



## Seeking Passionate, High Integrity Co-Founders for Clean Energy Start-Up

### About the opportunity and the company

Altus Thermal is developing a next-generation product to disrupt one of the largest categories of energy use in homes and small businesses (the company is in stealth mode so this description is intentionally vague; one-on-one discussions will be specific). The market conditions for disruption in our category have emerged in the last two years and will grow throughout this decade. The company has assembled a strong technology and IP portfolio, with one patented technology from a government lab under option agreement, one technology in co-development with a university, and two technologies under internal development. Altus Thermal's total addressable market is greater than \$10B per year in the U.S., the serviceable addressable market is \$2B per year, and the potential climate change impact is greater than 200 million tons of CO<sub>2e</sub> per year (that's about 40 million cars off the road). The team currently consists of the founder (see below) and an experienced group of advisors with support from principal investigators at the government lab and university, respectively. Based in Boston, Altus Thermal has laid the foundation for the company and is now transitioning to team building, raising the seed round, and product development.

### About the founder

It seems silly to write about myself in the third person so I'll change it up: I'm Michael Rigney and my LinkedIn profile is [here](#). I was pulled into doing start-ups 20-odd years ago by one of my brothers and I haven't left. At EnerNOC, I learned first-hand how a clean energy start-up can have an impact by achieving scale. My goal with Altus is to do the same, and in the process drive a measurable reduction in CO<sub>2</sub> emissions on a national and global scale. It will take a decade or more and that's fine with me. People and culture are an integral part of this journey; my goal is for Altus to be the place where we do the best work of our lives. This can only happen when we're comfortable being ourselves and are challenging each other to deliver results and grow in the process.

### About the roles

Altus's immediate tasks are to design, build, code, test, etc. The roles below align with those tasks but exact titles and scopes will evolve with the skills and experiences of the first team members:

- **VP Hardware Engineering:** you've got deep technical chops, likely in mechanical engineering but possibly in control theory or a related discipline. More to the point, however, you're an experienced team leader, capable of product planning, building the engineering team and culture, and ensuring execution. You have demonstrated success in recruiting, day-to-day team management, and interdisciplinary collaboration with your peers. You're a compelling, relatable communicator, both internally and externally. As a member of the senior team, you'll help develop company and product strategy. PhD/MS with 8-10 years of progressive experience.
- **VP Software Engineering:** you excel at all aspects of leading teams to achieve challenging objectives and, in the early stages, are willing, able and excited to jump in and code. Ideally, you've got experience across the full IoT stack, from firmware to cloud to UI. If not, you've got a deep skill set in the fundamentals and a track record of learning new topics throughout your career. You have a demonstrated ability to build out a team and work successfully with your peers throughout the



organization. As a member of the senior team, you'll help develop company and product strategy. PhD/MS with 8-10 years of progressive experience.

- **Chief Architect / Principal Mechanical Engineer:** you solve the most challenging hardware design problems, blending creativity and analytical acumen to anticipate obstacles and find solutions that translate into cost-effective, reliable products. You have a background in heat transfer, thermodynamics, computational fluid dynamics, and/or possibly mechatronics with hands on experience in new product development. You can mentor and collaborate with more junior engineers on a project basis, improving their work products and skills. PhD or MS, 5-10+ years' experience.
- **Mechanical Engineer:** you have fundamental training in heat transfer and thermodynamics, with further work in computational fluid dynamics, mechatronics or control theory. You shift easily from analysis to hands-on lab work, including data gathering, sensors, telemetry, and safety procedures. PhD or MS just graduating or BEng. / BSci. with 3-5 years' experience.
- **Other positions:** the full team during the seed phase will include software engineers and product management. If this is your background or you think your skill set would be valuable, keep reading.

### About fit

The functions and skills above are only a part of this being a fit; here are other key qualities:

- In difficult moments, you orient towards honesty and open communication.
- You're a self-starter that energizes others. If there's no clear goal, you'll identify one.
- You have empathy, both for yourself and others.
- You drive hard and lead by example. Your drive may come from being competitive, loving an intellectual challenge, motivation around climate change or something else, but it's there.
- You enjoy work and help others to, too. You celebrate milestones and achievements.
- You want to go on a 7-10 year journey to build a world-class company, make a tangible impact on climate change and have fun along the way.
- You roll up your sleeves and work. You'll take on new roles as the company evolves.
- You are willing and able to trade off salary for equity.

### About COVID-19

Many great companies have been started during recessions, and successfully doing so can engender grit, creativity, and an unrelenting focus on the customer. Practically speaking, COVID-19 means we'll get to know each other by web conference. That's not ideal but it'll work. It also means that if you've got a job, you likely want to keep it until there's a financing. That makes sense and if this is a fit, we'll make that happen. Ultimately, COVID-19 won't be the only serious challenge Altus Thermal will face and it pales in comparison to climate change, so let's get to work.

### How to learn more

Please send an email to [michael@altusthermal.com](mailto:michael@altusthermal.com) and we'll arrange a time to talk. We'll have a more productive conversation if you include your résumé and share your thoughts on:

- Why are you interested in joining Altus?
- When the time comes for reference calls, what will your colleagues say about you?
- What is your proudest professional achievement? Why?