

THE Q4 RECRUITMENT BRIEF

The next hiring frontier.

The skills that will power Britain's next chapter.

INSIDE

Solar + storage

The opportunity beyond installation

Clean heat

Understanding an uneven market

The talent advantage

Regional insight, pay and practical hiring



THE ENERGY SIGNAL

55.8%

UK renewable electricity share
Q2 2026 / DESNZ [1]

THE EDITORIAL BRIEF

A sharper view of the market

Evidence first. Practical recruitment insight throughout.

Growth is only the starting point

Britain’s energy transition is creating work across rooftops, plant rooms, substations and commercial teams. But one headline cannot describe every market. A growing installed base, a busy policy agenda and a softer national labour market can exist at the same time.

The question for Q4

Which capability will let an employer deliver safely, protect margin and keep customers satisfied? This issue focuses on the people behind those outcomes: designers, installers, commissioning engineers, service specialists and commercial leaders.

How to read this edition

Figures are dated and linked to their sources. **Measured data** describes a reported period. **Targets and forecasts** describe a possible future. **Valoris view** identifies our editorial interpretation, rather than a measured recruitment survey.

YOUR READING ROUTE

03	The market in numbers
04	Hiring in a cooler economy
05-06	Solar PV: scale and skills
07-08	Clean heat: demand and quality
09	Storage and grid connections
10	EV charging: install to uptime
11	Building services and retrofit
12	Commercial talent
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Published 1 October 2026. Q4 outlook issue; this is not a report of completed Q4 activity.

THE NUMBERS THAT MATTER

Six signals. Different stories.

UK data available at 1 October 2026. Reference periods deliberately shown.

55.8%

Renewables' share of UK electricity generation

Q2 2026 | DESNZ [1]

£77.0bn

Low carbon and renewable energy turnover

2024, current prices | ONS [3]

304,000

Direct LCREE employment, full-time equivalents

2024 estimate | ONS [3]

702,000

Vacancies across the whole UK economy

Jun-Aug 2026 estimate | ONS [2]

121,171

Public EV chargers across the UK

1 July 2026 | DfT [11]

860,000

Clean energy jobs potentially supported by 2030

Modelled ambition | DESNZ [4]

The definitions matter

The ONS LCREE employment estimate is a direct full-time-equivalent measure. The Clean Energy Jobs Plan uses a wider sector and supply-chain scope and a different baseline. These figures should not be subtracted to calculate a vacancy gap.

The Valoris view

Recruit around deliverable work, rather than a national headline. A company with funded projects, a clear installation schedule and a growing service book may have very different needs from one still waiting for investment or grid certainty.

READING THE MARKET

Turnover is not profit. Capacity is not generation. A supported job is not an advertised vacancy. A government ambition is not a guaranteed order book.

Sources [1-4, 11]. LCREE = low carbon and renewable energy economy; FTE = full-time equivalent.

THE NATIONAL CONTEXT

A cooler jobs market. Still a specialist skills challenge.

Fewer vacancies overall do not establish that qualified renewables talent is easy to find.

-1.1%

Quarterly change in UK vacancies

Jun-Aug vs Mar-May 2026 | ONS [2]

2.5

Unemployed people per UK vacancy

May-Jul 2026 | ONS [2]

What the official data says

ONS estimates 702,000 vacancies in June to August 2026, down 8,000 on the quarter and 4.9% over the year. The quarterly change is within the stated sampling confidence interval, so avoid over-reading a small movement. [2]

What it cannot tell an employer

A national ratio cannot identify who holds the required qualifications, can diagnose a heat pump fault, understands commercial PV delivery or will accept the actual travel pattern. Availability must be tested against the role.

Why skills planning still matters

DESNZ identifies 31 priority clean energy occupations. Its modelled 2023-2030 increases include 8,500-10,000 plumbers and heating/ventilating installers and repairers, and 7,000-8,499 electricians and electrical fitters. These are future workforce needs, not vacancies open today. [4]

The Valoris view

Employers can use a slower general market to improve recruitment discipline: clear briefs, evidence-based shortlists and timely decisions. Lower application pressure should not become an excuse for slow feedback or unrealistic role combinations.

A USEFUL HIRING TEST

Do you need more people, or a different mix of skills? Review supervision, design, commissioning and service capacity before increasing installation headcount.

Measured UK labour data [2]; modelled clean energy workforce requirements [4].

SOLAR PV

The installed base is growing. So is the work around it.

The opportunity extends from project delivery to the long-term performance of operating systems.



Generation and deployment

Solar generated 8.4 TWh in Q2 2026, matching the previous Q2 record. DESNZ reports 2.1 GW of additional solar capacity compared with Q2 2025; lower sunshine offset the capacity increase. Generation does not move in lockstep with installed capacity. [1]

The domestic market signal

MCS reports 148,531 certified solar PV installations in January-June 2026. This is a certified small-scale installation count, not total UK capacity or a measure of utility-scale projects. [6]

The longer-term ambition

The Solar Roadmap sets out 45-47 GW by 2030, with scope for additional rooftop deployment. It says the solar sector could support up to 35,000 UK jobs by 2030. These are ambitions and potential supported jobs, rather than current job adverts. [5]

The Valoris view

Installation growth supports a reason to plan for aftercare. Employers should ask who will monitor output, investigate faults, manage warranty issues and maintain documentation once the project team has moved on.

Sources [1, 5, 6]. Photography reused from the supplied August edition for visual continuity.

THE ROLE BEHIND THE TITLE

“Solar experience” is not a complete hiring brief.

Valoris view: separate the capability you need from the labels on a CV.

Solar PV electrician

Electrical installation, testing, safe isolation and relevant PV/battery integration.

Interview probe: Ask for an example of a fault diagnosed and the resulting test evidence.

Roofer / lead PV installer

Roof condition, mounting approach, weatherproofing, safe access and team coordination.

Interview probe: Ask how an installation changed when the roof or site conditions differed.

Commercial PV designer

Design assumptions, system sizing, layout constraints, electrical coordination and handover.

Interview probe: Ask what they owned in a completed design and how site feedback was resolved.

Project / contracts manager

Programme, subcontractor coordination, procurement, client communication and variations.

Interview probe: Ask how they protected both programme and margin on a difficult project.

O&M; / commissioning specialist

Fault investigation, performance analysis, controls, technical records and customer handover.

Interview probe: Ask for a commissioning or underperformance case with evidence of the outcome.

PREVENT THE MISMATCH

State whether the role includes general electrical work, testing, roof work, battery commissioning, travel or supervising others. Confirm competence for the actual duties.

Editorial hiring guidance, not a statutory qualification checklist or measured shortage ranking.

CLEAN HEAT

Two datasets. One important distinction.

Manufacturer sales and MCS-certified installations describe different stages and scopes of the market.

125,037

UK heat pump factory-gate sales in 2025

HPA UK; excludes air-to-air [8]

-17%

Change in MCS heat pump installations in H1 2026

Year-on-year certified subset [7]

The sales story

HPA UK reports 125,037 heat pump sales in 2025, including 110,353 hydronic units. Overall sales increased 27% from 2024. The series covers specified heat pump categories and excludes air-to-air units. [8]

The certified-installation story

MCS reports just over 25,000 heat pump installations in the first six months of 2026, 17% below the equivalent period in 2025. That is a different period and a narrower installation measure. It cannot be treated as a like-for-like reversal of total 2025 sales. [7]

The policy backdrop

The Warm Homes Plan commits £15 billion of government investment and aims to upgrade up to five million homes by 2030. It sets out an ambition for 450,000 annual heat pump installations by 2030. Funding and ambitions are not proof of immediate local demand. [9]

The Valoris view

Recruit against confirmed workload. Distinguish installation crews from service engineers and low-temperature design capability. A business can face an urgent technical hiring need even while the wider installation market is uneven.

BEFORE APPROVING A NEW HIRE

Check scheme exposure, funded projects, signed orders, cancellations, commissioning backlog and service commitments. Give the recruiter the workload behind the vacancy.

Sources [7-9]. H1 = January-June. No inference that sales equal completed installations.

THE COMMISSIONING ADVANTAGE

The handover is where the promise becomes real.

Valoris view: clean heat recruitment should reward evidence of system performance and customer understanding.



Four capabilities to separate

Design: explain heat loss, emitter selection and the assumptions behind the system.

Installation: demonstrate good pipework, hydraulic understanding and consistent site practice.

Commissioning: show how settings, checks and records support the intended operation.

Service: describe fault diagnosis, escalation and clear customer communication.

A stronger interview

Ask candidates to explain a completed project from survey to handover. Establish their responsibilities and support needs. A certificate is useful evidence; it does not show every task they can deliver independently.

A fictional hiring scenario

An installer has enough fitting capacity but repeated return visits. Recruiting another installer may increase throughput without addressing the cause. The brief could instead prioritise commissioning, technical supervision or service diagnosis. This is an illustrative scenario, not a Valoris client case.

What good looks like

Match the hire to the bottleneck. Agree the support available, manufacturer exposure, escalation route, service patch and realistic on-call expectations. Give experienced engineers room to demonstrate practical reasoning, rather than screening only by job title.

Editorial scenario and recruitment guidance. Role-related competence and certificates need verification.

BATTERY STORAGE

A connection pipeline is not a construction programme.

Domestic storage and grid-scale BESS require different recruitment assumptions.

The domestic storage signal

MCS reports 36,478 certified battery storage installations in January-June 2026. Its broader reporting highlights households combining technologies, including adding renewables to homes with an existing system. A count of installations is not a measure of stored energy capacity. [6]

The grid-scale distinction

NESO's connections reform prioritises projects that are ready and needed, replacing queue order as the central organising principle. Its results also describe restrictions on future battery entry to an already heavily populated pipeline. Connection outcomes should be checked for each project. [10]

The Valoris view

Stage the team around actual milestones. A developer needs different capability at feasibility, design, procurement, construction, commissioning and operations. A headline battery pipeline should never become a blanket headcount forecast.

HIRE TO THE MILESTONE

01 / DEVELOPMENT

Planning and connection evidence; technical and commercial feasibility.

02 / DESIGN

Electrical interfaces, protection, controls and supplier coordination.

03 / CONSTRUCTION

Site leadership, package management, safe delivery and quality records.

04 / COMMISSIONING

Testing, controls integration, documented acceptance and handover.

05 / OPERATIONS

Monitoring, fault response, maintenance and performance accountability.

ASK THE DEVELOPER

Which milestone is funded and approved? What is the confirmed connection position? Who owns energisation, testing and handover? Recruit to those answers.

Sources [6, 10]. BESS = battery energy storage system. NESO connections material covers Great Britain.

EV CHARGING

Installation is the start. Uptime is the service.

An expanding public network brings attention to commissioning, maintenance and customer experience.

121,171

Public EV chargers in the UK

1 July 2026 | DfT [11]

28,887

Public chargers rated 50 kW or above

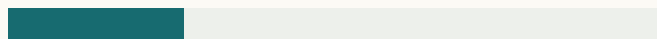
1 July 2026 | DfT [11]

PUBLIC NETWORK BY POWER BAND

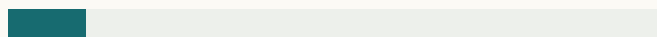
Standard / 3 to <8 kW 49%



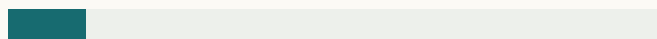
Standard plus / 8 to <50 kW 27%



Rapid / 50 to <150 kW 12%



Ultra-rapid / 150+ kW 12%



Rounded shares; total = 100%. DfT, 1 July 2026. [11]

Read the measurement change

From January 2026, DfT measures public EV chargers (EVSE), replacing charging devices. Avoid combining the series without addressing that change. The totals exclude private home charging. [11]

The Valoris view

Domestic installation, commercial electrical work and high-power public charging support need different experience. Define power range, electrical scope, controls exposure, fault response and working patch.

The interview question

“A customer cannot charge reliably. What do you check and when do you escalate?” Look for structured reasoning within the candidate’s competence.

THE PRACTICAL OPPORTUNITY

Build recruitment briefs around the service commitment: call-out coverage, travel time, technical support, parts availability and who communicates with the operator.

Measured UK public infrastructure data [11]; hiring implications are editorial analysis.

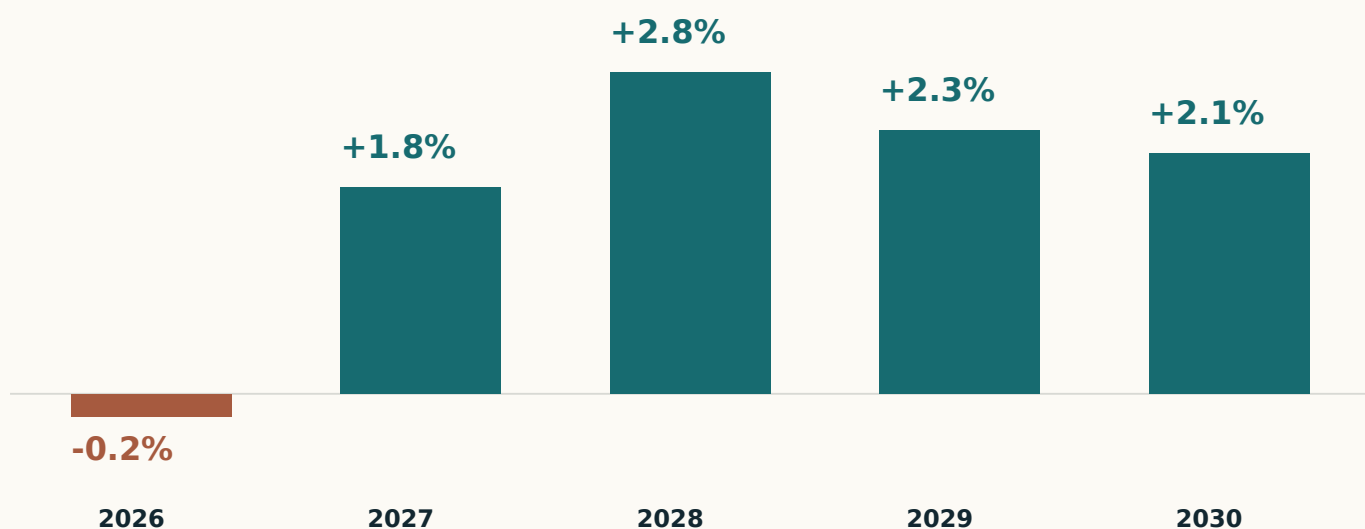
BUILDING SERVICES

The transition also happens inside existing buildings.

Retrofit, controls and maintenance deserve a place beside new renewable installations.

CONSTRUCTION OUTPUT OUTLOOK

CITB forecasts / UK / annual growth [12]



A cautious near term

CITB forecasts subdued construction in 2026 before recovery from 2027, with around 41,200 additional workers needed annually over 2026-2030. Its model covers construction broadly, not a dedicated HVAC vacancy count. Forecasts may change. [12]

The Valoris view

Consider the people who connect new equipment to the building around it: electrical and mechanical engineers, controls specialists, commissioning managers and maintenance teams. They influence whether an upgrade works as intended.

Roles to brief precisely

A mechanical installer is not automatically a diagnostic service engineer. A design engineer is not automatically the owner of commissioning. State building type, system scope, site access, shift pattern, travel and the authority to make technical decisions.

Retain operational knowledge

Before a key engineer leaves, plan knowledge transfer, records and customer continuity. A replacement search should capture the practical duties that have grown around the role, rather than simply recycling the old advert.

Construction forecasts [12]. Recruitment implications are Valoris editorial analysis, not a sector survey.

BEYOND THE INSTALLATION TEAM

The people who turn technical capability into revenue.

Valoris view: commercial hiring works best when the route to profitable delivery is clear.



Sales needs a delivery boundary

A strong renewable sales brief explains the customer, technical scope, lead sources, qualification process and handover. Define who checks feasibility before a proposal becomes a commitment. Revenue targets alone say little about the role.

Project leadership protects value

Programme control, procurement, variations and clear client communication connect the sale to the outcome. A manager's project value is useful context, but the interview should uncover what they personally controlled and how they handled a difficult decision.

Technical-commercial fluency

Commercial PV, clean heat and storage can benefit from people who explain assumptions in plain language. Probe how a candidate balances customer expectations, technical advice and delivery capacity. Avoid confusing presentation confidence with evidenced performance.

Make incentives understandable

State basic salary separately from potential earnings. Explain what triggers commission, when it is paid and which outcomes are under the employee's control. Interview with an anonymised scenario so candidates can discuss judgement without revealing confidential former-client data.

WHERE TO FOCUS

Recruitment is local. Delivery can be national.

Regional guidance below is a Valoris sourcing lens, not a measured vacancy league table.

South Coast / Hampshire

For mobile electrical, heat pump and maintenance roles, start with the actual operating base and patch. Establish paid travel, first-call expectations and how often the engineer is away. A county label can conceal very different working days.

Brief priority: location, travel and service coverage.

London / M25 / Surrey / Reading

For commercial delivery and building services, describe site access, parking, hours and any out-of-hours work. Candidates need a credible picture of the week, including whether “hybrid” refers to office work or genuinely flexible administration.

Brief priority: the practical working pattern.

Wales

For clean heat and mobile services, define the territory by sites or postcodes and the balance between installation and breakdown work. Clarify the technical support and manufacturer systems involved. Do not infer local demand from a national funding announcement.

Brief priority: patch, workload and technical scope.

A WIDER UK PERSPECTIVE

Different assets. Different skills ecosystems.

Historic capacity shows where assets exist. It does not count today's vacancies.

8,882 MW

Renewable capacity in Yorkshire and the Humber

End 2025 | DESNZ [1]

5,918 MW

Renewable capacity in South East England

End 2025 | DESNZ [1]

Yorkshire and the Humber

DESNZ's end-2025 data shows a substantial renewable asset base, with offshore wind and bioenergy accounting for much of regional capacity. Dogger Bank A added 585 MW during 2025. This is an asset signal, not proof of an employer's live recruitment plans. [1]

Midlands and East of England

Match the role to the local project or operating portfolio. For mixed electrical, PV and maintenance work, ask candidates for the specific duties they have performed. Do not treat nearby industrial experience as evidence of every renewable specialism.

Scotland

Plan around the site and roster when work involves remote travel or time away. Distinguish project construction, operating assets and technical support. Confirm the precise location and package before comparing a position with a broadly similar role elsewhere.

South East solar signal

Solar accounted for 62% of the South East's renewable capacity at end-2025. Cleve Hill Solar Park added 373 MW during 2025. Installed projects may support long-term technical work, but commissioning, asset ownership and contracted maintenance need separate checks. [1]

Northern Ireland

A UK-wide recruitment strategy should explicitly include Northern Ireland. Verify local accreditation, employer requirements and the relevant network process. Great Britain connections material should not be assumed to describe the Northern Ireland market.

The Valoris view

Define geography through real journeys and work patterns. Candidate supply, commuting, site access and overnight stays can matter more to a successful hire than a broad regional growth story.

Historic regional capacity and project additions [1]; unquantified regional guidance is editorial analysis.

SALARY REFERENCE POINTS

Pay needs context. The package needs clarity.

Public career-guide figures provide orientation; they are not a live Q4 renewables salary survey.

Occupation	Starter	Experienced	
Electrician	£26,000	£45,000	[13]
Heat pump engineer	£24,000	£46,000	[14]
Heating / ventilation engineer	£20,000	£40,000	[15]
Renewable energy engineer	£31,000	£61,000	[16]

National Careers Service published annual salary guide ranges, accessed 1 October 2026. Generic occupational profiles; not statistical medians or specialist recruitment quotes.

How to use the ranges

Use them as a starting reference, then test the exact brief. Seniority, technical scope, geography, travel, shift work, supervision and independent fault diagnosis can change the package. A generic experienced figure is not a ceiling for a specialist role.

Compare like with like

Separate basic pay, paid overtime, call-out payments, bonus, pension and benefits. For contracting, separate the worker’s rate from the client’s charge and state the unit clearly. Do not present a day rate as an annual salary without explicit assumptions.

What candidates need to know

Explain the van or vehicle policy, fuel, tools, training, travel time and overnight expenses. Show the normal week before relying on a headline earning potential. A transparent package makes it easier for the right person to make a decision.

The Valoris view

Confirm market response with a targeted search and current comparable roles. Record why candidates decline, and change the brief or package when the evidence warrants it. This issue does not claim a proprietary salary sample or measured pay inflation.

Sources [13-16]. Figures shown exactly as career-guide starter/experienced endpoints.

MAKE THE BRIEF WORK HARDER

Five decisions before the recruitment campaign.

A stronger brief improves the chance that the shortlist addresses the actual business problem.

01 Define the outcome

What should be better after 90 days: delivery capacity, commissioning quality, service response, sales conversion or project control? Choose one primary outcome and describe the workload.

02 Separate essential from trainable

List the competence required on day one. Identify manufacturer knowledge or systems that can be taught. Keep responsibility and supervision clear; training should not conceal a role requiring independent competence.

03 Show the working week

Give the base, patch, hours, site mix, on-call pattern and overnight expectations. Define employment type and what the employee receives for travel, tools and technical support.

04 Agree the decision process

Name the decision maker, interview stages and technical assessment. Set a feedback timetable you can meet. Use a consistent scorecard so the same evidence is judged fairly across candidates.

05 Plan the first month

Agree onboarding, verification, access, induction and supervision. Give the new starter a clear escalation route and a realistic first assignment. Recruitment success includes the quality of the start.

Valoris editorial employer guidance. Adapt the assessment and onboarding to the specific role.

THE CANDIDATE ADVANTAGE

Prove what you can do. Explain where you want to go.

A clear project record can make a technical CV far more useful than a long list of keywords.

Build a project evidence bank

For each relevant project, record the technology, scale, setting and your personal responsibilities. Explain what you installed, designed, tested, commissioned or maintained. Include the outcome you can evidence and keep customer information confidential.

Be specific about competence

List qualifications and certificates accurately, including currency where relevant. Distinguish an attended course from hands-on independent experience. If you are developing a skill, explain what you have done under supervision and what support you still need.

Explain moves in context

Contract completions, redundancy, promotions and permanent moves can look similar on a date-only CV. Give a brief factual explanation of short tenures where it helps. Employers should assess the evidence rather than assume the reason.

State practical preferences

Give a realistic working radius, travel tolerance, salary expectations and notice period. For mobile roles, say how often you are comfortable staying away. For management roles, distinguish office flexibility from site attendance.

Prepare one strong example

Choose a fault, site challenge or commercial decision. Explain the situation, your reasoning, the action and the outcome. A useful answer shows both technical judgement and when you involved another specialist.

Ask the employer better questions

What does the first month look like? Who supports technical decisions? Why is the vacancy open? Which parts of the package are guaranteed? What is the usual working week? A good move should make sense beyond the job title.

YOUR NEXT STEP

Update the CV around evidenced capability, then discuss the role and working pattern with Valoris. A stronger match starts with an honest picture on both sides.

Editorial career guidance; no guarantee of placement, earnings or progression.

OCTOBER - DECEMBER 2026

The signals we will watch. The decisions to make now.

Forward-looking editorial scenarios, not forecasts of vacancy volumes or investment returns.

Solar + storage

Watch: Monitor order conversion, cancellations, commissioning backlog and service enquiries.

Act: Keep installation capacity aligned with demand; assess the aftercare bottleneck.

Clean heat

Watch: Monitor funded work, completed installs and service load separately from factory sales.

Act: Prioritise the capability required by the confirmed pipeline.

BESS + connections

Watch: Check project-specific connection progress, financing and the intended delivery date.

Act: Hire in stages; establish responsibility for commissioning and handover.

EV + building services

Watch: Track maintenance commitments, site access and repeat faults alongside installation work.

Act: Define uptime support and realistic field coverage.

Commercial teams

Watch: Measure qualified opportunities, handover quality and delivery capacity, not just leads.

Act: Align incentives and technical support with the work you can deliver.

THREE POSSIBLE PATHS

Faster orders: scale with supervision. Delayed projects: protect scarce skills and stage hiring.
More repeat visits: strengthen commissioning and service before adding throughput.

Evidence cut-off: 1 October 2026. Recheck new official releases and project changes during the quarter.

SOURCES + METHODOLOGY

Follow the evidence.

Clickable primary sources. Reference numbers throughout the magazine refer to this register.

[1] DESNZ / Energy Trends, September 2026

Released 29 Sep 2026. UK Q2 2026 generation and capacity; regional article uses end-2025 capacity and 2025 additions.

[2] ONS / Vacancies and jobs, September 2026

Released 15 Sep 2026. Jun-Aug vacancies; May-Jul unemployed-per-vacancy ratio. Estimates have sampling uncertainty.

[3] ONS / LCREE, UK: 2024

Released 25 Feb 2026. Current-price turnover and direct FTE employment. Survey estimates, not 2026 activity.

[4] DESNZ / Clean Energy Jobs Plan

Published Oct 2025. Experimental workforce modelling from 2023 to 2030; includes supply-chain supported jobs.

[5] DESNZ / UK Solar Roadmap

Published Jun 2025. 2030 capacity ambition and potential supported solar jobs.

[6] MCS / H1 2026 installation reporting

MCS public post: 148,531 PV; 25,411 heat pumps; 36,478 batteries. Technology counts are installations, not unique homes.

[7] MCS / Low Carbon Landscape 2026

H1 2026 certified heat pump installations down 17% year-on-year. Indexed primary-page evidence used.

[8] HPA UK / 2025 heat pump sales

Primary page dated 26 Mar 2026. Factory-gate sales categories exclude air-to-air; hydronic is a subset.

[9] DESNZ / Warm Homes Plan

2026 plan. Public investment and home-upgrade / annual heat pump ambitions to 2030; not completed outcomes.

[10] NESO / Connections Reform Results

Accessed 1 Oct 2026. Great Britain pipeline and readiness; not a UK installed-BESS series.

[11] DfT / Public EV chargers, 1 July 2026

Published 27 Aug 2026. Public EVSE measure replaces charging devices from Jan 2026; percentages rounded.

[12] CITB / Construction Workforce Outlook

2026-2030 forecast, accessed 1 Oct 2026. Broad construction recruitment need and annual output outlook.

[13] National Careers Service / Electrician

Annual salary guide: £26,000 starter to £45,000 experienced. Accessed 1 Oct 2026.

[14] National Careers Service / Heat pump engineer

Annual salary guide: £24,000 starter to £46,000 experienced. Accessed 1 Oct 2026.

[15] National Careers Service / HVAC engineer

Annual salary guide: £20,000 starter to £40,000 experienced. Accessed 1 Oct 2026.

[16] National Careers Service / Energy engineer

Annual salary guide: £31,000 starter to £61,000 experienced. Accessed 1 Oct 2026.

No proprietary recruitment dataset is claimed. Editorial guidance is distinguished from sourced facts.

SPECIALIST RECRUITMENT

Build the team behind the transition.

Renewable energy. Building services. Technical and commercial talent.

A useful recruitment conversation starts
with the work you need delivered.

EMPLOYERS

Discuss a vacancy, delivery bottleneck or team plan. Bring the work location, technical scope, package, timeline and the outcome the hire needs to achieve.

CANDIDATES

Discuss a practical next step in your career. Bring your project experience, qualifications, working preferences and the kind of responsibility you want next.

SOLAR PV / ASHP + GSHP / BESS / EV

MEP + HVAC / MAINTENANCE / COMMERCIAL

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