Solas Energy Consulting is recruiting a Manager, Renewable Energy (P.Eng.) to join our Canadian team. We are seeking an experienced, licensed Professional Engineer with strong utility-scale renewable energy experience and people management experience. The role combines direct people management with technical leadership, project oversight, and hands-on engineering contributions across utility-scale wind, solar, battery energy storage systems (BESS), and related infrastructure. The Manager, Renewable Energy will provide day-to-day management of multidisciplinary teams and project work, coordinate technical and commercial interfaces, and interpret engineering information in support of sound project decisions. The Manager ensures that team members have clear priorities, appropriate supervision, balanced workloads, and the support needed to deliver high-quality client services. The Manager is also responsible for performance management and development of assigned direct reports within the Renewable Energy team.

At Solas Energy, clients trust us to deliver timely advice so they can make the best decisions possible for their projects. We have earned that trust by taking an innovative approach to our work, by efficiently and accurately identifying solutions for our clients' unique challenges, and by uncovering opportunities for strategic growth. The Manager, Renewable Energy plays a key role in developing and supporting this mindset and approach among the team of engineers, analysts, and project staff. We're looking for someone who values this approach and is seeking an opportunity to contribute to our net zero future.

Location: Flexible. Alberta-based candidates are preferred. Other locations across Canada will be considered. The successful candidate must be eligible to work in Canada.

Hours: This is a full-time position requiring 40 hours per week. Working hours are flexible, with the expectation that the individual is generally available between 9am and 4pm Mountain Time. General hours of availability may be adjusted for candidates based in other time zones.

Compensation: To be determined based on experience. The anticipated salary range for this role is CAD $120,000 - $150,000. Solas Energy offers a flexible benefit plan including health insurance, a flexible spending account, and RRSP matching contributions.

To apply, please submit your cover letter and resume as one PDF document to careers@solasenergy.com. Please use the subject line: Manager, Renewable Energy
In your cover letter, please include your preferred start date and working location.

Thank you for your interest in working with Solas Energy!
Candidates selected for interview will be contacted as applications are received.

Manager, Renewable Energy

Purpose of Position

The Manager, Renewable Energy leads the day-to-day management, development, and performance of Solas Energy's assigned renewable energy team, including engineers, analysts, and project delivery staff.
Reporting to the Vice President, Renewable Energy, the Manager ensures that team members have clear priorities, appropriate supervision, balanced workloads, and the support needed to deliver high-quality client services. The role combines direct people management with technical leadership, project oversight, and hands-on engineering contributions across utility-scale wind, solar, battery energy storage systems (BESS), and related infrastructure.
The successful candidate will be an experienced Professional Engineer, preferably with an electrical or mechanical engineering background, who can develop people, exercise sound technical judgment, and translate complex project issues into practical recommendations.

Primary Job Tasks and Responsibilities

Team Management and Development

- Directly supervise and manage assigned engineers, analysts, and project delivery staff, establishing clear responsibilities, performance expectations, and individual development plans.
- Conduct regular individual meetings, provide timely feedback, complete performance reviews, and address performance concerns constructively.
- Plan and allocate work across projects, balancing deadlines, staff capability, development opportunities, and available capacity.
- Maintain visibility of team workloads and upcoming resource requirements; resolve competing priorities and recommend recruitment or specialist support when needed.
- Coach staff in technical analysis, project delivery, professional judgment, client communication, and consulting practices.
- Support engineers-in-training in developing professional competencies and progressing toward professional registration.
- Participate in recruitment, candidate assessment, onboarding, and retention.
- Build a collaborative team environment that encourages questions, accountability, knowledge sharing, and early identification of problems.

Technical Leadership and Engineering Delivery

- Provide technical direction and review for renewable energy feasibility assessments, energy and performance modelling, site evaluation, layout optimization, technical due diligence, and owner's engineering assignments.
- Personally complete selected engineering analyses, technical reviews, reports, and client advisory assignments within the Manager's areas of competence.
- Review engineering assumptions, calculations, model inputs, equipment information, and conclusions to confirm that recommendations are supported by appropriate evidence.
- Guide the team's evaluation of energy yield and equipment performance, including losses, availability, degradation, augmentation, operating assumptions, and sensitivity analysis.
- Assess technical engineering matters relevant to project development, equipment selection, system integration, construction, commissioning, and operation, as applicable to the Manager's expertise.
- Coordinate appropriately qualified specialists for work requiring additional discipline expertise, including power systems, interconnection, civil, structural, environmental, and regulatory matters.

- Translate technical findings into clear advice on project feasibility, performance, cost, schedule, and risk.
- Provide technical support during procurement, construction, commissioning, and project handover, as required by client assignments.

Project Oversight and Resource Management

- Oversee delivery of assigned projects and technical workstreams, ensuring that scopes, budgets, schedules, responsibilities, and review requirements are clearly defined.
- Support project leads and engineers in developing work plans, estimating effort, managing changes, and resolving delivery issues.
- Monitor project progress, resource use, budget performance, and deliverable quality; intervene early when corrective action is needed.
- Identify and escalate material technical, commercial, contractual, regulatory, and resourcing risks to the Vice President, with recommended actions.
- Coordinate engineering activities with environmental permitting, regulatory approvals, GIS, stakeholder engagement, and construction support.
- Ensure that environmental, permitting, land, and stakeholder commitments are reflected in relevant technical requirements and project deliverables.
- Maintain an appropriate balance between the Manager's own client assignments and responsibilities for team supervision and development.

Quality and Professional Practice

- Implement consistent technical review, quality assurance, documentation, and approval processes across the team's work.
- Ensure engineering assignments receive appropriate professional supervision and that technical reviewers are qualified for the work being reviewed.
- Review and authenticate professional engineering work products where required, within the Manager's competence, registration, and assigned professional responsibilities.
- Maintain clear records of assumptions, calculations, reviews, decisions, model versions, and approvals.
- Improve technical standards, modelling practices, templates, review checklists, and knowledge-management systems.
- Promote safe working practices in office, remote, and project-site activities.

Client Service and Business Support

- Serve as a senior contact for assigned clients and projects, communicating progress, findings, risks, and recommendations clearly.
- Support proposals through scope development, technical approaches, staffing plans, schedules, budgets, and review requirements.
- Identify opportunities to improve services and support additional client needs in coordination with the Vice President.
- Monitor client feedback and resolve delivery concerns promptly.

Authorities

- Assign and prioritize work for direct reports within approved project scopes and resource plans.
- Establish individual performance objectives and development plans, conduct performance reviews, and recommend staffing and personnel actions.

- Review and approve timesheets, expenses, and subcontractor invoices within delegated authority.
- Approve technical deliverables within assigned authority and professional competence, following required review and authentication procedures.
- Require additional review, specialist input, or correction before releasing work that does not meet quality or professional-practice requirements.
- Recommend project budget changes, additional resources, recruitment, and training expenditures to the Vice President.

Financial commitments, contract execution, hiring decisions, and changes to compensation are subject to Solas Energy's delegated approval limits.

Qualifications

Required Education, Registration, and Experience

- Bachelor's degree in engineering, preferably electrical or mechanical engineering.
- Current registration as a Professional Engineer (P.Eng.) and membership in good standing with a Canadian provincial engineering regulator.
- Registration with APEGA, or the ability to obtain registration before undertaking engineering responsibilities requiring Alberta registration. Ability to obtain and maintain additional registrations as required for assigned work.
- **At least 10 years of progressively responsible, relevant engineering experience** in renewable energy, power generation, energy infrastructure, engineering consulting, or related project delivery.
- **At least 5 years of direct supervision and management of engineers**, including responsibility for work allocation, performance management, coaching, and professional development.
- Demonstrated experience delivering utility-scale wind, solar, and/or BESS projects, with strong technical capability in at least one of these technologies.
- Demonstrated ability to combine people management with hands-on technical work and responsibility for project outcomes.

Knowledge and Technical Skills

- Strong engineering judgment and the ability to assess assumptions, identify technical risks, and develop practical recommendations.
- Experience reviewing engineering analyses, feasibility studies, technical reports, consultant deliverables, and project documentation.
- Understanding of renewable energy project development, design interfaces, procurement, construction, commissioning, and operations.
- Experience managing project scope, budgets, schedules, resources, and multiple concurrent assignments.
- Working knowledge of Canadian renewable energy markets, utility requirements, and regulatory processes, particularly in Alberta.
- Strong understanding of engineering quality assurance, professional supervision, technical documentation, and professional accountability.
- Ability to evaluate modelling methods and results and guide staff in producing reproducible, defensible analyses.
- Strong technical writing, proposal preparation, and client presentation skills.

Preferred Qualifications

- Experience in an engineering consulting or technical advisory business.

- Experience with owner's engineering, technical due diligence, design review, or construction and commissioning support.
- Familiarity with solar modelling tools such as PVSyst, BESS performance analysis, GIS tools, or related engineering software.
- Experience coordinating multidisciplinary engineering and environmental or regulatory specialists.
- Project Management Professional (PMP) designation.

Leadership and Interpersonal Skills

- Demonstrated ability to set expectations, delegate effectively, provide useful feedback, and address performance concerns.
- Sound judgment in balancing client commitments, technical quality, staff development, and workload.
- Strong communication skills, including explaining technical matters to non-technical audiences.
- Ability to resolve conflict, manage competing priorities, and escalate issues with clear recommendations.
- Collaborative approach to working with distributed teams, clients, consultants, contractors, and other stakeholders.

Reporting Relationships

Reports to: Vice President, Renewable Energy.

Direct reports: Assigned renewable energy engineers, engineers-in-training, analysts, and project delivery staff, with the final reporting structure to be confirmed.