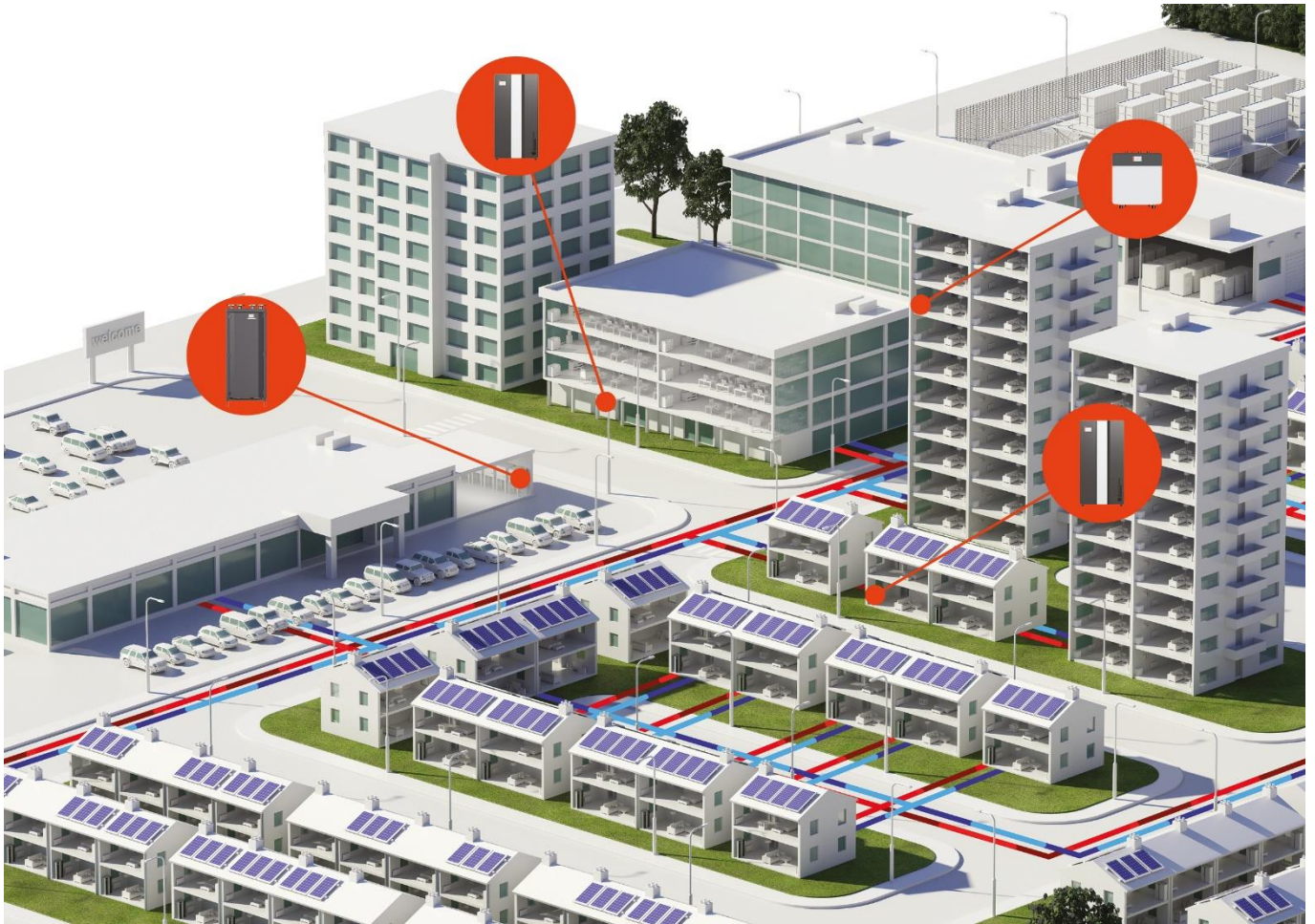




Talent Acquisition Partner

Work base: Truro (Hybrid working)



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 Britons 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.

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 costs 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' solutions at a lower cost. This effectively creates a new renewable asset class, kick-starting a sector that could exceed £1bn by 2030.

Role Overview

You will be responsible for delivering a first-class recruitment and pre- and on-boarding experience, providing our hiring managers with the most talented and diverse candidates from a wide range of sources. You will establish and build strong partnerships with both internal and external stakeholders to support our business growth plans. You will play an integral role in partnering business leaders to provide recruitment support including; managing and screening CV's; telephone interviews; advising hiring managers on job descriptions; creating adverts; developing selection toolkits to support the hiring process; and coaching hiring managers through the process to ensure quality and equity for all.

The role reports into the HRD. The HR team consists of a Senior HRBP, a Recruitment & HR Administrator, a Payroll Manager and this role.

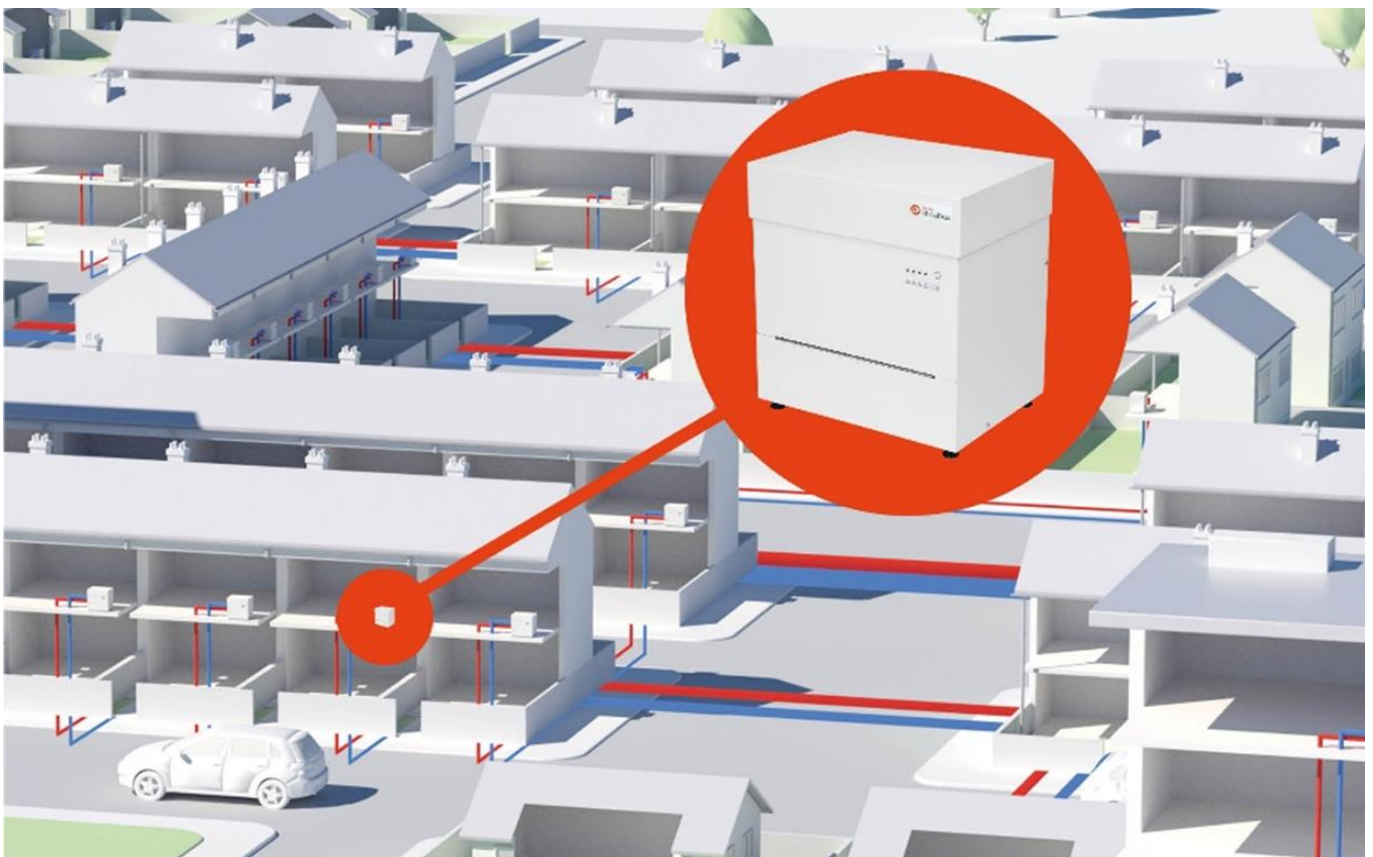
The role will build on your influencing ability at all leadership levels to define the future talent requirements. It provides negotiating exposure as you build an external partnership sourcing portfolio to meet the internal budget requirements. It brings autonomy to shape what a first-class recruitment process should be and upskill leaders at all levels as you embed an effective and efficient practice.

Key Responsibilities

- Define and launch a best-in-class recruitment process to meet current and future growth demands.
- Lead all stakeholder engagement, acting as the main point of contact through the end-to-end recruitment process holding regular bi-weekly meetings with hiring managers.
- Upskill self and hiring managers on the ATS for the management of the acquisition process ensuring all relevant information is captured to avoid delays in requisitions, approvals and workflows.
- Manage all applications by shortlisting and screening, documenting interview notes on the ATS, communicating recommendations to hiring managers.
- Manage all communication with the PSL recruitment agencies, and handle the yearly PSL review end-to-end.
- Organising and conducting video interviews with hiring managers, managing diaries and working to agreed timelines.
- Make verbal and written offers, including contracts, to successful candidates and coordinating pre- and on-boarding details with hiring managers.
- Provide constructive and detailed feedback to unsuccessful candidates to support their future endeavours and provide them with a brand experience beyond others.
- Provide recruitment metrics and related reports when expected and as required.
- Ensure recruitment related administration meets GDPR and/or other compliance.
- Research external job boards and methods of advertising for future opportunities to remain competitive and stay ahead of new or advanced ways of advertising/attracting talent.
- Work in collaboration with the wider HR team on recruitment related projects; to generate content for LinkedIn or other webpages and assisting in responding to Glassdoor and/or Indeed Reviews.

Skills and experience

- Demonstrable experience of operating in a similar role and level in one or two career moves.
- Experience in shaping and developing an effective recruitment practice including use of and implementation of digital tools to support the process.
- Evidence of where you have built strong relationships with senior leaders becoming their trusted advisor on sourcing and selecting the right talent for longer-term business needs.
- Ability to effectively present information and influence senior leaders on best practice, selection and talent pool management.
- Ability to work independently to prioritise workload, manage multiple projects, and efficient with time management.
- Be a self-starter, self-motivated and passionate about delivering a top performance in role.
- Willing to go the extra mile to create a top-class experience for every candidate and hiring manager.
- Experience within the green tech, sustainability or environmental industry – desirable but not essential.
- Experience working in a start-up environment is advantageous.



How will Kensa support you?

- We encourage and support development, including internal and external courses, learning, study, and software, all bespoke to you.
- Wellbeing: free 24/7 access to an independent and confidential Employee Assistance Programme for you and your immediate family.
- Work hard, play hard! We love to host regular Kensa parties for staff and their families.

What Kensa has to offer

Competitive salary

Holiday

25 days holiday increasing to 30 days holiday (plus bank holidays) for 5+ years service.

Health

Private Health Insurance is available after one year of service.

Flexible working environment

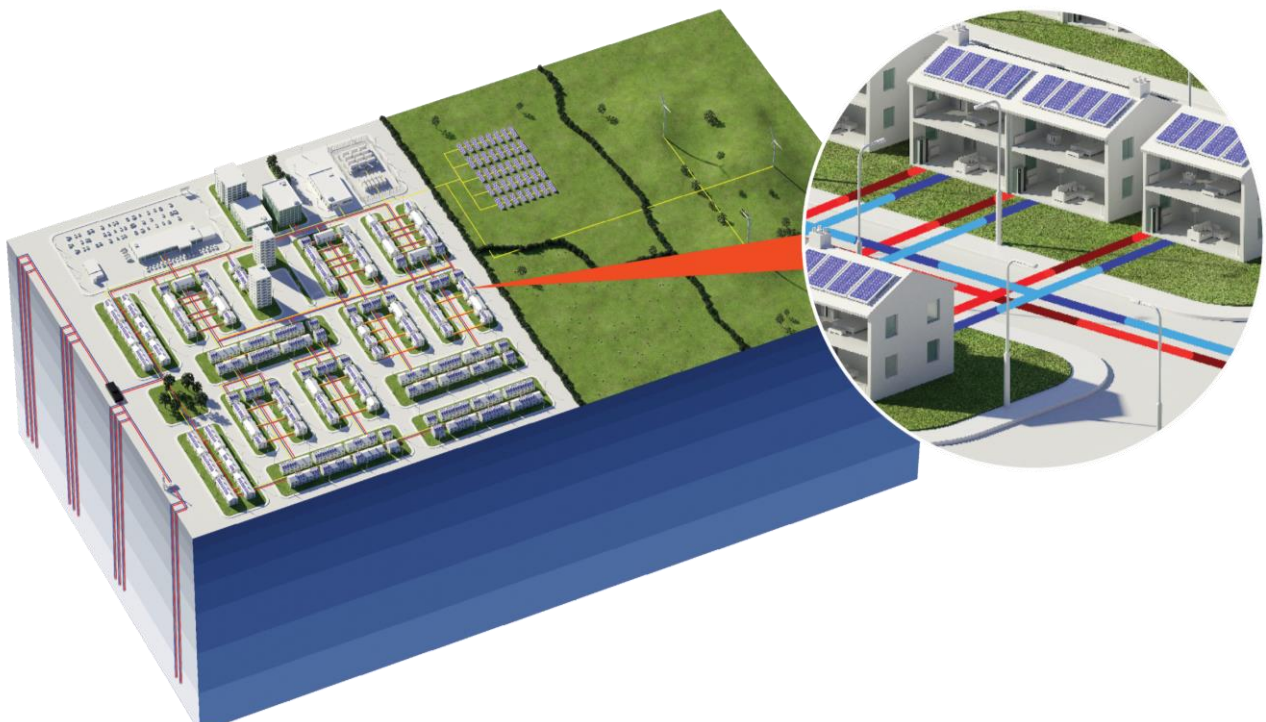
We understand the benefits of flexible working conditions to meet the demands of your role, so we can accommodate a blend of working from home and office based.

Pension

Automatic enrolment into Kensa's company pension scheme.

Cycle to Work Scheme

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.

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

or send a CV and covering letter to:

jobs@thekensagroup.com