



**Position: Sustainability Team Lead**

**Location: Denver or Boulder, Colorado**

**About Iconergy**

Iconergy is a growing sustainability and energy engineering firm headquartered in Denver, Colorado. We are a team of experienced energy engineers, consultants, design-build professionals, and problem solvers who come together to enhance the efficiency of the built environment.

We deliver value to our customers by integrating specialized technical knowledge with outstanding program and project management and delivery. We strive to see the world through our customers' eyes so that we can advance their agenda in all phases of design and construction.

Iconergy maintains a diverse portfolio of exciting retrofit projects that build long term relationships with our customers, and we offer a variety of consulting services and turnkey solutions including sustainability, decarbonization, energy modeling, and other consulting services in addition to our design-build retrofit services. Our projects include K-12 schools, recreation centers, higher education, correctional facilities, medical facilities, laboratories, data centers, offices, and other private, nonprofit, and public sector (state and local government) buildings.

**Position Summary**

***Iconergy seeks to add a Sustainability Team Lead to spearhead and continue building our sustainability consulting practice.*** You will continue building Iconergy's market leadership position in sustainability and for the first 6 months to a year you will also likely execute the sustainability work that we currently have and that you bring in. You will integrate Iconergy's existing sustainability experience with your own qualifications, expertise, and contacts to develop a strong book of business. You will benefit from and contribute toward Iconergy's market leadership position in related areas such as commissioning in all its forms (MBCx, Cx, RCx), energy modeling, and design-build retrofits.

**What Does "Sustainability" Mean for This Position?**

At its core, sustainability at Iconergy relates to the built environment, specifically to the way that complex buildings use resources and interact with the resources around them. In this context, sustainability is a function of technology and the decisions that people make during the planning, design, construction, and operation of facilities.

You will be comfortable integrating third-party sustainability ratings systems (e.g., LEED, WELL, Green Globes, CHPS) into your work. At times, you may deliver the services yourself or manage other Iconergy staff. This is the only required service component of the sustainability practice that you will build at Iconergy.

Many other complimentary areas of expertise can be incorporated into Iconergy's sustainability practice if you have the persistence, the ability to refine established processes, and a willingness to adapt to the ever-evolving sustainability market. Beyond the ratings systems, you may bring expertise in enterprise-level assessments, strategy, policy, or other services as you leverage your deep knowledge of water, carbon, energy, or other resources.

**With Whom Will You Work?**

You will join an existing leadership team that team keeps each other apprised of developments in their practice areas and works together to manage staff availability as project schedules evolve. They follow the relationship when developing work rather than assigning territories or exclusive practice areas.

You will be the first full-time employee dedicated to this practice area. You will be developing and selling services independently and in partnership with your colleagues. You will likely perform a significant portion of the work during the first year or two as you build your staff. This seller-doer model positions you to build strong bonds with clients as

you interact with them regularly and provides you with the opportunity to train your staff in how services should be rendered.

We expect that you will demonstrate leadership and management skills immediately. You will draw on Iconergy's existing staff to compliment your expertise and contribute to your project delivery as needed. Over time, we expect that you will develop a team of professionals to enhance the work that you bring in.

### **What Are the Keys to Success in This Position?**

You will use your professional experience, emotional intelligence, and critical thinking to build relationships that support the company's culture and growth. Your appreciation for each team member's unique strengths and communication styles will enable you to engage the right people for the right reasons.

Your services will enhance Iconergy's customer-focused reputation and its ability to communicate internally and externally.

Your ability to learn quickly, to ask the right questions, and to deliver on your commitments will directly affect our collective success.

You want to work in a place that encourages you to:

- Take pride in the work that you do;
- Share your enthusiasm for our work with the people around you;
- Identify and pursue opportunities to expand your knowledge and the reputation of the firm; and
- Utilize and refine your leadership skills on a daily basis.

We value your ability to learn quickly and take on more responsibility over time. We need you to independently integrate information from various sources, assess priorities, and make decisions with limited supervision.

**The successful candidate's background will look something like this** (*the more of these qualities that you possess, the higher you will rank in our selection process*):

- Accredited professional in LEED or WELL or CHPS or equivalent;
- 5-15 years of work experience in design, construction, engineering, sustainability, and/or professional services;
- Strong ties to the design community, especially in Colorado;
- The ability to develop trust-based relationships that result in near- and longer-term project work – ideally, this would be a demonstrated skill, but we are game for someone who has the tools and desire to level up quickly;
- Strong written and verbal communication skills;
- A range of academic backgrounds could work in this position, including engineering, architecture, science, business, and other disciplines; and
- Strong skills in MS Office;
- Skills in Energy Modeling hourly simulation tools and an understanding of daylighting design;
- Good understanding of renewable technologies for site and community planning
- Able to lead sustainability design charettes for energy modeling HVAC team meetings, as well as schematic design sustainability charettes;
- Enjoys business development, and personally doing the work in addition to managing a team

We value teammates who are committed to the Iconergy team and adaptable to potential shifts in the specifics of their role. Our positions are similar to those at other growing firms: they are functions of the marketplace and, therefore, dynamic. We have described the position as it is forecasted today. We are constantly evolving our services and also addressing client requests that may change the description in a number of ways over time.

### **Job Requirements**

The successful candidate will also fulfill all of the following:

- Pass NCIC background check.
- Pass an initial drug test and subsequent random drug tests.
- Hold a valid driver's license.

This position generally works in an office environment and requires nearly constant operation of a computer and other office equipment to coordinate work. It will require you to frequently stand; walk; and stoop, reach, or kneel as necessary to access overhead or low cabinets. Specific vision abilities include close vision, distance vision, depth perception and the ability to adjust focus. While performing the duties of this job, you will be regularly required to sit or stand for long periods of time; talk or hear; perform fine motor, hand and finger skills in the use of a keyboard, telephone, or writing. You will also be required to lift up to 50 pounds at times.

#### **Location and Benefits**

This position is available in either of Iconergy's day-lit offices in Boulder or Denver, both of which are convenient to mass transit.

- Health, Vision, And Dental Insurance Plans
- Flexible Savings Account
- Company Paid Short-And Long-Term Disability
- Paid Time Off (Personal and Holidays)
- 401k With Company Match
- License/Certification Reimbursements
- Gym Membership Stipend
- Cell Phone and/or Cell Phone Stipend
- Performance Incentives

To apply, visit <https://iconergyco.com/careers/> and click on the appropriate job posting or visit this link: <https://iconergy.bamboohr.com/jobs/view.php?id=55&source=aWQ9Nw%3D%3D>

**You'll have an opportunity to upload a resume, cover letter, and responses to the 3 questions below.**

**Resume and Cover Letter** – Help us understand why you are the right fit for our team. Tell a story, highlight your most applicable skills, do whatever you think will capture the essence of what you will bring to the table.

**Responses to 3 questions** – Please provide brief (<150 word) responses to each of the following questions:

- Why is sustainability important to you?
- What interests you about Iconergy?
- What areas of sustainability would you envision emphasizing as you build Iconergy's sustainability practice?

*Iconergy is an equal opportunity employer. We encourage applications from all demographics and especially those that are traditionally under-represented in engineering and construction.*