

Job Description

Head of Energy Operations

Department: Operations & Finance (Cross-Functional Strategic Leadership)

Reports to: Chief Financial Officer (CFO)

Location: Flexible, with regular travel across UK sites

Employment Type: Full-time, Permanent

Overview

We are seeking an experienced and strategic Head of Energy Operations to lead the end-to-end commercial, operational, technological, and governance performance of energy across a multi-site hospitality business.

This is a critical leadership role created to manage energy as a core business function, recognising its significant impact on cost, operational dependency, ESG obligations, and strategic positioning.

Beyond optimising day-to-day operations, the role actively educates the wider business on energy dynamics and identifies opportunities to leverage energy as a source of competitive advantage.

The role owns energy cost, usage, assets, risk, compliance, data, and carbon inputs, providing executive leadership with accurate information, clear options, and timely decisions.

Key Responsibilities

Strategic Energy Management

- Own total energy cost across all sites, including pricing structures, standing charges, and pass-through costs.
- Define and manage advanced procurement strategies and contract structures.
- Manage exposure to market volatility and contractual risk.

- Ensure billing accuracy, reconciliation, and dispute resolution.

Operational Performance & Efficiency

- Oversee and analyse energy consumption across sites.
- Identify inefficiencies, abnormal behaviour, and demand peaks.
- Translate data into actionable insights for operational teams.
- Establish review rhythms and performance thresholds.

Asset Optimisation

- Manage performance of energy-related assets, including on-site generation and storage.
- Monitor output against expected technical and financial models.
- Coordinate maintenance, optimisation, and performance improvement activities.
- Ensure assets deliver expected commercial and carbon outcomes.

Investment & Project Governance

- Assess energy-related investments and projects.
- Build and evaluate business cases considering ROI, risk, carbon impact, and strategic advantage.
- Govern approved projects through delivery and commissioning.
- Track post-implementation performance against assumptions.

Risk & Compliance

- Identify and mitigate operational, financial, and regulatory energy risks.
- Ensure compliance with energy regulations, codes, and contractual obligations.
- Maintain audit-ready documentation and evidence.
- Prevent unmanaged rollover risk or unapproved exposure.

Carbon & ESG Data

- Own energy-related Scope 1 and Scope 2 emissions data.
- Ensure accuracy, consistency, and auditability of carbon inputs.
- Support ESG, sustainability, and regulatory reporting requirements.
- Ensure carbon considerations are embedded in energy decisions.

Technology & Data Management

- Define and maintain the organisation's energy data architecture.
- Ensure reliable collection, validation, and integration of energy, asset, cost, and carbon data.
- Specify and govern dashboards and reporting tools used across the business.
- Maintain a single, trusted version of energy performance information.

Business Education & Strategic Advantage

- Educate cross-functional teams on energy trends, risks, and opportunities.
- Improve energy literacy across finance, operations, and leadership.
- Proactively identify and present opportunities where energy management can deliver competitive advantage.
- Support strategic decision-making beyond cost reduction alone.

Cross-Functional Leadership

- Act as the single accountable owner of energy across Finance, Operations, Estates, Procurement, and Sustainability.
- Define clear roles, responsibilities, and escalation paths.
- Prevent energy from falling between teams.

Leadership Reporting

- Establish a regular operating cadence for energy performance reporting.
- Provide concise, decision-ready insights to leadership and the Board.

- Surface risks and opportunities early, with clear recommendations and options.

Key Outcomes & Measures of Success

- Predictable and controlled energy costs
- Proactive contract and pricing management
- Early identification of inefficiencies and asset underperformance
- Investments approved with clear ROI, risk, carbon, and strategic impact
- Accurate, timely, audit-ready energy and carbon reporting
- Energy actively contributes to competitive advantage
- Energy operates as a high-performing business function

Skills & Experience

Essential

- Senior experience managing energy in complex, multi-site environments
- Strong commercial and financial acumen
- Expertise in energy procurement, contracts, and pricing structures
- Advanced analytical capability across energy and asset performance data
- Experience governing dashboards and management information systems
- Strong communication skills with senior leadership and boards

Desirable

- Experience with on-site generation, storage, or flexibility assets
- Familiarity with carbon accounting and ESG reporting
- Experience in hospitality or asset-intensive environments

Personal Attributes

- Accountable, outcome-focused, and commercially rigorous
- Detail-oriented with strong decision-making capability
- Pragmatic technologist focused on usefulness, not novelty

- Strategic thinker able to articulate competitive opportunities
- Clear communicator and effective internal educator
- Comfortable managing complexity without over-complication

Why This Role Exists

Energy is a material cost, operational dependency, and reporting obligation — yet without clear ownership it is often managed reactively.

This role exists to provide continuous accountability, strategic leadership, and disciplined execution, ensuring energy delivers not just control and compliance, but measurable business advantage.