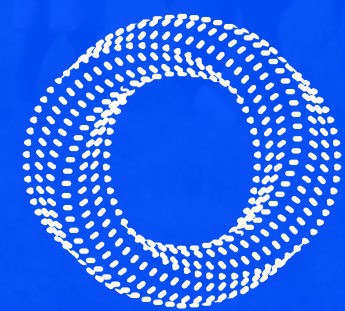


Sept 2025

Could you be our Asset Engineer?



Thrive
Renewables

Asset Engineer application pack

Thrive exists to tackle the climate emergency, working with investors, developers, businesses and communities to fund, build and operate clean energy projects since 1994. We are looking for an Asset Engineer.

Role overview

Job Title: Asset Engineer

Salary: £40,000 to £70,000 depending on experience and aptitude

Location: Bristol. We are open to a hybrid or remote working arrangement for the right candidate.

Application process

Please send your CV and cover letter to recruitment@thrivere Renewables.co.uk

Closing Date: 8 October 2025

Interviews: week beginning 13 October 2025

Thrive is an equal opportunity employer, promotes diversity and is committed to creating an inclusive environment for all employees. We're also a UK Living Wage accredited employer, offer flexible and hybrid working and provide a host of other benefits to help you develop in your role and fulfil your potential.



The role

Reporting to the Head of Operations and part of the Operations team, the purpose of the Asset Engineer is to ensure reliability and long-term productivity of the 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.

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The role continued...

- 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.

Job requirements

- 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.

Job requirements continued...

- 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 license would be an advantage.

About Thrive

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.

Since 1994 we've built/funded 45 renewable energy projects, including onshore wind, hydro, battery storage, heat and solar. Plus, we've provided finance for groundbreaking community-owned energy projects and enabled ordinary people to take a stake in the UK's transition.

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



Our core values

Sustainable at heart

We're totally committed to a clean energy future that benefits everyone. That's why we have been investing in sustainable power in the UK for over 30 years. Thrive people are outcome driven, commercially innovative and passionate about making a positive impact in all we do. We only invest in clean energy projects that deliver long term, measurable environmental impacts.

Rewarding connection

Thrive exists to enable people to change the future of energy for the better. We believe that bringing together people, proven technologies and a pioneering approach will accelerate the transformation our world needs. We share knowledge, insights and opportunities generating outcomes that are good for everyone.

Together we can be a movement for change

We are inspired by being part of a movement that delivers tangible change. A movement that sees the true value of making a positive environmental and social impact. Our eyes are fixed on a better future; let's make the switch from fossil to sustainable, generating clean energy today, for generations to come.

“We exist to power positive change through all aspects of our business from the clean energy projects we invest in, to the workplace we create for our team.

As the need for a cleaner energy system only intensifies, we believe that – together – we can build the projects the UK needs to power our daily lives more cheaply and sustainably.”

Matthew Clayton, Chief Executive Officer



The types of projects Thrive is involved with:

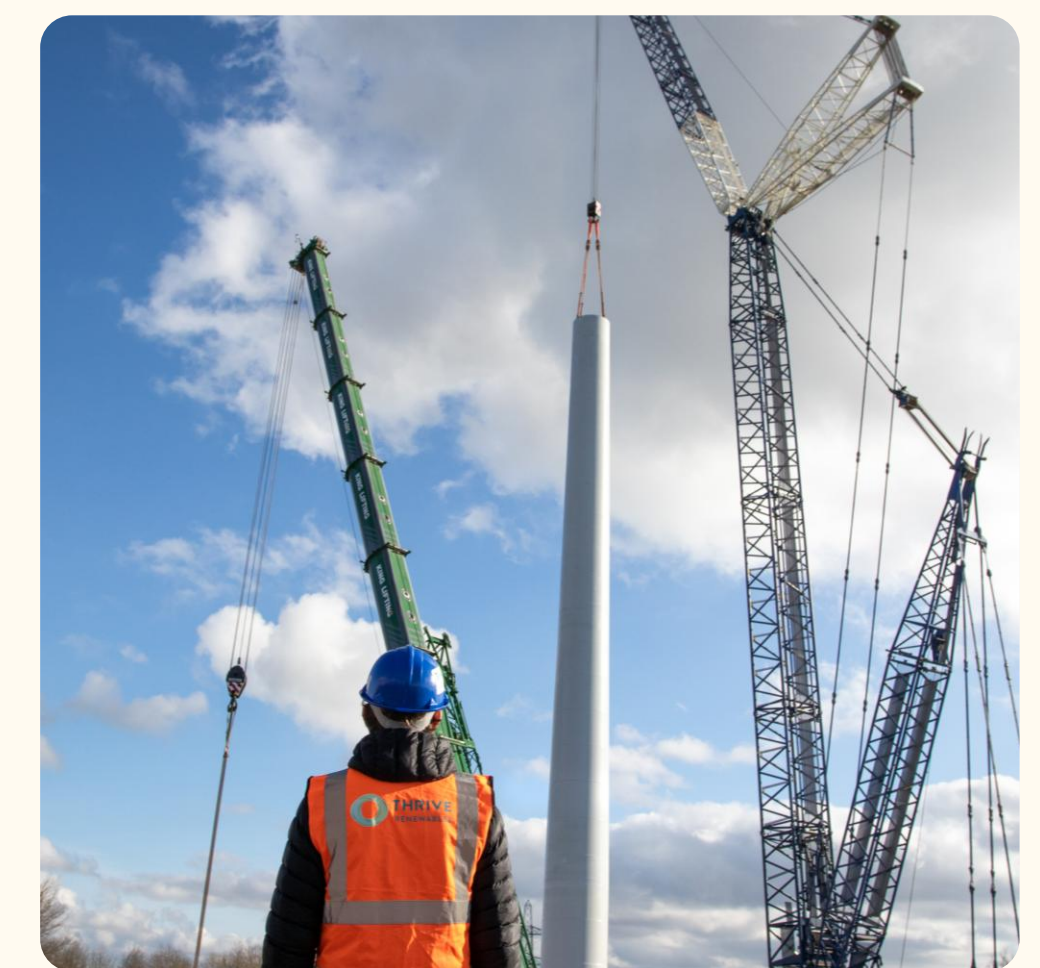
From South Cornwall to the Orkneys, from onshore wind and solar to geothermal, [our diverse portfolio of clean energy projects](#) spans the whole of the UK. You can see our operational projects and those in development on the project map below.



[Operating a 10MW solar farm in Dunmow Essex](#)



[Repowering one of the UK's pioneering wind farm sites on Orkney](#)



[Funding England's largest 100% community-owned onshore wind turbine](#)

Employee benefits

We are committed to a healthy work-life balance, giving you the opportunities and tools to thrive at work while maintaining your own wellbeing as well as those close to you.

Whether it's through our weekly team meetings, lunch and learn sessions or regular social events, we also like to connect with each other as a team, keeping us inspired and engaged in our common goal: tackling the climate emergency.

Financial wellbeing

- Performance Bonus Scheme
- 10% non-contributory pension with sustainable fund
- Life assurance
- Permanent health insurance

Physical/mental wellbeing

- 33 days holiday increasing with service with option to buy/sell holiday
- Private medical insurance
- Wellbeing allowance to spend on something to enhance physical/mental health
- Volunteering days

Climate wellbeing

- Support for Low Carbon Travel including a Bike to Work Scheme and access to paid 'journey days' through Climate Perks initiative

Interview process

We contact all candidates and will keep you up to date with the status of your application. If you are shortlisted for interview, our interview process is:

Phone screen

The first stage is an informal chat to tell you a bit more about the position and to establish you and the role are a fit in terms of availability, salary and skills. At this stage, you will be asked if there are any adjustments you need for interview.

First interview – in person in our Bristol office or Teams as agreed

This will be conducted by the hiring manager and another member of the team. During this interview, we will talk through your c.v. and ask competency style questions.

Second/final interview – in person in our Bristol office

The second interview will be conducted by the hiring manager and another member of the team. You may be asked to prepare a short presentation or to complete a task. In most circumstances, we would expect to conclude the interview process after the second interview.



Discover more 🖱️



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