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## Application pack - Business Development Executive, Glasgow

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 our team (110-strong and growing) we process around 50,000 orders a year. We were proud to be named the UK's best renewables distributor in 2020 and 2022.

Business Development is key to the continued growth of the company in an increasingly competitive market. If you have a few years experience and are looking for a new challenge in a company that is spearheading the renewable revolution then please read on!

Andy Rankin,  
Managing Director, Midsummer



# The role



**We are seeking to appoint an enthusiastic individual, ideally with at least two years' experience in business development or sales, for a full time role reporting to the Scottish Branch Manager in Glasgow. You will lead the charge on driving new business and growing sales in the rapidly-growing Scottish market.**

This will involve a variety of approaches and communication methods, requiring a creative and persistent approach. The role will be centred around building relationships, finding out what is important to people and doing what we can to meet their needs.

The role will include:

- Establishing and managing a list of potential customers.
- Understanding our competitors, where they fit in and how we stand out
- Winning business from companies not currently engaged with Midsummer.
- Making initial contact with new customers, and taking them from cold prospects through to loyal customers.
- Developing existing customers to increase spend and loyalty, and software use.
- Developing a wide network of industry professionals, and capitalising on supplier partnerships and connections to identify and realise opportunities.
- Attending networking events and working with the marketing team
- Supporting the wider Midsummer family wherever and whenever you can!

**The role is based in our offices in Rutherglen, Glasgow.**



# About you



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You are looking for a career that will make a difference. Disappearing into a large organisation or doing the same thing every day doesn't appeal - you'd like to put your energy and passion for sales to good use, helping to grow a company that aims to drive positive change.

As a person, you are:

- Friendly.
- Goal oriented and competitive.
- Persuasive yet attentive.
- A problem solver.
- A 'yes' person, but who knows when to draw the line.
- Motivated and organised.

The list could go on, but you get the picture!

The role would suit someone who is not intimidated by a challenge and thrives under the pressure of getting results. You will sit within the sales team based at our satellite office in Glasgow, and will work closely with the Business Development team based in Cambridge - but largely you will be expected to be self motivated, and work on your own initiative to set your own targets and deliver measurable success.



# Competencies



Ideally you will have a minimum of two years' prior experience in business development or sales - but if this is not the case, and you can demonstrate the ability to apply your skills to solve new problems then please get in touch. It would be brilliant if you come with some experience within the renewable energy sector, but it is not essential. Great people skills, a keen commercial sense and lots of enthusiasm - that all helps too!

A range of the technical competencies ideal for the job are listed below:

- B2B sales experience preferential, but not essential.
- Pride taken in all aspects of communication.
- A good understanding of solar PV, battery storage and renewable heat products would be ideal, but is not essential.
- A desire to learn and an ability to pick up technicalities quickly is essential.
- Spot and understand opportunities, know how and when to follow up.
- Enjoy and thrive in a fast, rapidly changing and expanding sales environment.
- IT literate and proficient.
- A desire to do well and work towards the common Midsummer goal!



# 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. The Scottish team is young and enthusiastic. You will see the results of your work from day one. There's a friendly and informal atmosphere, and a real buzz when things get going.

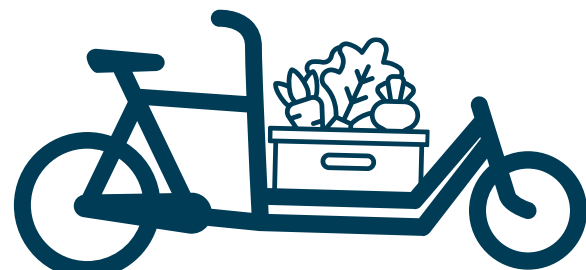
You will learn on the job, and we'll bring you up to speed as fast as possible. It's a fast-moving industry so new products, customers and technologies come along all the time - there will always be new things to learn. Our own tools are also evolving rapidly. This will be a challenging but fulfilling role.

This is a full time role based in Rutherglen, Glasgow, although there will be opportunities to travel. The salary will be £27,500 to £35,000 dependant on experience, with a further performance based bonus available. Long term employees also take home a share of the profits of the company.

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, the opportunity to work with like-minded individuals towards a common goal, and an Employee Assistance Programme.

## To apply

Please complete the online application form at <https://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 have also developed software for designing heat pump systems. 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. Out of the office you'll find him lifting something heavy or cooking.



## Lowri Goodyer

### Sales Director

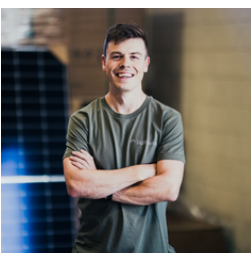
A fellow eco-crusader, Lowri heads up UK sales - and can be found climbing, surfing, running, snowboarding or gardening when she wants a rest!



## Tom Livesey

### Purchasing and Partnerships Director

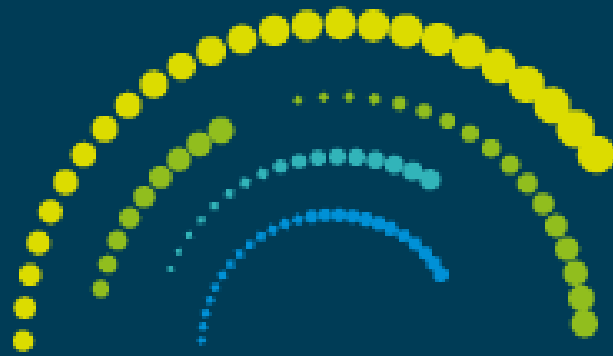
Tom's seismic product knowledge is only bettered by his knowledge of craft beers and fantasy football tactics. He leads our resellers and purchasing teams.



## Tom Kemsley

### Scotland Manager

Tom joined our graduate scheme green out of university. Although he subsequently tried to escape, even in New Zealand he found the magnetic pull of Midsummer drawing him back. He heads up our office in Glasgow.



# 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



**33,000+**

designs a month  
(and growing rapidly)

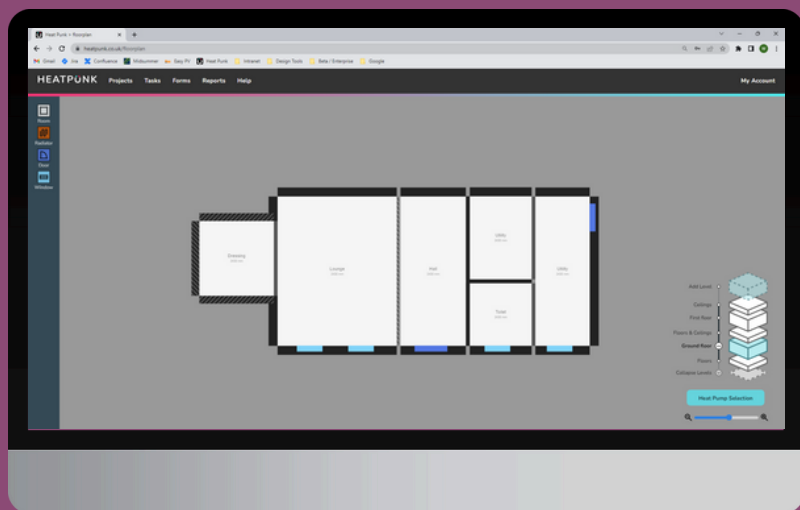
[easy-pv.co.uk](http://easy-pv.co.uk)

# HEATPÜNK

We've also released a 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](http://heatpunk.co.uk)