



Midsummer Energy Ltd
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Application pack - Operations Manager

At Midsummer, we're passionate about reducing carbon emissions, and from humble beginnings we have grown to be one of the biggest players in the distribution of renewable energy products such as solar PV, battery storage, and heat pumps in the UK and Ireland.

Founded in 2005 on a narrowboat, we've expanded rapidly and we now operate from three UK warehouses (with a fourth coming on stream soon) and one in Ireland. In addition to trade sales we have a suite of web tools that make design and ordering extremely easy for both solar projects and heat pump installs. Across the company our team (110-strong and growing) process around 50,000 orders a year. We were proud to be named the UK's best renewables distributor in 2020 and 2022 and are now numbered in the top 100 businesses in Cambridgeshire.

Our Operations team is a vital part of our business, keeping goods flowing into the warehouses and out again to customers all over the country. We are looking for someone who relishes a challenge, has experience in operations or logistics, and would like to contribute to a cleaner, greener future to lead the team.

If that could be you, please read on!

Andy Rankin,
Managing Director, Midsummer



The role



We are seeking an Operations Manager with prior experience of operations or logistics to join our team and lead our operational activities. The Operations Manager will be responsible for overseeing all aspects of our day-to-day operations, optimising processes, and ensuring we adhere to the highest standards of safety, quality and efficiency.

The role includes:

- **Management.** You will line manage the Operations Team, including the three warehouse managers and other operational staff. You will work closely with the Personnel Manager to ensure that we have a well-trained, satisfied and productive workforce at all operational levels.
- **Health and safety oversight.** You will be responsible for ensuring that all of our operations are carried out in a safe manner. You will bring a solid understanding of industry best practices, legal compliance, and trends in operations management, and will make sure our company policies and procedures are robust and adhered to.
- **Stock Control.** You will manage and update our stock system to ensure that the real-time stock values for our products remain accurate.
- **Logistics.** You will ensure that our customers receive prompt and helpful logistics advice and work with our delivery partners to maximise customer success.

The role will primarily be based in our offices in Milton, on the outskirts of Cambridge, and nearby warehouses in the south of the city. You will be expected to travel from time to time to our warehouse and office in Glasgow.



About you



You have prior experience in logistics or operations, are a fair but firm manager of people, and share our passion for renewable energy. You also relish a challenge!

You will need to have some experience in a related field such as warehouse management, operations or logistics. If your experience is in another area but you think you have transferable skills, then give us a shout before applying - if you are strong in other areas we may consider your application.

You are a people person and are good at both managing a team and in taking the initiative and achieving outcomes independently. You present a friendly but professional face to both colleagues and customers. You have the ability to inspire and motivate teams to work together to achieve exceptional results. You are prepared to make tough but fair decisions.

You have strong communication and interpersonal skills, with the ability to effectively interact with stakeholders at all levels, both internal and external.

You are organised and efficient and take pride in what you do. You have good attention to detail whilst keeping track of the bigger picture. You are thorough, and can easily pick up new systems and practices.

You will have excellent analytical and problem-solving abilities, with a hands on attitude to practical problems.

You are passionate about the environment and making a difference.



What we offer



You'll be joining a young, dynamic company with positive values that is aiming to position itself as the leading distributor of renewable energy systems in the UK. As operations manager you will be leading a division is central to the success of the company. This will be a challenging but fulfilling role.

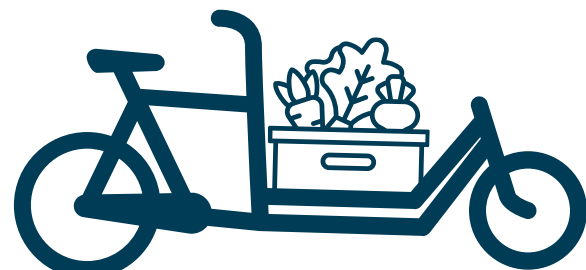
The position is based in our offices neighbouring Milton Country Park on the outskirts of Cambridge, with regular visits to our nearby warehouses in Cherry Hinton and Whittlesford. You will from time to time also be asked to travel to our warehouse and offices in Glasgow.

We are offering a salary range of £45,000 - £60,000 depending on experience and qualifications. In addition to base salary we have a policy of sharing a proportion of the profits of the company amongst long-term employees.

You won't get a company car - we'd rather encourage people to get on their bike or take public transport. But you do get a free bag of delicious, fresh, locally-grown organic veg every week.

To apply

Please complete the application form at
midsummerwholesale.co.uk/jobs



Our Story



2005



2015



2024

Midsummer began life in the front room of a narrowboat, when our founder started selling solar panels to fellow boaters.

Sticking to our roots

We've grown through 7 ever-larger warehouses since then and diversified what we do - but an important part of our business remains the supply of off-grid systems to customers who need power away from the national grid.

Growing branches

With the introduction of the Feed-in Tariff in 2010 we began installing and supplying larger grid-connect solar PV systems. Today, the distribution of solar PV and battery storage accounts for the majority of our £125M annual turnover.

Planting seeds

In 2019 we opened a subsidiary on the outskirts of Dublin. Our team have gone from strength to strength, and have just moved to a larger warehouse. Last year we also opened another satellite warehouse in Glasgow.

Software - the secret of our success

We've written our own PV design software that makes designing solar power systems incredibly easy. It's used by installers and manufacturers in the UK and internationally.

We're developing software for designing heat pump systems too. Heat pumps are the future of heating, and we want to be at the forefront of their deployment in the UK. They will be an important part of the next chapter of our story!

Our values



It has never been our aim simply to make a profit. We want to make a positive impact on the world around us too. This is what we stand for.

Eliminating fossil fuels

We are passionate about moving as swiftly as we can to eliminate fossil fuels from electricity generation, heating and transport. We only sell products and systems that further that aim.

We are also working to reduce fossil fuel use in our own operations. We have solar arrays on our Milton office and our warehouse in Glasgow. We help our employees to keep their own footprints low by encouraging cycling and walking over car use.

Reducing consumption

Over-consumption is at the heart of many of the environmental problems that the world is experiencing. Most businesses operate a business model which is designed to encourage consumption. We want to be different.

We sell solar PV systems that greatly reduce the amount of energy that properties need to import, and we sell heat pumps that use less primary energy (and from less damaging sources) than the fossil fuel based heating systems that they are replacing.

We don't sell disposable items. All the products that we sell are designed to last for many years. Many of the solar panels we sell have a 30 year warranty.

We try where we can to reduce consumption in our own operations. We re-use a lot of the packaging that products arrive in.



Putting people and planet before profit

We believe that businesses have a bigger responsibility to the planet, and to their employees and the communities they operate in, than they do to their shareholders.

We are a successful business. Some of our annual profit is returned to our employees through a staff profit share scheme. We also have a community fund which donates to socially beneficial and sustainable projects in the community. Almost all the remaining profit is reinvested into the business - very little is paid out in shareholder dividends.

We believe in reducing the gap between rich and poor. We pay well over the living wage to all our employees, and our profit share scheme is equitable, so that all employees, from the most junior to the most senior, share equally in the rewards when the company does well. For senior staff we aim to pay competitive salaries, but we don't believe in excessive executive pay.

We believe healthy employees are happy employees. We work with local organic growers to provide all our employees with a vegetable box each week.





Leadership team



Andy Rankin, Founder

A former climate scientist who started a solar company from his off-grid home 15 years ago. Andy likes to build things from scratch, whether that's companies, houses, solar farms, software or freight bikes.



Jamie Vaux, Commercial Director

An environmental business enthusiast who went looking for a company to throw his idealism at, Jamie has spent 10 years chasing sales and building the Midsummer team. If he's not frowning at his phone, you'll find him lifting something heavy or cooking.



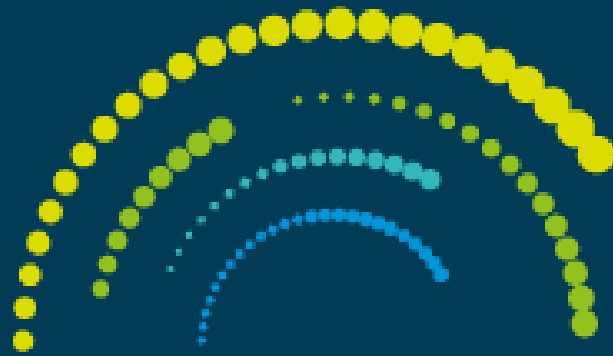
Lowri Goodyer, Sales Director

A fellow eco-crusader, Lowri heads up UK sales - and can be found climbing, surfing, running, snowboarding or gardening when she wants a rest!



Tom Livesey, Purchasing Director

Tom keeps the wheels of Midsummer turning. From purchasing to logistics and a good dose of technical sales too, his immense product knowledge is only rivalled by his knowledge of craft beers and fantasy football tactics.



MIDSUMMER

2022 Distributor of the Year - Solar & Storage Live Awards

"I can't imagine a job I'd love more or a company I could be more committed to. Every single day we're moving renewables forward and I'm surrounded by a great bunch of people helping to do it."

Jamie Vaux, Commercial Director



Easy PV

Solar design made simple

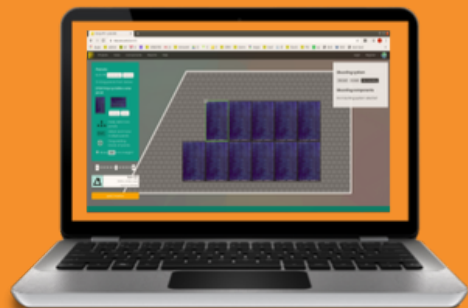
We used to install solar PV systems ourselves - and found that we had to use 5 or 6 different software packages to complete a full design.

Every mounting system, every inverter brand, had their own design tool - and then you had to use spreadsheets and word processors to pull everything together and create a nicely formatted quote.

We shoehorned a design package together that did everything - and saved ourselves a lot of time and wasted effort!

When we gave up installations to concentrate on distribution, we realised our design tool was actually one of our greatest assets. We put a huge amount of effort into improving it and making it available to our distribution partners. It's now used by hundreds of people every day to design PV systems. And because it connects seamlessly to our e-commerce website, it makes it easy for users to purchase from us. We have seen our sales grow enormously as a result.

- Draws roofs to scale
- Automatically create solar array layouts
- Designs the mounting system and undertakes structural calculations
- Selects appropriate inverters and undertakes stringing calculations
- Specifies electrical components
- Creates a schematic
- Produces shading & yield calculations
- Generates a professional quote and technical report
- Makes financial projections for the customer
- Auto-completes commissioning forms
- Connects to our websites for rapid ordering



30,000

designs a month
(and growing rapidly)

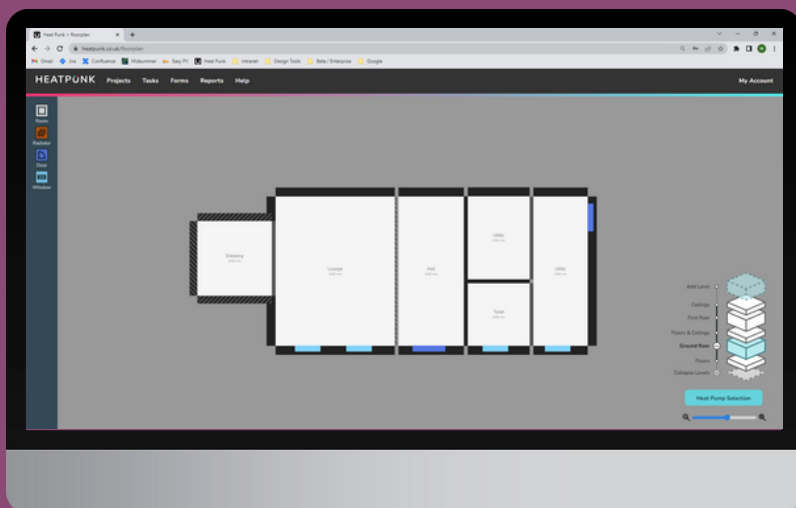
easy-pv.co.uk

HEATPÜNK

We've recently released a new tool that allows installers to survey properties and design heat pump systems.

Building on the web technology we used to create the roof editor for Easy-PV, we've created a floorplan editor that makes it extremely easy to draw a house to scale and undertake detailed room-by-room heat loss calculations.

The software automatically selects the optimum heat pump and shows which rooms may need upgraded radiators to work at the relatively low flow temperatures that a heat pump produces.



Heat pumps are the future of heating, We're at the beginning of a transformation of the entire heating industry, and our software will be a big part of that. There are exciting times ahead!

heatpunk.co.uk