



Kensa Heat Pumps  
A KENSA GROUP COMPANY

# Assembly Worker



# 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 join our growing, close-knit production team, assembling our market-leading heat pumps and related products in our leading-edge lean-manufacturing production facility.

You will train and become skilled in multiple assembly disciplines to become a broad and flexible assembly operative. You will assemble products, achieving excellence in quality and repeatability. You will be offered the opportunity to train to braze and silver solder.

You will be involved in all aspects of heat pump, ancillary and ground array assembly, this could include mechanical and electrical assembly and product testing.

You will have a strong track record of delivering excellent results as part of a dynamic team and display a positive attitude.



# 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: £21,992.92 Annualised (£11.58/Hr)

Based on 1898 hours annually (36.5 hrs/week).

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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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**Factory Culture:** Our factory 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.

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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.



# ROLE REQUIREMENTS

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

## EXPERIENCE

Previous experience in a factory environment, especially in assembly is desirable.

## EDUCATION

Minimum GCSE grade C or equivalent in English and Mathematics.

## CHARACTERISTICS

- Able to work as a team player and deliver excellent quality on time.
- Ability to meet tight deadlines and to remain calm under pressure
- Good communication skills
- Technical and process know-how
- Flexible – willing to adapt to day-to-day needs and learn and develop.
- Positive and enthusiastic, open to change and willing to contribute new ideas.

## ESSENTIAL SKILLS

- Able to read and work from drawings and written instructions in English.
- Mechanical Assembly.
- Electrical Assembly / Wiring.

## DESIRABLE SKILLS

- Brazing / Soldering.
- Quality assurance – testing / inspection.
- Understanding / Experience in Lean Manufacturing – Cell based assembly, 5S, Kaizen.

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)