



KensaUtilities

A KENSA GROUP COMPANY

Senior Project Lead

www.kensautilities.com



SUMMARY & MISSION

Help establish the 21st century version of the gas grid: a ground-source utility network serving existing housing in the UK. This is your opportunity to get in at the outset of a nascent market, bringing your entrepreneurial skills to bear to grow the market through development of funding and delivery methods that suit the market and by growing relationships with influential stakeholders.

The goal is to achieve a subsidy free consumer offer for street-by-street retrofit ground source heat pumps by 2028.

About Kensa: Kensa is the UK market leader in ground-source heat pumps, and is transforming how people heat their homes, delivering a 21st century alternative to the gas grid. Kensa will play a crucial role in helping decarbonise the largest remaining sector of emissions: heating. With 40% market share in this rapidly growing sector, few companies will grow as fast and have as significant an impact on emissions as Kensa. Kensa is backed by Legal & General Capital and Octopus Energy.

Start Date

October 2023

Location

Flexible, but with at least monthly travel to London and/or Truro Offices.

KEY RESPONSIBILITIES & OUTCOMES

Harness the momentum of community energy groups

- This will include engaging with various community forums, sharing knowledge and lessons learned, focussing support on those projects most likely to achieve deliverability.
- Track and report on the level of interest for leverage of government support of this sector
- Outcome: Community groups drive local action to adopt networked heat pumps as the key solution. Collection of evidence for advocacy.

Push the Kensa Vision and Funded Offer for area-based opportunities

- Raise awareness of networked heat pumps amongst influential stakeholders to ensure the solution is considered as an option at an early stage of heat network zoning.
- Identify area-based opportunities before they reach delivery stage.
- Create a methodology for selecting ITTs that Kensa Utilities should bid for.
- Work with Kensa Contracting to respond to selected opportunities.
- Outcome: Funding for, and publication of feasibility studies recommending networked heat pumps for area-based decarbonisation. Successful bids for large area-based networked heat pumps tenders (500+ homes).

Support development of products and innovation projects that accelerate a subsidy free consumer offer.

- Aid design and delivery of a sequel to Heat the Streets, demonstrating the solution is a viable alternative to the gas network in private, on-gas, urban homes
- Develop and promote innovative offers for domestic retrofit markets
- Engage with R&D and delivery teams across the group to remain abreast of and influence development and improvement of products and processes that support capital and running cost reduction that improves the consumer offer.
- Engage with external partners, selectively supporting R&D that furthers our own objectives.
- Outcome: attractive and investable consumer offers fit for acceleration of net zero.

ROLE BACKGROUND

Kensa sees networked heat pumps (in-home ground-source heat pumps connected to a utility network of boreholes in the public roads) as the best way to decarbonise millions of homes across the UK and beyond. Especially terraced housing and other 'hard to decarbonise' homes. We're demonstrating this today in Heat the Streets and are hard at work to make this mass retrofit model commercially viable vs gas. This new utility will sit alongside electricity, water, and fibre in our streets, enabling millions of homes to access low-cost and low-carbon heating.

The government has committed to achieving net zero by 2050 with a further aim of reaching 600k heat pumps installed a year by 2028. With just 50k installed in the last year and the majority of these in new build and social housing, there is clearly a lot of work to be done to develop a consumer offer that can unlock the private retrofit market and accelerate net zero.

There is a huge amount of untapped energy in local community groups across the UK. Since starting Heat the Streets, our first mass deployment of ground arrays as a utility asset, Kensa Utilities has received weekly requests for further projects in communities up and down the country. Retrofit networked heat pumps require a coordinated community response and these groups have already done some of the leg work. Providing support to projects that are well-organised, have local support and appear viable has the potential to maximise the outputs of our small team and have a positive social impact.

With heat network zoning becoming more prevalent and local authorities attempting to meet their carbon reduction targets, we are seeing more opportunity for networked heat pumps to be specified as a preferred solution in areas with inadequate heat density for central plant district heat networks. If we are to be in with a chance of delivering on any of these large schemes we need to make sure that decision makers are aware of the options open to them, this means responding to ITTs where appropriate but, more importantly, spreading the word with consultants and energy advisers so that others promote solution, expanding our reach across the UK.

We're also developing a new fully-funded, whole house retrofit product for mass decarbonisation of social housing – helping RSLs to achieve their net zero ambitions. Over the next few months, we'll be ironing out the details of delivery, developing marketing campaigns and starting to pitch to new customers.

Kensa's aim is to innovate and advocate to achieve a consumer offer that works for masses, without subsidy, by 2028 and we have some ideas about what that looks like and how we're going to deliver it. There's a lot to do and we need you to make it happen.

We seek a Senior Project Lead to help us accelerate to net zero and claim our stake in the largest heat pump market sector in the UK, domestic retrofit.

REPORTING STRUCTURE

You will report to Kensa Utilities' Director of Business Development.



ROLE REQUIREMENTS

EXPERIENCE

- Leading aspects of large-scale innovation programmes
- Influencing external stakeholders, ideally local authorities and communities and getting positive outcomes
- Funding applications (e.g. bids); understanding risks/requirements and responding accordingly
- Knowledge of energy sector, especially heating/buildings (desired not essential)

CHARACTERISTICS

- Quick learner & agile
- Empathy: relate to the energy crisis facing consumers
- Strong and collegiate style
- Deep social conscience and motivation
- Driven, self-motivated, and willingness to be a little bit maverick

ESSENTIAL COMPETENCIES

1. **Excellent communicator:** You will be able to read the room and vary the content of your verbal and written communication accordingly.
2. **Organised & able to prioritise:** We will have many projects on the go at once, and more opportunities than we can pursue. You will be expected to assess these opportunities, cherry pick those most likely to lead to success and manage your workload to ensure positive outcomes.
3. **Ability to inspire others:** We are a small team but we can maximise our impact by inspiring community groups, consultants and local authorities to join us in pushing forward roll-out of networked heat pumps. You'll be confident and outgoing with a track record of building strong relationships with external stakeholders.
4. **Adaptability & openness to change:** This is not a role turning the handle, we are in a market set to grow 15x in the next 5 years. Comfort in changing ways and adaptable is critical.
5. **Logical and forward-thinking:** In order to prioritise opportunities you will have to be able to assess, from all angles, the deliverability of a scheme. We'll provide training on specific considerations.

ROLE BENEFITS

To facilitate your success as Senior Project Lead, we will provide a healthy work environment, complete support, and a culture which encourages and rewards innovation and plenty of challenge.

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 also want to enjoy the journey together.

Competitive salary: £50,000 on-target compensation (£45,000 base per annum pro rata with £5,000 performance-based bonus).

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

Holiday: 25 days holiday increasing to 30days 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.

Office culture: We have all the technology and equipment you need to perform at your best.

Social events: Work hard, play hard, we love to host regular Kensa parties for staff and their families.

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.

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

Don't meet every single requirement? Studies have shown that women and people of colour are less likely to apply for jobs unless they meet 100% of the job requirements. At Kensa, we're committed to building a diverse, inclusive and authentic workplace for all. So, if you're excited about this role but your experience or qualifications don't exactly match the job description, we encourage you to apply anyways. You may just be the right person for our growing business in this role or another one.

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.

Send a CV and covering letter to:
jobs@thekensagroup.com