

## HEATING & PLUMBING ENGINEER

*Join aes renewables*

*Permanent, Full-time*

*Based in Dingwall, IV15 9LE*

*Salary: £38,000 to £45,000 per annum, based on a 36.25-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 be responsible for the installation, servicing, maintenance, and repair of air source and ground source heat pumps and heating systems, ensuring all work is completed safely, efficiently, and to a high standard.

### **WORKING HOURS**

Standard working hours are 07:30 to 16:00, 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 other locations. Any additional hours worked will be paid in line with the employment contract.

### **KEY RESPONSIBILITIES**

- Install, service, maintain, and repair heat pumps and heating systems
- Carry out fault finding, diagnostics, and repairs
- Ensure all work is completed safely and in line with relevant regulations and standards
- Complete service records, certificates, and technical documentation accurately and on time
- Liaise with internal teams to support smooth project delivery
- Provide clear and professional handovers to customers
- Represent aes professionally on site and in all customer interactions

### **WHAT WE ARE LOOKING FOR**

#### Essential

- NVQ Level 2 or Level 3 in Plumbing and Heating, or equivalent
- Proven experience in heating and plumbing installation, servicing, and maintenance
- Good understanding of heating and plumbing systems
- Strong fault finding and problem-solving skills



- Knowledge of health and safety requirements and relevant regulations
- Ability to complete documentation accurately
- Good communication skills
- Ability to work independently and as part of a team
- Strong attention to detail and commitment to quality

#### Desirable

- Gas Safe registration
- Experience in renewable or low carbon heating technologies
- Experience in the renewables or energy efficiency sector
- Interest in sustainable heating solutions

#### **BENEFITS**

- 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*

## HEATING & PLUMBING ENGINEER

**Reports to:** Project Manager

### Job Purpose

The Heating & Plumbing Engineer is responsible for the safe installation, servicing, maintenance, and repair of aes heating and plumbing systems. The role ensures all work is carried out to a high standard, in line with technical requirements, health and safety obligations, and company expectations.

Working closely with Project Coordination, Technical Design, and Installation teams, the Heating & Plumbing Engineer helps deliver reliable, compliant systems and a professional customer experience. Success in this role is measured through quality workmanship, accurate documentation, safe delivery, and strong customer confidence.

### Team Responsibilities

- ❖ Follow all aes policies, procedures, and safety requirements
- ❖ Contribute positively to the company culture and values of Brilliant, Consistent, Calm, and Grounded
- ❖ Work safely, deliver quality, act with urgency, and take accountability in all aspects of the role
- ❖ Support the wider business by working collaboratively across teams when needed
- ❖ Carry out other reasonable duties that support the goals of aes

### Key Responsibilities

- Install, service, maintain, and repair heating systems, plumbing systems, and associated equipment
- Carry out fault finding, diagnostics, and repairs efficiently and accurately across heating and plumbing works
- Install, service, and maintain air source and ground source heat pumps, radiators, under floor heating, hot water cylinders, heating controls, and other heating equipment where applicable
- Ensure all work is completed safely and in line with relevant regulations, standards, and manufacturer guidance
- Complete service records, compliance certificates, and technical documentation accurately and on time
- Liaise with Project Coordinators to confirm schedules, materials, and site readiness
- Work with the Technical Design Team to clarify system requirements and installation details where needed
- Deliver clear and professional handovers to customers, including explaining how systems operate
- Identify and escalate technical issues, safety concerns, or site risks promptly



- Maintain tools, equipment, and vehicles in a safe, clean, and serviceable condition
- Represent aes professionally on site and in all customer interactions

#### **Key Working Relationships**

- Project Coordinator, for scheduling, job planning, and material readiness
- Technical Design Team, for technical clarification and system specifications
- Installation Teams and Contractors, for coordinated project delivery
- Head of Projects and Servicing, for quality, compliance, and safety standards
- Customers, for installation updates, servicing support, and handovers

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

- Installations and servicing are completed safely, efficiently, and to a high standard
- Heating and plumbing systems are reliable, compliant, and perform as expected
- Documentation and records are completed accurately and on time
- Technical issues are identified early and resolved effectively
- Customers feel informed, supported, and confident in aes and its service
- aes's reputation for quality, professionalism, and dependability is strengthened through every job

## PERSON SPECIFICATION

---

### EDUCATION AND QUALIFICATIONS

#### Essential

- NVQ Level 2 or Level 3 in Plumbing and Heating, or equivalent trade qualification

#### Desirable

- Gas Safe registration
- Additional certifications in renewable heating technologies, including heat pumps or solar thermal
- Evidence of continued professional development in plumbing, heating systems, or related technologies

### KNOWLEDGE

#### Essential

- Good understanding of domestic and or commercial heating systems, including installation, servicing, and maintenance requirements
- Good understanding of plumbing systems, including hot and cold-water services, drainage and pipework
- Knowledge of relevant health and safety requirements, compliance standards, and building regulations
- Understanding of fault-finding and diagnostic methods across heating and plumbing systems

#### Desirable

- Knowledge of renewable heating systems, including air source heat pumps, ground source heat pumps, or other low carbon technologies
- Knowledge of water regulations and best practice in plumbing installations

### SKILLS AND EXPERIENCE

#### Essential

- Proven experience installing, servicing, maintaining, and repairing heating and plumbing systems
- Ability to diagnose faults accurately and carry out effective repairs
- Ability to work to technical specifications, manufacturer guidance, and required quality standards
- Ability to complete service records, compliance certificates, and technical documentation accurately and on time
- Ability to explain technical information clearly to customers and colleagues
- Ability to plan and manage workload effectively, including working independently when required
- Consistent attention to detail and a commitment to completing work safely and to a high standard



#### Desirable

- Experience working in the renewables or energy efficiency sector
- Experience installing or servicing low carbon heating technologies
- Experience supporting, guiding, or mentoring apprentices or junior engineers

### **PERSONAL QUALITIES**

#### Essential

- Takes a professional and safety-first approach to all work
- Takes ownership of tasks and follows them through to completion
- Builds positive working relationships with customers, colleagues, and contractors
- Remains calm and professional when dealing with unexpected issues or changing priorities
- Shows good judgement when identifying risks, resolving problems, and escalating issues where needed
- Demonstrates reliability, accountability, and a consistent focus on quality
- Delivers a positive customer experience through clear communication and a respectful approach
- Works in a way that reflects aes values of safety, quality, urgency, and accountability

#### Desirable

- Positive approach to continuous improvement and developing new skills
- Interest in renewable energy and sustainable heating solutions
- Strong alignment with aes values of Brilliant, Consistent, Calm, and Grounded