

KENSA HEAT PUMPS LIMITED**JOB DESCRIPTION****Job Title:** Engineering Manager

Workbase: Mount Wellington Mine, Fernsplat, Chacewater, Truro, TR4 8RJ**Responsible to:** Director of Technical**Responsible for:** R&D Engineers and Test Engineers

Background

Kensa Heat Pumps, part of the Kensa Group, is the clear market leader in the rapidly expanding ground source heat pumps sector and is well-positioned to grow dramatically as public concern, subsidy and regulation combine to drive the uptake in low carbon heating systems.

Ground source heat pumps take the place of fossil fuel boilers and deliver heat and hot water to all types of residential and commercial buildings. An ever-increasing awareness of the need to combat climate change is encouraging Government to introduce policies that will underpin the rapid growth. With a 40% market share, Kensa is already the dominant supplier and has well-developed plans to further strengthen its position and lead efforts to ensure ground source heat pumps quickly become a mainstream technology.

To support this ambition, Kensa is seeking an Engineering Manager who can lead a dedicated team involved in a wide variety of initiatives.

Primary Job Purpose

To manage a team of Mechanical, Electrical and Software engineers.

Specific Job Tasks

- To foster a culture that places high importance on the health and safety of employees, and contractors.
- Line manager for Engineers in the R&D team, providing day to day support to enable engineers to deliver operational needs in a supported environment.
- Providing the capacity and capability to deliver current and future developments, including staff, contractors and tools.
- To effectively manage staff development, appraisals and timekeeping.
- Working with the programme manager to agree current and future allocations of resource to programmes.
- Managing smaller projects including more blue sky R&D projects.
- To work with the Director of Technical to produce the R&D plan and resourcing requirements.
- To act as a positive ambassador for Kensa at all times

Requirements Education

- Degree in a technical discipline or appropriate work experience

Key Skills

- Ability to work alone or in a multi-disciplinary team.
- Excellent person management and leadership skills with experience managing a team developing individuals and supporting them operationally to achieve outcomes and personally to provide day to day management.
- Exceptional project management skills and the ability to be engaged in multiple tasks.
- Excellent communication skills.
- Ability to grasp new concepts and ideas.
- Proficiency in Microsoft Office.
- Experience delivering smaller projects for example those only involving a single discipline or a small number of months.
- Good working knowledge of Health and Safety legislation and requirements in order to manage risk accordingly.
- IOSH Managing safely qualification

Personal Attributes

A collaborative and innovative personality who can inspire respect and confidence from colleagues and contractors.

(Desirable) Previous experience working for a fast-growing organisation with a culture that places huge emphasis on personal delivery to support the wider business objectives.

Compensation Package Salary

- £35-£40k per annum
- Normal Working Hours – 37.5 hours per week.
- Holidays: 20 days per annum plus Bank Holidays increasing to 25 days after five years' service.