



Thrive Renewables plc

Asset Engineer – full time, permanent appointment (flexible working considered)

Salary: £40,000 - £70,000 p.a depending on the experience and aptitude of the successful candidate + performance bonus

Benefits: 33 days holiday pro rata (including bank holidays), enhanced maternity, adoption and co-parent (paternity) pay, non-contributory pension, private medical insurance, permanent health insurance, life assurance and more.

Location: Central Bristol office at least two days per week with remote working options. Flexible working considered. Whilst our office is in Bristol, our portfolio of project sites is spread across the UK and we are open to a hybrid or remote working arrangement for the right candidate.

Hours: Our office hours are 8.30 a.m. to 5.00 p.m. Monday to Friday with one hour for lunch but are flexible. This role is available on a flexible basis, full time or part time.

Introduction

As one of the UK's first mission driven businesses, working with Thrive will see you take an active role in building a cleaner, fairer energy system in the UK.

Our vision: We believe in the power of together. A world where everyone can be part of the clean energy generation.

Our mission: Putting money to work building new sustainable energy projects and empowering people to take action to address the climate emergency.

In total, we have developed, built or funded 44 renewable energy projects, with our current portfolio including onshore wind, solar, hydro, battery storage and heat.

We are proud to be a certified B Corporation, scoring in the top 3% of all UK B Corps for our positive environmental and social impact.

We are currently looking to appoint the position of Asset Engineer to ensure the reliability and long-term productivity of our growing portfolio.

Responsibilities include:

- Champion a strong health and safety culture across all asset activities. Ensure compliance with regulations, industry good practice and internal policies
- Oversee technical asset inspections:

- Monitor, trend and track the health and performance of assets within the Thrive portfolio.
 - Identify and diagnose performance and reliability issues and recommend actions.
 - Conduct periodic detailed inspections and assessment of assets.
 - Develop and manage an asset inspection regime, monitor, review and respond to output.
- Design and implement measures to drive reliability and performance
 - Develop and implement reliability improvement plans across the portfolio.
 - Analyse failure modes and trends to reduce downtime and optimise asset life.
 - Identify or consider opportunities to enhance production.
- Develop and implement strategies to manage assets
 - Build and maintain asset strategies tailored to end-of-life optimisation.
 - Collaborate with O&M providers to ensure alignment with asset strategies. Input to new or renewing O&M contract scopes.
 - Develop spare part strategies and obsolescence management plans.
- Provide technical support for the rest of the internal Asset Management team concerning Thrive's assets.
- Identify and manage technical and operational risks across the portfolio.
 - Support the development of risk tools and mitigation strategies.
- Work closely with internal teams and external partners. Provide technical input to investment decisions, life extension work and commercial claims (such as warranty or insurance).
- Support, promote and oversee site activities which put Thrive policy into practice areas such as community engagement, biodiversity, net zero and sustainable procurement.

Skills / experience required:

- Degree in Mechanical / Electrical / Electrotechnical Engineering and / or complemented by a renewable energy qualification.
- Sufficient and suitable experience in the renewable energy sector commensurate with the responsibility and seniority of this role.
- Confidence in understanding, reviewing and applying safety arrangements such as Safe Systems of Work, Risk Assessments and reported Near Miss events.
- Analytical and inquisitive mind set, keen to challenge and understand why.

- Data analysis – you must be able to demonstrate previous experience of collecting, analysing and presenting data on energy production.
- Familiarity with industry specific guidelines such as WTSR, operational control or having worked on operational assets directly would be an advantage.
- Proven experience in maintaining operational assets within the renewables sector, ideally with onshore wind but all renewable types are advantageous.
- Strong understanding of reliability engineering, condition monitoring, and failure analysis.
- Experience developing asset strategies and managing ageing assets.
- Demonstrable ability to communicate technical matters to a less technical audience.
- Familiarity with O&M contracts, spares management, and risk framework.
- Strong IT skills including Office 365, intermediate / advanced Excel. The role involves reviewing asset data via SCADA, Asset Management systems and managing / analysing data sets in excel or similar packages: you will have the ability to embrace new tools such as Power BI and bespoke applications.
- Some travel will be required to project sites, external meetings and conferences.
- A full UK driving licence would be an advantage.

Relationships

Reporting to the Head of Operations. Working within the operations team and alongside the investment, finance and communications teams. Liaising with internal operations teams, contractors, project stakeholders and professional services.

Applications

Please send a CV and covering letter to recruitment@thrivere Renewables.co.uk

Thrive is an equal opportunity employer. We promote diversity, are committed to creating an inclusive environment for all employees and encourage applications from global majority candidates.

You must be legally entitled to work in the UK

No agencies please.

Closing date for applications is 5pm on 8 October 2025, interviews week beginning 13 October 2025.