

BSE | FM Job Advert

Role: Heat Pump Technician
Contract: Permanent, full-time
Hours: 40 hrs per week, Monday to Friday
Location: Haywards Heath, Sussex
Working style: Office and Site Based
Salary: Salary is competitive and will be discussed through the recruitment process

BSE | FM is a specialist facilities management and building services delivery business, supporting the operation, maintenance and optimisation of building systems across a wide range of sectors.

With a growing presence across the UK, BSE | FM delivers high-quality maintenance and engineering services across both domestic and commercial environments. The role is predominantly site-based, with projects located across Sussex, Kent, Surrey and London, although you will also spend some time in the office supporting planning, coordination and reporting activities.

The majority of our work is focused on domestic properties, including high-end residential homes and developments, where quality and client service are key. In addition, you will also support selected commercial projects including retail, hospitality and hotel environments, providing a varied and interesting workload across different types of buildings and systems.

Our team brings together experienced engineers and facilities management professionals, working collaboratively to deliver practical, hands-on solutions. Performance, reliability and client satisfaction sit at the heart of what we do, ensuring every project, whether its a private residence or commercial space

The role

We are looking for an experienced Heat Pump Technician to take a lead in the installation, maintenance and fault finding of mechanical building services, with a primary focus on heat pumps and renewable energy systems. This is a hands-on position with real responsibility, acting as the lead point of contact for project delivery and ongoing maintenance activities.

You will be responsible for delivering high-quality installations and maintenance across heat pumps, HVAC systems and associated plant, ensuring all work is completed in line with current regulations, industry standards and best practice. You will also manage and coordinate subcontractors working across air conditioning, refrigeration, ventilation and renewable energy systems, including solar PV.

Working closely with clients, internal teams and facilities management colleagues, you will support the ongoing operation and optimisation of installed systems. Using your technical expertise, you will diagnose faults, carry out repairs or replacements, and identify opportunities to improve system performance and efficiency. You will ensure all installations and maintenance activities are fully documented, including F-Gas records and certification, in line with legislative requirements.

The role also involves supporting facilities management maintenance works across a range of building services systems, contributing to best-value delivery across all projects. You will play a key role in maintaining strong client relationships, ensuring high levels of satisfaction and repeat business.

In addition, you will implement and manage QA procedures across projects, ensure full compliance with company Health & Safety policies, CDM regulations and industry standards, and support the wider team through knowledge sharing and mentoring where required. You will also be expected to identify ongoing training and CPD needs to maintain up-to-date knowledge of heat pumps, HVAC and renewable energy technologies.

What we are looking for

- Proven experience in the installation, maintenance and fault finding of heat pumps and mechanical building services, with strong technical knowledge and a hands-on approach
- Relevant City & Guilds or equivalent qualifications in a mechanical or HVAC discipline
- F-Gas certification (essential), with a good understanding of compliance and record-keeping requirements.
- Gas Safe registration.
- Unvented cylinder (G3) qualification.
- Good understanding of relevant legislation, standards, Building Regulations and codes of practice.
- Experience working on construction sites, with a CSCS card preferred.
- Strong fault-finding and diagnostic skills across HVAC systems, heat pumps and associated plant.
- Ability to work with a high degree of autonomy while managing site activities and coordinating subcontractors.
- Strong communication and interpersonal skills, with the ability to liaise effectively with clients, contractors and the wider team.
- Commitment to quality, safety and continuous improvement.
- Right to work in the UK and ideally a full UK driving licence.

Our Haywards Heath office is well connected to London, Brighton, Gatwick Airport, and the South Downs. The area is consistently ranked highly for quality of life with excellent schools, strong local amenities and easy access to the countryside along with the beach!

Benefits

Health & Wellbeing

Optional access to a private healthcare scheme means you can get the support you need, when you need it.

Financial Security

A contributory company pension to help you plan confidently for the future.

Time Off

25 days' annual leave plus bank holidays

Career Development

BSE|FM invests in your development from day one. You'll have access to an internal CPD scheme, external training sponsorship and contributions towards your professional membership. We also run an annual company day and support apprenticeship and graduate pathways for those earlier in their journey.

Culture & Social

Our social events are employee led and expect a team that genuinely enjoys spending time together. When you refer new team members, BSE|FM has an employee referral scheme bonus

We value our agency relationships and work closely with a number of trusted partners. For this particular role, we are recruiting directly and kindly ask agencies not to make contact. To note we don't offer sponsorship.

To apply, send your CV and a covering letter to hr@bsefm.com