

Employment Opportunity

Senior Analyst, Buildings and Urban Solutions (B.C.)

Position Overview

The Pembina Institute is seeking an ambitious and goal-driven individual to join its B.C. team as a senior analyst. 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 ten 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 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.

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 analyst in the environmental, 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

- Work with local governments, the province and utility partners to develop a roadmap for heat pump adoption and deployment, particularly in the MURB sector
- Lead the delivery of a capacity-building project for six local governments across Canada that are developing policies and programs to support the renovation of multi-unit residential buildings
- Support the execution of a collaborative design lab for the development of deep retrofit demonstration projects
- Gather learnings from design teams working on demonstration projects and facilitate access to new mechanical system technologies
- Support the development of controls strategies for demonstration projects
- Engage with utility partners and provincial government representatives to establish a supportive regulatory framework for utilities to provide incentives, financing, and/or direct installation of low-carbon heating systems
- Work with utility partners to access demand-side management funding for demonstration projects
- Develop and execute an outreach plan for heat pump manufacturers and suppliers to facilitate deployment of new models in demonstration projects and on the B.C. market
- Own and develop relationships across multiple departments and levels of government; schedule meetings, set agendas, provide briefing notes and backgrounders
- Lead other projects from inception by applying appropriate leadership and management skills including project management and budget accountability
- Document learnings in technical reports, briefing notes and blog posts

This position is located in our Vancouver office and reports to the Buildings and Urban Solutions Director. 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 the following skills and experience in their application:

- 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 relevant master's degree is an asset
- Minimum of three years of experience in the field of energy management and/or sustainability in the building sector; prior experience in the design, management, or procurement of energy retrofits and/or construction projects is an asset
- Experience evaluating and/or pitching energy retrofit projects and/or implementing energy saving programs
- Demonstrated ability to think outside of the box, realize new business propositions, sell an idea, and foster change within institutions and in the market place
- 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 who is able to bring others to understand and trust new value propositions and able to integrate a range of perspectives to inform that value proposition

Other Valuable Qualifications

- Familiarity with energy conservation measures for residential buildings, real estate assessment practices and development practices
- Direct experience in developing or implementing local or provincial environmental policy
- Experience in public speaking, media relations, and facilitation

To Apply

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

- Subject line includes BC Senior Analyst 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-BCSeniorAnalyst2019.pdf

Application deadline: 11:59 p.m. on Sunday, March 24, 2019.

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.