Green Building Store interview – Technical Manager MVHR

# General info

* Interview with Nell Griffiths, Services department manager
* Andrew Farr, MVHR technical consultant
* Camilla Govan, business development Manager (HR)
* Supplier of green building products and builder/specifier of passivhaus

# Why do you want to do this job?

* I have been working on PassivHaus and low energy builds for several years. Currently I am building a PassivHaus in North Wales and have been tasked with installing the MVHR system. I have also previously installed a system, both specified by GBS. I have enjoyed doing the installation work and this has led me to think about how the systems are designed and specified and I have a wider interest in passivhaus and green building design. This has led me to contacting GBS to see how I may be able to get involved in the technical side of passivhaus.
* I am looking for greater technical role and more of an intellectual challenge.
* I have a keen interest in sustainable construction, particularly PassivHaus as well as a love of problem solving and I prefer to work on site to see and experience projects in action and see things coming out of the ground.
* I have a strong interest in PassivHaus and would like to play a part in the implementation and expansion of this standard.

# Why do you want to work for GBS?

* An ethical building company that shares the same values that I hold about creating a future of low energy and healthy buildings
* Have visited the store and believe it is a great atmosphere and welcoming place to work
* Like the area generally

# Why are you a good fit for the role?

* Knowledge and experience of MVHR and installations
* Excellent maths and physics knowledge
* Several years’ onsite experience in building and latterly of MVHR installation
* Experience of dealing with contractors onsite and the conflicts that occur
* Good communication and team working skills
* Desire to create an excellent product that the client is happy with
* Familiar with CAD – 2D. confident in learning new packages effectively
* Strong interest in PassivHaus and low energy building

# What relevant experience do you have?

* Excellent understanding of low energy building and PassivHaus and particularly construction to PassivHaus standard. Currently building a PassivHaus and have built to the same standard on several projects.
* Mechanical maintenance of cars/bikes/central heating systems
* Electrical installation of domestic wiring systems
* Became designated as a competent person for domestic wiring
* Knowledge gained from Mech Eng degree and Renewable energy course
* Knowledge of CDM regs and have co-produced Construction Phase Plans

# Personal statement

* Who are you?
* What can you do for me?
* Why should I trust you?

I’m Tom Eagle, site manager for an eco-building company and outdoors enthusiast. I am a skilled tradesperson with many years’ experience of completing and managing projects to a high standard and have some excellent feedback from customers. Customers and employers like to have me on site as I am approachable, reliable, conscientious and meticulous. I have excellent numeracy and mechanical knowledge. I have specific knowledge about PassivHaus design and construction that I feel will be particularly useful in this role.

# Possible Interview questions

* Tell me about yourself

I am a mechanical engineering graduate who chose to make a move into the construction industry, and have 8 years’ experience of running my own maintenance business as well as working as a site manager for a green building company. I have always loved building and creating things and get a real kick out of seeing projects through from beginning to end and knowing that I have had an impact on creating a great finished product. I also like challenges outside of work and regularly compete in running and triathlon events and take part in all sorts of outdoor activities.

* What do you know about the job (technical manager)

I know that a big part of the role is to provide specialist input to clients and staff relating to complex MVHR design specs. Also to progress the development of the department as PassivHaus and MVHR technology develops. Working closely with Andrew Farr, the technical consultant.

* Where do you see yourself in five years’ time?

I would be an expert in passive house and eco building construction. I will have gained certified status as a PassivHaus designer. Ideally I would like to stay in this company and contribute to its growth and success.

Tell me about a time when you had to manage competing demands on your time?

Competency you need to demonstrate – an ability to prioritise

*Over the past couple of years I have been studying part time on a postgrad course, which involves a demanding study regime, and I am doing this alongside working fulltime and training for various sports. I have found that by planning and sticking to a timetable I am able to fit everything in and be successful in all areas. I have also learned to be efficient and to cut out non-essential or superfluous activities from my free time.*

Give me an example of a time you had to persuade someone to do something?

Competency you need to demonstrate – persuading others

*As a site manager I am responsible for coordinating and assigning tasks to staff (who are often reluctant!). I find that I can motivate them by reminding them of their responsibilities and also by highlighting the positive benefits and positives of the job we do. We all get a great sense of achievement when we hit our targets and produce a great piece of work.*

## Tough questions to be asked

Why should we hire you?

What skills do you have?

What do you know about this company/product?

What are your weaknesses?

What are your ambitions?

# Can you tell us about a time when…?

# Competency based questions

## Teamwork

I have enjoyed working in teams throughout my career in all the businesses I have worked in, but particularly at urban wind where there was a relatively small operations team that had to work closely together to make sure that projects were brought to completion on time, to ensure that the turbines were operational before the Ofgem FiT deadline. This meant working under time pressure and maintaining excellent communication between all external and internal stakeholders.

I was a central member of the team, providing technical support and liaising with many different contractors and suppliers to ensure timely running of projects.

## Health and safety

I believe that health and safety should come first in every work situation, particularly in such a hazardous environment as offshore.

I do not yet have a formal qualification for health and safety but I always use my common sense when it comes to health and safety and I’m well aware of the appropriate PPE to use in each situation. I just use my common sense when it comes to health and safety.

I would welcome the opportunity to receive formal training for health and safety to cement my commitment and to be recognized by the industry for having done so.

## Leadership

## Persuasive/influencing skills

## Dealing with difficult people

# Competency questions

## Team working examples

## Can you demonstrate how you have worked within a Health and Safety framework?

I don’t have a formal qualification for health and safety but I am currently working towards an IOSH managing safely certificate. At Urban Wind I was responsible for coordinating H + S documents between UW and subcontractors so I have a could

When it comes to health and safety I have a common sense approach and know what PPE to use and safe ways of working.

I want to work within a culture where H + S comes first and welcome the opportunity to obtain a formal qualification.

## When have you used your engineering?

On many occasions:

### Engineering work experience post university

* Used CAD to optimise manufacturing of sheet metal parts
* Designed steel framework for waste processing equipment
* Specified fabrication of metalwork to create tooling storage
* Worked on construction of racing car for small motorsport company
* Fabricated many different components using

### Own business

* Worked to BS7671 to specify wiring systems for domestic installations
* Carried out installation/commission and testing of wiring systems
* Repaired and installed plumbing components/systems

### Ecovert solutions

* Carried out installation of MVHR and other systems
* Used drawings
* Carried out heat loss calculations to specify insulation and heating

### Urban Wind

* Worked to BS7671 and other standards to assist in specifying windfarm electrical systems. Also assisted in specifying civil engineering layouts and specs. Used software to calculate AEP for wind turbine generators.
* Used CAD to produce designs for civil/electrical layouts

# Do you have any questions?

* What does the training involve?
* Where is the site and how soon does it kick off? How big is the site and what is the timescale for completion
* What can you tell me about the team?
* What is the salary and benefits package?
* When will you be able to let me know the outcome of this interview?
* Is there anything you would like me to expand on or clarify?
* Do you have any doubts that you would like to raise so that I can deal with them now face to face?
* What are typical routes for progression from this role?
* Can you clarify what the shift patterns are, and the pay scales for each?

## Questions I could ask

 Promotion **opportunities** – what could I expect to be doing in two years’ time?

 Performance – how is this monitored or assessed?

 Qualifications – what further study could I do? (Check the employer's literature first)

 Retention – how long do people tend to stay?

 Next **steps** – when will you hear about the result of the interview? Will you be offered feedback?

Job environment - how much time would I spend onsite?

Progression - What would be the next steps up from this job?

Company culture – what is it like?

Training – what sort of training and courses can you offer?