

Position and Candidate Specification



University of Wyoming

Executive Director, School of Energy Resources

January 2026

Assignment: 71824-002

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Nestled amid the beauty of two mountain ranges in southeastern Wyoming, you will find the nationally recognized teaching and research institution, the **University of Wyoming (UW)**. Established as a land-grant institution in 1886 when Wyoming was still a territory, UW has since grown to nearly 200 areas of study, drawing 12,500+ students from all 50 states and 90 countries. UW is known for its accomplished faculty and world-class facilities, its small student/faculty ratio and quality undergraduate and graduate programs within its colleges of Arts & Sciences, Agriculture & Natural Resources, Business, Education, Engineering & Applied Science, Health Sciences, Law, School of Energy Resources, and Haub School of Environment and Natural Resources.

Throughout its existence, UW has been the only four-year university in the state of Wyoming, though it maintains close relationships with the state's seven community colleges. UW's global impact begins with innovative undergraduate and graduate research opportunities and extends through state and federal partnerships and recent initiatives such as the Wyoming Institute for Humanities Research and the School of Energy Resources. UW has played important roles in the lives of students, Wyoming residents, and communities for 133 years.

The University community is working collaboratively to help the University reinforce and strengthen its reputation as it adapts to changing economic factors in the state and beyond.

To learn more, please visit: <http://www.uwyo.edu>

Location: Located in Laramie, Wyoming, a town of more than 31,000 with a unique blend of sophistication and western hospitality, UW not only provides an environment for success but also offers varied academic and lifestyle opportunities. Laramie is a great place to live and work as it boasts a low cost of living with no state income tax as well as incredible outdoor recreational opportunities, an eclectic downtown area, and a great public school system.



ABOUT THE SCHOOL OF ENERGY RESOURCES

The School of Energy Resources (SER) facilitates interdisciplinary academic and research programs in engineering and science, economics, and environment and natural resources policy to address critical, energy-related issues faced by our society. **With a focus on energy-driven economic development for the state of Wyoming, SER leads UW's talent and resources for interdisciplinary energy research and outreach, fulfilling Wyoming's promise to be a global leader in a thriving and sustainable energy future.** SER collaborates with stakeholders at the state, national, and international levels to advance energy technologies and policies to grow and support Wyoming's robust energy sector. Its research programs focus on maximizing energy production, minimizing environmental footprint and leading technology innovation, always to benefit the state. Through its Centers of Excellence, SER bridges the gap between academia and industry – and ensures that the technology and policy solutions developed can be deployed.

As global energy issues change, the demand grows for professionals with a multidisciplinary background and competency in energy resources. SER is dedicated to training those future leaders. Offering a growing B.S. degree in Energy Resource Management & Development (ERMD), and funding graduate students in departments across campus devoted to energy research, SER is training the future energy leaders of Wyoming. The ERMD degree offers two concentrations for specialization, Professional Land Management, or Energy and Environmental Systems. Through a combination of rigorous academic training, hands-on scenarios, and internships, students are prepared for essential roles in energy industries, government and regulatory entities, and business organizations.

SER also offers certificate programs to meet the needs of industry and the changing energy landscape in Land Administration, Carbon Capture, Utilization and Storage (CCUS), and Nuclear Energy Science.

Faculty in SER are internationally recognized energy experts who are actively involved in both energy research and teaching. Represented in seven different departments from five colleges on the University of Wyoming campus, SER faculty are committed to achieving top learning outcomes while developing students' curiosity, and capacity for complex problem-solving.

To learn more about the School of Energy Resources or more details regarding ongoing research projects in the Centers of Excellence, visit the website: www.uwyo.edu/ser



KEY RELATIONSHIPS

Reports to	President Ed Seidel and the Energy Resources Council, with a dotted-line reporting relationship to the Provost
Direct reports	SER Senior Director of Research, SER Director of Business Operations, SER Director of Outreach, SER Executive Administrative Assistant, SER Senior Assistant Dean, Enhanced Oil Recovery Institute Director
Other key relationships	Provost and Senior Vice President Deans Senior Leadership (including SER Directors of Research Centers of Excellence, SER Faculty) Board of Trustees Key community partners and elected officials

OPPORTUNITIES AND EXPECTATIONS FOR THE NEXT EXECUTIVE DIRECTOR

The University of Wyoming seeks an accomplished and visionary leader to serve as the next Executive Director of the School of Energy Resources (SER). The Executive Director reports to the Energy Resources Council and the University President, with a dotted-line reporting relationship to the Provost.

The successful candidate will be an innovative and collaborative leader with a deep understanding of today's complex energy landscape and a proven ability to inspire teams and partners. The Executive Director is responsible for delivering on SER's mission to advance energy-driven economic development for Wyoming through excellence in academics, research, and outreach.

This highly visible position requires exceptional communication skills and the ability to engage confidently with diverse stakeholders—including state and federal officials, industry leaders, students, alumni, and academic partners—to strengthen Wyoming's leadership in energy innovation. The next Executive Director will build on a strong foundation to elevate SER's national and international reputation and amplify the impact of the University's energy initiatives. This leader will partner across the institution amongst the following areas of opportunity and responsibility:

- Provide strategic leadership to ensure SER fulfills its mission and sustains a culture of excellence, innovation, and collaboration.
- Oversee SER's academic, research, and outreach functions, ensuring alignment with University and state priorities.
- Engage regularly with Wyoming elected and appointed officials, including the Governor's Office, Legislature's Joint Minerals, Business and Economic Development Committee and the Wyoming Energy Authority.
- Serve as the public face of SER, representing the School and the University with energy stakeholders across Wyoming, the region, and globally.
- Oversee the development and management of budgets with transparency, accountability, and fiscal responsibility.
- Lead fundraising efforts, cultivating relationships with alumni, donors, foundations, and industry partners to support SER's mission.
- Supervise and develop staff, ensuring an inclusive, supportive, and high-performing team through effective hiring, mentoring, evaluation, and professional development.
- Collaborate with deans, faculty, and research centers to strengthen academic offerings and expand interdisciplinary partnerships.

- Promote a positive organizational culture that embodies collaboration, integrity, respect, and excellence.

IDEAL EXPERIENCE

Ideal candidates will have demonstrated experience in many of the following areas:

Required Qualifications

- Advanced degree or equivalent record of leadership and accomplishment in an energy-related field.
- Demonstrated ability to develop and execute a strategic vision and lead complex organizations.
- Proven success managing people, programs, and budgets effectively.
- Deep understanding of energy research, innovation, and commercialization processes.
- Experience with legislative and/or stakeholder engagement and public speaking.
- Strong financial literacy and proven administrative acumen.
- Skilled communicator and consensus builder with exceptional diplomacy and credibility in one or more energy sectors important to Wyoming.
- Deep understanding and appreciation of Wyoming's people, values, culture and economy.

Preferred Qualifications

- Terminal degree or equivalent record of executive-level achievement in an energy-related discipline.
- Demonstrated familiarity with Wyoming's energy landscape and stakeholders.
- Experience leading multidisciplinary teams.
- Distinguished record of leadership in energy development, policy, or research across multiple energy sectors.
- Broad understanding of energy policy, regulation, and market trends, both U.S. and international.
- Proven success in securing external funding, building partnerships, and translating research to impact.
- Ability to foster collaboration across academic, government, and industry.
- Commitment to education, workforce development, and Wyoming's economic vitality.

CRITICAL LEADERSHIP CAPABILITIES

Strategic Thinking

Capitalize on the momentum and success of the School of Energy Resources and contribute to the university's overall excellence by:

- Serving as a strong advocate for the University of Wyoming's mission, strengthening the university's capacity to address changes in research priorities, knowledge and enterprise of energy issues, regulation, compliance, and global and industry challenges.
- Revising the strategy and proposing new directions for the School in response to the evolving educational landscape.
- Challenging assumptions and conventional wisdom with specific, supported, reasoned proposals.
- Contributing to the ongoing development of an organizational strategy and justifying it with market insight.

- Aligning current operations with 3-5 year strategic planning.

Driving Results

To pursue excellence in UW's ability to advance the evolution of the School in its energy transformation, the Executive Director will:

- Enable higher performance by incrementally improving approaches based on calculated risks and benefits.
- Benchmark own performance against energy programs at other universities and institutions.
- Proactively seeks to improve processes and implement best-in-class solutions, raising quality and productivity in a calculated way.
- Identify new processes and/or systems to improve productivity and/or enhance the school's efficiency.

Collaborating and Influencing

In an institution that values shared governance and community, build consensus and support by:

- Facilitating discussions that enable people to collaborate with each other independently, and promote collaboration across multiple units.
- Identifying and meeting with key players and stakeholders to drive collective decision-making through strategic dialogue and balance competing interests to reach consensus.
- Developing an explicit understanding of which relationships are most important to the organization and its stakeholders, while building a network prioritizing these relationships.

OTHER PERSONAL CHARACTERISTICS

- Visionary leader who can chart a clear path forward in a dynamic environment.
- Values people and invests in the growth of faculty, staff and students.
- Acts with integrity, transparency, and sound judgment in service of the School and the State of Wyoming.
- Inspires confidence and respect through performance, demeanor, and principled leadership.
- Strong problem solver who brings creativity and rigor to complex challenges.
- Self-motivated, decisive, and capable of managing multiple priorities effectively.
- Collaborative and diplomatic, fostering trust and alignment among diverse stakeholders.

WHY CONSIDER THE OPPORTUNITY

High Performing School. The School of Energy Resources is a "shining star" in the University and the region, with innovative programming, a growing portfolio of funding, increasing enrollment, an expanding research portfolio, and happy and engaged students, faculty, and staff.

Impact. SER plays an impactful role in the state and region in energy development. The industry partnership puts the University at the table with those doing the work of advancing the technologies and practices.

Interdisciplinary Work. SER employees play a role that lives at the intersection of policy, science, economics, and the environment.

Culture. SER displays high morale, enthusiasm, and passion. Students receive an unprecedented level of personal attention and support with relevant opportunities for engagement, work, service, and scholarship. The faculty are collegial and collaborative. The research team is second to none, working across disciplines to advance innovation while cultivating a supportive culture for growth and professional development.

Capital Improvements. New and modern campus facilities have been developed over the past 20 years through massive capital investment on the part of the state and private donors.

Location. Laramie is a great place to live and work. Laramie boasts a low cost of living, low property taxes, and no personal state income tax. The area offers incredible outdoor recreational opportunities, an eclectic downtown area, and a great public school system.

Benefits. Highly competitive benefits package, including a retirement benefit that features a state contribution of 14.44% of an employee's gross salary and excellent health benefits.

THE SEARCH PROCESS

The University of Wyoming, in consultation with Spencer Stuart, will begin a confidential review of application materials immediately and continue until the position is filled. Please submit a curriculum vitae and a letter of interest upon application. All applications and nominations will be held in confidence.

For confidential nominations and expressions of interest, please contact Spencer Stuart at UWyomingSER@SpencerStuart.com.

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ABOUT SPENCER STUART

Spencer Stuart is a global executive search and leadership consulting firm that helps organizations find and develop top executives and board members. Founded in 1956, the firm offers a range various services, including CEO and board succession planning, executive assessment, leadership consulting, and digital transformation.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. In compliance with the ADA Amendments Act (ADAAA), if you have a disability and would like to request an accommodation to apply for a position, please contact us at 307-766-2377 or email jobapps@uwyo.edu.

MORE ABOUT THE SCHOOL OF ENERGY RESOURCES

STAFFED RESEARCH CENTERS OF EXCELLENCE

CENTER FOR CARBON CAPTURE AND CONVERSION

The [Center for Carbon Capture and Conversion \(CCCC\)](#) is comprised of a collaborative group of research scientists, faculty members and students, and entrepreneurs focused on supporting the future of Wyoming coal. The CCCC focuses on bolstering existing markets and finding novel, non-energy uses for Wyoming coal by investigating new high-volume uses for coal, converting coal into valuable engineered and chemical products, and exploring new opportunities in an evolving carbon market. The design and function of the technology used in these projects are created with the intention of modification for large-scale commercialization.

CENTER FOR ECONOMIC GEOLOGY RESEARCH

The [Center for Economic Geology Research \(CEGR\)](#) is dedicated to developing sustainable geologic resources for energy. CEGR is a leading institution in applied research on carbon storage, critical minerals, and economic geology in the Rocky Mountains. CEGR is currently leading several Department of Energy CarbonSAFE grants, which are flagship programs for developing carbon storage resources across the West. The Center works closely with academia, national labs, industry, regional stakeholders, and state and federal agencies to develop collaborative, impactful research programs that advance new energy resources and industry.

CENTER FOR ENERGY REGULATION AND POLICY ANALYSIS

Founded in 2020 to respond to the energy challenges and opportunities facing the State of Wyoming, the [Center for Energy Regulation and Policy Analysis \(CERPA\)](#) draws upon interdisciplinary energy law, policy, technology and economic experts to conduct world-class energy analyses for the benefit of the State of Wyoming, the intermountain west region and the United States. CERPA conducts interdisciplinary research to produce value-added working papers, publications, and discussions on energy-related policy, law, and regulatory issues in Wyoming.

HYDROGEN ENERGY RESEARCH CENTER

The [Hydrogen Energy Research Center \(H₂ERC\)](#) focuses on all forms of clean hydrogen with: low-cost coal via gasification, massive natural gas resources via methane reforming, and relatively high-capacity wind energy via electrolysis, as well as potential for solar, nuclear, and more. working to identify and quantify the relative competitive advantages of Wyoming in an emerging low-carbon hydrogen economy, the Center is focusing on opportunities to create hydrogen from Wyoming's natural resources, is investigating novel transportation approaches, evaluating options to use produced water, and is performing techno-economic and market assessments to identify new and emerging markets for hydrogen.

3D VISUALIZATION CENTER

Housed in the Energy Innovation Center (EIC), the facility is home [to the only four-walled 3D CAVE in Wyoming](#). The visualization team in the Center work to expand both interest in and access to virtual reality (VR) and other emerging computer technologies at UW and throughout the state by providing hands-on digital workshops, short courses, and facility tours to service the academic, educational, and business communities. The Center offers immersive 3D experiences, data-capture technology, and content-creation services to help analyze, interpret, and share a wide variety of data.

ENERGY ENGAGEMENT, LEADERSHIP, AND CAREERS PROGRAM

The [Energy Engagement, Leadership, and Careers \(ELC\) Program](#) is dedicated to community engagement, leadership and workforce development for energy-producing and energy-adjacent districts in Wyoming. It aims to lead in the development of a skilled energy workforce, engage industry stakeholders, empower communities by incorporating local knowledge into program development and research, advance social science capacity building, and inspire the next generation of leaders through innovative education.

FACULTY-LED RESEARCH CENTERS OF EXCELLENCE

NUCLEAR ENERGY RESEARCH CENTER

The [Nuclear Energy Research Center \(NERC\)](#) is focused on interdisciplinary nuclear-energy capacity building across the UW community by connecting UW faculty and staff that are already active in research fields critical to the success of nuclear energy, and developing collaborative relationships both external and internal to UW. Given that increased deployment of nuclear energy faces both technical and non-technical challenges, NERC focuses on both the social sciences and the hard sciences to help further energy solutions.

WIND ENERGY RESEARCH CENTER

The [Wind Energy Research Center \(WERC\)](#) is a collaboration with the College of Engineering and Applied Science dedicated to improving wind energy technology and its applications in Wyoming. The mission of WERC is to examine the complexities associated with wind energy, including storage and transmission issues. It further conducts research in the advancement of wind turbine science and systems, and examines the regulatory, economic, and policy concerns to better position Wyoming as a leader in renewable energy.

CENTER FOR AIR QUALITY

The [Center for Air Quality \(CAQ\)](#) is involved in research concerning emissions from oil and gas exploration and production activities, and methane monitoring and mapping technology. The CAQ seeks to strengthen the accuracy of engineering calculations of emissions by ground truth with a variety of measurement platforms, including a dedicated mobile laboratory.

CENTER OF EXCELLENCE IN PRODUCED WATER MANAGEMENT

The [Center of Excellence in Produced Water Management \(CEPWM\)](#) engages in innovative science and engineering research for application in energy industries that are economical and sustainable. It also provides innovative science and engineering research for application in the oil and gas industry for the purposes of reducing environmental impacts, improving industry process efficiencies, increasing profitability, and enhancing society benefits.

CENTER FOR BIOGENIC NATURAL GAS RESEARCH

The [Center for Biogenic Natural Gas Research \(CBNG\)](#) develops and commercializes technologies to enhance the production of renewable, clean-burning natural gas using indigenous microorganisms.

SUBSURFACE ENERGY AND DIGITAL INNOVATION CENTER

The [Subsurface Energy and Digital Innovation Center \(SEDI\)](#) is dedicated to becoming a pioneering hub for advancing energy solutions by integrating cutting-edge digital technologies. It leads the development and adoption of cutting-edge digital and scientific solutions for energy challenges by championing the integration of advanced digital technologies, including blockchain, artificial intelligence, and virtual and augmented reality, with novel scientific methodologies to elevate energy sector sustainability and efficiency.

JURISPRUDENCE OF UNDERGROUND LAW & ENERGY

The [Jurisprudence of Underground Energy & Law \(JOULE\)](#) research group conducts innovative legal research that advances the understanding of the rules and relationships governing the use of the subsurface and development of energy and natural resources. JOULE engages in theoretical and applied research together with its partners from industry, government, non-profit organizations, and academia.