

Application pack - Graduate Scheme 2024

Dear Applicant,

Many thanks for your interest in our graduate scheme! Please find enclosed a description of the role along with some further information about what makes us tick.

To apply for the role, please complete the online application form at midsummerwholesale.co.uk/graduate-scheme

You will need a CV and cover letter in PDF format too.

We will be in touch as soon as possible with regards to your application - please bear with us though as it is a busy time for a small company.

We really look forward to hearing from you.

Yours faithfully,



Jamie Vaux
Commercial Director, Midsummer

The role



Do you want to work in sustainability but don't know where to start?

Do you want to get experience in all the key areas of a business in the renewables industry?

Midsummer offers a unique graduate scheme, that sees our grads get stuck in to all aspects of a busy and growing renewables distributor.

Who we're looking for

You're intelligent, friendly, good with technical detail, and you want a career that will make a difference.

Perhaps you're inclined to start your own business one day - at any rate disappearing into a large organisation or doing the same thing every day doesn't appeal. You're eager for early responsibility and you want to find out first-hand how a growing business operates in a young and competitive industry. You're ambitious, passionate about the environment and about business. You're well-rounded in your skill-set - you've a head for figures, great communication skills and you're willing to get stuck in.

Don't meet all these requirements? Don't worry, you might still be the right person for the job. If you have enthusiasm and potential we want to hear from you!



The Programme



The purpose of the graduate scheme is to give you wide ranging experience of all aspects of operating a small company. You will spend time in various departments of the business, including the following:

Technical Support Team

Working under our technical engineers, you will gain experience of customer technical enquiries (from troubleshooting to design support) as well as helping to create and maintain product listings, writing technical content and articles and helping to optimise processes. You'll have the chance to talk to customers, and help the wider operations team with assessing and onboarding new products.

Renewable Heat Team

We launched our renewable heat division in 2021, so it's still the newest part of Midsummer, and one with enormous growth potential as the UK begins to decarbonise its heating.

A rotation in the heat team offers the opportunity to learn the technical ins and outs of heat pumps, and the associated system parts, as well as the considerations that go into a proper system design for retrofit and new build applications. You'll handle customer enquiries, get hands-on with the hardware, and take part in developing, using and promoting our unique [heat pump sizing software](#), [Heatpunk](#).

Off Grid Systems

Midsummer began by selling off grid systems, and it continues to be an important (if smaller) part of what we do. You will have the chance to learn about designing solar and storage systems to suit different off-grid applications, and support the off-grid team with sales and operations.



The Programme (Cont.)



Software Development Team

We're an unusual renewables distributor in that we have an in-house team of developers. As well as our Heatpunk software, we also have its hugely popular PV predecessor, [Easy-PV](#), [our online PV tool suite](#). Easy PV allows solar PV installers to design PV systems quickly, with all the correct mounting and electrical components. At the click of a button, it also does financial projections, schematics, structural calculations, and even fills out electrical commissioning forms for the user.

As well as our software offerings, the team also develop and improve all our internal systems. The nature of the rotation in the software team will be tailored to the candidate's abilities - but we'll aim to make the best use of your strengths and give you the chance to play a part in developing our cutting-edge systems.

As well as the above, the scheme will expose you to business functions that may include the following:

- Operations & Purchasing
- Marketing & Communications
- Business Development
- Administration & Accounting
- Sales/Account Handling
- Warehouse & Logistics

We will also aim for you to have the chance to spend a month or two at our Dublin subsidiary during the year!

As a hands-on introduction to all aspects of running a small company, our graduate scheme will equip you with skills and experience that would transfer to any small but growing firm, and an insight into a career in the renewables industry.

Who we are



You'll be joining a young, dynamic company with positive values that is aiming to position itself as the leading distributor of renewable energy systems in the UK. On the grad scheme you will be joining a company with enormous potential for growth both in the UK and internationally. This will be a challenging but fulfilling role.

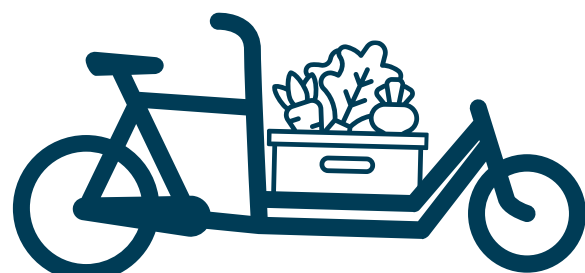
The position is based in our offices neighbouring Milton Country Park on the outskirts of Cambridge. We are open to some degree of flexible working - and there are times when working from home can allow you to get your head down and complete tasks free from distractions - but we believe it is best to see our colleagues face to face on most days so you will be expected to be largely based in the office.

Salary is negotiable and will depend on your experience. We aim to be competitive. In addition to base salary we have a policy of sharing a proportion of the profits of the company amongst long-term employees.

You won't get a company car - we'd rather encourage people to get on their bike or take public transport. But you do get a free bag of delicious, fresh, locally-grown organic veg every week.

To apply

Please complete the application form at midsummerwholesale.co.uk/jobs



Our Story



2005



2015



2023

Midsummer began life in the front room of a narrowboat, when our founder started selling solar panels to fellow boaters.

Sticking to our roots

We've grown through 7 ever-larger warehouses since then and diversified what we do - but an important part of our business remains the supply of off-grid systems to customers who need power away from the national grid.

Growing branches

With the introduction of the Feed-in Tariff in 2010 we began installing and supplying larger grid-connect solar PV systems. Today, the distribution of solar PV and battery storage accounts for the majority of our £125M annual turnover.

Planting seeds

In 2019 we opened a subsidiary on the outskirts of Dublin. Our team have gone from strength to strength, and have just moved to a larger warehouse. Last year we also opened another satellite warehouse in Glasgow.

Software - the secret of our success

We've written our own PV design software that makes designing solar power systems incredibly easy. It's used by installers and manufacturers in the UK and internationally.

We're developing software for designing heat pump systems too. Heat pumps are the future of heating, and we want to be at the forefront of their deployment in the UK. They will be an important part of the next chapter of our story!

Our values



It has never been our aim simply to make a profit. We want to make a positive impact on the world around us too. This is what we stand for.

Eliminating fossil fuels

We are passionate about moving as swiftly as we can to eliminate fossil fuels from electricity generation, heating and transport. We only sell products and systems that further that aim.

We are also working to reduce fossil fuel use in our own operations. We have solar arrays on our Milton office and our warehouse in Glasgow. We help our employees to keep their own footprints low by encouraging cycling and walking over car use.

Reducing consumption

Over-consumption is at the heart of many of the environmental problems that the world is experiencing. Most businesses operate a business model which is designed to encourage consumption. We want to be different.

We sell solar PV systems that greatly reduce the amount of energy that properties need to import, and we sell heat pumps that use less primary energy (and from less damaging sources) than the fossil fuel based heating systems that they are replacing.

We don't sell disposable items. All the products that we sell are designed to last for many years. Many of the solar panels we sell have a 30 year warranty.

We try where we can to reduce consumption in our own operations. We re-use a lot of the packaging that products arrive in.



Putting people and planet before profit

We believe that businesses have a bigger responsibility to the planet, and to their employees and the communities they operate in, than they do to their shareholders.

We are a successful business. Some of our annual profit is returned to our employees through a staff profit share scheme. We also have a community fund which donates to socially beneficial and sustainable projects in the community. Almost all the remaining profit is reinvested into the business - very little is paid out in shareholder dividends.

We believe in reducing the gap between rich and poor. We pay well over the living wage to all our employees, and our profit share scheme is equitable, so that all employees, from the most junior to the most senior, share equally in the rewards when the company does well. For senior staff we aim to pay competitive salaries, but we don't believe in excessive executive pay.

We believe healthy employees are happy employees. We work with local organic growers to provide all our employees with a vegetable box each week.



Leadership team



Andy Rankin, Founder

A former climate scientist who started a solar company from his off-grid home 15 years ago. Andy likes to build things from scratch, whether that's companies, houses, solar farms, software or freight bikes.



Jamie Vaux, Commercial Director

An environmental business enthusiast who went looking for a company to throw his idealism at, Jamie has spent 10 years chasing sales and building the Midsummer team. If he's not frowning at his phone, you'll find him lifting something heavy or cooking.



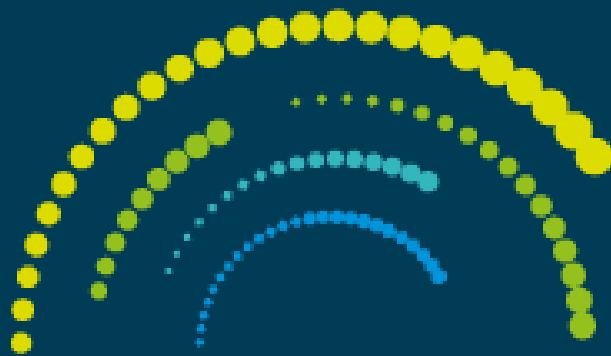
Lowri Goodyer, Sales Director

A fellow eco-crusader, Lowri heads up UK sales - and can be found climbing, surfing, running, snowboarding or gardening when she wants a rest!



Tom Livesey, Purchasing Director

Tom keeps the wheels of Midsummer turning. From purchasing to logistics and a good dose of technical sales too, his immense product knowledge is only rivalled by his knowledge of craft beers and fantasy football tactics.



MIDSUMMER

2022 Distributor of the Year - Solar & Storage Live Awards

"I can't imagine a job I'd love more or a company I could be more committed to. Every single day we're moving renewables forward and I'm surrounded by a great bunch of people helping to do it."

Jamie Vaux, Commercial Director



Easy PV

Solar design made simple

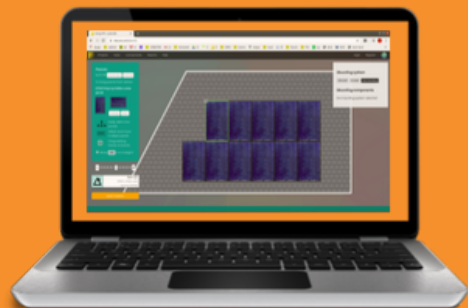
We used to install solar PV systems ourselves - and found that we had to use 5 or 6 different software packages to complete a full design.

Every mounting system, every inverter brand, had their own design tool - and then you had to use spreadsheets and word processors to pull everything together and create a nicely formatted quote.

We shoehorned a design package together that did everything - and saved ourselves a lot of time and wasted effort!

When we gave up installations to concentrate on distribution, we realised our design tool was actually one of our greatest assets. We put a huge amount of effort into improving it and making it available to our distribution partners. It's now used by hundreds of people every day to design PV systems. And because it connects seamlessly to our e-commerce website, it makes it easy for users to purchase from us. We have seen our sales grow enormously as a result.

- Draws roofs to scale
- Automatically create solar array layouts
- Designs the mounting system and undertakes structural calculations
- Selects appropriate inverters and undertakes stringing calculations
- Specifies electrical components
- Creates a schematic
- Produces shading & yield calculations
- Generates a professional quote and technical report
- Makes financial projections for the customer
- Auto-completes commissioning forms
- Connects to our websites for rapid ordering



30,000

designs a month
(and growing rapidly)

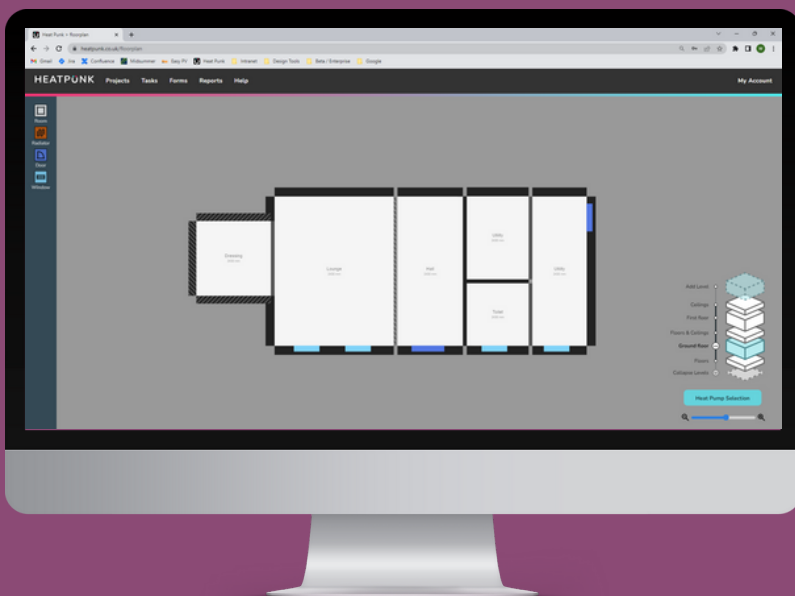
easy-pv.co.uk

HEATPÜNK

We've recently released a new tool that allows installers to survey properties and design heat pump systems.

Building on the web technology we used to create the roof editor for Easy-PV, we've created a floorplan editor that makes it extremely easy to draw a house to scale and undertake detailed room-by-room heat loss calculations.

The software automatically selects the optimum heat pump and shows which rooms may need upgraded radiators to work at the relatively low flow temperatures that a heat pump produces.



Heat pumps are the future of heating. We're at the beginning of a transformation of the entire heating industry, and our software will be a big part of that. There are exciting times ahead!

heatpunk.co.uk