



VACANCY

# Head of Engineering

## Requirements

- Over 7 years of experience
- In IT development
- Within B2C
- Scale-up environment
- People leadership

**Woerden** **Minimum of 7 years experience**



**HeatTransformers allows customers to substitute their gas-based central heating boiler with a heat pump, fully hassle-free. The Head of Engineering will ensure strategic decision-making when it comes to the IT roadmap and build and lead the fast-growing IT team, helping young and talented developers to achieve success in an impact-driven environment.**



# HeatTransformers

**In 2018, HeatTransformers kicked off its mission of helping The Netherlands transition away from gas as a heat source. The company started with four employees; now, there are roughly one hundred. They ensured the successful installation of thousands of heat pumps, with a young, driven, and fast-growing team.**

HeatTransformers allows customers to substitute their gas-based central heating system with a heat pump, fully hassle-free. The heat pump installation process, which is made complex by factors such as house type and layout, degree of isolation, and different heat pump options (each with their own power level and technology), can be a daunting step for customers. In the market, installations frequently come with complications. HeatTransformers solves this problem by providing a smooth customer journey and serving as a one-stop-shop for professional advice, ordering, installation, and life cycle monitoring.

The future for HeatTransformers is looking bright. With their combination of trustworthy knowledge and advice as well as quality installations, the company is now market leader in the Netherlands. Their in-house expertise along the entire customer journey and heat pump lifecycle allows them to accelerate, whereas competitors are still learning the ropes of this complex product. And with governmental regulations prohibiting the installation of new gas-based central heating boilers as of 2026, the market is about to take flight. For reference: in

2022, nearly half a million new central heating boilers were sold in the Netherlands. Given current financial and ethical considerations around natural gas, the interest spike in heat pumps is already very visible for HeatTransformers.

This potential is not only being recognized by media and consumers. Companies like Greenchoice and Remeha are already partnering with HeatTransformers. And a leading clean-tech venture capital fund has invested significantly in the company, allowing them to gear up for exponential growth in the near future.





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## Head of Engineering

**Digitization is key in HeatTransformers' strategy, and the Head of Engineering is crucial in making this happen. Until now, the online journey has been built by a group of very driven and talented, mostly junior developers. They achieved impressive results with the HeatTransformers platform, where the customer is supported with a seamless digital experience along every step of the installation journey. Now, for exponential scaling, the IT team needs to grow and further professionalize. The Head of Engineering will lead this process, with ample budget, broad decision-making space, and without being weighed down by legacy tools.**

The Head of Engineering leads the team in expanding the state-of-the-art platform, to enable a highly efficient sales and installation process. They will implement DevOps best practices, decide when to buy components versus build something in-house, and shape and coach the team. This includes enabling learning and professional development, as well as guarding the positive and energetic team culture as the IT organization expands.

A large part of the customer journey takes place online. Potential customers can follow webinars, download information packages, and eventually obtain a personalized proposal, usually without the need for a home visit by an installer. Customer data are then securely stored and used to finalize the installation plan, place the order, and schedule the work. Installers work with a proprietary app that saves time and increases quality and consistency, by ensuring the right data



is always at hand. And once the pump is installed, a monitoring device is placed near the heatpump, to send continuous updates to HeatTransformers' central database. This allows for ongoing support and maintenance.

Next on the IT agenda is increasing smart usage of data from the existing customer base, to build a technological benchmark and allow for increased efficiency in the advice and installation processes – enabling the expected exponential growth. The IT team is also working to expand the installers' app and make it available for customers, making the customer journey even easier.

The Head of Engineering is part of the leadership team and reports to the founders, who are also in this board. The Head of Engineering will lead and, importantly, build the software development team. Currently, this team consists of four FTE, but the Head of Engineering takes the lead in expanding the team to fourteen in the near term.

The right candidate for this role has experience leading a (small) team of software developers. They enjoy working in a fast-paced, dynamic, young organization, where priorities may change from time to time – and are able to provide structure and focus within that environment. They know how to enable and support (junior) developers in their professional journey and achieve their agreed milestones. The Head of Engineering plays a crucial role in shaping the future of this innovative company, that is focused on accelerating the energy transition.■



**Interested?** HeatTransformers is working with Top of Minds to fill this vacancy. To express your interest, please contact Hayke Tjemmes at [hayke.tjemmes@topofminds.com](mailto:hayke.tjemmes@topofminds.com).



**“HeatTransformers is a true scale-up. Processes are not always set in stone, and there is a lot of room for creativity, thinking on your feet, and trying new things. At the same time, the Head of Engineering brings a degree of calm and professionalism. And of course, the right candidate fits within our hands-on culture – no suits and ties, but sharing a coffee with installers before they embark on their installation route for the day.”**

Gijs van Vrede, Co-Founder