

Mid-Market Lead

Job Summary:

Responsible for creating earnings by identifying and pursuing transactional opportunities in the mid-marketing space as well as negotiating economic hedges of energy and capacity to reduce portfolio risk. Set direction and strategy for the mid-marketing function to allow for growth and expansion of earnings opportunities. Lead customer and counterparty relations to ensure AEP is a preferred partner. Collaborates with Energy Trading to provide guidance to Wholesale Origination and Retail sales personnel on commercial terms, markets and energy services to ensure optimization of contracts to maximize and protect profitability and margins.

Job Description:

What You'll Do:

AEP is seeking talented and motivated Mid-Market Lead to become an integral part of our Energy Trading team.

- In conjunction with Energy Trading, develop and implement strategy for optimizing unit performance and minimizing risk for assets in AEP Energy Supply.
- Responsible for managing new and existing customer/counterparty opportunities including strategies on creating profitable transactions and contract negotiation/execution.
- Comply with all AEP credit and market risk policies as well as any and all applicable laws.
- Manage and direct hedging strategy for capacity and energy for wholesale and retail to preserve margins and reduce risk.
- Work strategically with all AEP Energy Supply groups to provide guidance on markets, hedging opportunities and commercial customer needs to maximize profits and revenues.

What We're Looking For:

Education Requirements: Bachelor's degree in business, finance or related field is required. MBA is preferred.

Experience: Minimum 8 years' experience in RTO markets and transactions, strong analytical and negotiation skills, experience working in commercial energy transacting environment.

Other Requirements:

- **Travel Expectation:** 25% travel is expected.
- **Communication Skills:** Must demonstrate strong oral and written communication skills, history of attention to detail, effective organizational skills, ability to lead and work with cross-functional teams, ability to work under strict deadlines and manage conflicting priorities.
- **Cross-Functional Team Leadership:** Experience leading and working with cross-functional teams to obtain desired outcomes.
- **Commercial Guidance Expertise:** Experience initiating and providing commercial guidance for enabling agreements to maximize transactional capacity and opportunities.
- **Commodity Market Knowledge:** Strong commodity market understanding.

- **Transaction Management:** Proven track record of leading efforts through strong management and negotiating skills to create and execute profitable transactions through relationships.
- **Relationship Building:** Current relationships with other commercial entities and ability to cultivate new valuable relationships.
- **Contract Development Experience:** Experience developing and executing commercial contracts.
- **Employee Development:** Experience identifying, developing, and managing employees. Self-aware, decisive, accountable, and empathetic.
- **Commercial Innovation:** High degree of commercial innovation desired.
- **Interpersonal Skills:** Very strong interpersonal skills.
- **Leadership and Delegation:** Ability to inspire, lead, and delegate complex and timely tasks to employees.

Where You'll Work

On-Site at 1 Riverside Plaza, Columbus, OH

What You'll Get:

\$132,562 - \$212,100

In addition to a competitive compensation, AEP offers a unique comprehensive benefits package that aims to support and enhance the overall well-being of our employees.

Where Putting the Customer First Powers Everything We Do

At AEP, we're more than just an energy company — we're a team of dedicated professionals committed to delivering safe, reliable, and innovative energy solutions. Guided by our mission to put the customer first, we strive to exceed expectations by listening, responding, and continuously improving the way we serve our communities. If you're passionate about making a meaningful impact and being part of a forward-thinking organization, this is the company for you!