

Project Manager

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Permanent, Full-time

Based in Craig Road, Dingwall, Ross-shire, IV15 9LE

Salary: Salary will be dependent on qualifications, skills, and relevant plumbing and heating experience

aes renewables

At aes renewables, we have been helping homes, businesses and communities across Scotland make confident renewable energy choices since 1979. We design, install and support renewable energy systems including solar PV, heat pumps, battery storage and off-grid solutions. Our work is built around quality, practical expertise, clear advice and long-term customer support.

We are now looking for an experienced **Project Manager** with a strong plumbing and heating background to join our Projects & Servicing team in Dingwall.

THE ROLE

This is a hands-on technical project management role, combining the coordination of multiple customer projects with practical plumbing, heating and renewable energy expertise.

As Project Manager, you will take ownership of projects from technical sign-off through installation and final commissioning, ensuring they are safe, technically sound, properly prepared and delivered to a high standard.

You will work closely with Technical Products Engineers, Project Coordinators, installation teams and Operations, helping to resolve technical challenges, manage risks and keep customers informed. Installation dates are arranged by the Operations team; your focus will be ensuring each project is fully ready for scheduling and successful delivery.

This role would suit someone with significant practical plumbing and heating experience who enjoys organising complex work, solving problems and supporting colleagues while maintaining responsibility for their own projects.

KEY RESPONSIBILITIES

- Manage multiple live customer projects from technical handover through installation, commissioning and completion.
- Use your plumbing and heating knowledge to assess project requirements, installation feasibility and practical technical considerations.
- Ensure site surveys, access, materials, resources, documentation and technical details are in place before projects move to scheduling.
- Work with the Scheduling and Operations teams to highlight dependencies, resource constraints and project-readiness issues early.
- Keep customers informed at key stages, managing expectations and maintaining a positive customer experience.
- Identify and resolve technical issues, delays, changes and delivery risks, escalating significant concerns where needed.
- Collaborate with technical engineers, installers and contractors to confirm system suitability, design details and commissioning requirements.
- Provide practical guidance to Project Coordinators and colleagues, supporting shared priorities and consistent delivery standards.

- Maintain clear, accurate project records and handovers in SimPro and other management systems.
- Provide project and portfolio updates to the Head of Projects & Servicing and contribute to improvements in processes and teamwork.

WHAT WE ARE LOOKING FOR

We are looking for someone who combines hands-on plumbing and heating expertise with strong project coordination, clear communication and sound judgement.

Essential:

- A relevant plumbing or heating qualification, apprenticeship, trade background or equivalent practical experience, alongside experience coordinating or managing installation work.
- Significant technical or hands-on experience with plumbing and heating systems, installation methods and commissioning principles.
- Experience managing multiple projects, workstreams or complex customer requirements from handover to completion.
- An understanding of site readiness, project risks, health and safety and practical installation challenges.
- Strong planning, organisation, problem-solving and decision-making skills.
- Confident, professional communication with customers, installers, contractors, colleagues and senior managers.
- The ability to guide and support colleagues and maintain high standards without formal line-management authority.
- Good IT skills, including Microsoft Office and digital project or job management systems.

Desirable Experience

- Project management training or qualifications, such as PRINCE2, APM or equivalent.
- Experience with heat pumps, renewable heating, building services, construction or engineering projects.
- Knowledge of hydraulic principles, technical design, contractor coordination and customer handovers.
- Experience using SimPro or similar systems.
- Relevant heat pump, commissioning, health and safety, Gas Safe, OFTEC or manufacturer training.
- Experience coaching colleagues or improving project delivery processes.

WHAT SUCCESS LOOKS LIKE

In this role, success means:

- Projects move efficiently from technical handover to installation and commissioning, with plumbing and heating requirements fully understood.
- Site, material, resource and technical information is complete before scheduling is requested.
- Technical risks, blockers and installation issues are identified early and managed effectively.
- Customers receive clear updates and feel confident throughout the process.
- Project records, decisions and handovers remain accurate and up to date.
- The wider team benefits from your technical guidance, collaboration and visibility of priorities.



- Above all, you take ownership, remain calm under pressure and consistently deliver safe, high-quality work.

WHY JOIN AES RENEWABLES?

Joining aes renewables means becoming part of an established Scottish renewable energy business with decades of experience and a clear focus on the future.

We offer:

- Long-term employment with an established Scottish company.
- The opportunity to work across a range of renewable technologies.
- Opportunities to develop your technical knowledge and professional skills.
- A collaborative working environment where teams share knowledge and support one another.
- Varied work with customers, technical teams and renewable energy projects across Scotland.
- The opportunity to contribute to work you can genuinely take pride in.

Our values shape how we work. We aim to be Brilliant, Consistent, Calm and Grounded, taking pride in quality, accountability, strong relationships and doing the right thing for our customers and colleagues.

BENEFITS

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

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 have a strong plumbing and heating background and the experience to manage technically complex installation projects, we would be pleased to hear from you.

Please send your CV to hr@aes-renewables.co.uk

CLOSING DATE: Monday, 26 October 2026

Apply