

KENSA CONTRACTING SALES MANAGER - NORTH EAST

Workbase : Home Office

Responsible to:
Iain Carr, Area Sales
Manager (Midlands, North
and Scotland)

Responsible for: Nil Staff

Job Description

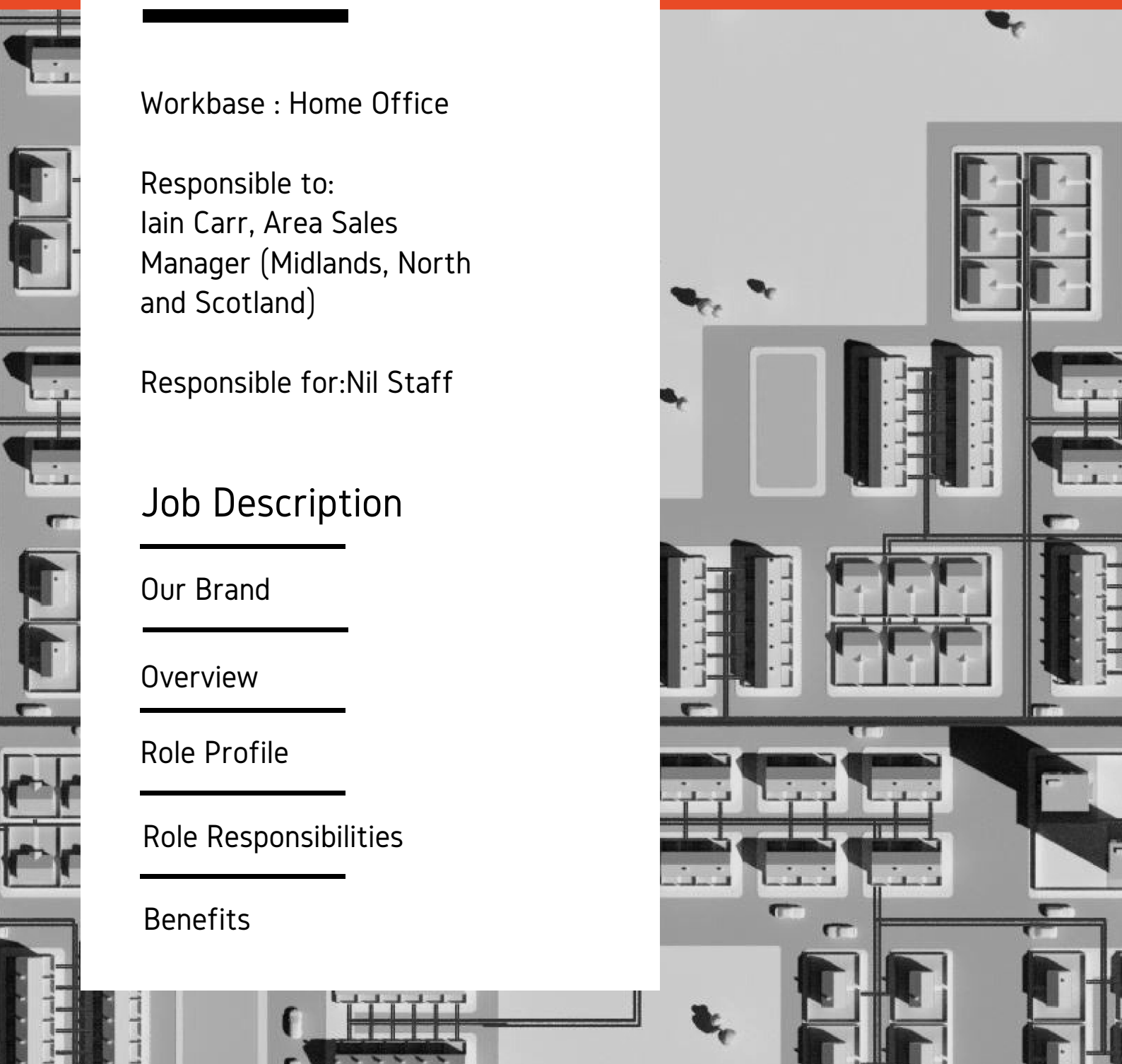
Our Brand

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OUR BRAND

The Kensa Group represents award-winning British engineering at its finest - the UK's leading manufacturer of ground source heat pumps (Kensa Heat Pumps), and the UK's pioneer of their mass-scale installation (Kensa Contracting).

The Kensa Group is transforming how Britons heat their homes, delivering a 21st century alternative to the gas grid.

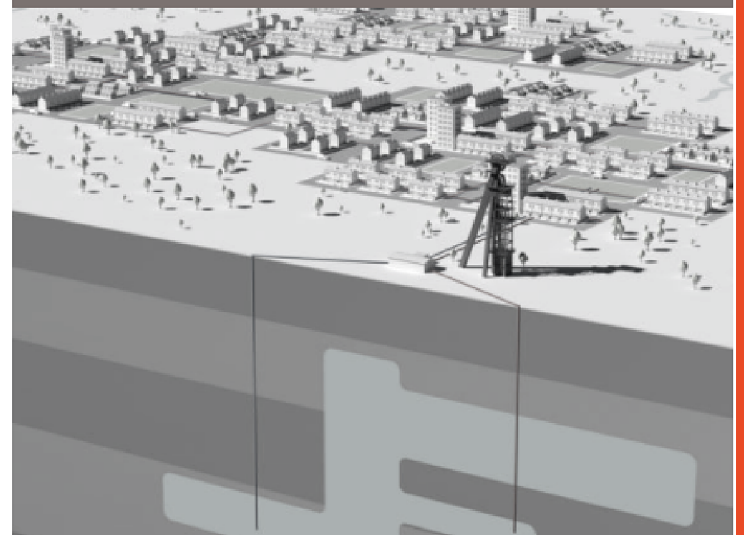
After over two decades of connecting people to cleaner, greener, and cheaper heat, Kensa now advises many government departments and leading companies on the use and suitability of heat pumps in different applications and has become well known within the market for its honest and straightforward advice.

Kensa Contracting Ltd, part of the Kensa Group, was established in 2012. The company carries out large scale ground source heat pump installations in residential and commercial buildings and has helped to develop Kensa heat pumps sales to over 40% UK market share.

The Kensa Group operates over two main sites, one in Truro, Cornwall and one in Exeter, Devon. There are also a number of employees working more remotely across the UK in either their home or on site. We expect this role to be based at a home office (Kensa will provide a laptop and a mobile phone) but will frequently involve travelling to active or potential sites across the North East of England but could less frequently be anywhere in the country. You will also be required to travel to either of the two main offices to attend meetings.



DELIVERY



OVERVIEW

Main Purpose of Job:

To further develop and increase Kensa's market across your area and support the wider business growth by working collaboratively with other sales managers and departments.

You will be responsible for arranging and attending meetings with clients to present the technical, practical and commercial case for the installation of Kensa Ground Source Heat Pumps.

You will be responsible for securing orders for Kensa Contracting Ltd (KCL) from new and existing customers, maintaining commercial relationships with existing customers, managing and securing repeat business and developing additional opportunities with the existing client base.

You will be required to assess the thermal characteristics of properties where ground source heat pump installations are proposed. Gather construction data via plans, SAP/EPC data and online mapping. Use this information for initial desk-based assessments of geology for the suitability of GSHP installations for each site. Produce estimates for GSHP installation using specialist software based on the assessment of the project, including calculations for grant funding available..

You will be required to attend pre-contract meetings and manage the hand over process to the design and delivery team to ensure clients' requirements are met through the delivery of the contract.



You will prepare bids for tender opportunities including managing the submission of pricing, technical and quality evaluation sections along with supporting evidence.

Functional links with stakeholders in the below areas would also benefit the role:

Existing clients, architects, social housing landlords, construction companies, main contractors, M&E consultants, M&E contractors, developers, colleagues, local and central government officials and other business contacts.

ROLE PROFILE

Personal Attributes :

- Ideally degree level education.
- Good attention to detail.
- Ability to work to deadlines.
- Enthusiastic with a "can-do" attitude.
- Fast learner, with the ability to grasp technical concepts quickly and convert these into cohesive sales messages to technical and non-technical people alike.
- High energy, self-motivated, with the ability to work both unsupervised and as part of a team.
- Able to get on well with people from all walks of life.

Key Behaviours and Skills:

- To build a comprehensive knowledge of Kensa products and systems and to keep updated with changes in product design and application.
- Thorough and methodical approach to gathering data from various sources.
- Excellent knowledge of Excel, working confidently with various spreadsheets and undertaking data entry.
- Well-developed IT skills.
- Ability to manipulate data and integrate utilising formulas.
- Be reliable, punctual and structure your own schedules to meet deadlines.
- Good communication skills are vital, including the ability to deliver presentations to various audiences.
- Proactive approach to account/customer management.
- Ability to communicate both technical and commercial elements of the GSHP proposal.
- Provide compelling arguments for the use of GSHP in both new build and retrofit applications.
- Manage workload and prioritise responses accordingly.

Experience:

- A proven technical sales track record ideally within the H&V, renewables or building services industry.
- Experience of dealing with the social housing sector, public sector and/or residential housing developers.
- Demonstrable knowledge of renewable heating systems, as well as a good understanding of the government renewables incentives.
- Well-developed interpersonal and sales skills with the ability to influence decisions at a senior level.
- Demonstrable experience in developing/managing a pipeline of prospects to achieve results.

Other:

Kensa are an equal opportunities employer and are committed to providing a working environment that is free from all forms of discrimination and where all employees are treated with dignity and respect. Please see our Equal Opportunity, Dignity and Diversity Policy.

ROLE RESPONSIBILITIES

- Identify potential clients, make contact and arrange meetings. Present the advantages of using Kensa heat pumps and assist clients with identifying suitable projects.
- Gather as much information about the Local Market as possible generating a working database of all known LA's, RSL's, Architects and industry stakeholders in your area.
- Engage in initial conversations with clients, architects and internal design meetings, ensuring follow-up actions are taken and full information is recorded.
- Interrogate and take off from drawings showing construction details including floor plans, layouts of existing heat and hot water infrastructure, site access, proposed heat pump locations and proposed borehole locations.
- Gather construction information about existing or planned properties using a variety of resources including architects plans, engaging with clients, online mapping, EPC register, site surveys and project research to support the Estimating and Design Teams.
- Provide CPD presentations to potential clients and specifiers.
- Prepare and submit quotations for clients.
- Update quotations once detailed design and sub-contractor quotes are in to confirm project viability and cross check the assumptions made at initial pricing.
- Follow up quotations and understand barriers to project progression, providing solutions and evidence where necessary.
- Negotiation of contract and payment terms with clients.
- Convert quotations to order and manage hand over process to design and delivery teams.
- Review and maintain the sales pipeline and attend regular pipeline update meetings.
- Represent the company at sales orientated events, trade shows, conferences and the like.
- Feedback to marketing team and assist with development of PR and case study materials.
- Maintain CRM system and contribute to monthly reporting of the Area Sales Manager.
- Work cooperatively and provide support as required for all companies in the Kensa Group.
- Undertake training and assist in training other members of staff as required.
- Actively and positively contribute the Area and wider company sales targets.
- To be a positive ambassador of Kensa at all times.
- To work at all times in accordance with the Health & Safety at Work Act 1974 and to follow all company procedures and guidelines which assist this. Whilst working at external sites comply with all on site health and safety procedures and guidelines applicable to that site.
- To work at all times in accordance with the company's Dignity & Diversity Policy.
- To undertake such other duties as may be required within the general scope of the job.

This job description and benefits may be subject to change, in consultation with the postholder, in response to new circumstances.



BENEFITS

To facilitate your success as Contracting Sales Manager, we will provide an innovative and motivating environment.

Kensa contracting welcome new team members in to a culture of incredibly hard-working, knowledgeable, inspiring, committed, enthusiastic, and passionate people with the ability to develop your career within one of the UK's leading growth markets.

We expect a lot from our staff, because we expect a lot from our industry's potential - we are all committed to the UK's 2050 path to net zero carbon.

In Return you will receive:

- Competitive base salary: £35,000 - £42,500. Dependent on qualifications and experience.
- Uncapped bonus scheme: Company wide performance related pay plan with an OTE of 112% of base salary.

- Where quarterly sales are 50% or less of National target, quarterly pay will be 80% of base salary. (£28,000 - £34,000)
- A sliding scale then determines the quarterly pay, with base salary achieved at approximately 84% of target with no upper limit.
- Since 2017 contracting sales performance has seen an average bonus of 124% of base salary. (£43,400 - £52,700)
- Gross margin targets are set on a quarterly basis and all Kensa contracting staff (sales and delivery) are all on the same pay plan.
- Holiday: 28 days holiday, including bank holidays rising to 33 days after 5 years.
- Company car: open selection, to a maximum budget of £400 per month to choose your own company car, rising to £500 for fully electric car drivers (on a lease).
- Social events: Work hard, play hard, we love to host regular Kensa parties for staff and their families, and arrange regional team events and national sales meetings.
- Growth: Your development is important - we encourage and help with development including internal and external courses, learning, study and support.
- Wellbeing: Free 24/7 access to an independent and confidential Employee Assistance Programme for you and your immediate family.
- All Kensa Contracting employees are automatically enrolled into the company pension scheme (with Nest). As of 1st April 2019, employee contributions are 5% and employer contributions are 3%.

APPLY NOW

thekensagroup.com/kensa-job-vacancies/

Or send a copy of your CV and a covering letter to:
jobs@thekensagroup.com



Kensa Contracting

A KENSA GROUP COMPANY

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