



Retrofit Trainee

Location: Birmingham, with frequent travel across the country

Type: Full time

Hiring multiple candidates: Yes

Starting: July 2024

Salary:

Training period

- (10-12 weeks) – £500 per week. All costs of training fully covered.

Post training

- Commission-based, with uncapped earnings (on target earnings of £48,000 – £70,000+ per annum)
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- Do you care deeply about environmental sustainability?
- Have you always wanted to work in a modern, dynamic startup environment?
- Do you love to travel?
- Are you a powerhouse of raw, potential, looking to make an impact and jumpstart your career in a fast-growing industry?

You might fit right in with us. We need **Retrofit Surveyor and Coordinator Graduates** to join our team!

About us:

At [Hestia](#), we're on a mission to make every home in Great Britain sustainable – helping people to live greener, healthier, and happier lives. We are innovators in the built environment. We make residential retrofit easy and affordable by introducing technology to improve the speed, accuracy, margins, and customer experience of the overall process.

Role Overview:

We are on the hunt for innovative and driven go-getters to join our **Retrofit Graduate Scheme**. This is an exciting opportunity to jumpstart your career – you will learn about residential retrofit and achieve a valuable qualification as a Retrofit Assessor or a Retrofit Coordinator in one of the UK's fastest growing industries. If you're looking to join a buzzing startup that's all about making a difference, this is your shot!

Key Responsibilities:

Continuous Learning: Participate in relevant training and professional development opportunities to enhance expertise in residential retrofitting and become qualified in retrofit.

Administrative support: Support the preparation of detailed reports and documentation of assessments, recommendations, and plans for retrofitting projects. Ensure accurate record-keeping for compliance and future reference.

Retrofit Assessments: Support the assessment of residential properties to identify retrofitting needs and opportunities. This includes evaluating the current energy efficiency, insulation, heating systems, and potential for renewable energy installations.

Energy Performance Certification – Support the production of EPC and EPR reports for homes both before and after retrofit works.

Retrofit Coordination: Support the retrofit coordinators with research, analysis, and document production.

Resident Communication: Support the communication with residents throughout the assessment process.

Requirements:

Interest in climate change, energy efficiency and environmental sustainability: Keen to learn and understand the industry to deepen knowledge of property efficiency as well as the retrofit process.

Adaptability and growth mindset – hard working, resilient and comfortable working in a fast-paced startup environment. Dedicated to personal growth, staying informed of the latest developments in retrofit technologies, materials, and best practices.

Driver's License: You'll need to be able to drive to different locations.

Detail oriented – Complete accurate administrative duties such as data inputting, and completing relevant paperwork, and ensure these are completed to a high standard.

Excellent communication & customer service – strong written and verbal communication, excellent customer service and interpersonal skills, with a respectful attitude to all residents and colleagues.

Delivery-focused and independent- Work to previously agreed goals and targets with minimal supervision. Action oriented and able to think on your feet.

Digital competence – You should be comfortable with digital tools and software. Whether it's energy assessment software, project management apps, or just keeping up with emails, a bit of tech know-how is essential.

Flexibility – up to 3 days a week of travel may be required.

Why You'll Love working with us:

At Hestia, we're not just retrofitting homes, we're reimagining Britain's future—one sustainable home at a time. We're all in on the vision of making every home super kind to the planet, where living green equates to living fully. It's a bold dream, sure, but the best parts of history come from people who dream big.

We offer a fun, cohesive and flexible working environment with a bright and diverse team that thrives on achieving the ambitions we aim for.

We aren't everyday people, so we don't have everyday values. Our core values are the compass that guides us:

1. **We do the right thing** - we know right from wrong. When in doubt we ask, 'How would I want to be treated?'
2. **We are committed** - to the mission and to each other.
3. **We start with 'why not'** - just because it is, doesn't mean it should be. We are critical thinkers who don't shy away from a challenge to solve big problems. We know creativity takes courage -- we love 'this may sound wild but...'
4. **We get stuff done** - when we commit, we always deliver.
5. **We have a high bar** - we maintain the highest standards and aspire to be the best in everything we do.
6. **We give feedback as a gift** - we tell each other the truth and encourage a mindset of continuous learning and growth. We develop one another through apprenticeship and mentoring.
7. **We let our freak flags fly** - we don't merely tolerate, but celebrate diverse perspectives, personalities and life experiences.

How to Apply:

Please share your CV with us at careers@hestia.homes, and write a cover letter answering the following questions:

1. What is it about this role that caught your attention?
2. Why are you the perfect fit for this role at Hestia?

We can't wait to meet you!