



Associate Director for Engineering and Utilities

The Johns Hopkins University (JHU), one of the world's premier research universities, invites nominations and applications for the position of Associate Director for Engineering and Utilities (ADEU).

Reporting directly to the Senior Director for Facility Operations, the Associate Director will play a critical and highly visible role in ensuring that JHU achieves their ambitious goals related to sustainability and climate change initiatives, as well as capital planning, design, and construction. The ADEU will manage a team of 15 professionals, comprised of two Facility Engineers, Utilities Plant Manager and eight Stationary Engineers, Energy Manager, Energy Analyst, and two Maintenance Mechanics.

The Associate Director is responsible for oversight of the Homewood campus utility plants, engineering design efforts related to building systems and campus infrastructure at Homewood and other supported projects and facilities, developing guidelines and standards that produce efficient energy use and reduce greenhouse gas emissions, and energy procurement. The ADEU strives to ensure these tasks are executed in a collaborative fashion between Design and Construction, Plant Operations, Planning and Architecture, and with the Office of Sustainability in an effort to achieve the University's overarching design, operational, energy, and environmental goals.

These systems, tasks, and operational units have a high impact on operational support to the University's mission, energy use, occupant comfort, and operations and maintenance costs to the University. Selection of appropriate systems is critical for reducing University cost, improving employee productivity, deriving maximum value from the systems, and reducing the University's environmental impact.

ABOUT THE UNIVERSITY

The Johns Hopkins University was America's first research university, founded for the express purpose of expanding knowledge and putting that knowledge to work for the good of humanity. It was incorporated in 1867 under the terms of a \$7 million bequest from Johns Hopkins, a Quaker merchant of Baltimore, who directed that the funds be used for the establishment of a university and a hospital.

Today, Johns Hopkins has approximately 6,500 faculty, 6,200 undergraduate students, and 17,600 graduate students arrayed across 230-degree programs at the baccalaureate, master's, and doctoral levels. Perennially ranked as the nation's leader in annual research expenditures, the University has exceeded its own standard over the past decade due to excellent academic leadership, committed faculty and students, innovative international programs, high levels of collegiality, and exceptional interdisciplinary collaboration. In the past five years, research awards and expenditures have grown from \$1.8 billion to \$2.5 billion. The University's annual revenue exceeds \$5.7 billion. The University's endowment is over \$7 billion.

Led since 2009 by President Ronald J. Daniels, Johns Hopkins is extraordinarily entrepreneurial and excellence-driven. This entrepreneurial spirit generates the innovation for which Johns Hopkins is known internationally—innovation that often happens through collaborations which harness complementary strengths to find solutions to our greatest societal, philosophical, and scientific challenges.

THE OFFICE OF FACILITIES AND REAL ESTATE

Johns Hopkins [Facilities & Real Estate](#) (JHFRE) provides full facility operations support services for the Johns Hopkins Homewood campus, as well as planning, design, and construction for the schools and divisions across the Johns Hopkins enterprise, including Washington, D.C. and Montgomery County. Additionally, JHFRE provides leasing and property management for the University as well as the Health System and its affiliates. Also within JHFRE is the Office of Sustainability, offering University-wide services.

JHFRE provides the expertise, policies, and standards required to plan, design, construct, operate, maintain, and renew the physical assets of the University's Homewood Campus, and additionally provides planning, design, construction, and management support at the Peabody Institute, Carey Business School, School of Nursing, Nitze School of Advanced International Studies, Montgomery County, Nanjing, and Bologna campuses.

Services Include:

- [Plant Operations](#)
- [Planning & Architecture and Design & Construction](#)
- [Event Support](#)
- [Space Management](#)
- [Parking & Transportation](#)
- [Real Estate & Property Management](#)
- [Sustainability](#)

Operations and Maintenance services focus on the Homewood Campus and nearby buildings, but requests for service for other JHU campuses include East Baltimore, Bayview, and the Peabody Conservatory.

Mission

Our mission is to plan, create, operate, and maintain exemplary physical environments to support the Johns Hopkins mission.

Vision

The vision of Johns Hopkins Facilities & Real Estate is to deliver responsive service with excellent outcomes.

This is accomplished by making certain we have an educated, trained, and experienced group of dedicated professionals who believe in what they do. From designing new buildings and keeping them clean and comfortable, to overseeing the most efficient routes of the Blue Jay Shuttle, to finding space for

new endeavors and saving resources through environmental stewardship, our staff must always be prepared to listen to our customers and apply their collective skill, knowledge, experience, and decision-making to each and every engagement. We do this by keeping our division's three goals central in every discussion:

1. To provide consistently positive customer experiences.
2. Lead and support strategic University initiatives through exceptional collaboration, execution, and stewardship.
3. Foster a positive and inclusive workplace that engages and develops our employees.

ROLE OF THE ASSOCIATE DIRECTOR FOR ENGINEERING AND UTILITIES

The ADEU represents the [Johns Hopkins Facilities & Real Estate](#) (JHFRE) in planning efforts for major and minor design and renovation projects on the historic JHU Homewood campus with occasional oversight for Capital Projects on the East Baltimore campus, the Peabody campus, and Washington D.C. The ADEU will use their influence during the project planning stages to introduce sustainable concepts with a strong focus on energy efficiency and reliable utility systems.

The ADEU will oversee the Homewood campus utility plants department to ensure reliable service, efficient operations, and safety protocols are in place to support the University's research and education mission. This includes three utility plants serving the Homewood Campus. These plants have a combined total operating budget of approximately \$12.5 million and are managed by a Utilities Plant Manager, eight operating engineers, and two mechanics. Responsibility includes operations, maintenance, and capital planning for plant production, control systems, and distribution systems for all campus utilities.

The ADEU will serve as an in-house authority on planning efforts and engineering and design solutions (materials, systems, coordination, project delivery, commissioning, etc.) for University Facility Operations and Design & Construction units, division representatives, other stakeholders, and with outside consultants to ensure design and construction work conforms to University standards, sound engineering practice, and the University's sustainability and environmental goals. Responsibilities include internal planning and design consultations; leadership and guidance for procurement of design consultants; advisory participation throughout the planning and design process; review and analysis of design and construction documents prepared for the University by outside consultants; participation in construction oversight; and development of policies, procedures, standards, and process improvements. The ADEU will work directly with the JHFRE/Design & Construction department's project managers who are typically responsible for overall project management.

The ADEU will support the Office of Sustainability in developing comprehensive programs and setting goals designed to achieve the University's climate change initiatives.

The ADEU will initiate, execute, and/or oversee programming and planning efforts in support of capital plan development and implementation and the University's energy use and procurement strategies (i.e. commissioning, utility capacity, energy reduction, fuel and electric contract purchases, etc.).

From time to time, where the utilization of internal resources is merited, the ADEU will undertake and execute design, construction documents, and construction administration efforts.

ESSENTIAL JOB FUNCTIONS

- Work with University stakeholders, JHFRE Planning & Architecture and Design & Construction staff, and external consultants to develop and document design standards for new construction and renovation that support the Campus Plan goals and objectives, are durable and financially appropriate, and reflect sound engineering practice.
- Perform analyses of existing building systems to inform recommendations regarding design, functionality, and performance. This may include engaging outside consultants for testing, planning or design studies, and engineering support. Systems to be evaluated include mechanical, electrical, plumbing, utilities, and infrastructure.
- Oversees campus utility plant operations and infrastructure, which includes generating capacities of approximately 12,000 Tons Chilled Water, 225,000 Pounds Per Hour Steam, 4.6 Megawatts of Electricity, and a network of underground pipes and wires distributing utilities to campus buildings.
- Manages departmental Facility Engineers, Utilities Plant Manager, University Energy Manager, and the Energy Analyst.
- Provides direction to the University Energy Manager for prioritizing daily tasks and project work in an effort to improve building system functionality, maximize energy efficiency, and lowering the University-wide carbon footprint. Oversees the utilities budget development process for annual energy and water costs for the Homewood Campus and several off-campus sites.
- Provide oversight and review of consultant's documents for design and construction projects in the area of campus and building systems engineering and design, detailing, conformance with JHU standards, and appropriateness of systems and product specification.
- Interface with JHFRE Planning & Architecture and Design & Construction in recommending the most appropriate design solutions, addressing durability, financial sustainability, and engineering appropriateness.
- Review construction work progress on construction sites for quality assurance and conformance with contract documents. Assist in resolving discrepancies and disputes that arise during the construction process.
- Work with the JHFRE Planning & Architecture and Design & Construction to formulate and implement policy and process improvements for design and construction project development process and management and continued refinement of deliverables standards and requirements.
- Provide guidance for JHFRE Sustainability and University constituents for championing progress on the University's sustainability initiatives with respect to Utility and Building Infrastructure Capital Plan development and assets.
- Participate in the systems commissioning process to monitor appropriate and thorough startup and testing of systems performance to ensure the University is receiving systems that comply with contractual requirements.
- Participate in other tasks and initiatives of strategic importance to the University as well as related data gathering and analysis, research, presentation preparation, facility surveys, and other ad hoc efforts as assigned by the Senior Director of Facility Operations.
- Supports the Sustainability Director for the continuing development and implementation of the University's climate change initiative, which guides the University's overall environmental efforts by prioritizing projects, strategies, and programs to reduce energy consumption and greenhouse gas emissions.

Scope of Responsibility

- Identify, develop, and implement strategic engineering planning initiatives in the context of the Capital Plan, evolving regulatory requirements, and market conditions.
- Guide Utility Plant operations to ensure reliable, efficient, and safe practices are continuously implemented.
- Guide and review campus and building engineering efforts in support of the university's Capital Plan.
- Guide and manage development of engineering standards and deliverables requirements, and project management policies and processes.
- Guide energy procurement.
- Guide the University's energy management objectives.

Decision Making

- Prepares information for decision making by senior leadership and trustees.
- Provides direction to project managers, consultant design teams, JHFRE Facility Operations, and other JHU constituents on engineering design, materials, systems, solutions, and standards in support of sound economic and engineering design principles.
- Carries out duties and responsibilities with limited supervision. Makes decisions and establishes work priorities on complex, problem-solving operations.
- Prepares energy procurement recommendations to the Senior Director for Facility Operations

Communication

- Communicates with leadership, staff, colleagues at peer institutions, and vendors using effective oral and written communication skills, tact, and persuasion as appropriate.
- Builds camaraderie and alliances with a wide range of JHU constituents and has a collaborative and inclusive mentoring style of working well with others.
- The candidate must have the ability to communicate graphically through sketching, drafting, and marking up drawings.

Education, Licensing, and Certifications

- Bachelor's and/or Master's degree in Mechanical or Electrical Engineering.
- Professional Engineer license in the State of Maryland or a state with reciprocity preferred.
- LEED Accredited Professional preferred.

Experience

- Successful candidates will have at least ten years' experience in building and/or utility mechanical and electrical systems engineering and design work; specification of mechanical and electrical systems; experience with construction and renovation of a broad variety of building types and construction delivery methods; experience with working with mechanically sustainable concepts; the ability to use MS Office and AutoCAD; and a thorough understanding of architectural and engineering drawings.

- Successful candidates will demonstrate an understanding and knowledge of Utility Plant Operations and ability to manage operational, maintenance, and capital renewal aspects of Homewood's utility systems.
- Use of BIM software and other graphics programs is desired.

Knowledge, Skills, and Abilities

- Ability to foster a collaborative, inclusive, collegial, and consensus-building relationship with colleagues based on competence, trust, and respect.
- Superior written and oral communication skills, including the ability to present complex material in a useful and understandable fashion to diverse audiences.
- Strategic thinker with proven analytical and organizational skills.
- Committed to the mission of the University, customer service, and best practices in planning, design, and construction.
- Knowledge of heating, ventilating, air conditioning, controls, and plumbing systems.
- Knowledge of Utility Plant Operations.
- Knowledge of commissioning process and operation of mechanical systems.
- Knowledge of sustainable concepts and greenhouse gas generations.
- Familiarity with power, electrical, lighting, and low-voltage systems.
- Knowledge and experience with developing accurate project cost budgets and cost impact reports.
- Ability to build comprehensive reports for data within spreadsheet and database systems.
- Ability to produce accurate, timely delivery of complex materials.
- Flexibility to work with last minute changes.

For best consideration, please send all nominations and applications in confidence to:



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