

Job Title: Senior Commissioning Manager

Location: Remote home office within commuting distance of Los Angeles, Pasadena, Oakland, or San Diego
 Salary Range: \$102,000-\$119,000

Verdical · (vər-dək-(ə)l) · *n.* an upward trend in positive environmental impact

Verdical Group's CEO has committed the company to an aggressive 5-year growth plan, and we are targeting 60% year over year growth for both revenue and team members. Verdical Group is seeking a Senior Commissioning Manager to support company-wide project work, team growth, and business development as the company scales. This role includes commissioning management, billing goals, client outreach, and sales targets. The ideal match for this role is a seller/doer, strong communicator with excellent strategic thinking, writing, project management, analytical, and collaboration skills, and will thrive in a deadline-driven environment.

WHO WE ARE

- Verdical Group is a leading sustainability consulting firm focused on decarbonizing the built environment. We've developed a nationally known brand and industry leading reputation since our founding in 2012.
- We specialize in the following services:
 - **Engineering:** energy modeling, daylight modeling, life cycle assessment, commissioning
 - **Green Building Certifications:** LEED, Fitwel, WELL, Living Building Challenge, CALGreen
 - **Sustainability Strategy:** net zero, zero carbon, program management
 - **Events:** we produce the nation's largest annual [Net Zero Building Conference](#).
- Our core values include environmentalism, fun, inspiration, adventure, and continuous learning.
- We're a growing group of team members with an aggressive plan to grow our revenue and team.
- We have offices in Los Angeles, Pasadena, and Oakland and have team members located in the San Diego region.
- We are a net positive company, having officially offset our entire historical carbon footprint dating back to the company's founding, plus ten percent. We also don't accept funding from fossil fuel companies.
- We're incorporated as a benefit corporation and are a high-scoring [Certified B Corporation](#) - we meet rigorous standards of social and environmental performance, accountability, and transparency.
- We are a 1% for the Planet [Member Company](#): we donate 1% of our annual revenue, not just profit, to environmental nonprofit organizations.
- We're committed to antiracism: our diverse team is one of our greatest assets.
- Visit us at www.verdicalgroup.com to learn more and watch our About Us video [here](#).

WHO YOU ARE

- An experienced Commissioning Authority looking to manage all aspects of our clients' projects from start to finish, focusing on year-over-year growth. This position includes required sales and performance targets and requires participation in the proposal writing process.
- You are committed to making a positive social and environmental impact on the world. You will be evaluated quarterly on your performance and progress in these areas.
- Excited to lead the Verdical Group project management team. A coach, mentor, and technical advisor to staff, responsible for managing/planning the team's capacity, project profitability, and the team's professional development.
- You're a results-driven business development leader with a proven track record in growing revenue.
- You're ready for a new challenge in your career. You want to take a fantastic small company and scale it to the largest company in the built environment sustainability space.
- You bring many relationships with you from many years of industry sales experience.
- You're a go-getter who excels at all phases of the business development cycle. Your day-to-day time will be spent winning new work for the firm. Additional work includes strategically planning revenue, generation strategies, managing firm revenue growth data and customer relationship management (CRM) in Salesforce, providing outstanding client service, deepening and nurturing long-term client relationships, finding RFP / RFQ opportunities, writing proposals, speaking at events and conferences, and representing VG at project interviews.
- This role includes an annual sales target that you're excited to take on.
- You're a strong business writer and verbal communicator with great attention to detail and flawless follow-up skills.
- An all-star talent who wants to work as part of a highly respected and growing team
- An inspired change maker who enjoys working in a fast-paced environment
- You enjoy working on projects for corporate clients such as NASA, Google, J&J, LAX, and GE.
- You thrive in an environment where you're surrounded by likeminded, passionate sustainability professionals who are working to make a positive impact on the world.

REQUIRED QUALIFICATIONS

- 5+ years of Cx experience
- 2+ years of revenue or sales goal
- Experience with testing, start-up and troubleshooting of HVAC systems, including but not limited to cooling towers, chillers, packaged roof top units, ERUs, DOAS, AHUs, VRFs, VFDs, for all commercial building types.
- Capable of independently managing and executing all aspects of commissioning projects.
- Certified commissioning authority (CxA) or comparable.
- Bachelor's Degree in Mechanical Engineering, or related engineering field.
- Physical ability to walk jobsites and partake in Cx activities on a construction site.
- Working understanding of relevant technical standards and industry groups: CCC, BCA, ASHRAE, ASME, SMACNA, IBC, CALGreen / T24, LEED, etc.
- Strong skills with Microsoft Office Suite
- Strong data/information management skills, including ability to synthesize quantitative and qualitative data, organize and correlate findings, and translate that information into client deliverables
- Tasks will include, but are not limited to design reviews, BOD and OPR development, reviews of equipment installation (both new and existing buildings), verifying system-level sequence of operations, submittal review, MEP coordination oversight, staff systems training and overseeing component & systems startup and functional testing, preparing professional deliverable documents.
- Comfortable managing multiple projects simultaneously to meet deadlines in a timely manner
- Excellent organization skills, with a fastidious attention to detail and the ability to work both independently and collaboratively while managing multiple demands
- Ability to prioritize responsibilities under tight deadlines
- Demonstrated interest in sustainability
- Engaged and participatory in local industry organizations.
- Ability and willingness to travel We welcome applicants of all backgrounds and encourage potential fits to apply even if you do not meet all of the required qualifications outlined above.

PREFERRED QUALIFICATIONS (NOT REQUIRED)

- 7+ years of Cx experience
- Master's Degree in a related field
- Experience preparing dynamic sales reports showing sales volume, potential sales, pipeline and forecast data, and gathering market insights for potential expansion areas.
- Many LinkedIn connections to demonstrate the depth of your professional network.
- CRM in Salesforce or similar software.

BENEFITS

- Full-time, overtime-exempt salary position
- Generous sales incentive bonus structure to align the revenue generation of this role with compensation
- Compensation within listed range, commensurate with experience
- 100% company-paid gold level health insurance, dental insurance, term life insurance, and AD&D insurance
- \$750/year continuing education stipend
- 100% firm-paid credential exams and renewal fees
- \$100/month pre-tax cell phone benefit
- \$100/month pre-tax transportation benefit
- 401(k) Retirement Plan with company match (after one year of employment)
- Paid Time Off (PTO) for vacation and sick days + unpaid time off available for high performers
- 9 paid annual company holidays
- At this time, remote work environment with monthly required in-person team meetups in the regional market you work in
- We're humans first: our culture and policies promote physical, emotional, and mental wellness
- Attend industry conferences and events including VG's Net Zero Conference
- A career pathways program with quarterly meetings to discuss career goals and personal growth
- Great company culture that builds in full-team time for things like Earth Day volunteering, café meetups, great outdoors hiking adventures, game days, annual holiday dinner, retreats, and VG University.

APPLY

- Send an email with both PDF cover letter and resume attached to: applicants@verdicalgroup.com
- Title the combined PDF and the email "Senior Commissioning Manager-[Your Name]"

- We welcome applicants of all backgrounds and encourage potential fits to apply even if you do not meet all the criteria outlined above. We look forward to hearing from you!