

Employment Opportunity

## Technical Director, Reframed Initiative (B.C.)

### Position Overview

The Pembina Institute is seeking an ambitious and goal-driven individual to join its B.C. Reframed Initiative team as a Technical Director. 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](http://energiesprong.eu)), this initiative brings 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, common 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.

We are looking for a results-oriented entrepreneurial individual able to work collaboratively to identify and demonstrate new innovative approaches to retrofit services, and to create systemic conditions allowing these approaches to be self-sustaining and deliverable 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.

The Pembina Institute is one of the partners of the Reframed Initiative ([reframedinitiative.org](http://reframedinitiative.org)), and will be hosting the initiative’s market development team. Market development team members will work closely with BC Housing, the BC Non-Profit Housing Association, the City of Vancouver, and the Province of British Columbia, and with 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.

## Our core values

Climate change threatens everyone. We must come together to evolve how energy is created and consumed through solutions based on equity, curiosity, evidence-based thinking and practicality.

## Roles and Responsibilities

The Technical Director, RI, 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

- Analyze business case for deep retrofits (including energy, carbon, and resilience objectives)
- Articulate, evaluate, and implement strategies to support entry in market of innovative approaches to retrofit services, including strategies to create additional revenue streams, cost savings, and other value propositions
- Assess and communicate the life-cycle value of deep retrofits from an owner perspective and from a societal perspective
- Broaden the project's network of influencers and decision makers in industry and government to stimulate investments, and facilitate institutional change
- Monitor new products and approaches for deep energy retrofits emerging in North American markets; liaise with other market development teams in Canada, the U.S., and the EU
- Coordinate with other members of the team to align procurement, design workshops, and outreach strategy for effective market development
- 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 Director of Buildings and Urban Solutions. 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.

- Eight or more years of experience in the field of property management, energy management and/or sustainability in the building sector
- Experience evaluating and/or pitching energy retrofit projects
- 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
- Demonstrated ability to think outside 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
- 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)

## Other Valuable Qualifications

- A master's degree in engineering, sciences, economics, law or public policy or related field
- 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
- Experience starting new business ventures or product lines
- Experience with energy and/or environmental policy advocacy and regulatory reform for environmental protection in the energy sector
- Experience in public speaking and media engagement
- Experience in facilitation and/or in chairing meetings and group processes

## Compensation and Benefits

The salary rate is competitive for a senior position 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.

## To Apply

Email your cover letter and resume to [careers@pembina.org](mailto:careers@pembina.org). Please ensure the following:

- Subject line includes BC Technical Director, RI 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-BCTechnicalDirectorRI-2020.pdf

**Application deadline:** Open until position has been filled.

*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.*