

# Research and Development Engineer - Electrical

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## Inside

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Overview

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Benefits

---

Requirements

---

Responsibilities

# SUMMARY

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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, we need someone to help develop new and existing heat pump products as part of the R&D team with specific focus on electrical systems.



# OVERVIEW

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Your goal will be to progress our current product range and develop new ones to improve manufacturing process, durability and where possible lower costs whilst maintaining the highest standards of design, manufacture and product accreditation.

Your success will improve the current Kensa product range and develop new ranges meeting customer and intercompany needs - helping thousands of people to reduce their energy costs and the UK to achieve its net zero carbon targets - while simultaneously resulting in a rewarding and inspiring career, working within a successful and very capable Engineering department.

This role will be key in ensuring design for manufacture





# BENEFITS

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To facilitate your success as R&D Engineer - Electrical, we will provide an innovative and futuristic oriented environment, a forum to express and test ideas, and interesting work with challenge and opportunity.

We also offer the pivotal opportunity for you to make a significant contribution to the safeguarding of our environment, saving the planet one heat pump at a time.

At a grass roots level, we welcome you to a culture of incredibly hard-working, knowledgeable, inspiring, committed, enthusiastic, and passionate people.

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, and are determined to achieve that goal, but we also want to enjoy the journey together.

- Competitive salary: £25000 - £38,000 base. Dependent on qualifications and experience.
- Pension: Automatic enrolment into Kensa's company pension scheme.
- Holiday: 25 days holiday increasing to 30 days holiday (plus bank holidays) for 5+ years' service.
- Flexible working environment: We understand the benefits of flexible working conditions to meet the demands of your role, so we can accommodate a blend of working from home and office-based.
- Office culture: Aside from a fully-stocked sweet cupboard, we ensure you are well-stocked and have all of the technology and equipment you need to perform at your best.
- Social events: Work hard, play hard, we love to host regular Kensa parties for staff and their families, and in recent times when we haven't been able to get together in person, we do all we can to keep spirits high.
- Growth: Your development is important - we encourage and help with development including internal and external courses, learning, study and software support, all bespoke to you.
- Wellbeing: Free 24/7 access to an independent and confidential Employee Assistance Programme for you and your immediate family.
- Health: Private Health Insurance available after one year of service.
- Active: Cycle to Work Scheme to help lower your carbon footprint whilst boosting endorphins and your health.

# RESPONSIBILITIES

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As Kensa's R&D Engineer -Electrical, you'll continually innovate and streamline the Design of Kensa product to safeguard we maintain the highest levels of safety and quality standards.

You will work as part of a dedicated R&D function to ensure our current product range is maintained and further developed to facilitate the growth of the company over the coming years.

- To carry out electrical/electronic based testing and analysis of Kensa products either new or current product range.
- You should have working knowledge of EN 60335 and the EMC Directive understanding the practical implications of both
- Develop and design new products and equipment
- Support the wider engineering team with electronic/electrical requirements.
- To work well as part of the team but maintain the ability to work indepenantly when required.
- To produce drawings, schematics, documentation and report as necessary
- Designing for manufacture.
- Selection of a robust supply chain
- To work with and at times lead projects to maintain current designs.
- To manage smaller projects in order to meet time and budget requirements.
- To be a positive ambassador of Kensa at all times
- Undertake training and assist in training other members of the Kensa team as required.
- Perform diagnostics in relation to in-field issues effecting the product.
- Work with the current Processes and procedures and develop and implement new ones.
- To develop new and existing control package for our products
- Work with the Test engineer to maintain current test equipment and specify and design new equipment.
- Work with software Engineers within the team to develop both new and existing software functions supporting the hardware implementation.
- To work at all times in accordance with the Health and Safety at Work Act 1974 and to follow all company procedure's and guidelines which assist this. Whilst working at external sites comply with all site specific health and safety requirements. Further be an active part of the development of new HSE practices.
- To support the engineering manager.
- To undertake such other duties as may be required within the scope of the job.
- To design 240-400V & 2-60Kw systems using off the shelf components
- Design circuits to provide low levels signal control utilising RS485 and other such standards
- Design when necessary PCB circuits

**APPLY NOW**

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Apply online here:

[thekensagroup.com/kensa-job-vacancies/](http://thekensagroup.com/kensa-job-vacancies/)

Or send a copy of your CV and a covering letter to:  
[jobs@thekensagroup.com](mailto:jobs@thekensagroup.com)



# REQUIREMENTS

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Not everyone can be a R&D Engineer -Electrical. We are looking for an individual from a similar role or with broad Electrical/electronic Engineering experience, who has passion, a hungry mind, and natural problem solving skills to fill this requirement within our R&D team.

To be seriously considered for this role, please have the following in regard to:

## EXPERIENCE

At least 3 years in a similar role with comparable goals and responsibilities, or a role with transferable skills and responsibilities.

## EDUCATION

Degree educated, with qualifications in one or more of the following fields preferred: Electrical/Electronic discipline

Accepted: Appropriate work experience.

## CHARACTERISTICS

You will have excellent communication skills and the ability to work at both practical and theoretical levels. You will have an enquiring mind and have an eye for detail.

The successful candidate will adapt and flourish in a fast paced and innovative environment, they will have the ability to work across multiple projects with changing priorities both as part of a team or autonomously

You will be able to take on and develop new ideas logically and creatively.

## SKILLS

- You are skilled in IT, on a practical and analytical level.
- Ability to test harmonics and flicker and to communicate result in an effective manner
- You will have at least a functional understanding of the principals of Project and Risk management
- You are able to identify process inefficiencies and opportunities, to then be able to implement required changes
- You will have both practical and theoretical skills in relation to your chosen field.
- You will have a working knowledge and understanding of both domestic and commercial installation electrical requirements to be able to tailor our products to suit end user need.
- Ideally you will have further knowledge in relation to fluid management, renewable energy and or heating systems or the ability to learn this.
- Experience working with Engineering Processes such as Change/implementation and 8D.
- Experienced with appropriate software including CAD packages for electrical drafting, schematic capture and PCB layout as well as MS Office.
- Working knowledge of control philosophy and the relevant communication languages.



# Kensa Heat Pumps

A KENSA GROUP COMPANY

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

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 for further information.