



Building Performance Manager, Massachusetts Community Climate Bank™ (MCCB)

Organization: MassHousing

Location: One Beacon Street, Boston, MA 02108

Posting Closes: Close of Business on April 16, 2024

Website: www.masshousing.com

MassHousing recently affirmed its longstanding commitment to diversity and inclusion in its [5-year Strategic Goals](#).

The Organization

MassHousing will confront the housing challenges facing the Commonwealth to improve the lives of its people. A bold mission for an innovative agency. Since its inception in 1966, MassHousing has provided more than \$27.5 billion for more than 125,000 apartments and more than 105,000 home mortgage loans. Beyond lending, we also work to promote economic growth and empowerment for families, individuals, and businesses; help communities increase their housing stock; provide hope and homes for vulnerable populations, and look for new, cost-effective ways to provide equitable housing opportunities. We have a relentless determination to confront the Commonwealth's housing challenges and improve lives.

We know that we cannot meet our mission without a workforce that is committed to standing with us in our efforts. We achieve this by making investments in staff development and prioritizing individuals who align with our values including an unwavering dedication to diversity, equity, and inclusion.

As an employee of MassHousing you are offered a great career opportunity which is more than a paycheck. MassHousing's total compensation package features an outstanding set of

employee benefits which you should consider towards your overall compensation, including but not limited to:

- Tuition reimbursement up to \$10,000 per calendar year
- A 35-hour work week and a hybrid work schedule
- Back up Child/Elder Care
- Retirement Savings including a pension and a deferred compensation plan (with a match)
- Comprehensive health, dental and vision plans
- 12 paid Holidays per year and generous sick, vacation, and personal time
- Short-Term Disability
- Central Boston office location, convenient to public transportation and amenities on site

If you're ready to join our dynamic team of mission driven professionals, this might be the job for you! Interested candidates should send a letter of interest and a resume to MassHousing by logging in to <https://prd01-hcm01.prd.mykronos.com/ta/6003873.careers?CareersSearch>

Position Summary

The Building Performance Manager role within the Massachusetts Community Climate Bank (MCCB), situated within MassHousing, holds significant visibility and impact, with wide-ranging scope across the MCCB's multifamily and single-family business lines. Focused on building decarbonization policy and program services, particularly centered on emissions reduction planning and leveraging opportunities like the Inflation Reduction Act and other state and federal funding sources, this role is pivotal to the long-term success of the MCCB. The Building Performance Manager will play a central role in advancing the Commonwealth's 2050 climate goals for the building sector through innovative and impactful financing products linked to energy and environmental performance.

Directly engaging in enhancing the performance of multifamily affordable housing and the single-family portfolio, the Building Performance Manager utilizes expertise in building science, green building rating systems, incentive programs, codes and standards, and affordable housing design, construction, and finance. The Building Performance Manager will work with other key leaders from MCCB and MassHousing to develop and implement tailored strategies for building and portfolio-level decarbonization. This will include the development of data collection protocols for modeled and measured energy use and other energy and environmental impacts.

This role provides an outstanding opportunity for individuals with robust organizational, data analysis, and creative skills to refine their business acumen while cultivating a strong professional network within the affordable housing and climate finance sectors. Additionally, it offers a chance to make a meaningful contribution to initiatives geared towards achieving

the state's 2050 climate goals, thereby contributing to positive social and environmental impact.

The ideal candidate, beyond being qualified, should be ambitious, creative, collaborative, and enjoy working in a fast-paced environment with a multi-disciplinary team that is laser focused on measurable results.

This position has been designated as “Flex” under MassHousing’s Alternative Work Schedule (AWS)-hybrid work model. However, during the first 90 days, the employee may be expected in the office more frequently for training and onboarding. Flex means in the office at least two days a week.

All positions at the MCCB and MassHousing require a customer service mindset, in accordance with our values: Integrity, Excellence, Collaboration, Respect, Accountability and Service.

Specific Duties and Responsibilities

These duties and responsibilities encompass the multifaceted role of a Building Performance Manager, with a focus on reducing carbon emissions and enhancing energy efficiency and climate resilience in buildings financed by the MCCB and our partners.

- Acquire comprehensive knowledge of the MCCB operations to enhance contributions to assignments.
- Provide technical assistance and support for all aspects of building decarbonization, including both retrofits and new construction, to MCCB and MassHousing staff and partners. This will include assessments, recommended interventions, performance standards, certifications, measurement tools and protocols.
- Coordinate and facilitate the delivery of technical support for MCCB financing programs.
- Develop protocols for portfolio-level assessment of building energy performance and identify highest-yield opportunities for reducing emissions and Energy Use Intensity (EUI), with an initial focus on the MassHousing multifamily portfolio.
- Recommend building performance standards for MCCB lending products and programs that best align with federal and state funding programs, including Greenhouse Gas Reduction Fund and other Inflation Reduction Act (IRA) rebates and tax credits as well as in-state utility programs.
- Monitor and track the performance of portfolio assets and investments in terms of carbon emissions, energy efficiency, and sustainability metrics, identifying areas for improvement and optimization.
- Stay abreast of local, state, and federal regulations, codes, and standards related to building energy efficiency, decarbonization and climate resilience.

- Forge partnerships with industry stakeholders, utilities, government agencies, nonprofit organizations, and research institutions to leverage resources and support collaborative decarbonization efforts.
- Evaluate emerging technologies and innovative solutions for decarbonizing buildings, such as advanced building automation systems, energy storage systems, and renewable energy technologies and make recommendations for MCCB financing in collaboration with the Massachusetts Clean Energy Center and MassDevelopment.
- Continuously evaluate and refine decarbonization strategies and practices based on performance feedback, lessons learned, and evolving industry trends and technologies.
- Contribute to the preparation of case studies, white papers, and presentation materials related to MCCB lending activities and impact.
- Perform all other duties as assigned.

Knowledge, Skills and Abilities Required

These skills and qualifications include, but are not limited to:

- **Building Science:** Comprehensive understanding of building science principles, including building envelope design, HVAC systems, energy efficiency measures, and renewable energy technologies.
- **Sustainable Building Practices:** In-depth knowledge of sustainable building practices, green building certifications (including Energy Star, Zero Energy Ready Homes, Passive House, Living Building Challenge Zero Carbon Certification) and energy codes and standards (e.g., ASHRAE, IECC).
- **Energy Efficiency:** Proficiency in identifying and recommending strategies for energy efficiency, such as insulation upgrades, high-efficiency lighting, energy-efficient appliances, and advanced building controls.
- **Renewable Energy:** Familiarity with renewable energy technologies, including solar photovoltaics (PV), and geothermal systems and their integration into building design and operations.
- **Decarbonization Strategies:** Understanding of decarbonization strategies for buildings, including electrification and low-carbon heating and cooling solutions.
- **Building Performance Analysis:** Ability to analyze building performance data, including energy audits and energy modeling, to evaluate building energy use and identify opportunities for improvement.
- **Lifecycle Assessment:** Knowledge of lifecycle assessment methodologies to evaluate the environmental impacts of building materials, construction processes, and operational practices, including measures of embedded energy in buildings.
- **Green Building Materials:** Familiarity with sustainable building materials, including recycled content, low-emission products, and materials with third-party certifications (e.g., Cradle to Cradle, Forest Stewardship Council).

- **Water Efficiency:** Understanding of water conservation strategies, such as low-flow fixtures, rainwater harvesting, graywater reuse, and water-efficient landscaping.
- **Waste Management:** Knowledge of waste reduction and recycling practices in building construction and operation, including construction waste management plans and recycling programs.
- **Regulatory Compliance:** Awareness of local, state, and federal regulations, codes, and standards related to green building practices, energy efficiency, and environmental sustainability.
- **Project Management:** Strong project management skills, including budgeting, scheduling, and quality control.
- **Communication Skills:** Excellent written and verbal communication skills to convey technical concepts, present findings to stakeholders, and facilitate collaboration among project team members.
- **Problem Solving:** Ability to identify challenges and develop innovative solutions to address sustainability goals, optimize building performance, and enhance environmental stewardship.
- **Critical Thinking:** Strong critical thinking skills to evaluate findings, identify patterns or trends, and draw logical conclusions.
- **Attention to Detail:** Strong attention to detail to ensure accuracy and consistency in data collection, analysis, and reporting.
- **Teamwork and Collaboration:** Ability to work effectively in multidisciplinary teams, collaborate with colleagues, and coordinate research efforts to achieve common research objectives.
- **Adaptability:** Flexibility to adapt to changing project requirements, priorities, and deadlines, and willingness to learn new research methods or tools needed.
- **Continuous Learning:** Commitment to staying updated on emerging trends, technologies, and best practices in green building and sustainability through professional development opportunities, industry conferences, and networking.

Minimum Education and Training

- Bachelor's degree in business administration, finance, real estate, architecture, planning, engineering, construction management or directly related field, plus five years of professional experience in work related to assignment. Masters preferred.
- Familiarity with affordable housing finance is a plus.

Salary Range: \$101,287 to \$131,673

The Massachusetts Community Climate Bank and MassHousing are Equal Opportunity Employers.