



EfficiencyOne Director –Posting

Organization: EfficiencyOne (E1)

Location: Nova Scotia

About EfficiencyOne

EfficiencyOne Inc. (E1) is a leading efficiency enterprise whose purpose is to transform how people use energy.

Our governance structure is a federally incorporated not-for-profit corporation under the Canada Not-for-profit Corporations Act, led by an independent Board of Directors. We work for the benefit of Nova Scotians with outstanding partners to deliver cost-effective energy efficiency and carbon-mitigation services in Nova Scotia and beyond. Together, we help people achieve their energy goals, save money, conserve resources, and combat climate change.

EfficiencyOne's two subsidiaries complement and reinforce its core mandate, broadening the organization's reach and impact across Nova Scotia and beyond.

Headquartered in Burnside, Dartmouth, Nova Scotia, E1 employs over 250 people and partners with more than 460 organizations in a sector that employs more than 5,000 Nova Scotians. Since 2011, our programs have been helping Nova Scotians save \$5.6 billion in lifetime energy savings, including \$628 million for low-income homeowners and renters, \$1.2 billion for large commercial and industrial users, and \$546 million for small businesses.

Our Values

We are guided by Integrity, Innovation, and Partnership—values that shape our decisions, our relationships, and our results.

The Opportunity

The Board of Directors of EfficiencyOne believes that effective and efficient governance is an essential foundation for the organization's success. The Board is currently seeking an exceptional candidate with relevant experience to join and support E1 through a period of transformation and increasing strategic complexity.

Individuals who have the capacity, experience and qualifications are encouraged to apply, along with those who could help position the organization for future growth by leveraging their professional relationships/networks to further enable EfficiencyOne to expand its services into new territories.



Our Commitment to Inclusion

E1 embraces a culture of belonging in the workplace. We encourage applications from 2SLGBTQ+, Mi'kmaw, Indigenous African Nova Scotian, Black, racialized persons, People of Colour, newcomers to Canada, and people with disabilities.

E1 is committed to creating an inclusive and accessible experience for all candidates.

Position Overview

This role calls for a seasoned, respected, and nonpartisan individual with strong governance and organizational leadership experience, a solid private-sector perspective, and the ability to contribute to an organization through periods of growth, transformation, and increasing strategic and financial complexity. The ideal candidate will understand the evolving energy landscape - including regulatory, market, technology, and financing dynamics - and demonstrate a clear commitment to purpose-driven organizations. Experience in regulated utility environments would be considered an asset.

We are seeking Directors with experience in energy efficiency, carbon reduction, the transition to net zero, or the broader green economy. Significant private-sector experience is highly valued, particularly in innovative or alternative financing models, business development, and organizational growth.

Required Skills & Experience

- Proven senior executive leadership experience
- Demonstrated success in private-sector environments, including scaling organizations, pursuing new markets, and supporting revenue diversification and business development.

Governance, Legal & Policy Expertise

- Expertise in governance best practices and fiduciary stewardship.
- Strong understanding of fiduciary duties, compliance, and public accountability.
- Legal background or regulatory/legal experience considered an asset.
- Experience working within or alongside regulated utilities or regulated environments is considered an asset.



Energy Sector Knowledge

- Knowledge of the energy policy landscape, including energy transition and decarbonization.
- Understanding of how the energy sector is evolving in response to regulatory change, innovation, and new financing mechanisms.

Additional Competencies

- Strong financial literacy and business acumen.
- Experience in strategy, risk, finance, or HR.
- Superior communication skills.
- Collaborative leadership style with strong integrative thinking.
- Commitment to equity, diversity, and inclusion.

Key Responsibilities

As a Director of EfficiencyOne, you will:

- Contribute to providing input on and monitor corporate performance against strategic business plans, budgets and initiatives
- Ensure strong fiduciary oversight and financial management
- Consider the strategic risks inherent in the business and determine how best to manage and mitigate such risks
- Provide input into the performance objectives and assessments of the President and CEO
- Demonstrate and maintain independence from management, thus bringing an objective perspective to the deliberations of the Board and its Committees
- Contribute to the Board's effectiveness in fulfilling all of the responsibilities of its mandate; and
- Demonstrate a commitment to learning, take advantage of opportunities for professional development and strengthen individual knowledge of the business
- Contribute to succession planning for the Board and the President and CEO, including identification of prospective candidates

Directors are also expected to:

- Participate fully and frankly in the deliberations of the Board, encourage open discussion of the affairs of the organization by the Board, ask relevant and



- probing questions at a strategic level and focus inquiries on issues related to the Board's mandate
- To contribute appropriately, Directors will be required to undertake additional, non-directed learning about opportunities and challenges in sectors relevant to EfficiencyOne
 - Operating ethically and transparently, minimizing conflicts where possible.
 - Work collegially as part of a team, respecting the views of others on the Board while raising challenging questions in a manner that encourages open and frank discussion
 - Contribute to a strong and effective governance culture of 'great minds think differently.'
 - Participate in Committees as determined by the Board and become knowledgeable about the purpose and goals of the Committee
 - Prepare for each Board and Committee meeting by reading all background materials provided for the meeting; and
 - Maintain a regular Board and Committee meeting attendance record either through in-person attendance or through phone/video conference technology (when required)

How to Apply

We recognize that no one candidate will bring every desired qualification. If your experience aligns with many of the requirements—and you are motivated by our purpose—we encourage you to apply. Candidates are invited to submit an expression of interest and CV outlining relevant Board, leadership, sectoral, and community experience by the stated deadline.

Please address your covering letter to Victoria Sharpe, Chair, Governance Committee, EfficiencyOne, 230 Brownlow Avenue, Dartmouth, NS, B3B 0G5. Your e-mail application can be directed to Amy Parrag, Secretary to the Board at aparrag@efficiencyone.com.

We thank all applicants for your interest; however, only those selected for an interview will be contacted.

Visit our websites for more information about us:
EfficiencyOne – www.efficiencyone.ca