

Employment Opportunity

Business Strategy Lead, Deep resiliency retrofits (Vancouver)

Position Overview

The Pembina Institute is seeking an ambitious and goal-driven individual to join its B.C. team as a Business Strategy Lead. We are assembling a market development team to accelerate the commercialization of ‘deep resiliency’ retrofits: integrated approaches to building retrofits that eliminate carbon pollution, increase extreme weather and earthquake resilience, improve indoor air quality, and preserve affordability. Inspired by the Dutch Energiesprong program (energiesprong.eu), this five-year initiative will bring together service providers, building owners, regulators, and financiers to pilot innovative approaches to retrofits and establish conditions for replication at scale. The initial focus will be on low-rise wood frame buildings, a common archetype in B.C.’s social housing and market rental housing stock.

Decarbonizing our building sector and preparing our infrastructure for a more unpredictable climate requires a paradigm shift in how we procure, finance, design, execute, and insure retrofit services. Both the provincial and federal governments are reinvesting billions of dollars to repair and upgrade our social housing infrastructure in the next 10 years. This investment presents a once-in-a-generation opportunity to modernize the retrofit ecosystem so that new solutions can be deployed at scale.

Why the Pembina Institute?

The Pembina Institute is a national non-partisan think tank that advocates for strong, effective policies and incubates innovative industry practices to support Canada’s clean energy transition. Through research, consulting and convening, we employ multi-faceted and highly collaborative approaches to change to reduce the environmental impacts of energy production and use.

The Pembina Institute will be hosting the market development team for the Affordable Housing Renewal initiative (<https://www.pembina.org/pub/affordable-retrofits-workshop>). Market development team members will work closely with BC Housing, the BC Non-Profit Housing Association, the City of Vancouver, the province, and our multi-stakeholder advisory group.

Our people are passionate about sustainability and dedicated to enabling positive social change. Our organizational culture encourages creativity and collaboration, and we offer a flexible and fast-paced work environment that rewards honest character, personal initiative

and innovation. The successful candidate will join our dynamic team of nationally recognized professionals working on delivering clean energy solutions into the hands of Canada's decision makers and key influencers.

Compensation and Benefits

The salary rate is competitive for a senior position in the environmental in the non-profit sector and will be based on skills, experience and qualifications of the successful candidate.

Benefits include:

- extended health and dental
- four weeks of holidays per year
- flexible work hours
- strong growth potential in an entrepreneurial business environment
- RRSP plan
- training and development opportunities

This is a two-year contract position with the prospect to become permanent upon available funding. Further terms of employment will be discussed with candidates during the interview process.

Roles and Responsibilities

The Business Strategy Lead is responsible for developing a sustainable business case for the deep energy retrofit of low-rise multi-unit residential buildings. Integrating the perspective of solution providers, building owners, lenders, utilities, and governments, the incumbent will work with these audiences to demonstrate new technologies and create systemic conditions allowing these solutions to be self-sustaining and deliverable at scale.

Responsibilities

- Broaden the project's network of influencers and decision makers in industry and government to build trust in new deep retrofit approaches, stimulate investments, and facilitate institutional change.
- Develop methodologies to assess and communicate the life-cycle value of deep retrofits from an owner perspective and from a societal perspective.
- Establish strategies to create additional revenue streams and/or cost savings to improve the business case for deep retrofits.
- Support the creation and facilitation of multi-stakeholder design labs to unlock these new value creation or cost saving strategies.
- Facilitate the selection, design, procurement, and monitoring of deep retrofit projects demonstrating new technologies and new approaches to the business case.

- Work with BC Housing, housing societies and other public-sector partners to stimulate innovation in procurement practices and the piloting of new energy performance warranty models.
- Monitor new products and approaches for deep energy retrofits emerging in the North American market; liaise with other market development teams in Canada, the US, and the EU.
- Document learnings in reports and blogs.
- Represent the market development team at meetings, conferences, and in the media.

This position is located in our Vancouver office and reports to the Regional Director, B.C. It is full time (40 hours a week) and may require some travel and occasional work on weekends and evenings.

Skills and Qualifications

Candidates must clearly reflect, with examples, the following skills and experience in their application. Candidates may also wish to provide examples of additional qualifications and describe how they would apply these in a role at the Pembina Institute.

- Minimum of five years of experience in the field of energy management and/or sustainability in the building sector.
- Minimum of an undergraduate degree in business, economics, law, engineering, sciences, or public policy; or extensive experience in construction management and/or building design and/or property management. A master's degree in engineering, sciences, economics, law or public policy or related field is an asset.
- Experience evaluating and/or pitching energy retrofit projects.
- Demonstrated ability to think outside of the box, realize new business propositions, sell an idea, and foster change within institutions and in the marketplace.
- Knowledge of the challenges and opportunities with energy, environmental and climate policy in the building sector.
- Demonstrated commitment to sustainability and social change through educational, professional, and volunteer experiences.
- Strong interpersonal skills and ability to work with a wide array of stakeholders.
- Ability to communicate complex technical matters in plain language (oral and written).
- Results-oriented entrepreneurial individual able to bring others to understand and trust new value propositions, with the capacity to integrate a range of perspective to inform that value proposition.
- Ease in non-hierarchical creative environments, capacity to collaborate within a flatly structured, diverse team with shifting expertise and responsibilities.
- Experience in public speaking.
- Experience in facilitation and/or in chairing meetings and group processes.

Other Valuable Assets

- Prior experience in the design, management, or procurement of energy retrofits and/or construction projects.
- Familiarity with energy conservation measures for residential buildings, real estate assessment practices, development practices.
- Prior experience starting new business ventures or product lines.
- Prior experience with energy and/or environmental policy advocacy and regulatory reform for environmental protection in the energy sector.
- Media experience.

To Apply

Email your cover letter and resume to careers@pembina.org. Please ensure the following:

- Subject line includes B.C. Business Strategy Lead and your last name
- Cover letter (max. two pages) explains why you are interested in working with the Pembina Institute and how your skills and qualifications meet the criteria outlined for this position
- Resume outlines your relevant skills, education and experience
- Cover letter and resume are saved as one PDF document using the naming convention lastnamefirstletter-application-position-year.pdf
 - example: smithm-application-BCBusinessStrategyLead-2019.pdf

Application deadline: Position will remain open until a suitable candidate is found.

The Pembina Institute is an equal opportunity employer.

We thank all applicants for their interest but only those selected for an interview will be contacted.