



Albireo Energy

Albireo Energy is a national building automation, energy services, and electrical power monitoring system provider. Their solutions and services help building owners and managers improve efficiency and reduce operational costs while improving comfort for tenants. With almost 385 professionals and access to industry-leading technologies from Schneider Electric, Johnson Controls, Delta Controls, and Alerton, Albireo Energy provides superior services and solutions to data centers, healthcare, biosciences, government and commercial real estate. www.albireoenergy.com

Operations Manager, Solutions

Title: Operations Manager Solutions

Location: Newark, DE

Reporting Manager: Division VP & GM

Position Summary

Reporting to the Division Vice President & GM, this position leads the Operations Solutions team. This department within Albireo Energy supports project capabilities across Albireo Energy portfolio of projects. This position oversees each component of the Project initiative including: Engineering, Project Management, Programming, Installation and Checkout. In addition, this position identifies market requirements, provides education, functions as a customer liaison, defines and develops solutions, and strives for continuous improvement. This position will also have warehouse and panel shop management responsibility.

Core Competencies

- Organizational adeptness
- Intellectual agility
- Strategic thinking
- Act as change agent (adapt to and champion change)
- Technical knowledge
- Dealing with ambiguity
- Consultative leadership



Responsibilities:

A key member of the Albireo Operations Management team responsibilities include:

- Mentor and train project managers to improve communication skills, customer relationships and conflict resolution
- Provide specific and timely Performance Management for all direct reports to include but not limited to SMART targets, reviews, feedback, training, mentoring, coaching.
- Assess all Project Managers against a standard of excellence and identify specific areas of improvement.
- Achieve forecasting accuracy for pending quarter and end of year to allow for better planning and reporting.
- Lead all Work in Progress (WIP) monthly meetings and holds accountability to cost complete estimates
- Project variance
- Participate with sales team in project estimates prior to sales booking
- Ensure that the correct resources are identified and involved
- Maintain a current and thorough understanding of industry trends as they apply and incorporates these into AE's offer portfolio and business strategy as appropriate
- Ensure that effective and efficient systems and standard operating procedures are in place to enable superior performance that will ultimately drive value for our clients
- Contribute to driving business development and retention objectives via technical capability, service excellence and education to internal and external clients and customers.

Qualifications:

- Education or Equivalent Experience: Bachelors Degree.
- Supervisory/Managerial Experience: 5 years of lead, supervisory, managerial experience, preferable in Facility Management, Energy Management or Construction Management
- Function Specific Experience: Must have 10 years of experience in Facility Management, Energy Management or Construction Management
- Previous experience in vertical markets, including education, health care, corporate, and government markets

Knowledge & Skills:

Coordinate & Direct Operations: The ability and willingness to keep others, up and down the chain of command as well as laterally, informed of all pertinent information, including both positive and negative information.

Technical Knowledge: Full use and application of standards, principles, theories, concepts, and



techniques in area of specialty.

Planning: The ability to set priorities, plan, and coordinate work activities.

Client Relations: The ability to establish and maintain rapport with clients and potential clients and establish long-term relationships for account retention, future sales, and the best interest of the organization.

Communication and Influence: Requires verbal and written communication skills to convey complex and/or detailed information to multiple individuals/audiences with differing knowledge levels.

Performance & Quality Monitoring: The ability to monitor the performance of self and subordinates to ensure plans, schedules, and budgets are met and ensure services are of high quality.

Leadership: The ability to communicate a vision and obtain commitment from employees, motivating them to perform the job and work toward common objectives.

Analytical Thinking: The ability to systematically gather information from a variety of sources, analyze information, identify implications of data, draw appropriate conclusions, generate viable, alternative solutions to a question or problem, and evaluate the consequences of choosing each alternative.

Drive & Dependability: The ability and willingness to demonstrate eagerness, enthusiasm, optimism, and passion when working.

Delegating and Directing: The ability and willingness to delegate the authority to complete work activities, giving clear direction as to what needs to be done, and monitoring performance against a predetermined deadline and/or measure of quality to ensure quality and timely completion of assignments.

Integrity: The ability and willingness to uphold ethical standards and comply with all state and federal laws and company policies and procedures.

Stress Tolerance/Flexibility: The ability to work productively and effectively in a fast paced, stressful, demanding, and/or ambiguous work environment.

Team Building: The ability to motivate and guide others to work hard by building a sense of teamwork and commitment.

Software: Understanding of Microsoft systems (Office, ERP – Dynamics/AX, CRM).

Financial: Keen understanding of P&L budgeting, Cost to complete accounting and forecasting.

Coaching & Mentoring: The ability and willingness to develop employees.



Position Parameters:

- Based at the Albireo Energy offices in Newark, DE
- Normal work hours 40 a week Monday through Friday. Extended hours may be needed to complete tasks in allotted timeframe.
- Work is performed in an office setting and could involve up to 30% business travel.

Interested candidates can send resumes to careers@albireoenergy.com.