

Head of Energy Development

Deca Digital

About Deca Digital

Deca Digital is a hyperscale data center developer. We're deploying an initial \$2B vehicle from a top-three global asset manager, with five projects in flight and a pipeline of 5+ GW across the United States. Our vision is a 10+ GW portfolio of powered land and the vertical infrastructure on top of it.

Our mandate is broad: we develop both grid-connected and behind-the-meter projects, we acquire and recapitalize mid-stage development opportunities alongside our own greenfield work, and we compete by orchestrating power solutions creatively across each project's unique constraints. We have the capital, ambition, and entrepreneurial DNA to become the premier platform in this sector and we're building the executive team that will get us there.

Our Culture & Values

We are fiercely ambitious, deeply entrepreneurial, and operationally excellent. We move fast, think big, and operate with a high degree of ownership and accountability. Our mottos include "opportunity lies in complexity" and "make no small plans."

We are lifelong students and value curiosity. We care deeply about how infrastructure shapes communities and about the legacy we leave behind.

We believe in building great companies without compromising our commitment to family, fulfillment, and multidimensional lives. We are owners of our company. We are in this for the long run.

About the Role

The Head of Energy Development is a foundational executive hire who will help shape Deca's platform from the ground up. This person will have the opportunity to play a central role in one of the most consequential infrastructure build-outs in the country.

Onsite power generation and proactive equipment procurement is central to how we win. We shorten delivery timelines and drive hyperscaler demand on the basis of power and equipment certainty.

The Head of Energy Development will be a key architect and executor of that strategy, driving it from site identification through contract execution.

This role is suited for a senior leader who brings a cross-disciplinary understanding of:

- Power and energy development (generation, interconnection, procurement, transmission)
- Site development (land acquisition, entitlements, environmental)
- Infrastructure engineering and delivery (civil, grid interconnects, substations) – interfacing with engineering and construction teams
- Stakeholder engagement (utilities, hyperscalers, regulators)
- Project financing, PPA negotiation, and market execution

Key Responsibilities

- Co-lead (along with acquisitions) the identification, due diligence, and acquisition or optioning of sites with high-quality power characteristics.
- Own utility and ISO/RTO engagement to secure load interconnections and, where needed, generation interconnection approvals.
- Drive sites to “NTP-ready” status – with bankable, committed power (amount, cost, timing).
- Negotiate and execute energy contracts: PPAs, electric service agreements, point-to-point interconnects, and on-site generation offtake arrangements.
- Develop and execute behind-the-meter (BTM) strategies — including on-site gas generation — for bridging to firm grid power or enabling interruptible interconnects.
- Oversee the proactive procurement of generation equipment, working closely with the VP of Procurement and Director of Power Engineering to define standards and manage inventory.
- Coordinate with infrastructure engineering and equipment procurement teams to set and execute strategies — including transmission and substation buildouts, in partnership with third-party engineers.
- Serve as lead interface with hyperscaler energy and infrastructure teams to align site delivery with customer requirements.
- Build and scale a high-caliber internal energy and development team, along with a top-tier network of consultants, engineers, and permitting advisors.

Who You Are

- An experienced operator with 15+ years across energy development, infrastructure delivery, utilities, and/or hyperscale data center strategy.
- Deep familiarity with interconnection processes, regulatory structures, and utility negotiations.
- Experience with on-site generation development — gas, diesel, or dual-fuel — and behind-the-meter power strategies.
- Capable of running deals and projects from end-to-end, and comfortable building structure in high-growth, entrepreneurial settings.
- Experienced in working with or for hyperscalers, data center developers, IPPs, renewable developers, or other major private equity-backed infrastructure platforms.
- Motivated by the opportunity to be part of a founding team, building both a company and a category from the early stages.

Compensation

This is a rare opportunity to be a formative part of an ambitious, long-term venture with institutional scale. The role offers the opportunity to operate with founder-like economics and influence.

Compensation includes:

- Competitive cash compensation
- Upside in the venture via performance-based equity / profit participation
- Foundational seat in an emerging market leader

We are building a rocket ship while flying it. The first few seats matter most. If you are a builder and a believer, we want to meet you.