



**OPPORTUNITY PROFILE**

**Carbon Programs Manager**

## AIR PRODUCTS

Air Products Canada Ltd., a wholly owned subsidiary of Air Products and Chemicals Inc., has manufacturing and distribution operations in Quebec, Ontario, and Alberta. Air Products core industrial gas business provides atmospheric and process gases serving a variety of customers in 50+ countries, including refining, chemical, gasification, metals, electronics, manufacturing, food and beverage, welding, and healthcare.

At Air Products, our purpose is to bring people together to reimagine what's possible, collaborate and innovate solutions to the world's most significant energy and environmental sustainability challenges. Grow with us as we embark on building tomorrow together by being the safest, most diverse, and most profitable industrial gas company in the world.

To learn more, visit: [www.airproducts.com](http://www.airproducts.com)

## THE OPPORTUNITY

The Carbon Programs Manager will define and implement our Greenhouse Gas (GHG) compliance strategy for Canada focusing on the impact to the company and its valued customers. This requires a thorough knowledge of existing and evolving provincial and federal Canadian GHG regulations (e.g., technical understanding of regulations, reporting requirements, cap-and-trade/pricing systems) in these jurisdictions, ensuring systems and work processes are defined in advance of any new regulation or change in regulation, and being accountable for those work processes - testing, validating, documenting, reporting - to ensure accurate and timely full compliance.

As the subject matter expert on GHG regulations and compliance, the Carbon Programs Manager must effectively and credibly be able to communicate on this topic with Air Products' employees, customers, regulators, and all third-party stakeholders.

In this role, you will manage the compliance program for existing GHG regulations as well as support our government relations team and business leaders through engagement with government entities during the comment phase of new or amended GHG regulations. You will work closely with business managers, government relations/advocacy, procurement, and our sustainability team, as part of the North America Safety, Health, Environment, and Quality (SHEQ) Center of Excellence, to ensure that cost effective solutions and work processes are in place to maintain Air Products' compliance and position in the marketplace. This includes coordination and alignment, as appropriate/applicable, with a counterpart role managing U.S. GHG program compliance, providing back-up as/when necessary.

As Air Products brings on new low-carbon hydrogen assets, this leadership role will grow – playing a key role in defining and implementing our compliance strategy with the Clean Fuels Regulation as well as with commercial obligations to customers we supply. This role will be accountable for the CFR work processes and procedures, ensuring accurate and timely full compliance, working closely with the business and government relations team.

*This role is based at our Edmonton office and will require roughly 15% travel to Ontario.*

## THE PERSON

### Required Skill/Abilities

- You should have over 10 years of leadership experience in the energy sector with 5+ years of specific experience in GHG compliance management and regulatory reporting.

- Extensive GHG compliance management, regulatory reporting, managing credits and allocations experience in Canada (Federal and province level) required. Having similar experience in California’s established GHG program would be a strong asset.
- Familiarity with Alberta Carbon Registries (CSA), Climate Change Canada’s Credit and Tracking System (CFR-CATS), Quebec/California CITSS, and other regulatory credit programs is desirable.
- Strong understanding of the technical aspects of GHG regulations (i.e., derivation of benchmarks) and how they apply to large scale industrial facilities.
- Understand the design, operation, and process chemistry of large-scale industrial processes.
- Knowledge specific to hydrogen production technologies such as steam-methane reforming, gasification, auto-thermal reforming, and combustion (e.g., flares, boilers) desirable.
- Knowledge of process monitoring methods and equipment (their capabilities and their limitations) required to satisfy GHG emission reporting compliance requirements.
- Ability to advise on commercial contract terms as they relate to forecasting and managing compliance costs resulting from GHG regulatory program requirements.
- Strong project management and organizational skills to establish systems, work processes and maintain documentation.
- Experience with root cause analysis, best practices, and continuous improvement.
- Excellent presentation and interpersonal skills.
- Ability to think on your feet and apply the power of persuasion is critical. Able to sell your “better” alternative to key stakeholders.

## Education and Licensing Requirements:

- Bachelor’s degree in engineering (chemical preferred). A Master's in engineering, and/or an MBA, is desirable.

## COMPENSATION

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.

## TO APPLY

For more details or to further explore this important strategic leadership opportunity, please contact:

**Ardyce Kouri or Luke Shin**

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To apply, please submit a Cover Letter and Resume directly to [edmonton@leadersinternational.com](mailto:edmonton@leadersinternational.com) outlining your interest, qualifications and experience.