

OBERLIN

COLLEGE & CONSERVATORY

Energy and Resource Senior Manager



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Energy and Resource Senior Manager



The Opportunity

Oberlin College & Conservatory seeks an innovative and dynamic Energy and Resource Senior Manager to serve as *the* subject matter expert for the development and execution of a campus-wide energy program focused on renewable energy, energy and water conservation, procurement, and management. This role is central to achieving the institution's nation-leading sustainability commitments, aligning operational excellence with the vision of a carbon-neutral future.

About Oberlin

Oberlin College & Conservatory is a four-year, highly selective liberal arts college that combines a top-ranked college of arts and sciences with a world-renowned conservatory of music. Combined, the two divisions enroll approximately 2,900 students. Founded in 1833, Oberlin College & Conservatory was the first college in America to make interracial education and coeducation central to its mission; these traditions live today within a commitment to positive social engagement.

Located 35 miles southwest of Cleveland, Ohio, Oberlin College & Conservatory has earned a reputation of excellence based on the quality of its richly diverse student body, outstanding faculty, excellent facilities, and academic and technological resources.

Oberlin is a place of intense energy and creativity, built on a foundation of academic, artistic, and musical excellence. With a top-ranking [liberal arts college](#), a world-class [conservatory](#), and a first-rate [art museum](#) all on a single campus, it is the ideal laboratory in which to study and design the world you want. From its founding, Oberlin College has been a school with a mission. Beginning with abolition and coeducation, and most recently addressing the challenges of climate change, Oberlin has always been—to quote historian Geoffrey Blodgett '53—a “peculiar mix of scholarly ambition and stubborn moral idealism.”

Additional [Oberlin History](#).



Oberlin College & Conservatory is widely recognized for its commitment to sustainability and environmental responsibility. Its **carbon neutrality commitment** which began in 2006, is a central element of its climate action strategy. Here's an overview of its key milestones, achievements, and projected plans:

Milestones and Achievements

- **2000:** The Adam Joseph Lewis Center is constructed, including geothermal and solar. It is the first US commercial building to be certified net zero by the National Energy Lab, and served as an inspiration for creating USGBC LEED.
- **2004:** The Comprehensive Environmental Policy is established.
- **2006:** Oberlin College was among the first of its peer institutions to sign the **American College and University Presidents' Climate Commitment (ACUPCC)**, pledging to achieve carbon neutrality.
- **2008:** Pilot version of the Environmental Dashboard debuts, making data about campus electricity and water use visible. The real-time data is now available in residence halls and other buildings to encourage behavior-based conservation.
- **2009:** Adopted the **Climate Action Plan (CAP)**, developed with the City of Oberlin. This outlines strategies for reducing greenhouse gas emissions and has become a model for other institutions.

- **2012:** 2.2MWPV solar array installation on campus, one of the largest among liberal arts colleges at the time. On site solar produces approximately 12% of current campus electrical demand.
- **2014:** Oberlin College district energy system converts from coal to natural gas for powering its steam distribution system.
- **2015:** Signatory to the Resilience Commitment, a new component of the Climate Commitment, which includes Carbon Neutrality. Actions include developing a climate vulnerability assessment and adaptation plan.
- **2019:** Board of Trustees approves campus district energy system steam to low temperature hot water conversion and chilled water system upgrades.
- **2021** Board of Trustees approves geothermal as the carbon neutral energy source for the Sustainable Infrastructure Program (SIP).
- **2021:** SIP construction begins. Initial hot water begins heating south campus.
- **2024:** SIP is substantially complete and the geothermal well field is commissioned, a major step toward decarbonizing campus infrastructure.
- **2025:** Oberlin will announce achieving **carbon neutrality**, making it one of the first colleges in the U.S. to achieve this ambitious goal. Of note, carbon neutrality is forecasted to be met without relying on more than 10% carbon offsets, a truly leading statistic.

Key Strategies for Carbon Neutrality

- **Energy Efficiency:** Upgraded buildings for improved insulation, lighting, and heating efficiency.
- **Renewable Energy:** Integrated on site solar power and geothermal systems, in addition to 100% the carbon-free energy sourced by the Oberlin Municipal Power and Light (OMLPS).
- **Behavioral Engagement:** Promoted student-led initiatives like the "Dorm Energy Challenge" to reduce energy consumption.
- **Sustainable Transportation:** Supported bike-sharing programs, pedestrian-friendly campus designs, and electric vehicle (EV) infrastructure.
- **Carbon Offsets:** Invested in verified carbon offset projects to mitigate residual emissions.

Projected Initiatives

Oberlin plans to sustain its carbon neutrality through:

- **Continuous Infrastructure Modernization:** Enhancing building systems and adopting cutting-edge energy solutions, based on building occupant engagement.
- **Circular Economy Practices:** Expanding waste diversion through recycling and composting while reducing consumption.
- **Collaborative Partnerships:** Collaborating with local communities and other institutions to advance regional sustainability goals.
- **Educational Integration:** Deepening environmental studies in curricula and expanding research opportunities.



Interesting Facts and Impact

- Oberlin's **Environmental Dashboard** was one of the first of its kind and serves as an educational tool for students and the broader community.
- The initiative integrates environmental goals with social justice, emphasizing sustainable practices that benefit all community members.
- Oberlin's approach has inspired other colleges and universities to prioritize sustainability as part of their institutional missions.

Oberlin's success demonstrates the feasibility of achieving carbon neutrality through innovation, community involvement, and a steadfast commitment to environmental stewardship.

The Energy and Resource Senior Manager

The Energy and Resource Senior Manager will champion the development and implementation of cutting-edge technologies and strategies to optimize energy and water use. They will engage the entire campus community—students, faculty, staff, and facility operators—in fostering a culture of environmental stewardship. By integrating sustainability into daily operations and long-term planning, this role ensures that Oberlin continues to lead as a model of environmental resilience and innovation in higher education.

Reporting to the Senior Director of Energy & Sustainability, the Energy and Resource Senior Manager will be the driving force behind strategic energy initiatives, renewable energy

adoption, and the design of systems that deliver measurable environmental, operational, and financial outcomes. This position also serves as a visible ambassador for sustainability. They share the College's progress and vision through presentations, tours, and public engagements.

Duties and Responsibilities

Strategic Leadership

- Develop and execute a comprehensive campus-wide energy program aligned with Oberlin's Carbon Neutral and Climate Resilience Commitments and Environmental Policy Implementation Plan.
- Lead initiatives in energy optimization, renewable energy development, and resource conservation to achieve measurable reductions in emissions and resource consumption.
- Collaborate with senior leadership to communicate goals and outcomes through data-driven analyses, visualizations, and presentations.

Campus Engagement and Community Impact

- Serve as a key liaison with campus stakeholders, consultants, and external partners to foster a culture of sustainability across the institution.
- Facilitate resource reduction initiatives such as Ecolympics, Eco-Reps, and other student-led sustainability programs.
- Support academic integration by providing faculty and students with access to campus energy data for research, courses, and projects.

Compliance and Advocacy

- Monitor energy-related policies and regulations at the local, state, and federal levels to ensure compliance and identify opportunities for further carbon reduction.
- Support grant proposals and pursuit of funding opportunities to enhance the College's energy management tools and capabilities.

Mentorship and Team Building

- Supervise and mentor student interns engaged in sustainability and energy-related projects, fostering their development as future leaders in environmental stewardship.
- The Energy and Resource Senior Manager will thrive in a role that combines strategic leadership with community engagement, operational expertise, and environmental passion, contributing to Oberlin's continued excellence in sustainability.

Minimum Qualifications

- Bachelor's degree in engineering, physics, computer science, mathematics or other quantitative sciences, with minimum of 3 years applicable experience.
 - The 3 years of experience may be waived for those with a Master's degree
- Advanced energy management and computer skills.
- Certified Energy Manager In Training (EMIT) Certification.

Diversity Statement

Oberlin College is committed to the creation and nurturing of a diverse community of individuals through inclusive excellence. Diversity involves recognizing the value of differences and the inclusion of all members of the community including those that experience discrimination or under representation. This is a core value of the organization as we strive for a culturally diverse student body, faculty and staff that reflect the multicultural nature of the nation and our world and bring unique strengths and abilities, which contribute, to our institution.

The Community

The town of Oberlin, population 7,884, is situated approximately 35 miles southwest of Cleveland, OH. Two Presbyterian ministers, John Shipherd and Philo Stewart founded both the city of Oberlin and Oberlin College and Conservatory in 1833. While searching for a suitable location, the two stopped to rest and pray under an elm tree, which is now part of Tappan Square. Initially proposed as a religious community, Oberlin got its name from Jean-Frederic Oberlin, an Alsatian minister. Over the years, Oberlin developed into a community that focused on the abolitionist movement in the United States. It also became a pivotal city for the Underground Railroad. Today, you will still see several pieces of history painted on the city's walls and see several historical buildings that helped shape its culture and heritage.

- [City of Oberlin, OH](#)
- [15 Best Things to Do in Oberlin, OH](#)
- [Explore Oberlin's Natural and Cultural Attractions](#)
- [Learn about what Cleveland, OH has to offer](#)



Application and Nomination Process



CBIZ EFL Associates (<https://eflassociates.cbiz.com>), an executive search firm, is assisting **Oberlin College and Conservatory** with its search for this important leadership position. All calls and inquiries should be made through the search firm. Nominations and applications will be held in strict confidence and candidates will remain confidential until the final stage of the search, at which time the express permission of finalists will be obtained before making their candidacy public.

- **STEP 1:** Complete a brief online application (2-3 minutes)
 - <https://www.surveymonkey.com/r/OCC-ERSM>
- **STEP 2:** Send us your cover letter and résumé or curriculum vitae
 - Send in **PDF format**
 - Send to ApplyHigherEd@eflassociates.com
 - Email subject line should read ***“Oberlin College - ERSM Application”***

NOTE: Applications will be reviewed on a rolling basis. Interested candidates are encouraged to apply promptly.

Confidential Inquiries

Steve Waldron, JD
Managing Director, Higher Education Practice
816-945-5423 (direct) swaldron@eflassociates.com

Application Questions & Nominations

If you would like to provide a nomination, please email all pertinent information (including an email address and phone number of the nominee) to:

Edith Ketay
Project Manager
816-831-4001 (direct) Edith.Ketay@eflassociates.com