EHDD Climate Strategy | Head of Product

EHDD is hiring a Head of Product to support our Climate Strategy team's work on data-driven decarbonization. The imperative of the Climate Strategy team is to catalyze climate action at speed and scale across the building industry. We build software-as-a-service and data products to help architects, engineers, planners, and real estate professionals measure and manage their emissions – especially when data is scarce. We're the team behind the open access Early Phase Integrated Carbon (EPIC) Assessment, the C.Scale API, Galvanize Climate Solutions' GOLD tool, and soon-to-be-released whole life carbon analysis in other well-loved AEC products.

This new position will lead development of our backend models as well as the software and data products we build for clients. The Head of Product's day-to-day role will be reflective of our small team and collaborative working style; they will be expected to function both as an individual contributor, a collaborative thought partner, and a manager working to clear obstacles for more junior team members.

Our Head of Product's core management responsibilities will be:

- **Leading product strategy** from data pipeline architecture to go-to-market strategies, integrating insights from across our products back into our core offerings.
- **Project management** including resource allocation (budget and staffing), task delegation, work planning, and product road mapping. The goal of a manager should be to remove obstacles for others.
- **Managing cross-functional teams** of designers, subject matter experts, and engineers (both internal staff and contractors) across the software development lifecycle to continuously deliver the product our user needs.
- **Lead with high standards** for product performance and integrity, superior attention to detail, and a collaborative approach to criticism and improvement—all balanced with the realities of an iterative fail-fast continuous delivery model.
- **Clear communication** and coordination to keep work flowing, team morale high, and to manage relationships with users and clients.

In addition to their management responsibilities, the Head of Product will be an individual contributor to:

- **Research and Development**. Our research and development pipeline is written primarily in Python, with some heavy geoprocessing in GIS tools. Some tasks require work in other languages and frameworks, including Scala and C#. Database and cloud DevOps experience is a plus, but not required.
- **Data Science**. Our work is focused on making data useful in decisions. The ideal candidate works across our data and product teams to ensure their tight integration.
- **Design**. Graphic and written expression work together. All team members should be familiar with both Figma and the Adobe Suite. Front-end development is not typically performed by the core team, but familiarity with popular web frameworks is a plus.
- **Public speaking and facilitation**. The Head of Product should be able to speak to potential clients about our work, gather their feedback, and bring them onto our platforms. The Head of Product will have opportunities to represent our work at conferences and industry gatherings.

This is an in-person role, preferably in San Francisco. Remote work will be considered on a case-by-case basis with the expectation of travel to San Francisco on a regular basis.

Preferred Qualifications

- BS, MS, or PhD in engineering, computational design, or industrial ecology, or equivalent experience.
- Experience in data science and deploying ML pipelines in production environments.
- Exposure to the Architecture, Engineering, and Construction sector.
- Minimum three (3) years in technical product management or software development.

Preferred Qualities

- Self-starter who takes ownership over process and outcomes.
- Collaborator who knows we can move faster and further when we move together.
- Lateral thinker capable of connecting user needs to technical execution to business outcomes to climate impact.

Benefits, Compensation, and Equal Opportunity Employment

This is a full-time salaried position with an anticipated starting salary range between $110,000 and $140,000, depending on experience, with room for advancement. Equity options at company milestones.

We offer a competitive benefits package including medical/dental/vision insurance with HSA, life and LTD insurance, 401K match, hybrid work, vacation and flex days, transportation benefits, and support for professional development.

We are proud to be an equal-opportunity employer. Women, minorities, individuals with disabilities, and protected veterans are encouraged to apply.

About EHDD

Our work is embedded within the architecture practice of EHDD. EHDD is a national leader in design, architecture, and sustainability with exceptional expertise in libraries, education facilities, science buildings, and housing, museums, aquariums, and zoos. We have developed an award-winning practice with a 77-year history that integrates our architectural work with planning, technology, and climate action.

To apply or learn more, send your resume to hr@ehdd.com with cc to epic@ehdd.com and "Head of Product" as the subject line. In the materials you submit, please highlight or note how you meet the core competencies outlined above.