

# Senior Mechanical Production Engineer



## Job Description

Location: 630 Wharfedale Road, Winnersh Triangle, Wokingham, RG41 5TP

## About tepeo

We are a rapidly growing ClimateTech business on a mission to disrupt the heating industry with a revolutionary low-carbon heating technology. Decarbonisation of domestic heating is the single biggest challenge facing the UK's goal to reach Net Zero. Heating represents over 17% of all carbon emissions in the UK.

Our product is a smart heat battery - we call it a Zero Emission Boiler (ZEB)<sup>®</sup>. It's a plug 'n' play replacement for a gas or oil boiler, is easy to install and massively reduces the carbon emissions from heating. It uses electricity to 'charge' ultra-high density thermal storage when energy prices and the carbon intensity of the grid are low. Our IoT technology and cloud-based algorithms automatically optimise the ZEB to minimise cost & carbon.

We've been recognised as one of the fastest growing and most exciting ClimateTech scale-ups in the UK. We are a team of over 50 people and recently won the [Ashden Award](#) for Innovation. There's more on our website at [tepeo.com](https://tepeo.com).

## About the role

At tepeo, we are committed to creating a diverse and inclusive workplace where everyone feels welcome and valued. Diversity in our teams enables them to represent a variety of perspectives and experiences, making them more effective.

We are hiring for a talented, experienced and motivated Senior Mechanical Production Engineer who can drive the design, implementation, and optimisation of product improvements and production processes to ensure efficiency, quality, and cost-effectiveness.

This role is vital as we take pride in our ability to maintain stringent quality standards and deliver exceptional products to our customers, as we aim to decarbonise domestic heating and become a leading supplier of heat battery technology.

The successful candidate will work closely with cross-functional teams, including engineering R&D, production and service engineers, to drive continuous improvement initiatives and support the growth of our in-house manufacturing capabilities.

We want people who are passionate about tackling climate change. We firmly believe in the existential threat that climate change poses to us all. This is why we're changing the way we heat our homes.

## Role details

- **Full-time employee** to start at the earliest available date.
- Location: Office based
- **Product Support:** Provide engineering support for production activities to ensure efficiency, quality, safety and consistency of product build. Spot check build consistency in line with work instructions and report on potential build quality risks. Evaluate warranty returns data, identify key issues and implement action plans to improve failure rates. Support and analysis of part/product inspections where non-conformances are found
- **Process Improvement:** Analyse and implement improvements to existing manufacturing processes to enhance productivity, reduce waste, and increase efficiency. Implement Lean manufacturing principles and other best practices to streamline operations. Engineer the specification, design, build and sourcing of machinery, tooling, test rigs, jigs and fixtures.
- **Production Planning:** Work with the Engineering Director to develop and maintain production schedules to ensure timely delivery of products. Coordinate with the supply chain and procurement teams to manage inventory levels and optimise resource utilisation
- **Equipment Management:** Oversee the maintenance and calibration of manufacturing equipment. Collaborate with the production team to ensure all machinery operates at peak performance and complies with safety standards. Advise on workshop equipment calibration/maintenance schedules
- **Quality Control:** Implement and monitor quality control procedures to ensure products meet industry standards and customer expectations. Investigate and resolve production issues, implementing corrective actions as necessary, including prototyping solutions, preparing methodical test plans and implementation.
- **Technical Support:** Design and develop work instructions & standard operating procedures (SOP's) to improve efficiency, quality and reliability. Provide training, guidance and technical support to production staff, troubleshooting and resolving mechanical issues. Advise on best practices.
- **New Product Introduction:** Collaborate with the design and engineering teams to transition new products from development to production. Develop and document manufacturing processes, work instructions, and standard operating procedures. Plan and implement line layout and build practices for new product launches ensuring good production engineering methodologies are employed.
- **Health and Safety:** Promote a safe working environment by adhering to health and safety regulations and company policies. Conduct risk assessments and implement measures to mitigate hazards.
- **Continuous Improvement:** Work with the Engineering Director to participate in continuous improvement projects, using data-driven approaches to identify areas for enhancement. Drive initiatives to improve production efficiency, reduce costs, and enhance product quality.
- **Life Cycle Assessment:** Evaluate the environmental performance of the product, packaging and services. Review materials, components, products and supply chain for sustainability and end of life options. Support with compliance to product and environmental standards.

# About you

## Essential

- Degree qualified in an Engineering related discipline (Bachelors or higher), preferably Mechanical Engineering or Manufacturing Engineering
- 8+ years of proven experience in a mechanical production engineering role or similar, preferably within the heating industry or a related manufacturing environment
- Strong knowledge of manufacturing processes, Lean manufacturing principles, and continuous improvement methodologies
- Experience of using failure mode and effects analysis and root cause analysis techniques to identify and resolve production issues
- Proficiency in CAD software and other relevant engineering tools, for the creation of 3D parts & assemblies along with drawings to BS 8888
- Excellent analytical, problem-solving and critical thinking skills and the ability to troubleshoot complex mechanical issues methodically
- Strong project management skills, with the ability to manage multiple projects simultaneously
- Effective communication and interpersonal skills, with the ability to work collaboratively in a team environment and to present clear analysis and results for reasoned decision-making
- A proactive and self-motivated team player, with a commitment to achieving high standards of quality and efficiency
- Great attention to detail and organisational skills
- Keen interest in the future of the energy sector and Net Zero

## Preferable

- Consumer product manufacturing experience
- Previous use of Autodesk Inventor and Vault
- Experience of ISO 9001 QMS
- Python for data analysis and interpretation of data

## Benefits

25 days holiday plus 8 bank holidays and 1 'birthday' holiday.

Life insurance

Private Medical Insurance

Optical and Dental Insurance

Income Protection

EV Car Scheme

Cycle to work scheme

Employee Assistance Programme

Holiday Purchase Options

Discounted ZEB for your home

Collaborative, flexible, and friendly environment

Be part of a growing technology scale-up and help shape the future of energy

## Getting in touch

If this sounds like it might be the job for you then drop us a line at [careers@tepeo.com](mailto:careers@tepeo.com). Please include a copy of your CV and any supporting information you think we should have. We are considering applications on a rolling basis so do get in touch ASAP.