

## Mechanical Project Engineer

### About Focal

*Carbon Neutrality & Environmental Stewardship | Collaboration & Knowledge Sharing | Innovation & Continuous Improvement | Community Involvement | Diversity, Equity & Inclusion*

Focal Engineering is a boutique engineering consultancy based in Victoria, dedicated to advancing building energy performance and carbon neutrality through solutions that are innovative, robust, and pragmatic. Since 2015, the firm has partnered with municipalities, architects, developers, and institutional clients to create spaces that optimize energy use, reduce carbon emissions, and elevate the human experience - and has operated with 100% carbon-neutral operations since day one.

In 2026, Focal is entering an exciting new chapter. With reinforced leadership and an expanded strategic mandate, the firm has established a dedicated mechanical engineering practice - expanding its ability to deliver fully integrated building engineering services to clients across Vancouver Island and beyond.

### The Opportunity

We are looking for a Mechanical Project Engineer to be an early and essential member of Focal's mechanical team. Reporting directly to the firm's mechanical principal - a senior leader with two decades of experience in high-performance building design - you will be a key partner in establishing and growing this practice.

Focal's portfolio spans municipal and civic facilities, cultural and community buildings, commercial and mixed-use developments, social housing, and Indigenous-led projects. We prioritize collaborative delivery models including design-build and integrated project delivery, partnering with local teams who share our values and approach - and our existing building performance practice is a key differentiator in how we serve clients.

This is not a typical production role. We are building something new, and are seeking a motivated, outspoken engineer who will help formulate the systems, standards, and culture of a growing business unit and new service offering. If you are energized by a high sense of ownership, eager to grow, and ready to be challenged in ways that a larger firm simply cannot offer - with direct, daily mentorship leadership who are invested in your development - this role was designed for you.

### Key Responsibilities

#### Mechanical Engineering Design & Consulting

- Contribute to the design and delivery of mechanical building systems through all phases of design and construction - including HVAC, plumbing, and fire protection - especially heat pump technologies, electrification strategies, and hybrid solutions
- Fulfill the role of a "consultant": communicate clearly, build trust with project partners, proactively resolve conflicts, and contribute to holistic team-based decisions
- Perform engineering calculations, equipment selections, and system sizing
- Prepare and coordinate reports, design documentation, and specifications
- Collaborate with architects, structural, electrical, and other engineering disciplines
- Support construction administration including site visits, shop drawing review, and contractor coordination
- Interpret and apply building codes and relevant standards (ASHRAE, CSA, NFPA)
- Stay current on evolving technologies and products relevant to high-performance mechanical design - including evolving refrigerant regulations, utility incentives, and best practices for right-sizing low-carbon systems

### Practice Development

- Help establish the foundational tools of a new mechanical practice: drawing and specification templates, calculation workflows, software licences, filing conventions, and QA processes
- Contribute to proposal writing, resource planning, and internal operations as the team builds its project pipeline
- Participate actively in professional networks, industry events, and client relationships - helping to build Focal's presence in the mechanical engineering community
- Take on increasing project leadership and client-facing responsibility as the practice grows - with a clear path toward managing your own portfolio of work
- Bring ideas; we are building something, and your perspective on how to do it well matters

### Qualifications

- Degree or diploma in Mechanical Engineering or Mechanical Engineering Technology
- 2-7 years of Canadian experience in building mechanical systems design (HVAC, plumbing, and/or fire protection)
- Current or pending P.Eng. or A.Sc.T. designation is a strong asset

### Skills and Competencies

- Proficiency with Autodesk Revit and Construction Cloud; experience with AutoCAD, IES-VE, or similar tools is an asset
- Familiarity with BC Building Code and applicable standards by ASHRAE, CSA, and NFPA
- Experience with or interest in sustainable design frameworks (LEED, Passive House, Zero Carbon Building) is an asset

### Who You Are

- You value integrity, keep your word, and expect the same of others
- You are drawn to work with purpose, output that creates genuine value and makes the world a better place
- You show initiative, take pride in your work, and follow through
- You communicate clearly and confidently with clients, consultants, and colleagues
- You thrive in a small team environment where your contributions are visible and your voice is heard
- You are social, outgoing, and engaged - you want to be present, to learn, and to build relationships that last
- You are excited by the idea of being part of something new

### Physical Requirements

- Sit for long periods of time
- Talk or hear
- Perform fine motor, hand and finger skills in the use of a keyboard, mouse, telephone, or writing
- Ability to stand; walk; and reach with arms and/or hands
- Specific vision abilities include close vision, distance vision, depth perception and the ability to adjust focus

## What We Offer

Joining Focal at this moment is a meaningful opportunity. You will be part of a respected firm with strong client relationships and a growing portfolio of work, with real scope to help shape what this practice becomes.

- **Compensation:** \$70,000 - \$105,000 annually, commensurate with experience
- **Comprehensive benefits plan**
- **Vacation:** 3 weeks to start; 4 weeks for candidates with a P.Eng. or 4+ years of experience
- **Semi-annual performance reviews** with structured feedback and clear criteria for advancement
- **Profit sharing** for eligible staff
- **Professional dues reimbursement** (P.Eng., EIT, and other applicable designations)
- **Continuing professional development** including funding for relevant conferences, courses, and industry events
- **Active and invested mentorship** from principals and business owners
- **A high sense of ownership and real opportunities for advancement** as the practice grows - the right person will grow with it
- **A collaborative, high-performance work environment** where overtime is the exception, not the rule - we take buildings seriously and have fun along the way
- Victoria, BC - one of Canada's most livable cities, and a growing hub for sustainable building design

## Location & Working Arrangements

This is a full-time, in-person role based at Focal Engineering's Victoria office. We believe that presence matters - for learning, for collaboration, and for building the kind of team culture we are aiming to create. Some flexibility for remote work is available, but we are looking for someone who wants to be here.

## Join Our Team

If you are a motivated mechanical engineer or designer with a drive to do exceptional work and help build something meaningful, we want to hear from you. Please send your resume and a brief cover letter to: [careers@focaleng.com](mailto:careers@focaleng.com)

We thank all applicants for their interest. Only candidates selected for an interview will be contacted.

*Focal Engineering is committed to building an inclusive and equitable workplace. We welcome applications from all qualified candidates.*