



Iconergy

Job Posting: Sustainability Team Builder and Leader

About Iconergy

Iconergy is a growing energy engineering, design-build, and sustainability firm with offices in Denver, Boulder, and Chicago. We are a team of experienced energy engineering and design-build professionals who come together to enhance the effectiveness and efficiency of the built environment.

Iconergy maintains a diverse portfolio of exciting projects, located mainly in the Rocky Mountain and Great Lakes regions. Our projects include laboratories, health care facilities, K-12, industrial plants, and higher education facilities among others. Our work includes designing and constructing complex and specialized systems and facilities that will serve their communities for decades.

Our leadership team is comprised of experienced and engaged technical staff who trust each other to do their jobs well. We highly value efficiency in the way we develop and deliver our work, driving independently when it uses resources more effectively and collaborating when it adds value. We maintain a professional and collegial environment while respecting each other's boundaries.

Position Summary

Iconergy seeks to add a Sustainability Team Builder and Leader to build and lead our Sustainability consulting practice. You will create a market leadership position for Iconergy in sustainability. 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 to Iconergy's market leadership position in related areas such as commissioning, 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:

- 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;
- 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 charrettes for energy modeling HVAC team meetings, as well as schematic design sustainability charrettes;
- Enjoys business development, and personally doing the work in addition to managing a team
- A range of academic backgrounds could work in this position, including engineering, architecture, science, business, and other disciplines; and
- Strong skills in MS Office

The more of these qualities that you exhibit in your application, the higher you will rank in our selection process.

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. Employment benefits at Iconergy include an RTD pass, monthly gym membership reimbursement, 401K, medical/dental/vision insurance, paid time off, short- and long-term disability insurance, and performance incentives, among others.

To apply

Please send an email to careers@iconergyCO.com with the position title as the subject line and include the following documents:

- **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.