



Overview of the Role

For Sustainability Consulting: conducting sectoral and enterprise GHG inventorying, conduct Project Life Cycle Assessment, desktop research, field data collection, analysis related to GHG emission factors, and low-carbon scenarios. Also, write reports, and build presentations to communicate the work with a high degree of communication proficiency.

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, grassroots 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.

Responsibilities (Sustainability Consulting):

- **Sustainable Technology research and analysis:** develop a high degree of technical understanding of sustainable alternatives (technical and behavioral) for implementation at the organization level; this includes efficiency and conservation measures / technologies in the realm of energy, water, waste and materials.
- **Carbon Emission Factor research:** Conduct literature review of papers, international journals & scientific publications to derive accurate India specific emission factors. It would include (but not limited to) execution of GHG Protocol's Scope 3 Protocol-based studies to arrive at life cycle emission factors of products and services.
- **Data Collection:** Collect emission profiles of 'Direct GHG Emission', 'Indirect GHG Emission', 'Waste Generation & Material consumption' & 'Supply Chains' from the client. Initiate data collection processes by meeting the client on site and establish further communications to obtain all the required data. Understand the context of every data to be collected and its significance in overall life cycle.
- **Communicate the results effectively:** Communicate the research and analysis processes, outcomes, conclusions through reports, white papers in alignment with best practices for scientific and technical communication.

cBalance Solutions Hub



Desired Skills and Experience

We are seeking a candidate who has demonstrated sustainability leadership ability in his/her professional career. Knowledge of Greenhouse Gas Inventory, Energy & Life Cycle Assessment and Greenhouse Gas Protocol is required.

Education: An undergraduate degree in Physical Sciences or Environmental, Civil, Chemical Engineering is compulsory. A master's degree is optional.

Skills: Self-driven and motivated. High degree of ownership. Strong work ethic. Optimistic and creative thinking. Attention to detail. Analytical ability related to the following:

- Secondary (desktop) technical research ability;
- Strong understanding of GHG Inventorying principles, and protocols;
- Highly competent in 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 effective command over written and spoken English;
- Life Cycle Analysis Modelling will be helpful but are not mandatory.

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

Joining Date: November 1st 2016

Location: Pune

Application Process

To apply e-mail info@cbalance.in

The following 2 pages provide an overview of the vision, mission and principles of cBalance. Interested candidates may go through the same.

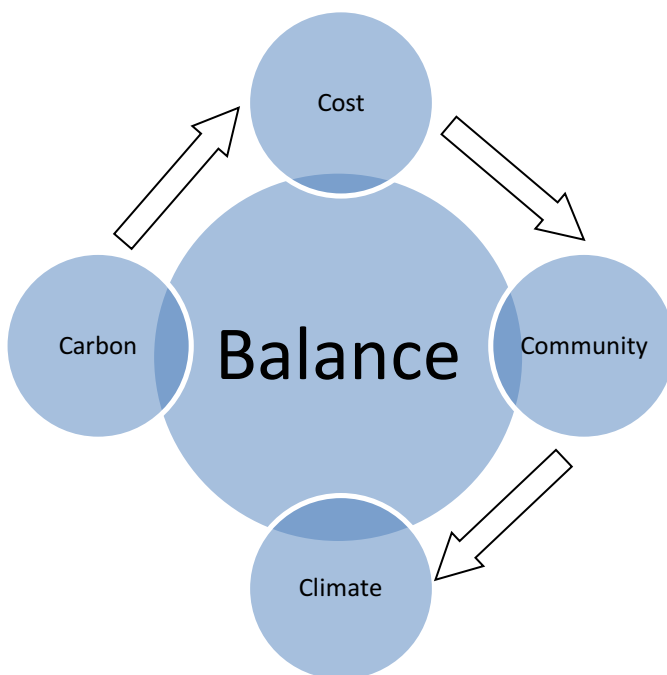
cBalance Solutions Pvt. Ltd

Head Office: H2/7, Brahma Paradise, Nathan Road, Sangamwadi, Pune 411001

Mumbai Office: 15-A Waroda Road, Bandra (W), Mumbai 400050

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.

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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 an 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 CO2 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.