



Kensa Heat Pumps

A KENSA GROUP COMPANY

Manufacturing Engineering Manager

GENERAL SUMMARY

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. With over two decades of proven expertise in low carbon technology, we want to connect people in homes and businesses across the UK to cleaner, greener, and cheaper heat. Together, we will meet the UK's ambition to install 600,000 heat pumps every year by 2028, and be net zero by 2050.

ROLE OVERVIEW

You will join our growing, close-knit Operations Team, driving the production of our market-leading heat pumps and related products in our leading-edge lean-manufacturing production facility.

The Kensa group is rapidly expanding and aims to nearly double output every year for the next decade. To facilitate this expansion we are moving to higher volume manufacturing processes and are expanding our manufacturing engineering team.

As Manufacturing Engineering Manager, you will lead the team that develops, implements and manages all aspects of our factory, including production processes, tools, systems and machines. You will lead from the front, engineering hands-on as well as growing and managing a Production Engineering team.

You will be a dynamic leader, driving a can-do attitude in your team, driving the factory to a world-class facility built on solid engineering foundations and an expectation of excellence in implementation.



ROLE BENEFITS

Kensa aims to be a great place to work. We want our passion for our business and our products to be shared by all of our team.

We're proud of what we achieve:

- saving the planet by reducing our customers' carbon footprint,
- helping people out of fuel poverty by reducing their electricity consumption.

It is important to us that our people share that pride, and feel valued as they contribute to our shared success

Kensa is growing fast, and we aim for our people to grow with us. Several of our Directors and Senior Managers started working at Kensa in the factory, making heat pumps.

We value hard work, commitment and excellence. We aim to be fair and supportive as an employer. For this reason, the healthcare, holidays, pension and other benefits listed below are the same for everyone, whether they are a factory worker, office worker, cleaner or director.

Competitive salary:

Starting: £37,000 - £42,000 according to 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.

Culture: Our Operations Team is warm, friendly and supportive. Kensa production started in a garage, progressed to a workshop, and has grown to a modern, professional factory. Through all that change, we've kept the sense of one team, the Kensa 'family'.

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



ROLE REQUIREMENTS

As part of the Kensa Heat Pumps Operations Team, you will be critical to producing and delivering market leading products. You will be used to delivering best quality work, as part of a high performance team. To be a part of that team you will need to meet these Role Requirements:

EXPERIENCE

You will have 5 or more years of previous experience in manufacturing engineering in a technical manufacturing business.

You will have track record designing, documenting and rolling out production processes and systems

You will have previous experience leading a small team.

EDUCATION

A Bachelor's degree in engineering, manufacturing or related technical discipline.

CHARACTERISTICS

- Adaptable, analytical and creative - able to innovate to meet the challenges of rapid growth
- A good communicator with excellent fluency in spoken and written English and the ability to explain complex issues in non-technical language
- Focussed on results and outcomes – used to getting things done
- Able to lead a cross-functional team to solve a problem and deliver a change project or programme
- Able to balance the need to work hands-on with the demands of leading a team

- An excellent problem solver with the ability and drive to approach an issue from a number of angles to find a solution.

SKILLS

- Hands-on engineering of production systems and tools
- Experience in the application of lean six sigma tools, ideally qualified to green belt or above.
- Fully conversant with Lean Manufacturing principles and their implementation
- Understanding of production process management and controls
- Understanding of Change Management and Project Management Practices
- Able to train staff to work with processes and tools
- Able to identify and gather key production data to drive decision making and design

ROLE RESPONSIBILITIES

As Production Engineering Manager, you will plan, manage and deliver all production-related engineering to ensure that we have a world-class production system that delivers the needs of the Kensa business plan as we grow.

Your main responsibilities will be to work with your team to:

- Working with the Operations Director, produce a technical roadmap for the factory and the production system.
- Plan and implement improvements to the production value stream across the production process, supply chain and logistics, applying Lean Manufacturing methods to maximise the performance.
- Plan and manage on-going factory maintenance to minimise downtime
- Manage, maintain, improve processes and systems, machines, tools jigs, & fixtures
- Working with the R&D team, manage the transfer to production of new products and product updates, including design and implementation of systems, tools and processes as needed
- Lead the continuous improvement of the factory and the process using Kaizen techniques
- Use the 8D process to resolve problems, with a relentless approach to identifying and eliminating root cause
- Support Technical Support and Quality Team to resolve customer complaints
- Lead the Manufacturing Engineering team including day-to-day management, prioritisation and planning of work, people management and personal development
- Champion safety on site and ensure safe operations in production and engineering activities.

WORKBASE

This role will be based at Kensa Factory in Chacewater.

REPORTING STRUCTURE

- You will initially report to the Operations Director.

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.

APPLY ONLINE HERE:

Thekensagroup.com/kensa-job-vacancies

OR SEND A CV AND A COVERING LETTER TO:

jobs@thekensagroup.com