Brighton & Hove Energy Services Co-operative Ltd
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Chief Executive Officer

Brighton & Hove Energy Services Co-operative Ltd (BHESCo)

Lead the transition to a fairer, greener and more resilient energy future

BHESCo is a pioneering community energy social enterprise delivering practical solutions to the climate crisis. Through renewable energy generation, energy efficiency improvements and fuel poverty initiatives, we help people, businesses and communities reduce their energy costs, lower carbon emissions and participate in the transition to net zero.

We are now seeking an exceptional Chief Executive Officer to lead the organisation through its next phase of growth and impact.

The Opportunity

This is a rare opportunity to lead one of the UK's most innovative community energy organisations at a time of significant opportunity for the sector.

As CEO, you will build on BHESCo's strong reputation and track record, shaping the future of local energy in Brighton & Hove and beyond. Working alongside a committed Board, dedicated team, members, investors and partners, you will drive growth, secure new funding and investment, develop strategic partnerships, and ensure that BHESCo continues to deliver meaningful social and environmental impact.

You will be equally comfortable inspiring stakeholders with a compelling vision, influencing decision-makers, securing investment and ensuring the organisation has the financial strength and operational capability to achieve its ambitions.

What You Will Lead

Working with the Board, team and members, you will translate BHESCo's mission into a focused, commercially robust strategy and lead its delivery across the following areas:

Business Development and Strategy

- Review and update the business strategy periodically, ensuring it remains relevant and aligned with BHESCo's purpose and strategic goals.
- Identify and pursue relevant market opportunities that support sustainable growth, including renewable energy, energy efficiency and community-led projects.

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- Form and maintain partnerships with external organisations that create value, extend reach and enable business growth.
- Lead business development, oversee commercial contract negotiations and maintain a strong focus on customer satisfaction.
- Stay current on government policy, legislation and regulation affecting the energy and co-operative sectors, anticipating risks and opportunities.
- Represent BHESCo at relevant industry events where participation offers clear value for money.

Team Leadership

- Provide clear direction, motivation and support to staff, ensuring BHESCo's values are understood and consistently demonstrated.
- Lead by example through professional behaviour, sound judgement and dedication to BHESCo's mission and long-term success.
- Oversee recruitment, workforce capacity and performance management, ensuring the organisation has the skills and capability required to deliver its plans.

External Leadership and Reputation

- Serve as the public face of BHESCo, communicating its mission with passion, credibility and drive.
- Build and protect BHESCo's brand and reputation with customers, suppliers, partners, members and the wider public.
- Develop influential relationships with local authorities, businesses, housing providers, community organisations and sector partners.

Financial and Risk Management

- Take ultimate executive responsibility for BHESCo's financial position and long-term sustainability, with appropriate procedures in place to protect its assets and maintain robust trading.
- Secure investment finance to enable the growth of the business.
- Oversee financial modelling for renewable energy projects and ensure investment decisions are commercially sound and aligned with BHESCo's mission.

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- Assess and manage operational, financial and external risks.
- Oversee monthly management reporting, budgeting, financial controls and compliance.

Governance and Accountability

- Be accountable to the Board and members, building an open, constructive and effective relationship.
- Provide the Board with timely, accurate information and sound advice to support effective oversight and decision-making.
- Ensure BHESCo complies with relevant legal, regulatory and co-operative requirements.

About You

We are looking for a strategic, resourceful and values-driven leader who combines commercial discipline with a genuine commitment to clean, affordable and community-owned energy. You will bring:

- Experience at C-suite or equivalent senior executive level in the energy industry.
- A successful record of developing and delivering organisational strategy, sustainable growth and commercial opportunities.
- Strong financial acumen, including oversight of budgets, management reporting, financial controls, risk and investment decisions.
- Experience of business development, partnership building, customer management and commercial contract negotiation.
- Experience of developing energy projects or business models for energy services would be an advantage.
- Experience working effectively with a Board and within a regulated environment.
- A university degree; a postgraduate qualification would be desirable.
- Excellent communication, interpersonal and ambassadorial skills, with the ability to represent BHESCo credibly and passionately.
- Strategic thinking, decisiveness, creativity, resourcefulness and high standards of professional and personal integrity.

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BHESCo's commercial activity is grounded in trust: we do not overpromise or underdeliver, and we only commit to work when we are fully confident that we can achieve the required outcome. Our customers come first, and we are committed to ensuring they are fully satisfied with our work.

Clean Energy for People, Not for Profit

Why Join BHESCo?

At BHESCo, you will have the opportunity to:

- Lead an organisation delivering tangible environmental and social change.
- Shape innovative projects that support the transition to net zero.
- Work alongside passionate colleagues, members and community partners.
- Make a meaningful difference to communities affected by rising energy costs and climate change.
- Influence the future of community energy both locally and nationally.

Join Us

If you are an inspiring leader who combines strategic vision, commercial awareness and a passion for social and environmental impact, we would love to hear from you.

Help us build a cleaner, fairer and more resilient energy future for our communities.

For further information and details of how to apply, please contact Diane Smith, Operations Director.

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