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

jobs@midsummerenergy.co.uk

Application pack:
Operations Officer

Dear Applicant,

Many thanks for your interest in a post with us as an Operations Officer! Please find enclosed a description of the role along with some further information about what makes us tick. To apply for the post, please complete the online application form and upload your CV and a cover letter. If you have any questions about the role, please email jobs@midsummerenergy.co.uk.

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. This is an essential role for us - and will be packed with variety. We promise there will never be a dull moment! Thanks for your interest in being a part of what we do. We really look forward to hearing from you.
yours faithfully,



Andy Rankin
Managing Director, Midsummer

The role

Working within the Midsummer Operations team:

We need a practical, common-sense problem solver to help ensure our operations run smoothly, based at our Glasgow site. Your time will be split between two main areas, general operations and site specific facilities, including:

- **Sales support:** Assisting sales team members in need of information on the status of their dispatched orders and finding solutions when things go wrong
- **Planning:** Coordinating outbound delivery logistics through our growing fleet of vehicles and 3rd party courier partners
- **Warehouse support:** Being the first port-of-call for the warehouse during busy days - jumping downstairs to help pick and pack orders.
- **Record keeping:** Assessing and logging errors (courier, customer, and warehouse), ensuring Sales and Operations stay informed and service runs smoothly.
- **Building work**: Identify areas in need of repair and improvement, doing some DIY or coordinating with contractors where necessary.
- **Waste:** Manage waste streams on site, ensuring warehouse housekeeping and appropriate disposal of hazardous goods.
- **Systems:** Ensure onsite systems related to safety and security are maintained and working correctly such as cctv, fire and intruder alarms.
- **Vehicles, tools and consumables:** Purchasing and maintaining the kit that keeps the warehouse functioning, from vans and forklifts to packaging and pallets.



About You

Looking to be part of the solution, working with a fun team?

If you like variety and enjoy a challenge - this fast-paced role could be for you. You are practical, hands-on, and take a common-sense approach to everything you do. You aren't intimidated by learning completely new things independently, and you're happy stepping outside of your comfort zone when a new challenge arises.

- You are a natural problem solver: You spot issues—whether it’s an operational bottleneck or a leaky roof—and find effective ways to solve them
- You will have excellent communication skills and a polite and efficient manner so that you can liaise with all stakeholders.
- You enjoy variety: You thrive in a dynamic, fast-paced environment where no two days are the same, happily shifting from desk work to physical tasks
- You have a head for numbers; You know your way around a spreadsheet and how to interpret data
- You are a team player: You have a friendly and easy-going manner with co-workers and customers, happy to get involved with whatever needs doing



Qualifications?

Degree level qualifications in any subject are helpful and welcome, but not essential. If you have qualifications or 2+ years experience in logistics or operations roles, we would also welcome your application.

Experience in operations, customer service, retail or warehouse work would be an advantage - but it is far from essential, and recent graduates who want to begin a career in renewables would be equally welcome to apply.

Apply here

As long as you are hard working, work well on your own initiative, and have a smile on your face even at the end of a long hard day we'd love to hear from you!



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. There's a friendly and informal atmosphere in the office, and a real buzz when things get busy.

- The job offers a salary of £27,000 - £30,000 depending on experience.
- Eligibility for the company's profit-share scheme, which rewards all employees when the company does well.
- Enrolment in the company pension scheme.
- A varied daily work life, and insight into all the workings of a growing green business.
- The role comes with 25 days holiday plus Bank Holidays.

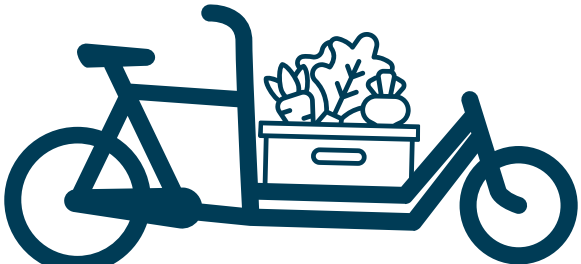
Other benefits include:

- Free bag of delicious, fresh, locally-grown organic veg every week
- Employee Assistance Package
- EV salary sacrifice scheme
- Cycle to work scheme

We are flexible on start dates but are looking for someone to start as soon as possible.

To apply

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



Our Story







2005 2015 2025

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. In 2022 we opened another satellite warehouse in Glasgow and this year we opened in Leeds.

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.



Our values

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 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
2024 Cambridgeshire's Top 100 Companies (7th) - Grant Thornton
2024 Cambridgeshire's 50 Fastest Growing Businesses (2nd) - Grant Thornton
2025 FT Europe's Fastest 1000 Growing Companies - Financial Times

"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

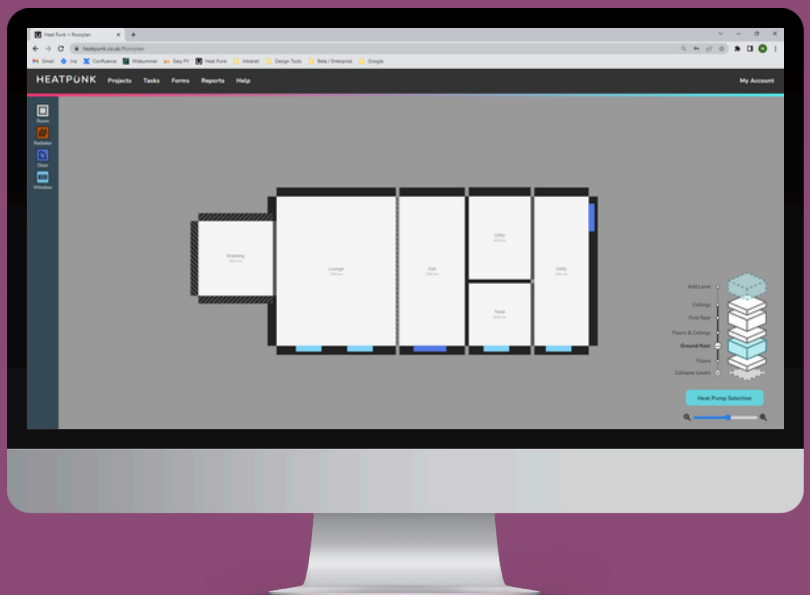
HEATPUNK

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