

## JOB DESCRIPTION

### ENERGY/CLIMATE ENGINEER

Stillwater Energy LLC (Stillwater) is seeking an Energy/Climate Engineer 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 technical skills in optimizing building control systems, conducting building site assessments, developing energy models, and conducting measurement and verification (M&V) to help C&I end users optimize energy use and energy-related GHG emissions 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:**

##### Technical Analysis

- Oversee and conduct site assessments (e.g. retrocommissioning-style audits, energy audits, energy scans, Energy Treasure Hunts, and building opportunity assessments) at commercial and potentially industrial facilities. These will target energy efficiency, peak demand, decarbonization and other energy management opportunities.
- Use statistical tools or other data techniques to review energy data trends, develop/maintain statistical facility-wide energy models, and conduct measurement and verification (M&V) analysis and reporting.
- Work alongside energy engineers and energy coaches to identify, target, and measure behavioral and operational energy savings and energy-related emissions reductions.
- Continually improve quality in analyses and reporting.
- Execute evaluation and M&V strategies and protocols for facility-wide energy models alongside capital and deemed measures as well as other opportunities.
- Identify and develop custom energy efficiency projects using engineering principles.
- Develop solutions around challenges with clients, evaluators, or other stakeholders regarding opportunity calculation and M&V strategy.

##### Communication and Presentation

- Coach energy managers/champions and energy teams to tackle technical topics.
- Facilitate technical trainings to engage large groups on energy/GHG data and opportunities.
- Support operational and administrative initiatives for the company.
- Create clear and action-oriented project and analysis reports.

#### Additional Duties

- Maintain client satisfaction.
- Support marketing by supporting client relationship management and presenting at conferences.
- Continually learn and develop your own individual journey in Diversity, Equity and Inclusion (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:

##### Technical Analysis

- Established technical professional with five years of professional experience in energy engineering, specifically focused in building retrocommissioning.
- Experience optimizing control systems for building energy efficiency.
- Experience working with data from building control systems.
- Experience in independently conducting site audits and verification inspections.
- Knowledge in the operations and efficiency of building systems and controls, including HVAC, lighting, pumps, boilers, and other process equipment.
- Bachelor's or graduate degree in engineering (preferably mechanical, electrical, or environmental).
- One or more professional certifications: Professional Engineer (PE), Certified Energy Manager (CEM), Certified Commissioning Professional (CCP), Certified Building Commissioning Professional (CBCP), and/or Certified Measurement and Verification Professional (CMVP).
- Knowledge of data analysis using different types of building data.
- Ability to train technical and non-technical audiences.
- Experience working with IPMVP, ASHRAE Guideline 14, and/or other M&V protocols.
- 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

### Communication and Presentation

- Strong consultative skills – excellent listener.
- Ability to establish connections with maintenance, operations and production personnel, as well as management and executives.
- Strong technical writing skills that are concise and clear; ability to edit others' writing.

### Optional Skills/experience

- Project management skills – ability to lead projects on time and on budget.
- Knowledge of SEM, ISO 50001, and Lean; experience with Energy Treasure Hunts / energy scans.
- Experience with GHG accounting, reporting, verification, and/or taking action on energy-related emissions reduction (e.g. decarbonization, electrification).
- Experience with industrial facility systems (e.g., compressed air, motors, industrial process systems), and industrial controls.
- Flexible and productive – ability to juggle multiple tasks, effective at moving things forward independently without supervision, and productive when working with other team members.

### **Benefits:**

Stillwater provides:

- Salary range \$95,000-\$120,000 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](mailto:info@stillwaterenergy.com). References and a writing sample may be requested. For more information about Stillwater Energy, visit [www.stillwaterenergy.com](http://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 elevate 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. Your morning is a productive combination of customer webcam coaching calls to Northern BC, local check-ins with area clients and whiteboard brainstorms with the team on new engagement or energy scan approaches. After a productive week, the team may spontaneously catch happy hour, either virtually or down the street.