

Ayden Kristmanson – Sustainability Specialist

Climate and sustainability specialist with expertise in creating emission reduction programs from the ground up, cultivating organizational change for one of Vancouver's most prominent real estate developers. Experience developing, leading and monitoring emission reduction programs, and working cross-functionally with teams to accelerate achievements in climate KPIs and goals. Hands-on project management experience, leveraging partnership opportunities to drive sustainability success. Well-connected network of sustainability professionals and exposure to sustainability technologies, trends and research. Whistler born-and-raised, and sports fanatic.

Education

September 2020 – December 2023

University of Toronto, Toronto, ON –
Human Geography, Focusing in Sustainability &
Urban Planning / Bachelor of Arts
(3.72/4 GPA Dean's List Scholar)

- Member of the Varsity Women's Basketball Team.
- Vice President - U of T's Environmental Fashion Show. Sourced second-hand and sustainable materials. Generated \$12,000 in show revenue.
- [KOTN](#) (Sustainable Apparel) Student Case Competition Participant 2023.
- Social Coordinator - Geography Department's Student Union (TUGS) – 2022/23.
- Completed coursework on the apparel economy, outdoor sport tourism, sustainability reporting, operational carbon, environmental justice, climate change and resilience.

September 2019 - April 2020

Toronto Metropolitan University, Toronto, ON
Bachelor of Architectural Science (3.62/4 GPA)

September 2014 - June 2019

Whistler Secondary School, Whistler, BC

Skills

- Scope 1, 2 & 3 emission reduction in building energy, supply chain, and construction.
- Energy & carbon accounting (GHG Protocol & SBTI) manually and with accounting/decision making tools.
- Hands-on project management experience delivering sustainability projects.
- Proving ROI of sustainability initiatives & investments.

Relevant Work Experience

May 2023 – October 2025

Bosa Properties, Vancouver, BC –
Sustainability Specialist

- Subject matter expert on all energy efficiency and emission reduction projects across development and asset management portfolio.
- Created our Emissions Baseline Report & Building Emission Reduction Strategy, aligned with the GHG Protocol, collaborating crossfunctionally to integrate climate action into workflows.
- Initiated company-wide emission tracking - collecting asset and corporate emission data, working cross-functionally with sister companies (e.g. Axiom and IPB) to build our 2024 baseline and emissions reduction roadmaps.
- Interviewed >15 emission accounting softwares and recommended one to onboard. Negotiated a \$30,000 reduction in yearly software fee.
- Created 2030 and 2050 SBTi sustainability targets utilizing the Building Sector Guidance.
- Ensuring sustainability compliance reporting to local and regional laws and regulations (US & Canada).
- Realized \$800,000 in annual utility savings through decarbonization retrofit opportunities.
- Generated \$200,000 in carbon credits through EV infrastructure in 2024, and developed a 5-year carbon credit program generating \$500,000 to \$900,000 yearly.

Professional Affiliations & Projects

Urban Land Institute Net Zero Imperative (NZI)

- 2025 [YLG Member](#)/2024 [NZI Programming Chair](#)
- Author of the Technical Advisory Report: "[The Benefits & Challenges of Retrofits: Learnings from Alexander House](#)"