

JOB DESCRIPTION

ENERGY/CLIMATE COACH

Stillwater Energy LLC (Stillwater) is seeking an Energy/Climate Coach to deploy Strategic Energy Management (SEM) and greenhouse gas (GHG) emissions reduction methods with commercial and industrial (C&I) end users on behalf of utility and governmental programs. A successful candidate will bring excellent communication skills to help C&I end users better use energy and reduce GHG's in their organizations.

Location:

This position is based in the Western US, preferably in Seattle, Denver, San Francisco, or Los Angeles, and at the minimum near an accessible airport. Most of this position's work virtually supports customers in the Western US and Canada.

The position:

Program Management

- Manage programs and projects that drive towards and meet client objectives.
- Support and lead operational and administrative initiatives for the company.

Facilitation

- Facilitate workshops to engage large groups in single customer and multi-customer cohort settings.

Coaching

- Coach customer executives, energy managers/champions, and energy teams to integrate energy/GHG management into their business practices and to tackle these as a priority.
- Work alongside energy/climate engineers to identify, target, and measure behavioral and operational energy savings and energy-related GHG reduction.

Additional Duties

- Maintain client satisfaction.
- Support and lead marketing and new business development by contributing on proposals, client relationship management, and presenting at conferences.
- Continually learn and develop your own individual journey in Diversity, Equity and Inclusion (DEI). Support growth of fellow employees in DEI.
- Support sustainability and safety initiatives.
- Work as part of our enthusiastic, smart, small, and upbeat team; post-COVID travel around 10-20% per month, mostly in the Pacific and Mountain time zones (valid passport required).

Required skills/experience:**Overall**

- Eight years of professional experience, ideally in energy management, project management, or consulting.
- Bachelor's or graduate degree in business, engineering, or applicable area.
- Energy/Sustainability/GHG experience – preferably energy efficiency and utility demand side management.
- Experience with business writing – focused on active voice, tight language.
- COVID-19 – full vaccination (two weeks after two shots for Moderna and Pfizer; and one shot for J&J) required upon employment, with accommodations for religious or disability-related reasons.

Management

- Project management skills – ability to lead projects on time and on budget.
- Program management skills – ability to apply strategy, build and maintain a long-term vision for a large, diverse team, and the ability to identify and engage critical stakeholders.

Communication and Presentation

- Strong consultative skills – excellent listener and ability to analyze a conversation and respond flexibly, both in person, virtually and over the phone.
- Strong public speaking skills and facilitation experience – engage many group sizes effectively (1:1, 5-10, 20-35).
- Dynamic interpersonal skills – ability to relate, motivate and inspire.
- Strong technical writing skills that are concise and clear; ability to edit others' writing; ability to write engaging content.
- Strong collaboration skills – work with diverse team to create high quality deliverables; can find areas of mutual bonding and establish and build relationships with others.
- Flexible and productive – ability to juggle multiple tasks, effective at moving things forward independently without supervision, and productive when working with other team members.

Additional Skills/experience

- SEM coaching, stakeholder engagement and/or change management experience.
- Experience with GHG accounting, reporting, verification, and/or taking action on energy-related GHG reduction (e.g. decarbonization, electrification).
- Knowledge of continuous improvement – e.g. Lean, Six Sigma, ISO.
- Knowledge of Commercial and Industrial systems and cultures.

- CEM, PE, LEED and/or change management certification.

Benefits:

Stillwater provides:

- \$80,000-100,000 commensurate with qualifications and experience.
- 401(k) retirement program with employer match.
- 10 company days off (9 company holidays and 1 employee-chosen Wellness Day).
- Generous paid time off (PTO) policy with four weeks combined time off (for sick, vacation, or other personal time). A fifth week of PTO is granted after five years Stillwater employment. Employees are also eligible for the fifth week of PTO after 1 year at Stillwater and 10 years total professional experience.
- Parental leave policy.
- Relocation assistance for out of state candidates.
- Medical and dental coverage.
- Professional development opportunities.

To apply:

Email a cover letter and resume to info@stillwaterenergy.com. References and a writing sample may be requested later. For more information about Stillwater Energy, visit www.stillwaterenergy.com. Stillwater Energy is an equal opportunity employer. We welcome and encourage applicants from diverse backgrounds.

Stillwater Energy

About:

Descending from the Beartooth Mountains in Yellowstone National Park, Montana's Stillwater River is an inspiration to all who see it. We founded Stillwater Energy to inspire action, and to drive positive client results in the form of meaningful energy savings and a lasting impact. We envision a global business landscape where energy is truly integrated into organizational practices. Together, we work towards our vision in three ways:

- **Sustainability and stewardship.** We seek creative solutions for a sustainable future.
- **Collaborative, people-centric approach.** We highly value effective communication, cooperation, and balance in all our relationships.
- **Fearless innovation.** We boldly push boundaries and challenge assumptions in everything we do.

Overview:

We have a dynamic environment where people quickly change hats and where flexibility is highly valued. We collaborate within our team, with our customers, and even with our competition. It's how we work. We enjoy our work and we enjoy each other; we strive to have fun and develop positive working relationships. Continuous improvement is in our DNA, and we continuously seek and incorporate feedback from our fellow team members on our deliverables, our workshops, and even our emails. We value a diverse and inclusive workforce and culture. We embrace social responsibility, conducting annual volunteer activities as well as addressing workforce development and sustainability as company priorities. We value how Stillwater helps support our larger priorities, namely our lives, loved ones, and careers - in that order. Stillwater believes in providing an accommodating environment to meet the demands of everyone's personal lives, offering schedule flexibility, and working from home with the option to work from the office.

Diversity, Equity & Inclusion:

Stillwater is committed to enhance diversity, equity and inclusion (DEI) within our organization, as part of our program delivery, and in support of systemic change within our industry and community. We have established a DEI Lead who works directly with leadership to deliver internal DEI trainings, identify gaps and areas of improvement in our business practices and procedures, and implement DEI goals across the organization.

- While we have some diversity within our team, we acknowledge we have a long way to go. We are committed to changing our hiring practices to attract and engage more diverse candidates.
- We recognize that recruiting diverse candidates is not enough; we want to ensure Stillwater provides an equitable and inclusive workplace where advantage and disadvantage are not distributed based on social identity groups like race, ethnicity or gender, and people from underrepresented groups can raise their perspectives authentically and impact decisions.
- We continually look for opportunities with our peers, clients, and their customers, to promote diversity, equity and inclusion efforts to increase our positive impact through our core work, and indeed, to transform our work.

We have more to do in DEI and we will continue to be intentional, humble and do the work.

A day in the life:

To begin the day, you join the team for a quick web-based standing huddle; if you're in the office, you may head for a coffee run. Your morning is a productive combination of customer webcam calls to Northern BC, local check-ins with Portland-based clients and whiteboard brainstorms with the team on new engagement approaches. After a productive week, the team may spontaneously catch happy hour, either virtually or down the street.

