Fairconditioning Programme – Project Lead Role Descriptions

Overview of the Roles

The Project Managers will have overall responsibility for ideating solutions, developing the solutions strategy and executing all research, analysis, reporting and project delivery as planned.

We expect a long-term commitment (3 years). The person must be personally committed to evolving their own lifestyle and examining their relationship with the environment to be in alignment with the objective of mitigating climate change. The person must endeavour to lead a low-carbon lifestyle themselves and also challenge and spur the organization into continually enhancing its own sustainability performance.

The person must uphold immaculate standards of honesty, integrity, ability to introspect, and openness to constructive criticism without being defensive.

The person must be a bottom-up, grassroutes thinker and doer that does not inherently rely upon institutional or policy change to transform the world – but rather be a deep believer in the potential of a single entity to transform themselves through domestic action and thereby inspire the world around them to change.

Common Responsibilities of all Programme Managers
- Actively coordinate with and monitor performance of consulting partners/NGOs to ensure Programme's objectives are achieved and superior quality of service is adhered to.
- Continually upgrade knowledge and organizational intelligence (based on complimentary or parallel activities being executed nationally and globally in the realm of sustainable cooling, demand side management etc.) with respect to the specific Programme being executed
- Manage external communications (through conventional and social media) as well as content dissemination, and interactive information exchange between users and Programme Team, Advisory Board, as well as domain experts through the Fairconditioning portal's specific Programme-related sub-domains.

Role 1: Project Manager - Technology Adoption Programme within FairConditioning

The Technology Adoption Programme Manager role will encompass the following responsibilities:

- Be equipped with adequate domain knowledge of cooling technologies (conventional HVAC systems, natural refrigerant cooling technologies, and evaporative cooling technologies) and energy efficient / passively-cooled building design.
- Establish a network of national and city-level cluster consumers of air conditioning in the Hotel, Banking, IT, Business-Process-Outsourcing, and Educational Sectors in India with a demonstrable track record of early adoption of environmentally sustainable technologies & business practices.
- Conduct preliminary feasibility studies for estimating potential for alternative technology adoption as well as energy, GHG emissions and cost savings potential for project lifecycles at sites controlled by potential Voluntary Adopters.
- Establish a network of national and city-level Cooling Technology and Building Design Efficiency Consultants / Experts with a high-degree of expertise and market credibility.
- Facilitate their involvement in development of the Academic Curricula development process and knowledge delivery during Certificate Program execution in colleges with the respective program team.
- Monitor performance of Technical Ambassadors in their role of actively encouraging alternative cooling technology for commercial projects undertaken / influenced by their expertise.

- Coordinate knowledge transfer and information exchange between Technical Ambassadors and Voluntary Adopters of alternative cooling technologies / efficient building design.
- Provide high-level project management and communication expertise to ensure uptake of alternate cooling technologies in Voluntary Adopter institutions through playing the role of an active, communicative, persuasive and technically knowledgeable bridge-builder.

Learn more about FairConditioning: www.fairconditioning.org

Desired Skills and Experience

We are seeking a candidate who has demonstrated thought leadership ability in his/her professional career and has a strong desire to lead young project teams aspiring to enhance the scale of their climate change mitigation approaches. A few traits are listed below:

Education: An undergraduate degree in Science, Architecture or Engineering is compulsory. A master's degree is optional.

Work experience: At least 2 to 3 years of work experience in the realm of environmental or sustainability research, analysis or consulting.

Skills: Entrepreneurial. The ability to blend a technical, hands-on operational role with a visioning and leadership role in executing projects. High standards of excellence in his/her academic and professional careers. Self-driven and motivated. High degree of ownership. Strong work ethic. Attention to detail. Analytical ability related to the following:

- Secondary (desktop) technical research ability
- Strong understanding of GHG Inventorying principles, and protocols
- Technical understanding of Building Energy Efficiency, and Sustainable / Conventional HVAC Technologies
- Basic financial analysis ability
- Highly competent spreadsheet operation, design, ability to use analytics features of spreadsheet programs
- Scientific analytical ability, research ability
- Field research ability
- Superior technical and project report writing ability with an excellent command over written and spoken english.

Compensation: The compensation offered will be competitive and based on a skill valuation exercise which follows a pre-determined assessment algorithim developed by the cBalance Board of Directors.

Joining Date: October 2016

Location: Pune (with 50% split between Mumbai and Pune possible)

Application Process
To apply e-mail vivek@cbalance.in

The following 2 pages provide an overview of the vision, mission and principles of cBalance (www.cbalance.in). Interested candidates are urged to delve into it.

Foundations of cBalance
Balance in Carbon, Cost, Community -> leads to Climate in Balance
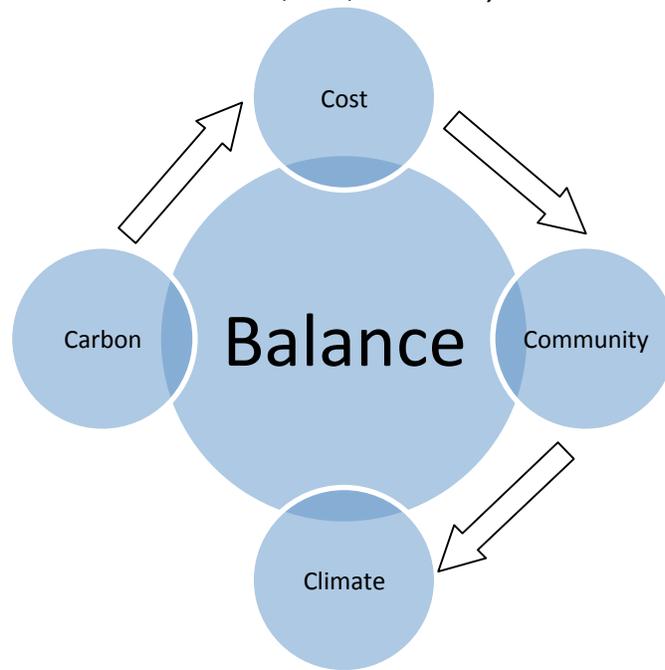
Why: We seek to facilitate balance in carbon, ecological cost, and local communities to enable balance in global climate

How: Create tools for, and consult industry, institutions and consumers through them to develop GHG and ecological footprint mitigation roadmaps in the pursuit of limiting global temperature rise to 2 degrees centigrade relative to pre-industrial levels by year 2100; thereby promoting sustainable development of all human communities and their interrelated ecosystems.

Principles:
1. Dignity of Labor: All team members will strive to gain, maintain and apply a working knowledge of all core aspects of the enterprise. We will not discriminate amongst 'high-end' and 'low-end' efforts.

2. Founding: Historical association with the enterprise are incidental and of secondary importance. What matters is the present and your contribution to its healthful progress. Founders are not to be elevated in any way.

3. Walking the Talk:
   - We will walk our environmental talk first – in our personal lives, professional lives before we preach any gospel to the world.
   - We will disclose our personal and organizational GHG inventory on an annual basis on our publishing portals.

4. Transparency:
   - Complete financial and decision making transparency in the organization – everyone will know everything about money flows and decision flows.
   - We will transparently disclose any professional relationships which might be perceived to a rational thinker as sources of conflict of interest.
   - Safeguards will be established and maintained to mitigate the skewing influence of conflict of interest.

5. Knowledge-Anchored Growth & Equity: Each of the permanent members will be a shareholder in the company – in proportion with their total current value to the enterprise. Hence – this value is a dynamic assessment and leads to equity amongst all pillars to keep the enterprise plinth in balance. It recognizes the intrinsic growth potential of a being.

   The following formulation is proposed to assess the professional-merit-based-value of an individual.

   Following involvement with the enterprise for an adequate period defined as below:
   - culminating in the ability to be the knowledge anchor of an entire project cycle
   - anchoring projects over an annual cycle

   an individual earns the right to share the enterprise. The proportion of ownership is determined based on a amalgamation of expertise and effort:
   - domain-related academic qualification (years of relevant education) (30%)
   - years of team leadership experience (30%)
   - professional certifications-earned (15%)
   - professional trainings - SHORT COURSES PASSED (10%)
   - relevant tools built (Nos.) (7.5%)
   - projects/realizers (commercial or otherwise) created (Nos.) (7.5%)

6. Boundary Conditions:
   - no full-time employee will be paid less than INR 15,000 (2015 terms)
   - all relevant legal codes related to health-insurance will be followed
   - no one will be expected to work more than 40 hours/week on a routine basis
     - Other team members may request additional hourly input from co-team members as exceptions. For every week of additional input requested from themselves and others – the team member should endeavor to mitigate 1 ton of CO_2 emissions through voluntary-offset projects
     - A standing trend of working conditions/hours that lead to undermining of personal health will be relayed to relevant team members and steps taken to ameliorate conditions.