



Serving California and the Greater Mountain West

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## JOB DESCRIPTION: ENERGY + SUSTAINABILITY ENGINEER – BUILDINGS

Seeking an ambitious, technically-oriented **early career professional** with 0-3 years work experience to help support our building consulting services. You are a whole-systems thinker who is excited to learn how buildings and systems are put together, and you may have some hands-on design or construction experience. You're a lifelong learner and are up for anything, including learning building science fundamentals, energy modeling, HVAC and plumbing design, the ins and outs of codes and green building programs, and the art of consulting.

**Being based in Jackson, Wyoming; Traverse City, Michigan; or Austin, Texas is required.**

You are also 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 bring out the best in buildings with whole-systems expertise, engineering and solutions.*

Beyond Efficiency is a team of progressive engineers, building scientists and sustainability experts headquartered in Jackson Hole, Wyoming with a substantial presence in Northern California and remote teammates in Oregon, Michigan and Texas. We provide industry-leading technical services including mechanical 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 and midwestern 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 reimbursement, 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.

## JOB DESCRIPTION: ENERGY + SUSTAINABILITY ENGINEER – BUILDINGS

*Summary: Support our mission in bringing out the best in buildings with whole-systems expertise, engineering and solutions. Learn best-practice fundamentals and implementation strategies and grow into a respected well-rounded consultant, integrating a diverse array of knowledge to provide insight and value to clients.*

### Responsibilities

#### Core Role

1. Recommend, design, develop, and implement strategies including high performance building enclosures, HVAC and plumbing systems, renewables, and other systems for new and existing buildings (majority of projects includes multifamily and single family housing; minority includes small commercial, municipal, and institutional)
2. Complete plan reviews and building assembly take-offs, create energy models and heating/cooling load calculations, error-check and analyze results, develop systems recommendations, and present to clients
3. Develop outline specifications, Basis of Design (BOD), and construction documents for HVAC and plumbing systems, including drafting with Bluebeam, SketchUP, AutoCAD and Revit
4. Leverage energy simulation software tools such as BeOPT, California's CBECC-Res and CBECC, RHVAC and CHVAC, KwikModel, IES, SketchUP modules, etc. for holistic building analysis and optimization
5. Interpret and apply requirements for building, mechanical, energy and green codes or programs e.g. IMC, CMC, IBC, IRC, IECC, California's Title 24, LEED, GreenPoint Rated, Living Building Challenge, Passive House and other relevant standards
6. Review plans, documentation, and contractor submittals for compliance with requirements
7. Provide construction administration (CA) services: complete field visits to review progress, verify compliance with requirements, and solve field issues
8. Administer energy compliance, utility incentives and green certification program processes
9. Grow into a project management role, acting as main point of contact for clients, tracking schedules and deliverables, and producing or delegating as needed to get work done

**General Responsibilities**

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

**Above + Beyond**

17. Give back to the industry by being active in outside organizations and engaging with the greater community
18. Do what needs to be done that may fall outside your formalized job roles

### Required Qualifications

- Legally authorized to work in the U.S. without sponsorship
- Engineering degree or equivalent education or experience
- 0-3 years post-academic work experience
- Residing in or near Jackson, Wyoming; Traverse City, Michigan; or Austin, Texas for in-office collaboration with teammates 4 days per week at start
- *Bonus for experience or demonstrated interest in buildings*
- *Bonus for experience with Python or other software coding tools*

### Desired Competencies

- Commitment to excellence and achievement demonstrated through continual learning and active involvement in organizations
- Self-starter with a can-do and “get things done” attitude
- Technical aptitude with ability to quickly learn and integrate new concepts and tools
- Excellent written and verbal communication skills (clear, concise, logically presented and appropriately catered to recipients)
- Critical thinker with innate ability to challenge assumptions, ask the right questions, and solve problems
- Strong organizational and project management skills
- High initiative, always looking to improve things

### Role Information

- Department + Program: Solutions – Building Consulting
- Position Info:
  - Full-time salaried (100% FTE), exempt
  - Starting Base Salary: \$50,000–\$75,000 (*depending on qualifications and local cost of living*)
  - Incoming level: Staff I or II (*higher level and salary may be considered with experience and skills that exceed required qualifications*)

### 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](https://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.