

Financial Planning and Analysis 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 heats 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

The Kensa Group is the leading manufacturer and installer of ground source heat pumps and is poised for rapid growth. Octopus Energy and Legal and General Capital invested £70m in 2023 to enable the business to rapidly grow and install 50,000 heat pumps a year by 2030. This will drive down the cost of heat pumps and reduce reliance on polluting gas boilers.

This investment will make heat pumps even more accessible to more properties, including retrofits for social housing, terraced housing, and non-domestic buildings. It will also enable Kensa to offer house builders, housing associations and non-domestic customers their 'Networked Heat Pumps' solution at a lower cost. This effectively creates a new renewable asset class, kick-starting a sector that could exceed £1bn by 2030.

As part of this exciting expansion a new Financial Planning and Analysis (FP&A) Manager role has been created. This role will lead the business planning of the business and will support the growth of the business, reporting to the CFO.



ROLE BENEFITS

To facilitate your success as Financial Planning and Analysis Manager, we will provide an innovative and futuristic oriented environment, a forum to express and test ideas, and interesting work with challenge and opportunity.

We will welcome you to a team of incredibly hard-working, knowledgeable, inspiring, dedicated, and passionate people who enjoy what they do.

They know Kensa is different, a business that has never lost touch with the need to embrace its staff, and maintain honesty and integrity throughout all of its operations. We are all committed to the UK's 2050 path to net zero carbon, and are determined to achieve that goal and journey together with pride.

Competitive salary: £Market rate dependent on qualifications and experience.

Uncapped bonus scheme: Company performance related pay plan with an OTE of 112% of base salary.

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

Holiday: 25 days holiday increasing to 30days holiday (plus bank and public 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 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.

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

- FP&A track record in a fast moving business
- Manufacturing experience is desirable but not essential

EDUCATION

- A qualified Accountant or qualified by experience

CHARACTERISTICS

- A self-starter with an analytical approach and an eye for detail
- Strong people skills with the ability to communicate at all levels

ESSENTIAL SKILLS

- Experience in developing and improving business modelling
- An ability to drive change and continuous improvement
- Ability to support Board and senior management on key strategic projects
- An ability to present financial information in a manner easily understood by management

ROLE RESPONSIBILITIES

- Preparation of annual plan and forecasts and interaction with senior management
- Preparing key sensitivities and “what if” scenarios
- Assisting with evaluation potential M&A activity
- Improving current business MI
- Develop new ways of reviewing company performance including assessing product and market profitability
- Preparing management briefings and Board presentations
- Review of and development of business model making recommendations for improvements and changes
- Support of strategic projects and initiatives

WORKBASE

- This role could be based at Kensa offices in Truro or Exeter.

REPORTING STRUCTURE

- Reporting into Group CFO

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 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