locations, including rural and reservation lands.

Salary Range: \$150,000 - \$165,000

Benefits:

- **Comprehensive Health Insurance:** Medical, dental, and vision coverage
- **Retirement Savings Plan:** 401(k) (no employer match at this time)
- **Paid Time Off:** Flexible time-off policy and extensive holiday schedule
- **Professional Development:** Opportunities for training and growth within the company

To Apply:

Please send resumes and cover letters to hr@gs3energy.com. Resumes will be accepted on an ongoing basis as this position will remain open until filled.