

Position: Specialist, Senior ESG & Strategic Initiatives

Location: Smyrna, TN

## About FIXX Energy

FIXX Energy is a battery manufacturer headquartered in Smyrna, Tennessee, operating one of the most established LFP battery production facilities in the United States. The site's history traces back over a decade as a cornerstone of early U.S. EV battery manufacturing, representing a foundation of deep technical expertise and large-scale operational experience. Building on this heritage, FIXX Energy is evolving the platform into a modern, flexible manufacturing business serving the fast-growing energy storage market. The company is the first and only American-owned, operating manufacturer of LFP prismatic battery cells for energy storage in the United States. FIXX is focused on delivering high-performance battery solutions and modernizing the American grid—delivering resilient, intelligent power infrastructure that enables the next era of human connection, AI, and advanced manufacturing. By combining proven manufacturing capability with a forward-looking product and market strategy, FIXX Energy is positioned to be a key enabler of the electrified, resilient energy systems of the future.

## About the Role

FIXX is seeking a highly organized, analytical, and execution-focused Specialist, ESG & Strategic Initiatives to support the company's strategic priorities and sustainability efforts. Reporting to the SVP of Strategic Initiatives, this role will drive cross-functional projects that advance business objectives, operational excellence, and organizational growth while serving as the primary coordinator for the company's Environmental, Social, and Governance (ESG) program. Approximately 75% of the role will focus on managing strategic initiatives and special projects across the organization, with the remaining 25% dedicated to ESG strategy, reporting, stakeholder engagement, and program coordination. The ideal candidate is a strong project manager who can navigate complex initiatives, coordinate diverse stakeholders, and translate strategic goals into actionable plans and measurable outcomes.

## Key Responsibilities

### 1. Strategic Initiatives & Project Management

- Coordinate and support cross-functional strategic initiatives sponsored by executive leadership.
- Develop and manage project plans, timelines, risk assessments, and reporting that ensure execution.
- Monitor project progress, identify risks and dependencies, and implement mitigation strategies.
- Prepare executive- and team-level presentations, status reports and analyses.
- Conduct research, benchmarking, and analysis to inform strategic decision-making.
- Manage special projects and priority assignments on behalf of the SVP of Strategic Initiatives.
- Track and report key performance indicators related to strategic initiatives.

### 2. ESG Program Management

- Coordinate the development and continuous improvement of FIXX's ESG report and strategy.
- Manage ESG data collection, analysis, and reporting processes to third parties and customers.
- Monitor evolving ESG regulations, reporting frameworks, and industry best practices.

- Partner with business units to identify, track, and advance ESG-related goals and initiatives.
- Support customer, investor, and lender requests related to ESG and sustainability practices.
- Develop internal communications and engagement initiatives related to ESG objectives.

### Requirements

- Bachelor's degree in Sustainability, Environmental Studies, Public Policy, or a related field.
- 3+ years of experience in project management, ESG/sustainability, or a related field.
- Demonstrated success managing complex projects from planning through execution.
- Strong organizational and project management skills with exceptional attention to detail.
- Experience supporting corporate ESG or sustainability programs.
- Familiarity with ESG reporting frameworks and disclosure standards.
- Excellent written, verbal, and presentation communication skills.
- Ability to manage multiple priorities in a fast-paced environment.
- Strong analytical and problem-solving capabilities.
- Proficiency with Microsoft Office and project management tools.
- Experience in infrastructure, energy, technology, construction, or related industries.

### Travel

Occasional domestic travel required.

### What We Offer

Welcome to FIXX Energy, where you will have the opportunity to tackle the world's most fascinating challenges alongside exceptionally talented individuals who are driven to make a difference. We strive to ensure that our employees are well taken care of, enabling them to focus on their work and contribute to our collective mission.

We offer:

- Comprehensive compensation packages including a competitive salary and a bonus.
- An inclusive work environment that fosters professional and personal development.
- Medical, Dental and Vision Insurance
- HSA and Flexible Spending Accounts
- 401K with company match
- Life Insurance (Company paid and additional voluntary life available)
- Paid Vacation and 14 Paid Holidays
- Short term and long-term disability coverage (Company Paid)
- Tuition reimbursement

### Equal Employment Opportunity

At FIXX Energy, we are committed to providing Equal Employment Opportunity (EEO) to all individuals. We participate in E-Verify and will provide the federal government with your Form I-9 information to confirm that you are authorized to work in the U.S.

## Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable otherwise qualified individuals with disabilities to perform the essential job functions.

- Ability to sit for extended periods of time.
- Ability to read, write, speak, hear; stand; walk; use hands to finger, handle, or feel; reach and lift with hands and arms frequently throughout the day.
- Required to occasionally lift, push, pull and/or move up to 10 pounds and occasionally required to lift, push, pull and/or move up to 35 pounds.

## Work Environment

The individual must be able to perform all essential functions as appropriate in an office, on the plant floor, in meetings, and with employees, management, customers and suppliers.

Candidate must perform the essential duties and responsibilities with or without reasonable accommodation efficiently and accurately, and without causing significant safety threat to self or others.

The statements made herein are intended to describe the general nature and level of work being performed by employees assigned to this job classification. They are not intended to be construed as an exhaustive and inclusive list of all responsibilities, duties, and/or skills required of personnel so classified. Hiring is contingent upon successful completion of drug screen and background check. FIXX Energy, LLC is a drug-free workplace.