



Kensa Heat Pumps  
A KENSA GROUP COMPANY

# R&D ENGINEER



# 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 Britain's 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 work as part of the Research and Development team to design, test and develop new and existing Kensa heat pumps. You will bring in fresh ideas to ensure that we develop, maintain, and expand our range of cutting-edge products.

You will be working within a successful and very capable Engineering department whose day to day tasks will help thousands of people to reduce their energy costs and the UK to achieve its net zero carbon targets.

We are seeking a Graduate who is eager to begin their career in sustainable engineering.



# ROLE BENEFITS

To facilitate your success, 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 want to enjoy the journey together.

**Competitive salary:** £24,000 - £30,000 base.  
Dependent on qualifications and experience.

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**Pension:** Automatic enrolment into Kensa's company pension scheme.

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**Holiday:** 25 days holiday increasing to 30days holiday (plus bank holidays) for 5+ years' service.

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**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.

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**Office culture:** Aside from a fully stocked sweet cupboard, we ensure you are well-stocked and have all the technology and equipment you need to perform at your best.

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**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.

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**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.

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**Wellbeing:** Free 24/7 access to an independent and confidential Employee Assistance Programme for you and your immediate family.

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**Health:** Private Health Insurance available after one year of service.

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**Active:** Cycle to Work Scheme to help lower your carbon footprint whilst boosting endorphins and your health.

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# ROLE REQUIREMENTS

Not everyone can be a R&D Engineer at Kensa. We are looking for a Graduate who has passion, an inquisitive mind, and natural problem solving skills to fill this requirement. The successful applicant will be legally permitted to work within the UK.

## EXPERIENCE

Graduate looking to begin their career in Engineering, or within their first few years of work.

## EDUCATION

Degree educated in an appropriate course or similar equivalent qualifications.

## CHARACTERISTICS

We require excellent communication skills and the ability to work at both practical and theoretical levels. We seek someone who has an inquisitive mind and an eye for detail.

The successful candidate will have a flexible approach to work and the ability to adapt to change 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.

We are looking for a candidate who is confident and comfortable with challenging existing thinking, proposing new ideas and raising concerns to the team.

## ESSENTIAL SKILLS

- Time management, organisation and the ability to work to deadlines.
- Driven and self-motivated.
- Ability and desire to grasp new concepts and ideas.
- Excellent communication skills.
- Analytical and numerical skills.
- Good understanding of applied physics.

## DESIRABLE SKILLS

- Knowledge and understanding of refrigeration cycles
- Strong CAD skills, preferably with SolidWorks.
- Knowledge of thermodynamics and electro mechanical control systems.
- Proficiency in microsoft office with excellent Excel skills.
- Capable of reading and understanding technical drawings.
- Capable of writing unbiased technical reports.

# ROLE RESPONSIBILITIES

The successful candidate will acquire the following responsibilities:

- To carry out mechanical based analysis, development and design of products and equipment.
- To produce CAD drawings, documentation and technical reports.
- To carry out electrical based design and development as required.
- To carry out programming as required.
- To be a problem solver.
- To work well as part of the team but maintain the ability to work independently when required.
- Design for manufacture.
- To work within and at times lead projects.
- To develop your own knowledge and understanding in relevant fields of learning.
- To help design, build and run simple test rigs.
- To work within the Engineering Change Process.
- To produce unbiased technical test reports and design documentation.
- To support product development projects from inception through to production.
- To work cooperatively and provide support as required for all companies in the Kensa Group.
- To undertake training and assist in training other members of staff as required.
- 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

## WORKBASE

This role will be based at Kensa offices in Truro, with some home working permitted dependent on the requirements of the department.

## REPORTING STRUCTURE

Reporting to R&D Engineer.

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

Or send a CV and a covering letter to:

[jobs@thekensagroup.com](mailto:jobs@thekensagroup.com)