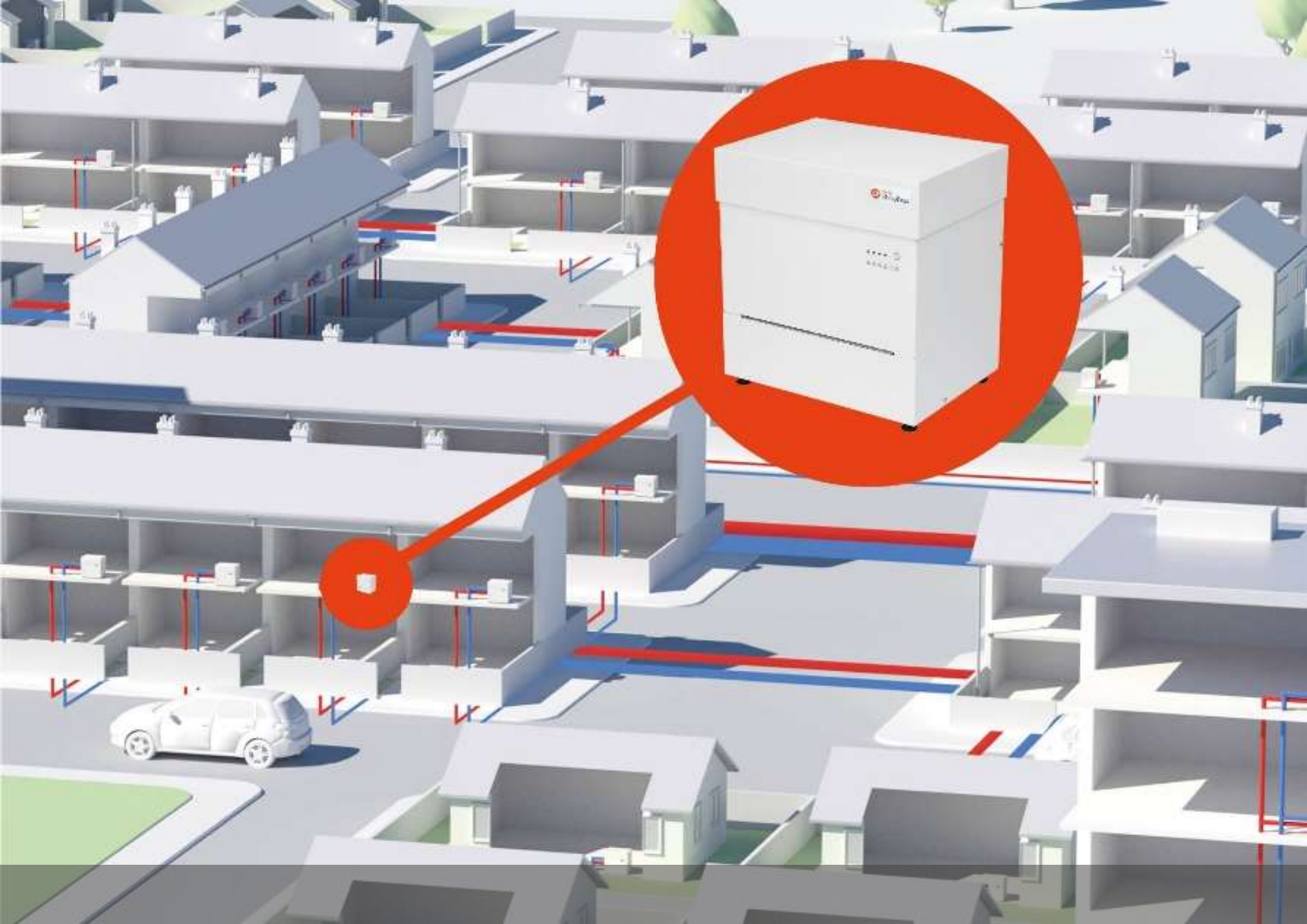




Kensa Heat Pumps  
A KENSA GROUP COMPANY

# R&D Mechanical 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 lead by example in 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 self-motivated Mechanical Engineer to lead on Second Sourcing.



# ROLE BENEFITS

To facilitate your success, we will provide an innovative and future 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.

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**Competitive salary:** £28,000 - £35,000 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 30 days 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 home and office-based working after 3 months of employment.

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**Office culture:** We aim to foster an environment in which our employees can thrive. We welcome change and are always looking for ways in which we can improve the way we work together.

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**Social events:** Work hard, play hard, we love to host regular Kensa parties for staff and their families. We value celebrating success together!

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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. Work socials frequently include surfing and games on the beach!



# ROLE REQUIREMENTS

Not everyone can be a R&D Engineer at Kensa. We are looking for an Engineer 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.

## OVERVIEW

As an R&D Mechanical Engineer, you will be responsible for improving and maintaining Kensa's supply-chain resilience. You will also be expected to lead and participate in engineering change projects and develop and improve existing procurement procedures.

## EXPERIENCE

Engineer with experience working autonomously within the product development industry.

## EDUCATION

Degree-educated in an appropriate course or similar equivalent qualifications. Time-served in comparative role will also be considered.

## CHARACTERISTICS

We require driven, self-starter with excellent communication skills who is confident owning their own projects and organising their own work. The successful candidate will be able set their mind to a wide range of engineering challenges, be able to think on their feet and then manage their way through to the solution.

## ESSENTIAL SKILLS

- To be able to read and thoroughly understand technical datasheets, reports and documents.
- CAD experience on Solidworks or similar.
- Proficient in Microsoft office with excellent Excel skills.
- Ability to write concise technical reports.
- Excellent communication skills.
- Good analytical and numerical skills. Understanding of basic thermodynamic and electrical principles.
- Time-management, organisation, and the ability to work to deadlines.

## DESIRABLE SKILLS

- Experience designing / specifying refrigeration circuits and the key components.
- Experience using PDM and ERP software
- Experience with heat pumps, refrigeration, or plumbing.
- Experience in sheet metal design.
- Experience designing to lean manufacturing principles.

# ROLE RESPONSIBILITIES

## **The successful candidate be expected to:**

- Specify alternative parts to meet the design of ground source heat pumps.
- Lead Dual Sourcing projects.
- Lead Engineering Change tasks.
- Work closely with Purchasing and Quality teams to develop and improve existing procurement procedures.
- Take ownership and accountability for the tasks you are leading.
- Produce CAD drawings, documentation, and technical reports.
- Carry out mechanical analysis, development and design of products and equipment.
- Occasionally perform basic electrical design and development.
- Manage the requirements of your projects and tasks effectively.
- Develop your own knowledge and understanding in relevant fields of learning.
- Seek the opinions and advice from others by communicating with the department's stakeholders.
- Work within the Engineering Change Process.
- Be a positive ambassador of Kensa at all times.
- Work cooperatively and provide support as required for all companies in the Kensa Group.
- Work 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.
- Work in accordance with the company's Dignity & Diversity policy.
- Undertake other duties as may be required within the general scope of the job.

## **WORKBASE**

This role will be based at Kensa offices in Truro.

## **REPORTING STRUCTURE**

- Initially reporting to Senior Design 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)