



Kensa Contracting
A KENSA GROUP COMPANY

Estimating Manager – Domestic



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

We want to strengthen our domestic estimating department and ensure it is an integral part of the project team.

Currently, the domestic estimating team produces initial cost estimates for large-scale shared ground array GSHP installation projects in the social housing retrofit sector, social housing new build sector and private new build sector. This work will continue. We want to expand the scope of this team to also take ownership for producing fully costed final quotations for all projects.

We are looking for an Estimating Manager – Domestic to join the company and work with the Commercial Director to lead the existing estimating team to develop new processes that can be quickly rolled out to improve how we quote for projects. The new Estimating Manager – Domestic will need to be a 'player-manager', directing the work of others while also getting involved in carrying out much of the work themselves.



ROLE BENEFITS

To facilitate your success as Estimating Manager – Domestic, we will provide a supportive, friendly, and collaborative environment. The ethos within Kensa Contracting encourages people looking for the opportunity to progress.

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 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: £45,000 - £50,000 base. Dependent on qualifications and experience. Will join the Company Pay Plan scheme after successfully completing the 6-month probation period.

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. Plus, the ability to purchase extra days' holiday.

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: We ensure the open plan office environments provide a collaborative working space. All colleagues are given the technology and equipment needed to perform.

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



EXPERIENCE

- Extensive recent and relevant experience in a similar environment / business sector. Minimum of 5 years.
- Full project lifecycle experience from bid phase through to client handover.
- Competent and experienced in complex estimating processes and engineering design.
- Ability to manage and influence both internal and external stakeholders at all levels.
- Previous line management experience is desired.

EDUCATION

- Be qualified to HNC/Diploma/Degree level in Construction /Quantity Surveying (desirable).
- RICS / CIOB qualifications (desirable).

CHARACTERISTICS

- Excellent verbal and written communication with well-developed presentation, stakeholder management and relationship-building skills.
- Demonstrable ability to work on own initiative in a rapidly changing environment.
- Highly numerical individual with strong commercial acumen.

ESSENTIAL SKILLS

- **Communication:** Effective communication will be a crucial skill for our new Estimating Manager – Domestic. You will be required to communicate with clients, other managers and employees, suppliers and other individuals. You will also be required to communicate complex information in a way that is easy to understand.
- **Leadership:** You will use your leadership skills to motivate your team, encourage professional development, help your team meet project deadlines and guide your team through any challenges they may face.
- **Problem-solving:** Problem-solving skills will help you identify, address and resolve challenges effectively.
- **Negotiation:** As our Estimating Manager – Domestic, you will be responsible for negotiating with our sub-contractors and suppliers to get the best price on services and materials.
- **Time management/organizational skills:** The estimating department is a busy team that is set to get busier as the demand for heat pumps increases. You will have multiple projects ongoing simultaneously and so will need to plan and organize your time and that of your team to prioritize workload and ensure deadlines are met.
- **Proficient in the use of MS Excel** – alongside other MS applications, e.g. Word, Powerpoint.

ROLE RESPONSIBILITIES

- Overall responsibility for production of all estimates and final quotations for large-scale shared ground arrays in the social housing retrofit, social housing new build and private new build sectors.
- Establish the estimating scope of work, prepare estimate methodology and produce an overall estimate activity schedule identifying all deliverables and interfaces with other disciplines.
- Work with sales, design and operations to develop detailed specifications and drawings for projects where none exist to enable Kensa Contracting to be direct awarded projects without formal tender.
- Where formal tenders do exist, read, understand and scrutinize specifications and drawings to understand the client's requirements and fully establish the required scope of works.
- Prepare and issue sub-contract enquiry packages for a range of works to multiple sub-contractors, for example borehole drilling, excavating trenches, header pipework installation, riser pipework installation and internal heat pump and central heating system installation.
- Prepare and issue supplier enquiry packages to multiple suppliers, for example cylinders, buffer tanks, manifolds, radiators and associated plumbing and electrical materials.
- Develop and maintain relationships with key suppliers and sub-contractors to generate cost savings for Kensa Contracting and best value for our clients as well as timely return of quotations.
- Development of the fully costed project tender within the timescales agreed with the project team and the client, taking full ownership of project costs at tender stage.
- Identify risk items and measures to mitigate risks.
- Attendance at post tender interviews.
- Ongoing Estimating support to Contracts Management teams throughout the duration of the contract works.
- Ability to tender multiple projects at any one time.
- Ability to produce Value Engineering solutions.
- Take a lead role in project review meetings to compare actual project spend against tendered costs to ensure lessons are learned for future projects and this information is fed back into estimated costs produced at feasibility stage.
- Take ownership of the current estimating tools and report templates that are used by Estimating and Sales to ensure accurate estimates are provided at pre-tender stage.
- Create and facilitate the roll-out of new processes, procedures, guidelines, systems and tools for the team.
- Work closely with our sister company Kensa Utilities to ensure their funded offers are fully integrated within Kensa Contracting estimating tools and report templates.
- Develop cost models for the component parts of our work packages to ensure understanding of all costs within our supply chain and to enable benchmarking of sub-contractor quotes e.g. maintain a library of supply only prices for the materials needed for an apartment fit-out.
- Benchmark Kensa Contracting quotations with the rest of the market to ensure we remain cost competitive.
- Motivate, guide and manage the domestic estimating team (currently 2 people) ensuring agreed service levels are achieved whilst performing daily tasks.
- Work with the Commercial Director to plan the expansion of the domestic estimating team in-line with projected company growth.

WORKBASE

Offices located in Truro, Exeter or Bradford. Remote working also possible. Team members are currently based in the South-West so if located remotely, there will be an expectation to travel to the South-West on a regular basis.

REPORTING STRUCTURE

Reporting to Commercial Director.

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

Kensa is an equal opportunities employer and is 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