

# Investor and Strategy Manager



# 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), the UK's pioneer of their mass-scale installation (Kensa Contracting) and innovative infrastructure asset company (Kensa Utilities).

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

Reporting to the CEO, the Investor and Strategy Manager will play a key role in working with the Executive to develop the strategy and plans to deliver Kensa's growth and also to lead investor management.

The Investor and Strategy Manager will be a strong thought partner to the CEO and the leadership team in ensuring Kensa has the right strategy and plan to deliver Kensa's vision to provide the preferred low carbon heating in the UK and beyond. This is an opportunity to join a business in significant scale up and growth mode, in the UK as well as select international markets.

Kensa strives to hire the best people and we believe our people are why we have succeeded with the technology where many others have not. Your success will help Kensa be an important part of the UK and other countries achieve net zero carbon targets – while simultaneously resulting in a rewarding and inspiring career.

This is a great opportunity for someone from a strategy consultancy or investment company who wishes to play a leading role in a growth energy transition company.



# ROLE BENEFITS

To facilitate your success as Investor and Strategy Manager, we will provide an innovative and futuristic oriented environment, a forum to express and test ideas, and interesting work with challenge and scope.

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.

We will welcome you to a culture of incredibly hard-working, knowledgeable, inspiring, supportive, enthusiastic, and passionate people.

We expect a lot from our staff, but that should appeal to you, 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.

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**Competitive salary:** 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 30days 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 working from home and office based.

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**Office culture:** We ensure you are well-stocked and have all the technology and equipment you need to perform at your best.

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

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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.

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# ROLE REQUIREMENTS

## EXPERIENCE

- Minimum 5 years of relevant work experience in a reputable management consultancy company or investment bank preferred.
- Previous experience in the energy industry advantageous.
- Demonstrable experience in financial modelling, and crafting effective presentations to Board, Senior Executives and business leaders.

## EDUCATION

A Master's Degree in Engineering, Business, or comparable job experience.

## CHARACTERISTICS

A great capacity for task follow through and attention to detail. Accurate, logical, analytical, a 'factfinder', you are precise, and a thorough problem solver.

You are innovative and forward looking, driven by results. You are open to and enjoy ideation, quick learning, adaptable, and not averse to change.

You are a strong critical listener and work well as part of a small team as well as autonomously. Exceptional interpersonal communication skills.

## ESSENTIAL SKILLS

- Purpose led with a hunger and ambition to grow Kensa at pace and scale and create new infrastructure asset classes.
- An inherent dynamism, energy, and the ability to instil a culture of speed, precision, and authentic leadership.
- Entrepreneurial mindset, with a strong sense of accountability and a predisposition for being "hands-on" and getting involved in the details to deliver against a set of objectives.
- A determined and highly resilient person who enjoys working as part of a team to overcome complex challenges and who thrives under pressure.
- Team player.
- Commercially astute, articulate, technically strong with the ability to operate at both strategic and operational levels.
- Will have a personality to constructively challenge perceived "norms" and drive performance.
- An individual who creates an environment that is biased to action, open to change and excited by future opportunity.
- Excellent communication and influencing skills.

# ROLE RESPONSIBILITIES

## Strategy and Growth

- Own the long term business model and undertake analysis to support Board discussions and the strategic direction of the company.
- Working with the CEO, CTO and CFO, provide challenge and support to Kensa's growth plans: balancing investment in fast paced growth, with retaining focus and rigour on underlying profitability and sustainability of the business model.
- Support with M&A and international expansion including leading projects and being part of negotiation teams.

## Investor management

- Lead investor reporting ensuring high quality and right first time.

## Kensa OKRs

- Lead the refinement of Kensa's OKRs to build and embed a high performing and fast paced business.
- Lead OKR management and performance reviews with the senior leadership team and the Board.

## Team Leadership support

- Provide leadership and support to key Group projects and initiatives, as required to delivery growth, profitability and reduce risk.
- Participate in, and potentially lead, cost down projects to target a compelling subsidy free proposition in the future.
- Work with the Kensa leadership team to continuously examine and challenge the product and service offering, seeking innovative ways to shape the business and operational resources to meet customer needs.
- Take on other key projects to support the company's growth and performance.

## WORKBASE

Cornwall, Exeter, or London with expectation of frequent travel to the Kensa offices in Truro, Exeter, Bradford and other future locations, London and to customers.

## REPORTING STRUCTURE

Reporting to the CEO.  
Responsible for nil staff.

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)