Mentorship Program 2021-22

• ASHRAE Ireland in collaboration with CIBSE Ireland will shortly launch our inaugural mentorship program.
• Assist young engineers in the early stages of their career and provide by pairing them with experienced mentors.
• Our first webinar “Career Progression and Key Tips” will be held on 25th November (12:30-14:00).
• Currently accepting applications from ‘mentors’ and ‘mentees’.

Apply today

ashrae-ireland.org/mentorship/
Why we are setting this up?

- The objective of the YEA Mentoring Program is to create a **platform for guidance, advice and career progression** for younger engineers.
- As the future leaders, this program offers YEA members the **opportunity to gain a more in-depth understanding of the engineering profession** and career progression.
- Mentees have the ability to turn to their mentor for assistance, questions or insight. This is a beneficial way for the mentee to grow in their career and develop professional expertise.
- Ways in which mentors can help include providing career guidance, helping understand engineering fundamentals - or just a simple chat!
- Provide an introduction to ASHRAE and CIBSE for both mentors and mentees

- “**What advice would you give to your younger self?**”

https://www.ashrae.org/communities/young-engineers-in-ashrae-yea/resources/mentoring-program
Structure of Programme?

- Planning for 1:1 relationship, so 1 Mentee for every Mentor. However, some mentors may accept more than 1 mentee.
- Selection will be based on interest alignment and application.
- Launching on rolling basis from January 2022.
- **Program Format:**
  - **Structured Group Sessions:** There will be structured group Zoom sessions with mentors / mentees throughout 2022 covering specific topics.
  - **Unstructured Group Sessions:** Relationship between mentee and mentor will grow organically and separate get togethers can be organised.
- Regular Mentor group session will be organised to share knowledge on the implementation.
- Discussions between Mentors and Mentees MUST be treated in confidence. This excludes technical matters that are recorded in training records.
- There will be formal Log books and training records to tracking progress and topics covered.
Who are the target audience?

**Mentees**
- **Age:** 18-35 (Qualify as ASHRAE YEA/CIBSE YEN)
- **Status:** Currently Employed or Seeking Employment in an Engineering Profession
- **Location:** Living and working in Ireland. However, we will accept applications from those living outside Ireland if there is a valid connection (e.g. on temporary exchange)
- **Membership:** Currently open to all individuals regardless of membership / affiliation.
- **Qualities**
  - Highly motivated and self determined
  - Committed to active participation in the program
  - Interested in continuing professional development and career progression

**Mentors**
- **Age:** Varies, ranges ~25-65
- **Status:** Experience in an Engineering Field, and possibly highly technically proficient in specialist area.
- **Location:** Ideally living and working in Ireland, although we accept mentors living abroad with connections to Ireland.
- **Membership:** Currently open to all individuals regardless of membership / affiliation.
- **Qualities**
  - Knowledgeable on career development needs and actions to help individuals progress towards those goals.
  - Passionate about developing next generation of engineers in Ireland
What are the benefits of participation?

Mentee
Are you a recent graduate or are at the early stages of your career? This program allows you to connect with industry leaders to provide you with support, advice and tips. **The benefits of being a mentee include:**

- An introduction to the industry and professional bodies.
- Receive guidance and advice in the early stages of your career.
- Opportunity to ask questions to industry experts.
- Gain support for university projects.
- An introduction to both ASHRAE and CIBSE Ireland!

Mentor
Are you an experienced practicing engineer in the field of building, engineering/building, services/building technology? This program allows you to connect and share knowledge with younger engineers in the industry! **The benefits of being a mentor include:**

- Certification as ASHRAE-CIBSE Mentor
- Contribute towards your CPD and Chartership
- Network with experienced professionals in your industry
- Help assist the growth and development of the next generation of industry professionals.
- Acknowledgment for you and your company on Mentorship programme promotional material and seminars.
...and win a trip to ASHRAE Conference

2022 ASHRAE Annual Conference
June 25-29, 2022 | Toronto, Ontario, Canada

ASHRAE.ORG/2022ANNUAL
What are the next steps?

- **25th Nov**: ‘Open-Day’ with presentation from a selection of our mentors - mentees will be invited along to introduce them to the program.
- **31st Dec**: Deadline for participant applications ([Link](https://www.ashrae.org/communities/young-engineers-in-ashrae-yea/resources/mentoring-program)).
- **31st Jan**: Finalised review of mentee applications and appointment of mentor-mentee relationships for 2021-22 cohort.
- **1-28 Feb**: Schedule follow-up meeting with mentee’s
- **31st Mar**: 1st Review
- **30th Jun**: 2nd Review
Meet the Mentors
Conor Murray, 3dimension

Biography
Conor Murray has over 30 years’ experience in design and construction of cleanrooms and biosafety labs, and since 2007 independently in a CQV, technical expert advisor, oversight and compliance role. Conor is Chairman of TC5, the HealthCare Standards Consultative (HCSC) committee for NSAI (National Standards Authority of Ireland) and represents Ireland as Head of Delegation, as Convener of WG2 on Microbiological Control (revision of ISO 14698:2003), and Subject Matter Expert at ISO/TC209 and CEN/TC243 on cleanroom standardisation.

Conor is a founder member and current Chair of the Irish Cleanrooms Society (ICS), and International Technical committee (ITC) of the International Confederation of Contamination Control Societies, (ICCCS). Conor is the incoming Chair of the ICCCS for the period 2022 - 2024.

Conor is a long-time member of ISPE, currently President Elect of the ASHRAE Ireland chapter and has several published papers on contamination control. Conor lectures internationally and provides standards and cleanroom technology training on behalf of the Irish Cleanroom Society and NSAI.

Conor has been a Mentee on a graduate development programme, when first working for GE in Ireland in Microelectronics, as a process engineer in 1978 and then as a Mentor in Ardmac in the 1990s and 2000s. These relationships, once developed are very special and still continue today, 5 decades later, both as a mentee and then as a mentor.

Employer: 3dimension Cleanrooms Limited/ UCD
Position: Principal Cleanroom and Biosafety Consultant
Interest Areas
- Cleanrooms
- Biosafety Labs
- High Tech Construction
Employer: Arup
Position: Building Services (MEP) Leader

Interest Areas
- Building Services
- Net Zero Design
- Project Management

Biography
I am a building services engineer with over 30 years of experience in the design of high quality, efficient, sustainable and cost effective services systems that are integrated with, and contribute to, the realisation of successful buildings and projects. I am committed to collaborative working and believe that the best outcomes are achieved from all project stakeholders coming together with a shared goal. I support the pursuit of the UN Sustainable Development Goals (SDGs) and working with Clients to map their path to achieve net zero carbon for their business.
Gary O’Sullivan, OSENG

Biography

Gary is a highly motivated professional with over fifteen years project management experience in the biotech, pharmaceutical, industrial, commercial and residential sectors. He has a proven track record in the design, coordination and management of mechanical, electrical and hvac projects. During his career Gary has worked on significant projects and with several blue chip manufacturing companies such as AbbVie, Abbotts, Alexion, Allergan, Alkermes, Medtronic, Meissner Filtration Products, Mylan and Zimmer Biomet.

An experienced team leader with the ability to manage multi-disciplinary projects and deliver cost reduction through value engineering and value analysis.

- Excellent personal communication skills.
- Analytical thinking, decision making and problem solving skills.
- Extensive mechanical and electrical experience.
- Project management skills.
- Energetic and motivated.
- Adaptable and tolerant to stressed situations and fast track demanding projects.

Employer: OSENG
Position: Managing Director
Interest Areas
- Building Energy Simulation
- Energy efficiency & Sustainability,
- Environmental (Air / Water quality)
- High Performance Building Design / Zero Energy Buildings,
- Project Management,
- M&E design in Pharmaceutical Sector
Gavin Coyne, MIET MIEI MSc BSc BEngTech

Employer: Exyte Northern Europe Ltd.
Experience: >7 years
Position: Building Services (MEP) Leader
Interest Areas
- Electrical Engineering

Role on the Project –
- LV & MV Power System Design
- Managing Single-Line Model
- Support During Construction

Pervious Employment
- BDP
- J.V. Tierney & Co.
- Varming Consulting Engineers
- Jones Engineering Group

> 25no. Projects Completed in;
- Office fit-outs
- Academic
- Hotel
- Residential
- Healthcare
- Landscape

Education
Dublin Institute of Technology, Kevin Street
- MSc in Energy Management
Dublin Institute of Technology, Kevin Street
- BSc in Electrical Services and Energy Management
Dublin Institute of Technology, Kevin Street
- BEngTech in Electrical Services Engineering

FETAC Certificate in Electrical Trade

Professional Bodies
- CIBSE
- Institute of Engineering & Technology
Employer: Arup

Position: Mechanical Design Engineer

Interest Areas
- Building Energy Simulation,
- Energy efficiency & Sustainability,
- High Performance Building Design / Zero Energy Buildings

Biography

John graduated with a first-class honours MSc. in Sustainable Energy Engineering in WIT and a first-class honours degree in Energy Engineering from UCC. He is currently working in Arup Cork as part of the mechanical and energy engineering teams.

Before joining Arup, John worked as an energy engineer with 3CEA, a regional energy agency, providing energy management services, energy auditing and energy efficient design consultation to public bodies and communities.

John recently became an accredited LEED Building Design & Construction AP and is in the process of completing his Certified Energy Manager (CEM) training.

John’s interests include sustainable building design, energy modelling, and building performance analysis.
Kate Kerrane, Omexom

Biography (TBC)
Kate is an Energy and electrical engineer currently working for Omexom as a project and energy engineer. Kate project manages large scale grid collections for both wind, solar and battery storage farms across the country. As well as this she designs solar farms in the drive for the greatest energy transition our generation will see.

Kate previously spent five years working in ESB where she gained great experience across the company. She worked as a high voltage substation designer, designing substations for large scale renewable projects. Kate worked with the Renewable and flexibility planning team in ESB Networks, conducting studies into how ESB can best get as much renewable energy onto the grid in a safe and sustainable way in helping Ireland meet its 2030 renewable target of 70%. She also worked on the deployment team for ESBs Smart Metering Project as well as being a member of the Health and Safety team. Kate’s passionate outlook of ESB Brighter Future Strategy helped her in creating a network of people across ESB and the ESB staff for climate action who promote sustainability and energy efficiency from day to day to large scale activities.

She previously served as Student Energy’s Community Manager. She was responsible for Student Energy’s community of young energy leaders around the world. This included strategically finding ways Student Energy can better serve them as well as developing the operational capacity to maximize the value of the network. She oversaw Student Energy’s Chapter Model program global launch, which works to create campus level clubs dedicated to helping students and young people understand the global energy system. She represented Student Energy at numerous global conferences including the Web Summit in Lisbon, COP 22 in Marrakesh and the New York Times Energy for Tomorrow conference in Paris.

Kate graduated from a Bachelor of Energy Systems Engineering with an elective in Electrical Engineering in NUI Galway, Ireland in 2016. Her futuristic forward thinking has proven her well in both her college and professional career, coming up with numerous inventions and solutions to water safety, marine technology, and urban planning. A passionate 28-year-old, she is determined in helping Omexom, young professionals and students alike accelerate into a sustainable energy future.

Employer: Omexom UK and ROI
Position: Project Engineer
Interest Areas
- Sustainability
- Energy Efficiency
- Smart Grid
Employer: CIM
Position: General Manager, EMEA
Interest Areas
- Data Analytics
- Building Controls
- Sustainability

Biography
Leading CIM’s European expansion, Paul joined CIM with a passion for combating climate change and how disruptive technology has the ability to remove barriers to delivering demand-side energy savings for large property owners in a very short time frame. Prior to joining CIM, Paul led the Johnson & Johnson Ireland Energy Team, delivering over 15,000MT of CO2 reduction programs and also working on several sustainability initiatives. With 20 years of industry experience in delivering energy savings, Paul is a Certified Energy Manager with a Bachelor of Technology (Hons) in Manufacturing Technology and an MBA from the University of Limerick.
Recent Professional Experience

- 1986 – 2006: Jacobs Engineering, Dublin Manager of Building Services Department. During my time at Jacobs, the HVAC staff numbers grew from 6 to over 50 Engineers and Technicians. I was fortunate to be involved with a great team of people, in a wide variety of complex projects in the Pharmaceutical and Micro Electronics sectors. This was an exciting time to be involved in the industry, when we advanced from Drawing Boards, through AutoCad to full 3D Design.

- 2006 – 2007: Amgen Pharmaceuticals, Cincinnati, Ohio. Project Engineer on the Design of a large Biotechnology Facility, scheduled for construction in Cork. Regrettably the designated product for manufacture in the facility failed in clinical trials during the design and the project was cancelled.


- 2010 – Present Self Employed on a part-time basis, mostly working with Jacobs and Sodexo. Currently volunteering with Knocklyon SEC (Sustainable Energy Community) on local projects, including the upgrade of lighting and the installation of Solar Panels in the local Community School and also the retrofit of domestic Dwellings, for which we have received SEAI grant aid.
Feedback / Q&A

• What are your thoughts?
  – Number of participants?
  – Structure of program?
  – Number of meetings (Structured vs. Unstructured)
  – Number of group sessions in 2022
  – Number of 1 on 1 sessions with your mentee
  – ANY QUESTIONS / THOUGHTS?
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