



Kensa Heat Pumps

A KENSA GROUP COMPANY

R&D

Senior 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 lead by example in the Research and Development team to design 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 Senior Design Engineer to lead on a broad array of exciting and challenging projects.



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: £40,000 - £45,000 base. Dependent on qualifications and experience.

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 where this is possible

Office culture: We ensure you are well-stocked and 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. R&D host monthly socials, which have included surfing, trips to local breweries, and watching local rugby matches.

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

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

- Experienced Engineer with proven track record of the relevant skills. Minimum 6 years experience in the engineering sector.
- Experience being solely accountable for the management of high value projects.
- Proven track record of delivering projects within time and budget.
- Experience co-operating with subcontractors and suppliers.
- Experience managing change through engineering change processes.
- Proven track record designing for manufacture.
- Ideally experienced in metal work design for high volume manufacture.

EDUCATION

Degree educated in an appropriate course or similar equivalent qualifications.

CHARACTERISTICS

We require excellent communication skills and the desire to take on responsibility. The successful candidate will be driven and self-motivated. They will have the ability to work across multiple projects with changing priorities both as part of a team or autonomously.

ESSENTIAL SKILLS

- Strong project management skills. Time management, organisation, and the ability to work to deadlines.
- Capable of leading a team of junior Engineers.
- Ability to write concise technical reports.
- Confident in working as part of a team and comfortable in raising concerns or improvements to product development.
- Comprehensive understanding of applied physics.
- A keen eye for detail and a methodical work process.
- Excellent communication skills.
- Flexible approach to work and adaptable to change.
- Excellent analytical and numerical skills.
- Excellent data presentation skills.

DESIRABLE SKILLS

- Refrigeration circuit design and optimisation.
- Experience in the heating industry.
- Knowledge of control systems and embedded electronics.
- Ability to design sheet metal fabrications for high volume manufacturing.
- Pipework design.
- Manufacturing process knowledge.
- Solidworks CAD experience.
- Systems Engineering experience.

ROLE RESPONSIBILITIES

The successful candidate will acquire the following responsibilities:

- To design, and manage the design of, products on the Kensa range plan.
- To produce clear and concise technical reports
- To work within the Kensa design process, and seek to improve and streamline the process
- To use sound engineering practices including Design for Manufacture & Risk Management
- To manage outsourced work with suppliers and subcontractors.
- To understand and improve on the current product range designs.
- To produce and check CAD drawings, documentation and technical reports.
- To carry out and supervise mechanical based analysis, development and design of products and equipment.
- To work within the Engineering Change Process, where appointed to lead on change projects ensuring the desired outcomes of the change board are met and recorded.
- To lead and manage projects ensuring completion on time, to scope and to budget
- Line management and supervision of small team of Engineers.
- To manage the plan, risks and requirements, of your projects and tasks effectively.
- To mentor junior members of the team and help everyone to learn from your experience.
- To communicate with the departments stakeholders. Work cooperatively and provide support as required for all companies in the Kensa Group.
- To develop your own knowledge and understanding in relevant fields of learning.
- 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.

REPORTING STRUCTURE

- Reporting to Engineering Manager.

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