

AMALIA HICKS, PH.D.

Dedicated and resourceful principal energy consultant with strong strategic leadership capabilities. Demonstrated record of revenue capture, client retention, innovation, and expansion of service offerings. Accomplished team leader with exceptional networking and client relationship skills. History of successful staff management, hiring, and mentorship. Offers a wealth of experience in proposal and technical writing, presentation development, and public speaking. Possesses more than a decade of accumulated expertise in the energy industry; has delivered high-quality research and consulting solutions to international, federal, state, utility, and nonprofit clients for over twenty years.

SKILLS

Leadership ♦ Accountability ♦ Business Development ♦ Relationship Building ♦ Staff Management
Financial Management ♦ Process Improvement ♦ Strategic Planning ♦ Solution Development
Public Speaking ♦ Technical Writing ♦ Data Science ♦ Scrum Process ♦ Program Design
Collaboration ♦ Mentorship ♦ Creative Problem-Solving ♦ Critical Thinking ♦ Communication

PROFESSIONAL EXPERIENCE

Cadmus

2016-present

Principal / Practice Lead (2020-present)

Forecasts and delivers revenue, utilization, and direct labor results for Pilots and Technology Assessment team; Builds and nurtures client relationships; Identifies revenue opportunities, develops capture strategies, and champions proposals; Hires, mentors, and manages staff; Directs projects and ensures quality deliverables as Principal Investigator (PI); Gathers business intelligence, hosts client events, and presents at conferences; Contributes to operations, pipeline review, staff planning, and sales/business development meetings.

- ♦ Obtained \$16.2M in sole-source revenue
- ♦ Secured contracts with two new-to-Cadmus clients
- ♦ Designs and implements innovative smart-home demand response (DR) program
- ♦ Leads a team of 80 employees on one of Energy Services' largest (\$13M) contracts
- ♦ Presents at national conferences, regional conferences, and Public Service Commissions
- ♦ Serves on Midwest Energy Efficiency Alliance (MEEA) board

Senior Associate (2016-2019)

Managed budgets, timelines, and staffing resources for large, complex projects (e.g., Focus on Energy, \$12.5M); Achieved revenue and profit targets for numerous projects as PI or Project Manager; Developed and maintained client relationships; Led development of Central Region Market Area Plan; Contributed to and led proposals; Managed Madison office; Presented at industry conferences; Served on cross-Cadmus Market Area Leaders and Central Region Strategy groups.

- ♦ Obtained \$14.5M in revenue (\$1.2M sole-source)
- ♦ Developed Cadmus' first energy efficiency program implementation offering
- ♦ Managed one of Energy Services' largest contracts, with a team of 80 employees
- ♦ Authored regulatory filings for a utility client proposing Cadmus-led efficiency programs

Sustainable Engineering Group

2012-2016

Research Director / Energy Consultant

Proactively initiated and developed energy efficiency research program (new service offering); Secured funding from federal, state, and utility-supported sources; Managed data collection and analysis teams; Developed and supported client relationships; Assisted in energy program planning and design.

- ◆ Single-handedly proposed and won energy efficiency research contracts with Department of Energy (DOE), ASHRAE, state of Wisconsin (Focus on Energy), and state of Minnesota

Eureka Scientific / Michigan State University

2008-2012

Senior Research Scientist

Designed and conducted independent scientific research, statistical analysis, physical modeling; Managed project cost, schedule, and performance; Obtained federal grant funding (NASA); Prepared and administered budgets; Mentored graduate and undergraduate students; Evaluated NASA grant proposals for scientific impact, credibility, and feasibility (as review panelist); Lead teams to project finish; Constructed closing reports for federal funding agencies.

University of Virginia

2005-2008

Research Scientist

Obtained federal grant funding (NASA); Initiated, planned, and executed multiple research projects; Taught undergraduate cosmology course; Reviewed peer-written articles for professional journals; Collaborated closely with international teams; Mentored undergraduates.

EDUCATION**Ph.D. Astrophysics**

University of Colorado, Boulder, CO

M.S. Physics

Massachusetts Institute of Technology (MIT), Cambridge, MA

B.S. Physics

University of Wisconsin, Milwaukee, WI

B.A. English Literature

Macalester College, St. Paul, MN

BOARD APPOINTMENTS**Midwest Energy Efficiency Alliance (MEEA)**, Board Member, 2021-present**CERTIFICATIONS****Certified Scrum Product Owner (CSPO)**, Scrum Alliance**LEED Accredited Professional (AP)**, Building Design and Construction, U.S. Green Building Council**MEMBERSHIPS & COMMITTEES**

Association of Energy Services Professionals (AESP), Innovations in Tools and Technology Committee, Pricing and Demand Response Committee

Midwest Energy Efficiency Alliance (MEEA), Governance Committee, Policy Committee, Diversity, Equity, and Inclusion (DEI) Committee

American Society of Heating, Refrigeration, and Air-Conditioning Engineers (ASHRAE), associate