

ADAM CRONKHITE

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EMPLOYMENT EXPERIENCE

Ballard Power Systems Inc. (TSX/NASDAQ: BLDP)

Environmental and Sustainability Specialist

Vancouver, BC, Canada

April 2022 – Current

- Served as internal SME for environmental compliance across Canada, US, Denmark, and UK operations, ensuring adherence to CAA, CWA, RCRA, and state-level air and water permitting (e.g., Oregon DEQ).
- Led permit amendment for wastewater discharge, saving \$80K/year OPEX through elimination of redundant pre-treatment.
- Directed corporate GHG inventories across Scopes 1, 2, and 3, aligning with GHG Protocol and supporting annual CDP disclosures (improved score from C+ to B).
- Designed and secured board approval for \$100M Carbon Neutral Plan, modeling marginal abatement costs and GHG reductions across multiple emission categories.
- Supported decision-making, technical bid requirements, and negotiations for low-carbon hydrogen contract using a levelized cost of hydrogen (LCOH) model; secured \$1.2M annual savings on \$0.6M CAPEX.
- Developed and maintained compliance reporting systems in Power BI, automating EHS KPIs, hazardous waste inventories, and regulatory submission schedules, improving timeliness and audit readiness.
- Delivered training and workshops on climate and environmental compliance, increasing employee and management awareness of environmental and regulatory risks.
- Supported internal and third-party audits for ISO 14001/45001/9001, contributing to zero major audit non-conformances across environmental and safety systems.

Envirochem Services Inc.

Environmental Engineer (EIT) – Air Quality and Climate Change Strategy

North Vancouver, BC, Canada

March 2019–April 2022

- Managed end-to-end air permitting for over 15 industrial clients (asphalt, recycling, manufacturing), delivering emissions inventories, CALPUFF/AERMOD modeling, public consultation, and regulator negotiation.
- Acted as technical lead on Climate Risk Assessment for global gold miner, applying ISO 31000 framework and scenario modeling to integrate into enterprise risk management (ERM) systems.
- Prepared regulatory reporting including stack test reviews, NPRI, and GHGRP submissions across 10+ facilities with 100% compliance.
- Conducted ambient and stack sampling (TVOC, TRS, ammonia) per EPA/ASTM methods, ensuring compliance with permit conditions and supporting successful renewals.
- Mentored and supervised junior engineers, enabling delivery of independent technical workstreams and improving overall team throughput.

EDUCATION

Queen's University

Bachelor of Applied Science, Chemical Process Engineering

Kingston, ON, Canada

April 2018

Certifications

- Engineer-in-Training (EIT), Engineers and Geoscientists BC August 2018
- ISO 14001 Internal Auditor May 2025

ADDITIONAL DETAILS

Technical Skills: Power BI (ETL, Data Modelling, DAX), Python (automation, data analysis), R, SQL, Excel (Power Query, VBA), CALPUFF/AERMOD, Oracle HCM and Agile PLM, MS Office and Project.

Visa: Authorized to work and reside in the US under a TN-visa.

Interests/Hobbies: Field hockey (player, coach), Triathlons, Cooking (not baking), Coffee.