



Berkeley • Jackson Hole

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JOB DESCRIPTION: SENIOR MECHANICAL ENGINEER – BUILDINGS

Seeking licensed mechanical engineer with 8+ years experience in mechanical design to manage, grow, and lead Beyond Efficiency's HVAC and plumbing engineering design work. Being based in Jackson, Wyoming; Northern Michigan; or the San Francisco Bay Area is preferred. A fully remote position may be considered for the right candidate.

You're a whole-systems thinker who understands how buildings and systems are put together and recognize that thoughtful enclosure design improves occupant comfort, reduces heating and cooling loads, and saves owners energy and money. You have demonstrated creativity and technical excellence in providing HVAC and plumbing design for a variety of building types. You are also skilled with project management, Revit, design review, and construction administration. And, you're highly motivated to solve the nation's housing crisis and planet's climate crisis and are passionate about leveraging building consulting to make the world a better place!

Why Join Beyond Efficiency?

We integrate whole-systems knowledge and insights to empower teams to create better buildings and communities.

Beyond Efficiency is a team of progressive engineers and architects headquartered in Jackson Hole, Wyoming with a substantial presence in Northern California and remote teammates in Oregon and Michigan. We provide industry-leading technical services including engineering, energy modeling, building enclosure and sustainability consulting, which complement the architect's skill set and give teams confidence to make better decisions. We work primarily on multifamily, single-family, and mission-driven non-residential projects throughout the western U.S. We also provide research, policy development and training services, and are democratizing access to information and expertise through the online community marketplace [BuildingGenius](#).

Beyond Efficiency's team is passionate about its mission and offers a work environment with unlimited opportunities to carve your future and make a difference. We have a flexible paid time off (PTO) policy paired with moderate billable hour requirements, competitive salaries, generous professional development allowances, health and dental insurance coverage, and a 401(k) retirement plan with employer matching. Beyond Efficiency also endeavors to provide similar or equal benefits as that offered in the most generous state to every person, regardless of the state in which they reside, and so provides maternity and paternity leave and abortion care travel benefits if not otherwise offered in the state in which a person resides. Learn more [about us](#), [our values](#) and [our approach](#) to our work.

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Summary: Support our vision of a world in which buildings and communities nurture human potential and secure ecological health. Manage mechanical design work, provide quality services, and help achieve target metrics for impact and revenue.

Responsibilities

Core Role

1. Strategically identify and pursue business opportunities, evaluate leads, write proposals, and develop and nurture relationships with external peers, experts, and organizations
2. Recommend and explain strategies for low load, high performance HVAC and plumbing systems to clients and design team, primarily focused on multifamily and single family housing projects
3. Evaluate, design, and develop a variety of systems and technologies including all-electric, air-to-air and air-to-water heat pumps, heat/energy recovery, hydronic, VRF, solar thermal, ground source/geothermal, balanced ventilation, heat pump water heaters (HPWH), plumbing and controls
4. Develop outline specifications, Basis of Design (BOD), and full construction documents that achieve goals set out in Owner's Project Requirements (OPR) documents
5. Interpret and apply code and program requirements for building, energy and green codes or programs e.g. IBC, IRC, IMC, IECC, California's Title 24, LEED, GreenPoint Rated, Passive House, local amendments and other relevant standards
6. Review plans, documentation, and contractor submittals for compliance with requirements; provide peer review of plans developed by others
7. Provide construction administration (CA) services: complete field visits to review progress, verify compliance with requirements, and solve field issues
8. Be an effective project manager, acting as main point of contact for clients, tracking schedules and deliverables, and producing or delegating as needed to get work done
9. Understand contracted work scopes, work within budgets and meet billable targets
10. Research and understand engineering licensure requirements as relevant to firm's work, and support Operations Department colleagues with ensuring compliance at individual and firm levels
11. Have the opportunity to develop into Director role with key responsibilities including recruiting, training, and managing junior teammates; and developing and implementing quality control procedures.

General Responsibilities

- 12. Aspire to consistently act in accordance with the company's People Success Model competencies relevant to your role
- 13. Participate in occasional all-hands meetings, professional development activities, performance reviews and other day-to-day aspects of the job
- 14. Travel to company retreats every 1.5 years, and travel as required for the job (limited non-local travel is expected, except for occasional professional development opportunities or to collaborate in person with teammates at other locations)
- 15. Prepare logically organized, technically accurate, and clearly presented emails, reports, plans, specifications and other work products
- 16. Outline work plans prior to starting work, maintain logically organized and labeled files, and adequately document decisions or activities
- 17. Provide regular status updates or reports in web-based project tracking system and review progress with team
- 18. Leverage other team members' expertise or knowledge when needed; understand when to ask for help

Above + Beyond

- 19. Establish thought leadership by writing blog posts, being active in outside organizations, and educating and engaging with the greater community
- 20. Do what needs to be done that may fall outside your formalized job roles

Required Qualifications

- Legally authorized to work in the U.S. with mechanical engineer's license in any state
- Eight years relevant post-academic mechanical design experience on building projects, ideally including residential work
- Bonus for experience in a leadership position or as a business owner

Role Information

- Department + Program: Solutions – Building Consulting
- Position Type:
 - Full-time salaried (100% FTE), exempt; alternate arrangements can also be considered
 - Incoming level: Senior (*higher Director level may be appropriate depending on experience*)
 - Billable target: 70%
- Starting Base Salary: \$81,090–\$131,652 (*depending on experience and local cost of living*)
- Performance Manager: Dan Johnson, Architect

How to Apply

Beyond Efficiency is committed to the principle of diversity in our workspace. We believe that diverse perspectives add value to our work and make us better able to empathize with and serve our clients, leading the way towards a more sustainable and equitable future. In that spirit, we strongly encourage applications from qualified people of all cultural and economic backgrounds, faiths, gender identities and sexual orientations.

To apply for this opportunity, please apply directly through the jobs page on our website at beyondefficiency.us/jobs. Direct your cover letter to Annette Hartsfield.

Beyond Efficiency will review applications and invite selected candidates for interviews on a rolling basis.