



OPEN POSITION

Senior Energy & Emissions Specialist

FirstLight is a boutique consulting firm with a big mission to decarbonize the (already) built environment. We are strategically growing and looking for exceptional people to join us!

We're looking for a Senior Energy & Emissions Specialist who aligns with our mission and values to become a vital part of our team. We are passionate about providing our clients with the best solutions to reduce their energy use and decarbonize their buildings. Our team has a reputation for unwinding complex problems to provide simple and effective solutions for our clients. We provide solutions for a range of building sectors including large healthcare facilities, recreational facilities, schools, commercial and residential buildings.

What you'll be getting up to:

- **Energy Analysis:** you will be working with senior management and more junior team members to complete energy and carbon analysis for a wide range of projects – from high-level portfolio analysis to detailed utility incentive/feasibility studies for building specific retrofits.
- **Energy & Decarbonization Studies:** You will be leading team members to successfully complete a wide range of energy and decarbonization studies, including preparing grant and incentive applications, visiting building sites, developing retrofit concepts, completing reports and presentations, and liaising with third-party technical reviewers.
- **Design-Assist:** you will be involved with projects as they head into the implementation phase. This will include assisting internal/external design teams in translating study recommendations into concrete designs and successful operating systems.
- **Communication with Clients:** You will be leading efforts to present study findings to our clients through a combination of written reports, interactive reporting and parametric tools, and in-person presentations.
- **Be a pillar of the team:** we all come from different backgrounds, whether HVAC design, energy analysis, or any other practice area. You have the opportunity to act as the resident expert in an area that you're passionate about and be someone that the team will turn to for your expertise and knowledge.
- **Lead by Example:** Whether forming portfolio-level solutions for our clients or mentoring team members, you are humble and curious, generous with your time, and meticulous with your work. You can tactfully present your opinions and welcome others to challenge them.



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

- **First-principles problem solver:** you can quickly understand complex systems and iterate ideas to improve them. You are energized by challenging problems and are persistent & resourceful in your efforts to solve them.
- **Experience with HVAC & control systems:** you have enough experience, understanding, and context analyzing complex building systems to know when to use established patterns and when to break them. You have enough experience collaborating and communicating that you are a leader in bringing teams toward alignment on solutions.
- **High Proficiency in Excel:** you have a complete understanding of all primary excel functionalities. You can build and maintain streamlined and well-structured energy models using multiple data sources.
- **A drive to make things better:** you're not satisfied with "good enough", and nothing that needs fixing is just someone else's job. You love to experiment, try new things, and drive improvement; with yourself and within our team.
- **A demonstrable drive to grow:** Fostering growth is what we do here, in ourselves and our reports. Our mission is significant, and we all need to grow significantly to achieve it.
- **Strong analytical skills:** you have an analytical mind and can break down large problems into smaller ones. You demonstrate a firm handle on logic and structured problem-solving. You'll be responsible for taking broad, high-level direction and distilling them into actionable tasks and projects.
- **Pro-active communication:** A high degree of communication skills is necessary. You'll be responsible for using multiple methods to communicate results, insights, and future opportunities. Having experience creating decks, project plans, progress updates, and in-person presentations to clients is required. Our clients represent a diverse group of skills and experience, so you'll need to be highly skilled at crafting communications that "fit" the audience.
- **Take the lead:** demonstrable ability to act as a technical lead on projects.
- **A people-centred approach:** an activated curiosity and openness to being an equitable and inclusive team member. You're collaborative, optimistic, and listen to understand, demonstrating kindness and empathy in all interactions.

It could be an even better fit if you:

- **Engineering Credentials:** you have a Professional Engineer (P.Eng.) license through EGBC or are eligible for registration as a P.Eng. with EGBC with experience in a relevant field such as mechanical or building services.
- **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.
- **HVAC and Building Automation Design Experience:** You have concrete design experience with complex HVAC systems and building automation systems; including hydronic system design and developing detailed control sequences.

Bonus points if you have:

- Experience/expertise with programming.
- Experience/expertise with BAS architecture design and programming.
- Experience/expertise with energy management and stakeholder engagement.
- Experience/expertise with AutoCAD to prepare project drawings.
- A passion that you want to tell us about!

The extra details:

- This position offers an annual salary, discretionary bonus, RRSP matching, and an extended benefits package that includes health, dental, and vision.
- Vacation starts at three weeks of paid time off.
- Our office is in Vancouver, BC, offering hybrid and remote working opportunities. This full-time position also has the flexibility to work remotely. Whether working remote or hybrid, we'll set you up with everything you need to work from home, from day one.
- At FirstLight, you will have the opportunity to influence policy and processes and be part of initiatives to effect change and improve the status quo.
- Your professional membership costs will be covered, whether ASHRAE, EGBC, ASTTBC, CEM, or other industry-relevant membership.
- Weekly in-service training and support for off-site training.

We embrace diversity and equality in a serious way. We are committed to building a team with a variety of backgrounds, skills and views. We welcome team members and applicants regardless of gender identity or expression, sexual orientation, belief or dis-belief, ethnicity, age, neurodiversity, ability status, or any other aspect which makes when unique.



At FirstLight, we know that everyone has a unique career path, and experience comes in many forms. If you're unsure you meet all of the qualifications outlined above but still think this might be the right fit, please get in touch. We'd love to meet you rather than you self-selecting out of the process.

Applicants must be able to work in Canada legally.

To apply, send your resume and cover letter to info@firstlightenergy.ca. Please include any relevant info relating to your ability in your email including timeline and location.