

## ELECTRICIAN

*Join aes renewables*

*Permanent, Full-time*

*Based in Forres, Moray IV36*

*Salary: £49,000 to £62,069 per annum, based on a 45-hour working week. Overtime may be required in line with business needs.*

aes renewables is a trusted leader in renewable energy solutions, with over 50 years of experience delivering high quality, reliable systems. As we continue to grow, we are looking for a Heating & Plumbing Engineer to join our team.

This is a great opportunity for an experienced engineer who takes pride in high standards, works well as part of a team, and wants to build a career in a growing and forward-thinking business.

### THE ROLE

You will work alongside our solar installation team carrying out the installation, maintenance, and diagnostics of Solar PV systems across commercial, residential, and new build properties. The role will also involve supporting a wide range of renewable energy projects throughout the Highlands and Aberdeenshire.

### WORKING HOURS

Standard working hours will be **45 hours per week**, although start and finish times may vary depending on business and site requirements

This role may require occasional overtime and, from time to time, working away from home to support projects in remote locations or on larger commercial installations. Any additional hours worked will be paid in line with the overtime provisions set out in the employment contract.

### KEY RESPONSIBILITIES

- Install and maintain Solar PV systems and battery storage systems
- Carry out electrical wiring, inverter installations, panel mounting, and switch installations
- Complete fault finding, diagnostics, maintenance, and repair work
- Work on a variety of projects ranging from residential properties to large scale commercial installations
- Attend site visits and surveys, collecting relevant electrical information as required
- Work collaboratively as part of an installation team to ensure projects are completed safely and efficiently
- Provide clear and professional handovers and system explanations to customers
- Ensure all electrical work complies with relevant regulations, standards, and certification requirements
- Complete on-site paperwork, quality checks, and technical documentation accurately
- Represent aes renewables professionally during all customer and site interactions



- Liaise closely with internal engineering, operations, and sales teams to provide technical support and feedback

## **WHAT WE ARE LOOKING FOR**

### **Essential**

- 18th Edition Wiring Regulations certification
- City & Guilds Inspection & Testing 2391 Course (C&G 2391-52)
- Proven experience conducting EICRs
- Valid ECS Card
- Full UK driving licence
- Good knowledge of the Solar PV industry, or willingness to learn
- Strong communication and customer service skills
- Ability to work to deadlines and manage workload effectively
- Ability to work independently and as part of a team
- Strong attention to detail and commitment to quality workmanship

### **Desirable**

- Experience with EV charge point installations
- Experience working within the renewables sector
- Interest in renewable and sustainable technologies

## **BENEFITS**

- Company events
- Company pension
- Cycle to work scheme
- Employee discount
- Health and wellbeing programme
- Life insurance
- Free on-site parking
- Private medical insurance
- Annual salary review in line with company policy and performance

## **EQUAL OPPORTUNITIES**

aes renewables is an equal opportunities employer. We welcome applications from all suitably qualified individuals and are committed to creating an inclusive workplace where everyone is treated fairly and with respect.

## **HOW TO APPLY**

If you are interested in this opportunity and would like to join aes renewables, we would be delighted to hear from you. Please send your full CV to the HR Department at [hr@aes-renewables.co.uk](mailto:hr@aes-renewables.co.uk)

**CLOSING DATE:** *Friday, 26 June 2026*

## ELECTRICIAN

**Department:** Install (Electrical)

**Reports to:** Head of Electrical

**Location:** Forres

**Employment Type:** Full-time

**Job Purpose:** As an Electrician at aes, you'll carry out safe, high-quality electrical installations across domestic and commercial renewable energy systems, including solar PV, battery storage, heat pumps, and thermal systems. You'll work as part of a small, skilled team under the guidance of an Electrical Installation Manager, ensuring every installation meets current regulations, aes's internal standards, and customer expectations. This role is ideal for a qualified electrician who takes pride in doing things properly, enjoys hands-on work in a dynamic environment, and is eager to develop their skills in the renewable energy sector.

### Team Responsibilities:

- Comply with all aes policies and procedures.
- Contribute positively to the company culture and values: Brilliant, Consistent, Calm, and Grounded.
- Together we lead with safety, deliver with quality, act with urgency, and stay accountable – it is who we are.
- Carry out any other tasks as required from time to time, within your team or in collaboration with other teams, to support the wider goals of aes renewables.

### Key Responsibilities:

- Install, connect, and test electrical components of renewable energy systems, including solar PV, battery storage, thermal, and heat pump installations.
- Follow electrical plans, drawings, and install documentation to ensure accurate and compliant installations.
- Work closely with the Electrical Installation Manager and other team members to deliver installations safely, efficiently, and to a high standard.
- Support commissioning and testing processes, completing relevant certification and documentation.
- Ensure all electrical work meets current regulations (BS 7671) and aes quality and safety standards.
- Maintain clear communication with site teams, coordinators, and customers to keep everyone informed and aligned.
- Organise tools, equipment, and van stock to ensure readiness for each job and maintain a clean, safe working environment.
- Identify and report technical or safety issues early, working with others to resolve them promptly.
- Support apprentices and less experienced colleagues by sharing knowledge and best practices.

### Key Working Relationships:

- Electrical Installation Manager / Installation Manager – day-to-day guidance, quality checks, and project planning.
- PV and Mechanical Installation Teams – coordinate work on site to ensure efficient project delivery.
- Project Coordinators – communicate job status, report progress, and flag any issues.



- QHSE – ensure all electrical work is compliant and meets aes’s safety and quality requirements.

#### **Key Skills and Attributes**

- Proactive and decisive approach: Demonstrates the ability to take initiative and make sound decisions when faced with challenges on-site. We value electricians who can assess a situation, visualise the best way forward, and take ownership of getting the job started — rather than waiting for direction.
- Vision and problem-solving: Able to interpret plans, anticipate issues, and take practical steps to deliver high-quality installations efficiently. The ideal candidate will combine technical expertise with the confidence to make informed choices and see tasks through to completion.
- Independent worker with a collaborative mindset: Comfortable working autonomously when required, while also contributing positively to the wider installation team.
- Flexibility and commitment: Due to the varied nature of our projects and job locations, there may be occasions where additional hours are required. In such cases, Time Off in Lieu (TOIL) will apply in accordance with company policy. A flexible approach to working hours and travel is therefore essential.

#### **Success Drivers for your team, our customers, and the company:**

##### **For Your Team**

- A safe, organised, and supportive working environment.
- Clear communication and collaboration between site teams and coordinators.
- Commitment to delivering work right the first time, with pride and professionalism.

##### **For Our Customers**

- Clean, safe, and compliant installations completed to a high standard.
- Clear communication that keeps customers informed and reassured throughout.
- A professional, respectful presence on site that reflects aes’s values.

##### **For the Company**

- Consistent delivery quality that builds aes’s reputation for reliability and safety.
- Compliance with all electrical and safety regulations to protect customers and the business.
- Contribution to aes’s growth through teamwork, skill, and commitment to excellence.

#### **Risks to Manage:**

- Non-compliance with electrical or safety standards.
- Incomplete documentation or testing records.
- Poor communication leading to rework, delays, or customer dissatisfaction.
- Disorganisation or poor housekeeping affecting safety and efficiency.
- Cutting corners or failing to follow aes installation processes.

#### **What Success Looks Like:**

- Your electrical work is safe, clean, and compliant.
- Installations are completed efficiently and on schedule as part of a smooth-running site team.
- Customers feel reassured and well informed throughout the installation process.
- Colleagues and managers know they can rely on your technical skills, attention to detail, and professional attitude.

## PERSON SPECIFICATION

### Education and Qualifications

You will hold a recognised electrical qualification such as NVQ Level 3 (or equivalent) in Electrical Installation and have Approved Electrician status. You will also hold the 18th Edition Wiring Regulations (BS 7671) and a City & Guilds Inspection & Testing qualification (e.g. 2391-52).

You will have proven experience in conducting Electrical Installation Condition Reports (EICRs), hold a valid ECS card, and possess a full UK driving licence.

It would be advantageous if you also hold qualifications in renewable technologies, such as Solar PV or battery storage systems.

### Knowledge

You will have a strong understanding of electrical installation principles and practices, alongside in-depth knowledge of BS 7671 regulations and safe working procedures. You will be confident working across both domestic and commercial electrical systems.

Knowledge of renewable energy technologies, including solar PV, battery storage, and heat pump systems, would be beneficial, along with an understanding of how these systems integrate into electrical installations.

### Skills and Experience

You will bring proven experience in electrical installation within domestic and/or commercial environments, with the ability to read and interpret electrical drawings and schematic plans accurately. You will demonstrate strong attention to detail and take pride in delivering high-quality work.

You will be an effective communicator and team player, able to collaborate with colleagues while also working independently when required. You will show initiative on-site, making sound decisions, anticipating potential issues, and taking practical steps to ensure efficient and high-quality installations.

Experience in renewable or low-carbon technology installations would be advantageous, as would previous experience mentoring apprentices or supporting less experienced electricians.

### Personal Skills and Qualities

You will be reliable, organised, and self-motivated, with the ability to remain calm and professional under pressure. You will demonstrate a strong commitment to safety, responsibility, and accountability in all aspects of your work.

A passion for sustainability and renewable energy would be beneficial, along with a desire to learn, develop, and progress within the organisation.

You will align with aes renewables' values of being Brilliant, Consistent, Calm, and Grounded, and contribute positively to the wider team.