



## Purpose

Foresight Management exists to champion energy management, accelerate sustainability, and increase profitability for our customers.

## Mission

We pursue our purpose through our three-part mission:

- Individual Vitality – The individual well-being of our team members directly impacts our ability to achieve greatness. Each member of our team will be treated with respect, dignity, and will be empowered to make an impact on our company. Our team members will be given opportunities for self-improvement, learning, and will become increasingly self-aware and aware of others. Our teammates will have real autonomy over various aspects of their work and be given the freedom to create and innovate in their own ways. Our environment will enable team members to pursue greatness at their individual role as we collectively pursue excellence, celebrate success, and foster healthy accountability.
- Long-Term Partnerships – The quality of the relationship we build with our clients is vital to our success. We pursue long-term partnerships with companies and individuals by listening, asking great questions, and exercising empathy. Upon understanding our clients' goals and problems, we work to earn their trust by setting realistic expectations and exceeding those expectations in every manner possible. Simply getting the job done is not acceptable. To truly build long-term partnerships, we must “wow” our customer.
- Growth Mindset – Our process begins with asking great questions and challenging the status quo. From there, we innovate and create improved ways of working, and finally we commit to executing our improved plan with excellence and perfection in mind. We then begin the discovery process all over again in an effort to continuously disrupt our own methods and thinking. Although perfection cannot be fully attained, we choose to chase it relentlessly in every aspect of our work.



## Values

- ***Enthusiasm - “lively interest, intense emotionalism, a break with status quo”***

We believe insights, capacity, guidance, and expertise are qualities our team brings to our clients. Those valuable attributes are often not enough to inspire action. Genuine enthusiasm is contagious and the special ingredient we bring to our clients creating momentum and inspiring action.

- ***Curiosity - “the desire to learn and be inquisitive”***

We believe the foundation of all innovation is, in its most basic form, a spirit of curiosity and the continual adoption of a “beginner’s mindset”. Our willingness and capacity to be inquisitive empowers us to build trust with teammates and clients. Curiosity enables a sense of wonder and humility, ultimately exposing opportunities to serve others in more impactful ways.

- ***Vulnerability - “uncertainty, risk, and emotional exposure”***

We believe great ideas can come from anywhere and anyone. Regardless of title, position, industry experience, expertise, or seniority at the company. We value candor, feedback, questioning and tough love from all teammates. Our pursuit is an environment where each individual feels safe enough to be vulnerable and valued enough to be heard. We commit to the pursuit of “Getting it right”, not “Being Right”.

- ***Competitive Greatness - “to strive to outdo, to engage”***

In order to fulfill our purpose and mission, we believe we must compete individually and as a team. John Wooden in his pyramid of success lists “Competitive Greatness” at the top of the pyramid and says, “Competitive Greatness is having a real love for the hard battle knowing it offers the opportunity to be at your best when your best is required.” We strive to embrace a challenge and compete against “good enough”.



## Principles

- ***Interdisciplinary***

We take an interdisciplinary approach to energy and sustainability management. We integrate design, engineering, contracting, project management, consulting, data analytics, business analytics, marketing, and have developed our own software for data management. Our unique blend of expertise allows us to partner with organizations in a variety of ways in order to help them achieve their goals and meet their needs.

- ***Holistic***

We have expertise in both the supply side and demand side of energy management, energy efficiency, sustainability and cost mitigation opportunities. We understand how interconnected all these disciplines are and help our clients develop optimal solutions that take all factors into account.

- ***Unbiased Expertise***

We are our client's "trusted advisor" and take an agnostic approach to items such as technology, manufacturers, suppliers and installers. Our priorities are the priorities of our customers. We develop options that fit within their constraints so they can make the best actionable decisions possible.

- ***ROI Driven***

Profit is positive. When sustainability and energy initiatives are done well, they are profitable endeavors in both the short and long-term. We work to help our clients understand the direct and indirect financial benefits of adopting sustainable business practices.

- ***Transparent***

Transparency is transformational. As we help our clients pursue sustainability through adopting transparent business practices, we work to fully embrace transparency ourselves. Making complex language easy to read, complex data simple to understand, and complex issues approachable and digestible is paramount to our client's success. We choose to adopt an abundance mindset, which means showing our clients exactly how and why we do our work as well as how we charge for it.

## About

Foresight Management is a leading tech-enabled consulting firm dedicated to the identification, design, and implementation of Sustainability and Energy Management initiatives for a growing international clientele.

We provide energy and sustainability research, ESG data solutions, cost optimization, project design, and project management services that advance a company's integration of sustainable development principles into its business model.

## Open Position

Foresight Management is looking for an Energy Engineer to support the Building Performance team on all aspects of our engineering support services. The Energy Engineer will be working in a highly collaborative work environment with other junior- and senior-level Building Performance consulting staff. This person will support our Building Performance project teams in the delivery of our multi-disciplinary contracts, cultivate deeper relationships with our clients, and WOW project teams by exceeding expectations.



This person will work closely with internal project teams to advance project energy efficiency initiatives and third-party accountability program's documentation requirements for various programs including LEED, WELL, Living Building Challenge, Passive House, and Enterprise Green Communities. As our contracts are varied in scope, the candidate will need to coordinate and organize success across multiple disciplines and scopes including but not limited to commissioning, energy modeling, daylight analysis, energy audits, retro-commissioning, healthy building audits, compressed air leak studies, air testing, infrared scanning, peak demand studies, steam trap studies, utility rebate coordination, and blower door tests.

The ideal candidate will help build upon the firm's thought leadership in accelerating sustainability and energy efficiency by acting as a resource in this field, as well as helping to implement specific sustainability- and energy-related measures both within and without the office.

## Title

Energy Engineer – Building Performance

## Compensation

Annual full-time salary range is between \$45,000-65,000/yr, commensurate with experience plus performance incentives and a generous benefits package.

## Location

We are headquartered in Grand Rapids MI and provide a flexible hybrid work environment oriented around results and teamwork.

## Desired Qualifications include, but are not limited to:

- 0-5 years of experience in providing building performance and engineering support consulting services.
- understand HVAC concepts and strategies for commercial and industrial buildings, leading toward ability to:
  - understand whether they are working properly in both modeling and real environments
  - learning what HVAC components look and act like
- understand psychrometric processes and how they affect HVAC system operations
- understand climate and it's impact on the built environment
- understand the "eco-system" of energy in the built environment, including
  - building geometry, mass and materials
  - glazing types and solar patterns
  - lighting systems and controls
- understanding building automation systems and their application
- strong Excel skills, including



- organization of information
- visual clarity
- macros (basic - intermediate skills)
- strong communications skills with people of varied background, such as
  - foremen, project managers, tradespeople, clients, including non-technical people
  - organization of written information
  - visual clarity in written reports and presentations
  - enhancing understanding for non-technical clients
  - while getting muddy, dirty, cold and otherwise uncomfortable (i.e., this is not solely a "desk job")
  - commitment to become good, then better, then best, then set a new standard
- Personal connection and/or ability to add value to environmental, climate, social, and racial justice conversations through the lens of the built environment.

### Responsibilities include, but are not limited to:

- Assist more senior staff in the preparation of computation models, on-site energy audits, commissioning activities, and various reports.
- Input building geometry into EnergyPlus to support energy modeling activities, including writing code to aid in energy analytics across multiple platforms/software
- Assist with compressed air leak studies, taking photographs of leak tags, identify leaks on a floor plan, and work with Technical Advisors in creating leak study summary report.
- Generating various Building Performance reports for Building Performance project teams.
- Assist Technical Advisors in performing energy audits, including but not limited to taking photos of energy-consuming equipment, and identifying wattage and counting number of existing lighting fixtures.
- Coordinate utility rebate coordination paperwork.
- Review contract documents (drawings, specifications, OPR, and BOD) to become familiar with the design criterion and expected performance.
- Review MEP submittals to confirm compliance with design criterion and expected performance.
- Coordinate with commissioning agent to:
  - Verify installation and functional performance of commissioned systems.
  - Oversee the function testing and complete the functional testing forms.
  - Develop a commissioning plan and finalize commissioning report.
- Utility data analysis and reviewing energy calculations around electricity, natural gas, and other utilities.



## To be successful at Foresight Management, you will need:

- To find personal inspiration in our Purpose and Mission.
- To adopt and strive towards our Core Values.
- To be goal-oriented and be a self-starter.
- Awareness of your personal strengths and weaknesses.
- To be a team player. At Foresight, everything gets accomplished because of the team.

## Contact

If the position is of interest, please email a copy of your cover letter and resume (or candidate's preferred alternative) to [craig@fsmgmt.co](mailto:craig@fsmgmt.co) (not .com) by May 6<sup>th</sup>.

If you have general questions about the role, please contact Matthew VanSweden at [matthew@fsmgmt.co](mailto:matthew@fsmgmt.co) (not .com).

