
Job Specification

Graduate Engineer

Job Title

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Background on FairHeat

Welcome to FairHeat, where we're not just a consultancy but a revolution in the heat network industry. Founded in 2015 by sector innovators, we've quickly risen to become trusted industry leaders, unmatched in our breadth and depth of knowledge in heat networks. Our accolades, including being a three-time CIBSE Young Engineer Employer of the Year winner, speak to our commitment to excellence and innovation.

As a small yet rapidly growing force, we're making bold and transformative moves in the industry. Our sustainably-driven ethos means we're at the forefront of providing low carbon solutions, and our data-based approach sets us apart, offering unparalleled access to performance data. We're not just participants in the heat network industry; we're shaping it. Our influence is evident in our contributions to raising quality standards and regulations, and our involvement with many key industry groups showcases our commitment to knowledge-sharing and collaboration. We believe that a diverse workforce is essential to address the skill gap within the industry and are committed to fostering a more inclusive and diverse environment.

But what truly sets us apart is our team. We're proud to say that 80% of our team are dedicated Engineers, with around 65% being recent graduates, showcasing our commitment to nurturing and developing the future leaders of the industry. We believe in a supportive, collaborative, and progressive environment, where every member, from seasoned experts to fresh graduates, plays a pivotal role. Our central London offices are a hub of innovation, where a friendly and diverse team comes together, driven by a collective passion for engineering excellence and making a significant impact towards a better future.

At FairHeat, our values are not just words; they're the essence of our culture. We uphold quality, trust, knowledge, and collaboration in everything we do. If you're looking to be part of a team that's not just about work but about making a difference, FairHeat is the place for you.

The Role

FairHeat has an established graduate programme and is now in the seventh year of recruiting graduates. The graduate programme is a two-year structured scheme with rotation through four different areas of the business such as: Design, Commissioning of New Build Developments; Design & Delivery of City-wide District Heating Systems; and Optimisation of Existing Building Heat Networks. The programme is focused on developing technical competencies, as well as the overall consulting engineering tool kit.

The primary route to develop skills is through project work and a proactive approach is taken to ensure that Graduate Engineers get a broad exposure to the different types of work over the two-year graduate programme.

The graduate programme is challenging, with substantial amounts of time on site and it is expected that Graduate Engineers will be proactively engaging with clients on projects from day one. However, it offers graduates a fast-track for them to develop expertise in a new and quickly developing industry where there is a huge demand for knowledgeable and competent engineers.

FairHeat's graduate programme has a successful track record to date. Both the engineers in the initial intake are now Lead Engineers in the business, with responsibility for leading projects.

Duties & Responsibilities

1. Support to new build developments

- Review designs and specification as part of design review team, with input to reports and design calculations
- Site inspections for compliance with design and workmanship, including plant room, network and dwelling
- Witness commissioning
- Carry out heat network commissioning testing
- Communicate analysis and proposed improvement back to client and design team

2. Energy Improvement Projects for Existing Schemes:

- Undertake site audits of existing heat networks
- Analyse heat network performance data
- Identification of opportunities to improve performance, with quantification of the likely cost and impact of any measures
- Design the improvements including calculations, drawings and specifications
- Ensure that the works are carried out to a high standard through offsite and onsite quality assurance inspections

3. Support the connection of existing buildings onto new heat networks

- Survey sites and review performance
- Assess the potential to improve compatibility of existing building systems with new heat networks
- Undertake design to improve existing building systems to improve district heating connection performance

Key Requirements

- Studying (or recently completed) a Masters-level (MEng) Chemical or Mechanical focused engineering degree
- Technical knowledge of thermodynamics and energy
- Good data manipulation, interpretation and visualisation skills
- Strong aptitude for learning new skills and high levels of initiative
- Good communication skills

Salary, Benefits and Other Information

- Attractive & market competitive remuneration in heat network business sector
- Annual discretionary bonus
- FairHeat will match 5% pension contributions
- 25 days annual leave in addition to the normal public/bank holidays
- Full time, 40 hours per week, Monday to Friday, 9.00am – 5.30pm
- Potential to work up to 2 days per week from home
- Be part of a growing innovative business and help shape the future of energy
- Collaborative, supportive, flexible and friendly environment
- Project management training and qualifications
- Support for Chartership Programme
- Comprehensive Induction Programme
- Graduate Buddy Programme
- 2 Volunteer / Social Engagement Days
- Quarterly and annual social events, from sports day to a whole company getaway
- Free coffee, teas and fruit every day, and a variety of beverages

FairHeat is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of any kind: FairHeat is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. FairHeat is committed to achieving a diverse workforce through application of an affirmative action, equal opportunity approach in all aspects of employment including recruitment, hiring, promotions, discipline, terminations, salary, benefits, and training.

Reporting To

Lead Engineer (on rotation)