About the Sustainability Fellows Program:
UNH Sustainability Fellowships pair exceptional students from across the U.S. with municipal, educational, corporate, and non-profit partners in New England to work on transformative sustainability initiatives each summer. Sustainability Fellows undertake challenging projects that are designed to create an immediate impact, offer a quality learning experience, and foster meaningful collaboration. Fellows work on-site with their mentors at partner organizations during the summer, supported by a network of Fellows, partners, alumni, and the UNH Team. Graduate students, exceptional undergraduate students, and recent graduates from any accredited college or university are eligible to apply.

A detailed description of one Fellowship follows. To learn more about the other Fellowships offered this year, and for application instructions, see: www.sustainableunh.unh.edu/sustainability-fellows.

About the Host Organization:
ReVision Energy is an Employee Owned full-service design, engineering, and installation company with an unmatched depth of experience in Northern New England. Our products range from Solar PV, Heat Pumps, and Batteries. Our company has been awarded the 2019 Clean Energy Company of the Year by the Northeast Clean Energy Council and ranked in 3 categories in B Corp’s “Best for the World” honors in 2019, putting ReVision Energy in the top 10% of impact-driven businesses globally.

Since our founding in 2003, ReVision has grown from two solar geeks in a garage to more than 260 employees across five locations in 3 states. Our success is centered around a hiring philosophy of attracting exceptional, self-motivated individuals and empowering them to be the best professionals in the industry.

About the Fellowship:
Embedded in ReVision Energy’s mission is a commitment to reducing regional fossil fuel dependence and associated emissions. We believe our company will succeed in this mission if we continue to invest in exceptional, hard-working people and empower them to become the best professionals in the solar industry. With this mission and goal in mind, the ideal candidate for the Fellowship position shares a passion for our Mission, Vision, and Values and keeps them front and center.
Our Vision
Our kids, grandkids and future generations enjoy a clean environment and just society throughout New England.

Our Mission
We will lead our community in solving the environmental problems caused by fossil fuels while alleviating economic and social injustice.

Core Values
Humanity. Treat everyone with respect and kindness to help build the better future we know is possible.
Learning. Educate everyone with the knowledge and skills to change the world; foster personal & professional growth in a cohesive, team-oriented atmosphere.
Passion. Aspire for excellence in everything we do because it advances our mission and sustains our employee-owned B Corp solar company.
Communication. Listen first, be honest, and deliver clarity to our colleagues and community.
Stewardship. We love being in nature with our families and friends and we are doing everything in our power to protect it.

Responsibilities of the Fellowship include, but are not limited to, creating an Impact Report using our Mission, Vision and Values as the core. Collaboration with our Director of HR, Marketing Director, Fleet Director, Purchasing Managers and Facility Managers is crucial for acquiring data and goal setting. The report should:

- Identify how we will track and measure our progress to help ensure these words are in our daily practice.
- Evaluate and define what ReVision Energy is currently doing that is in line with our Mission, Vision, and Values.
- Identify opportunities in each department where we can continually align our functions/actions/policies with our mission, vision, and values.
- Prioritize where we can make the biggest impact and set goals to help reach our vision & mission.
- Create transparency and inform our community of our discoveries and goals.

Outcomes:

- Create an impact report encompassing our Mission, Vision and Values and B Corporation Impact Assessment data and goals.
- Create goals and a roadmap to obtain our mission. Example: electrify our vehicle fleet and implement Zero-Waste and Net-Zero goals at each branch.
- Collaborate with each branch and department leaders to create and prioritize goals.

Impact:

The Fellow will gain experience in the solar energy industry, learn how an ESOP (Employee Stock Ownership Plan) operates, what it means to be B Corp certified, and
how to attain the certification and utilize the impact assessment. The Fellow will also gain experience communicating mission, vision and values to employees and customers. The Fellow will be exposed to strategic planning and budgeting processes, and will have a chance to collaborate with a remote team and work independently in a fast-paced environment, and to hone their problem-solving skills.

This project will illustrate how a mindful and socially responsible mission can support a growing business, engage employees and customers, have a tangible impact and help implement policy and economic development. This transparency will hopefully inspire other businesses to implement similar efforts knowing they can be profitable by implementing socially and sustainability driven business practices. Inviting businesses to join in our mission of decreasing fossil fuels and CO2 emissions helps us all.

**Desired Qualifications:**
- A degree focused around environmental science/policy, social impact, business, analytics, economics, or a related field
- Knowledge and experience with B-Corporations helpful
- Computer proficiency including Excel, PowerPoint, Word and email required, experience with Microsoft Suite (Dynamics CRM, Outlook and One Drive) helpful
- Excellent writing skills and ability to communicate with diverse stakeholders
- Passion for Revision’s mission
- Attention to detail, strong organizational skills
- Reliable & flexible source of transportation (office location is not accessible via public transit or bike)

**Work Location:** ReVision Energy, 7 Commercial Drive, Brentwood, NH 03833.
*Travel to other branch locations is required at times. Locations are in South Portland and Liberty, Maine, Enfield, NH and North Andover, MA.

**Mentors:** Heather Iworsky, Branch Manager of Marketing & Culture, ReVision Energy

**Compensation:** $6500
(taxable and distributed on a two-week payroll cycle over the course of the fellowship)

**Expectations:**
Fellows are expected to be primarily dedicated to their assigned projects throughout the summer, and also participate in a variety of networking activities, professional development opportunities, and presentations coordinated by UNHSI. Specifically, Fellows are expected to:
- Attend a mandatory orientation at UNH prior to the start of the fellowship term, **May 26-28, 2020.** *(Travel scholarships may be available for students traveling from outside New England.)*
- Work full-time on-site at the partner organization, **June 1 - August 14, 2020**
- Complete 400 hours of work, including work at host site as well as UNHSI activities, between May 26 – August 14, 2020.
• Complete a fellowship project according to the work plan (with adjustments as necessary).
• Participate in weekly webinars or advisory group meetings.
• Present work at mid-term and final poster sessions at UNH on **July 10** and **August 7**. (Travel support available.)
• Engage in additional professional development, networking, and advisory activities as offered.
• Provide and receive feedback at the end of the fellowship.

**Apply by February 10** at [www.sustainableunh.unh.edu/sustainability-fellows](http://www.sustainableunh.unh.edu/sustainability-fellows).

**Questions** may be addressed to [megan.carney@unh.edu](mailto:megan.carney@unh.edu).