

Careers

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Details:

Home › Careers

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Northmore Gordon works across energy efficiency, environmental certificates, carbon management and related technical services. Explore the team and contact the company for current career enquiries.

Check current career opportunities and application details.

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Meet the team

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What is Northmore Gordon's founding purpose and how does it guide the company today?

We were formed in 2009 to join the global effort to reduce emissions through consultant services. The company is built on the belief that significant change will be driven by investment into energy efficiency, renewable generation, and greenhouse gas emission reductions. This purpose remains central to the organisation: employees work on projects that directly support decarbonisation, energy optimisation, and carbon management across industrial facilities, commercial buildings, and utilities in Australia and Singapore. Staff benefit from working for a business with a true, measurable purpose rather than purely commercial objectives.

What technical knowledge and skills can employees develop at Northmore Gordon?

Employees gain in-depth knowledge of energy systems including boilers, chillers, HVAC, fans, furnaces, solar PV, heat recovery, biogas, lighting, motors, and pumps. Beyond equipment expertise, staff develop capabilities in energy auditing, measurement and verification, carbon advisory, environmental certificate services, feasibility assessment, and project management. Our six-stage delivery approach—from assessment through to ongoing performance—means employees learn integrated technical and commercial decision-making. Monthly project reflections and technical training sessions support continuous learning and knowledge-sharing across the team.

How does Northmore Gordon's geographic presence create career opportunities?

We employ over 30 staff across five offices in three countries, including Australia and Singapore. This broad geographic footprint allows employees to work on diverse projects across multiple sites and countries, rather than being limited to a single market. Staff can gain exposure to different regulatory frameworks, technologies, and client sectors. Our regional presence also provides flexibility for team members to work across jurisdictions, supporting both career development and exposure to the varying energy-efficiency obligations and environmental schemes that apply in each location.

What workplace flexibility and support does Northmore Gordon provide to employees?

We offer flexibility and choice in where and how people work, supporting modern working practices. Beyond flexibility, we provide an Employee Assistance Program and career guidance to support staff wellbeing and professional development. Regular engagement opportunities include monthly lunches, birthday festivities, and team days that build workplace culture. This combination of flexibility, support

services, and team engagement creates an environment where employees can manage their work-life balance while remaining connected to colleagues and our mission.

How are employee contributions recognised and rewarded at Northmore Gordon?

We recognise employee contributions through lucrative sales bonuses and incentives, rewarding those who help secure new client work and grow the business. Beyond financial recognition, the company invests in staff development through monthly project reflections and technical training sessions, which provide opportunities to consolidate learning and share expertise across the team. This dual approach—combining performance incentives with investment in professional development—acknowledges both individual contribution and the importance of building collective capability.

What types of projects might employees work on during their career at Northmore Gordon?

Employees work across energy optimisation, carbon advisory, environmental certificate services, measurement and verification, and renewable energy procurement. Projects range from energy audits at food and beverage facilities (like the Nomad Coffee case) to industrial decarbonisation at multi-site operations (Greenham), water utility energy strategies (GWMWater and regional water corporations), commercial building upgrades (Aurora Place), and telecommunications infrastructure improvements (5G Networks). This diversity means staff experience different sectors, technologies, client scales, and regulatory contexts, building broad professional capability and exposure to emerging sustainability challenges.

How does Northmore Gordon's service breadth support employee career development?

Our comprehensive service offering—spanning energy audits, feasibility studies, project management, measurement and verification, carbon inventories, transition planning, and environmental certificate support—means employees can develop expertise across multiple disciplines. Working on our six-stage delivery approach (assess, build the case, capture value, deliver, procure, perform) exposes staff to technical engineering, commercial analysis, project delivery, and ongoing operations. This breadth creates pathways for career specialisation or rotation, allowing employees to build depth in preferred areas or develop portfolio skills across energy, carbon, and environmental advisory.

What role does Northmore Gordon's knowledge library play in employee development?

We maintain a knowledge library of 29 chapters covering energy-project assessment, government schemes, reporting, technical systems, priority sectors, and published case studies. This resource supports employee development by providing accessible guidance on Australian and Singapore frameworks, technical specifications for equipment and systems, and practical examples of completed projects. The library serves both as a reference tool for ongoing work and as a learning resource. Employees can develop understanding of different regulatory schemes, technical assessment methodologies, and real-world project delivery approaches by engaging with documented knowledge and published case studies.