# Development Manager

**Salary range:** Dependent on experience + Up to 20% performance bonus

**Benefits:** Up to 7% matched Pension, private medical insurance, and travel insurance

**Hours/days per week:** 37.5 hours/5 days

**Place of work:** Hybrid 3 days in South Oxford Office including customer site visits

**Reports to:** Chief Development Officer

## About us

Heat in buildings accounts for more than a third of the UK's total carbon emissions, with more than two million businesses and 24 million homes burning fossil fuels for heating.

To achieve Britain's climate goals, there is an urgent need for a national shift from fossil fuel heating to low-carbon alternatives—and heat networks offer a proven, scalable option.

1Energy is the UK's leading developer of low-carbon, city-heat-networks. Our mission is to decarbonise heat in cities and towns across the UK, accelerating the transition to net zero.

Our heat networks provide the lowest cost, simplest and fastest route to decarbonising heat at scale and a long-term foundation for healthier, greener cities.

In just over three years, 1Energy has grown from a start-up to having over £600m of heat networks in development, with ambitions to deploy £1bn within the next eight years into building new networks.

1Energy is backed by a dedicated fund established by Asper Investment Management, which supports the development, construction and operation of our networks.

Our team are leaders in the heat network industry—having delivered and operated more than 100 district heating projects over the past 15 years.

## About the job

As a Development Manager, you'll drive the development of 1Energy's low-carbon district heating projects, helping to bring them through each stage of commercialisation — from initial strategic assessment and master planning through to financial close. You'll act as the day-to-day development lead for allocated projects, representing 1Energy with external stakeholders while working within the strategic direction set by the Chief Development Officer and bringing together the technical, commercial, planning and stakeholder activities that turn an opportunity into an investable, deliverable heat network.

Working within the Development team and reporting to the Chief Development Officer, you'll work to move projects through a structured stage-gate process, securing the customers, land, planning consents, utility connections and funding that move a project towards financial close. You'll coordinate internal specialists — including Energy Engineers, the Energy Centre Design Lead and Commercial Analyst — alongside external consultants and contractors, keeping projects on programme, on budget and compliant – brining knowledge of each area and an ability to use external experts.

We're looking for a proactive, commercially astute developer who works well within complex, multi-stakeholder projects, builds strong relationships across the public and private sectors, and is passionate about decarbonising heat.

We are recruiting a team of Development Managers who between them will cover a range of activities and bring a range of different backgrounds. We expect individuals to bring a different combination of sills that when put together cover the full areas of experience we are looking for.

## What you'll do

### Project development & stage-gate delivery

- Drive the development of multiple district heating projects from origination, through commercialisation, to financial close based on the strategic direction provided by the CDO
- Help move projects through each development stage and stage gate, working in line with 1Energy's project delivery framework and with awareness of the principles set out in the Government Functional Standard GovS 002: Project Delivery, including governance, clear accountabilities, proportionate controls, risk management, benefits/value, planning, assurance and lessons learned
- Coordinate the production of key development deliverables, including Strategic Assessment Reports, Energy Master Plans, Policy Alignment Papers and Preliminary and Full Business Cases
- Maintain costed resource plans and project management plans through to operations
- Identify and manage development risks, assumptions, interfaces and dependencies across workstreams

- Drive projects to achieve hurdle rates and investment criteria, working across the Engineering team and with the Commercial Analyst on the financial model and business case

### Land, planning & consents

- Secure land for Energy Centres and network infrastructure — identifying and costing options, managing contract negotiations and progressing these to acquisition or lease
- Coordinate and submit planning applications for Energy Centres and network routes, from pre-application through to consent
- Manage planning and environmental assessment, permits and easements, working with planning consultants
- Lead public consultations and community engagement.
- Lead negotiations for wayleaves and easements where required to support project delivery.
- Lead the management and maintenance of the land ownership register

### Utilities & supply chain

- Lead engagement with utilities to secure connections (electricity / DNO / IDNO, gas, water and fibre), from capacity checks through to signed connection offers
- Engage and coordinate the supply chain, including preparing scopes, obtaining costs and managing consultants and contractors
- Support procurement and contracting strategy, tender documentation and pre-qualification studies, working with technical colleagues and commercial team

### Stakeholder engagement & representation

- Develop and deliver the project stakeholder engagement plan, managing relationships with councils, highways authorities, landowners, communities and other stakeholders
- Represent 1Energy at project-level meetings, events and public forums, escalating strategic or commercially sensitive matters to senior leadership as appropriate.
- Manage internal stakeholders, keeping leadership and project teams aligned and informed

### Funding, compliance & reporting

- Lead Green Heat Network Fund (GHNF) reporting and ensure ongoing compliance with grant funding obligations
- Discharge Market Transformation Commitment (MTC) obligations, engaging with the local community and local supply chain
- Ensure projects are compliant with relevant regulations and standards, such as CIBSE CP1 and UK heat network regulation
- Provide accurate, regular project reporting to management on progress, programme, budget, risk, decisions and key

dependencies, supporting the Head of PMO in ensuring project delivery principles are followed consistently

### Safety

- Create a Health and Safety folder and ensure all required documentation is included.
- Review, organise, and complete all PCI information to ensure it is accurate and up to date.

These are the core responsibilities of the role, but the successful candidate is expected to be flexible and to support activities across other 1Energy functions — including development, technical and commercial — as required.

## What you'll need

### Essential

Experience with some combination of the core requirements for this role – namely:

- Willingness to travel nationally as required, and a full, valid UK driving licence
- Proven experience leading the development of infrastructure, energy or property projects — ideally district heating or low-carbon heat — from origination towards financial close and delivery
- Strong project management skills, with a track record of driving complex, multi-workstream projects to programme and budget
- Commercial acumen, including experience with business cases and value analysis
- Awareness of the Government Functional Standard GovS 002: Project Delivery, and the ability to work within stage-gate and governance processes led by the Head of PMO
- Experience securing land, planning consents and/or utility connections for infrastructure projects, or a strong understanding of these processes
- Technical knowledge and enough understanding to guide the project
- Excellent stakeholder management and relationship-building skills across the public and private sectors, including local authorities and communities
- A confident communicator and presenter, able to represent the company externally and at public events
- The ability to coordinate technical and commercial specialists and external consultants and contractors with enough knowledge of each area to direct and management effectively.
- Strong organisational skills, attention to detail and the ability to manage competing priorities and deadlines
- A self-motivated team player who takes the initiative and works well independently and remotely
- A passion for the UK's transition to a low-carbon energy system

### Desirable

- Experience in the heat network or district energy sector specifically

- Knowledge of heat network development stage-gate processes and financial close requirements
- Familiarity with the Green Heat Network Fund (GHNF), including reporting and the Market Transformation Commitment (MTC)
- An understanding of CIBSE CP1 and UK heat network regulation
- Experience with planning and consenting, land acquisition or DNO / utility connection processes
- A relevant degree, such as engineering, energy, planning, surveying, geography or business (or equivalent experience)

1Energy's team is comprised of head office remote and on-site roles, with our team members based across the UK; for this role, however, travel will be required to meet with customers, stakeholders and colleagues.

All applicants must be eligible to legally work in the UK.

## Work with us

If this sounds like you, we'd love to hear from you. Please send us an email with your CV to: info@1energy.uk