



Junior Mechanical Designer

Who we are

FirstLight Energy Solutions is a boutique engineering firm on a big mission to decarbonize the (already) built environment—from large healthcare facilities, recreational facilities, and schools to commercial and residential buildings. We are a high-performance engineering team with extensive energy and mechanical retrofit experience with a reputation for transforming complex problems into elegant and practical solutions.

FirstLight is headquartered in Vancouver, BC on the traditional, ancestral, and unceded territory of the Coast Salish Peoples, including the *xʷməθkʷəy̓əm* (Musqueam), *Skwxwú7mesh* (Squamish), and *Səlilwataʔ/Selilwitulh* (Tsleil-Waututh) Nations.

We're looking for a **Junior Mechanical Designer** to join our team of designers and engineers.

What you'll get up to

- **HVAC & Control System Design:** You will be working with more senior team members to complete energy and decarbonization retrofits of existing HVAC and control systems. Design work focuses heavily on hydronic-based heating and cooling systems, heat recovery systems, and controls optimization.
- **Design Calculations & Equipment Selection:** As part of the design process, you will be completing a variety of engineering calculations and working with senior team members to select equipment as part of retrofit projects.
- **Drawing Preparation:** You will be using AutoCAD to prepare contract drawings to document designs. This includes setting AutoCAD drawing files, ensuring FirstLight AutoCAD standards are being followed and maintaining AutoCAD files throughout the design process.
- **Site Reviews:** You will be accompanying more senior team members with site visits to review existing conditions and the progress of design projects during construction.
- **Assist with Energy & Decarbonization Studies:** You will be assisting our Energy & Emissions Specialists/Planners with a wide range of energy and decarbonization studies, including visiting building sites, documenting retrofit concepts, assisting with reports and presentations.

To be successful in this role, you'll need to have the following qualities:

- **High accountability:** You are self-driven. You follow up and follow through often without being asked. If challenges arise, you bring possible solutions to the table.
- **First-principles problem-solving:** You're energized by complex and challenging problems. You have an analytical and logical mind and can break down large problems into smaller ones. You're

iterative, persistent, resourceful, yet structured in your efforts to solve them—for yourself and others.

- **Growth mindset:** Whether it's yourself or a project, you're not satisfied with "good enough". And nothing that needs improvement is just someone else's job. You love to experiment, drive improvement, and foster growth in yourself and in a team.
- **People-centered:** You're collaborative, optimistic, and demonstrate kindness and empathy in all interactions. You also lead by example. You're humble and curious, generous with your time, and meticulous with your work. You can tactfully present your opinions and welcome others to challenge them.
- **Pro-active, clear communication:** You know when communication is necessary or enhances performance and collaboration. And when you do communicate, whether orally or written, it's clear and appropriately concise. You're comfortable using multiple methods to collaborate and communicate results and insights.

It could be an even better fit if you have:

- **Engineering credentials:** Recently completed or expected to complete a degree in Mechanical Engineering in Spring 2026. You are an Engineer-in-Training (EIT) through EGBC or are eligible for registration with EGBC.
- **Technical experience:** Exposure to HVAC systems through course work or a previous co-op, and familiarity with mechanical engineering drawings.
- **Startup hustle:** You are highly motivated, proactive, comfortable with change and ambiguity. You have a humble, team-player attitude and are ready to pitch in wherever you are needed most.

What we offer:

- Our team works 37.5 hours per week
- The salary band for this role is \$67,000-\$75,000, commensurate with experience and qualifications
- Extended health benefits, including dental and vision
- 3% RRSP matching
- 3 weeks paid vacation to start
- Flexible, hybrid work environment and a Home Office Setup stipend.
- Your professional membership costs will be covered, whether ASHRAE, EGBC, ASTTBC, CEM, or other industry-relevant memberships.
- The opportunity to make a meaningful impact on carbon reduction and climate resilience.

We embrace diversity and equity in a serious way. We're committed to building a team with a variety of backgrounds, skills, and views. We welcome team members and applicants of all gender identities or



expressions, sexual orientations, beliefs or dis-belief, ethnicities, ages, neurodiversity, ability statuses, or any other aspects which make you who you are.

At FirstLight, we know that everyone has a unique career path, and experience comes in many forms. If you're unsure you meet the qualifications outlined above but still think this might be a great fit, please apply.

Applicants must already be eligible to work in Canada.

To apply for a job listing, send your cover letter, CV, and portfolio to jobs@firstlightenergy.ca with "APPLICATION: [Job Title]" in the subject line.