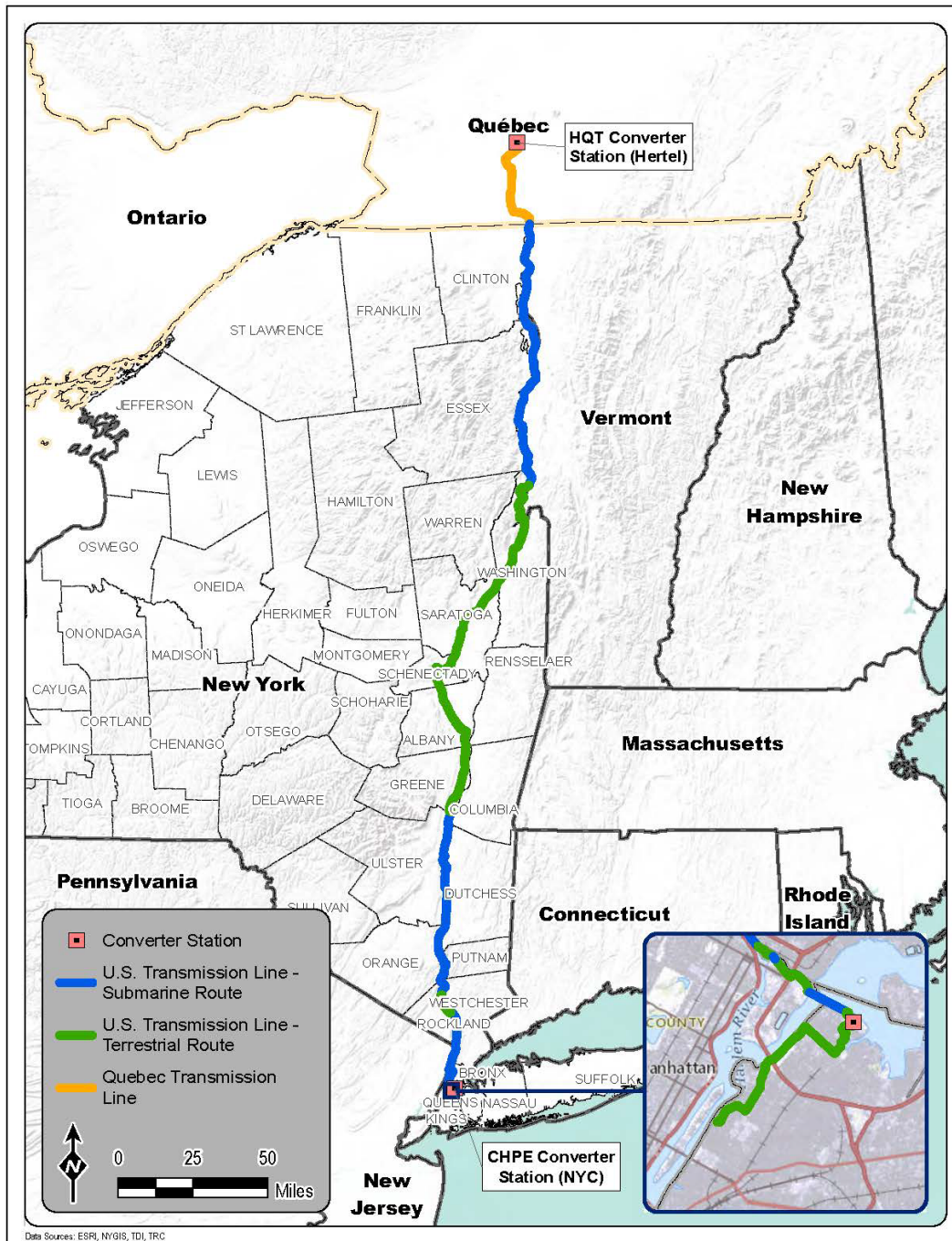




**Job Description for Director, Workforce Development-Diversity and  
Inclusion**

*Champlain Hudson Power Express  
Clean Energy Transmission Project*





## Director of Workforce Development-Diversity and Inclusion Job Description

### **The Company**

TDI-USA Holdings, LLC (TDI) develops unique clean energy transmission projects in an environmentally responsible manner. Our projects use proven high-voltage direct current (HVDC) cable technology to link trapped renewable generation resources with markets that are seeking new sources of clean power. By installing our projects underground or underwater, TDI avoids the negative impacts of overhead transmission and increases the electric grid's safety and reliability while providing hardened infrastructure that is less susceptible to damage from natural disasters.

TDI is a portfolio company of Blackstone Inc., a global leader in alternative asset management. Additional information on Blackstone can be found at [www.blackstone.com](http://www.blackstone.com).

### **Landmark Project: Champlain Hudson Power Express**

Developed due to New York State's ambitious transition from fossil fuel to clean energy, the Champlain Hudson Power Express (CHPE) is a construction-ready 339-mile transmission line that will deliver 1,250 MW (enough to power over one million homes) of renewable hydropower from our partners at Hydro-Québec in Canada, directly to New York City. The HVDC buried line will travel underwater through Lake Champlain, the Hudson and Harlem Rivers and underground primarily within railroad and road rights-of-way until it reaches a converter station in Astoria, Queens where its clean energy will be distributed into New York City.

On September 20, 2021, CHPE was selected for contract negotiation as part of the award under New York State Energy Research Development and Authority's (NYSERDA) Tier 4 renewable energy solicitation. NYSERDA subsequently filed the contract for approval with the New York State Public Service Commission and after a lengthy public comment period the contract was approved on April 14<sup>th</sup>, 2022. CHPE is scheduled to be operational in 2025.

The project will play a key role in New York State's energy transformation, lowering greenhouse gas emissions, creating jobs, and generating billions of dollars in new investment in New York's economy.

Further information on CHPE can be found at [www.chpexpress.com](http://www.chpexpress.com).

### **Other Projects**

In addition to CHPE, the same TDI management team is developing the New England Clean Power Link (NECPL), a fully permitted 154-mile underwater and underground transmission line that will deliver 1,000 MW of renewable, reliable, low-cost energy from the U.S.-Canadian border to Vermont and the New England marketplace. Once commercialized, the project will lower costs for consumers, reduce environmental emissions, create jobs, increase tax revenues, and diversify fuel supply in New England, all while respecting Vermont's natural beauty by burying the cable. The project website can be found at [www.necplink.com](http://www.necplink.com).

In addition to CHPE and NECPL, the Company continues to evaluate opportunities for future projects.



## Director of Workforce Development-Diversity and Inclusion Job Description

### **The Position**

Title: Director, Workforce Development-Diversity and Inclusion

Reports to: Vice President of External Affairs/Vice President of Labor Relations

Location: New York City and/or Albany Area

### **Position Summary**

TDI is seeking a Director of Workforce Development - Diversity and Inclusion as we commence construction on our first world-class power transmission project, the Champlain Hudson Power Express (CHPE).

With the NYSEDA Tier 4 REC contract award now secured and preparations for the closing of the project's construction financing underway, the Director of Workforce Development - Diversity and Inclusion will be responsible for promoting and establishing in conjunction with CHPE management, building and trades unions, NY State and selected EPC contractors, a program, budget, and reporting system focused on NYSEDA's mandate to maximize to the extent possible opportunities for Disadvantaged Communities (DAC). The role will involve working closely with all stakeholders to establish a structure for meeting NYSEDA's DAC employee mandates while serving as a liaison between WBE/MBE, Veteran and Veteran Disabled Owned Small Businesses, Environmental Justice organizations, Community Boards, elected officials, labor unions, and others. The Director will also participate in the implementation of the CHPE project's \$40 million Green Economy Fund (GEF) designed to support residents in disadvantaged and frontline communities by providing new green-job training opportunities. This position will also participate in the promotion of DAC-supplied goods and services that could support project construction. The Director of Workforce Development - Diversity and Inclusion will have a dual reporting structure to the VP of External Affairs, Jen Laird White, as well as the VP of Labor Relations in the engineering and construction group.

### **Responsibilities**

The Director of Workforce Development - Diversity and Inclusion will be responsible for the following activities:

- Ensure TDI is in compliance with commitments under the Tier 4 DAC sections of the NYSEDA Purchase and Sale Agreement (PSA);
- Participate in discussions with NYSEDA as new DAC regulations contemplated under the PSA are drafted;
- Work closely with the CFO to document all DAC activity;
- Coordinate efforts with internal and external parties, including project contractors, labor unions, and others, to advocate for project-hiring decisions that solicit DAC participation;
- Work with existing jobs training programs that specialize in employment and training for Disadvantaged, Environmental, and Social Justice communities to determine current and future project-hiring streams;
- Collaborate with internal and external parties, including project contractors, labor unions and others, on the development of construction recruitment plans;

## **Director of Workforce Development-Diversity and Inclusion Job Description**

- Work with labor unions' and project contractors' recruitment personnel to ensure smooth onboarding processes and barriers to work elimination, as well as a smooth transition and positive work environment for new DAC workforce members;
- Support mitigation of barriers to future union membership for DAC members;
- Support internal and external parties, including project contractors, labor unions and others with required tracking and reporting on key performance indicators and employment requirements for New York State, NYSEERDA, and other entities, including tracking efforts to employ DAC members;
- Participate in the implementation of the GEF Advisory Board and associated tracking with TDI, Hydro-Québec, GEF Administrator(s) and others;
- Create appropriate information and public outreach plan for GEF implementation to ensure DAC and jobs providers have access to information related to GEF funding;
- Serve as informal advisor to the GEF Advisory Board on grant management and jobs training opportunities, including marketing plans, outreach to jobs training programs, assessing and determining barriers to work and solutions, and others as needed;
- Assist in the development and implementation of pre-apprenticeship program curriculums and jobs training with Building and Trade unions (as part of the GEF);
- Serve as member of TDI's community outreach team during construction; and
- Perform related project tasks as needed and assigned.

### **Contact**

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