



Midsummer Energy Ltd
Cambridge Road Industrial Estate
Milton
Cambridge
CB24 6AZ

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 UK in the distribution of renewable energy products such as solar PV, battery storage, and heat pumps.

We're looking for an energetic, diligent operations manager, ideally with significant previous experience in operations, warehouse management or logistics - although we're also interested in hearing from people with less relevant experience but good transferable skills. If you are a natural leader, have great organisational and communication skills and a commitment to sustainability we'd love to hear from you!

We currently operate 100,000 sq ft of warehousing across sites in Cambridge, Glasgow and Leeds, with an additional warehouse coming on stream shortly. We ship over 6000 orders a month, from parcels to pallets and whole lorry loads. We use both third party logistics companies and our own fleet of vans and lorries to deliver goods. As we grow we plan to expand our vehicle fleet and bring more deliveries in-house.

Currently the bulk of our operations are based out of Cambridge - but Leeds will increasingly become the main logistics hub as we expand our operations there. We are open to candidates based in either location.

Working at Midsummer will give you an opportunity to work in a friendly, growing company that is playing an important part in the energy transition. We hope we have piqued your interest. Read on for more details!

Andy Rankin,
Managing Director, Midsummer



The role



As operations manager you will lead a large team and will be responsible for operations being conducted safely, efficiently and productively. Your duties will include:

- **Management:** You will manage the operations and warehousing teams across our UK sites, working closely with the Personnel Manager to ensure that you have a well-trained, satisfied and productive workforce.
- **Health and Safety oversight:** You will be the appointed Health and Safety Officer for the company, ensuring that all operations are conducted safely and that we meet all statutory requirements.
- **Stock control:** Working closely with the purchasing department, you will ensure our stock system and the real-time stock listings for products are accurate.
- **Logistics:** You will ensure that customers receive deliveries reliably and promptly. You will continue to build out our own in-house logistics fleet.
- **Processes and productivity:** You will help to identify and implement process improvements, as well as tracking and optimising departmental KPIs around quality, efficiency and safety. You will help the warehouse teams to foster a culture of safety and productivity. You will be responsible for ensuring our operations run cost-effectively.

You will report to the Commercial Director and work closely with senior colleagues across personnel, finance and purchasing departments.



About you



You are a natural leader. People trust you, and you set the tone by example. You notice when someone is working hard or going beyond what's asked, and you make sure that effort is recognised. You're equally comfortable with the harder conversations — when performance or conduct falls short, you address it early, clearly and kindly, and you follow through.

You are good with data and processes as well as people. You can pull numbers out of a system, see what they're really telling you, and use them to make a decision. You spot where a process isn't working, redesign it, and get people to actually adopt the new way of working. You manage your own time well and prioritise clearly.

You show initiative, coming up with fresh ideas and seeing them through to execution. You are organised and comfortable managing multiple contacts with different people every day.

You are a good team player. You work collaboratively and respectfully with colleagues to move projects forward. You're visible and approachable: people know who you are and feel able to come to you.

You are enthusiastic about renewable energy and the energy transition. You want a career that makes a real difference. You'd love to put your skills to work helping to accelerate the shift to clean energy.

We expect most applicants to have a background in warehouse or operations - and this would of course be an advantage. However, we're also open to hearing from people with transferrable skills.



What we offer



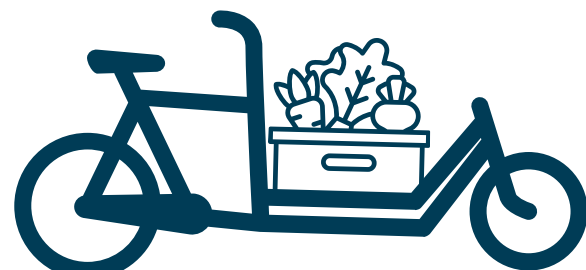
You'll be joining a young, dynamic company with positive values that is aiming to position itself as the leading distributor of renewable energy systems in the UK. As our Operations Manager you will play a pivotal role in ensuring our day to day operations run smoothly and efficiently. This will be a challenging but fulfilling position with a lot of responsibility.

We are open to the position being based either in our head office neighbouring Milton Country Park on the outskirts of Cambridge, or in the new offices we will shortly be opening in Garforth, to the east of Leeds. As you will be covering operational management at all three of our UK sites (and there could be more in future) there will be regular travel to oversee staff and operations at the sites at which you are not based.

Salary will be between £60,000 and £80,000, commensurate with experience. You will also be eligible for the company's profit share scheme which rewards all employees when the company does well.

You will get 25 days holiday every year (plus bank holidays) and you will be enrolled in the company pension scheme.

All our employees also get a free bag of delicious, fresh, locally-grown organic veg every week.



Our Story



2005



2015



2023

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 > £100M 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. We have since 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 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

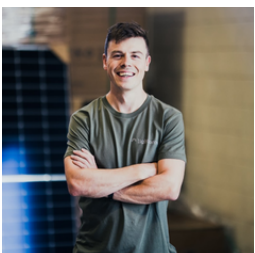
An environmental business enthusiast who went looking for a company to throw his idealism at, Jamie has spent 15 years chasing sales and building the Midsummer team. Out of the office you'll find him lifting something heavy or cooking.



Lowri Goodyer

Sales Director

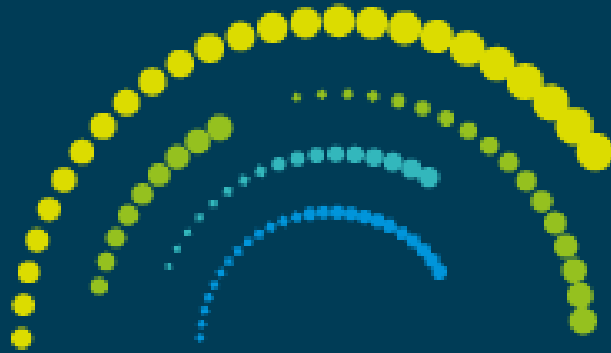
A fellow eco-crusader, Lowri heads up UK sales - and can be found climbing, surfing, running, snowboarding or gardening when she wants a rest!



Tom 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

"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

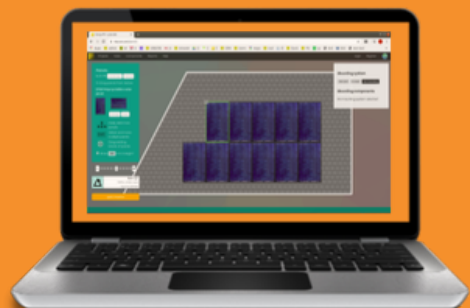
We used to install solar PV systems ourselves - and found that we had to use 5 or 6 different software packages to complete a full design.

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.

- Creates 3D model buildings from detailed elevation data and aerial imagery
- 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
- Undertakes financial projections
- Auto-completes commissioning forms
- Connects to our websites for rapid ordering



30,000

designs a month
(and growing rapidly)

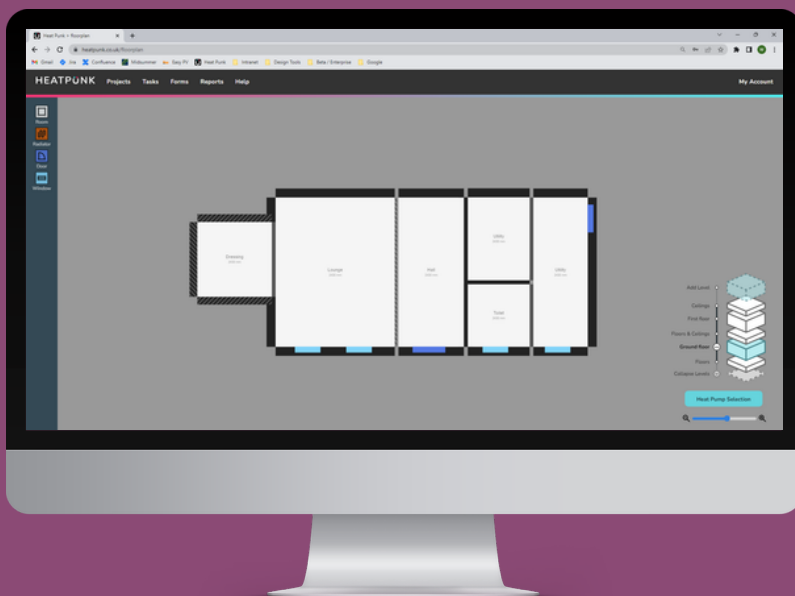
easy-pv.co.uk

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