



RISE

Retrofit information,
support & expertise

Introduction to retrofit careers – PAS 2035 roles

Supply chain advice pack

October, 2025

Funded by:



Department for
Energy Security
& Net Zero

www.riseretrofit.org.uk



Introduction

About this pack

This pack is designed for the supply chain to help support growth and upskilling in the retrofit sector. To break up the types of retrofit careers we have divided the roles into operational and technical. This pack focuses on PAS 2035 as part of the technical roles. For each topic in technical roles the pack will explore examples of the roles, examples of routes to the roles, examples of relevant qualifications, examples of a typical day in that roles and progression areas for the role.

Operational roles

- 1) Project management
- 2) Contract management
- 3) Resident engagement
- 4) Data analysis
- 5) Procurement
- 6) Other: Asset management, financial and legal roles

Technical roles

- 1) **PAS 2035**
- 2) Heritage
- 3) Building surveying
- 4) Damp and mould
- 5) Air permeability
- 6) Ecology and biodiversity

What the pack covers

- a) Importance for the retrofit supply chain
- b) Examples of retrofit roles
- c) Examples of routes to the roles
- d) Examples of relevant qualifications
- e) Examples of tasks for competencies
- f) Examples of progression routes
- g) Example benefits to a career in this area

1) PAS 2035

Importance for the retrofit supply chain

PAS 2035:2023 is the cornerstone of quality assurance in domestic retrofit. It provides a structured framework for how retrofit projects should be assessed, designed, and delivered—ensuring consistency, safety, and long-term energy savings. For the retrofit supply chain, this standard is not just a guideline; it's a critical enabler of trust, funding, and performance.

At the heart of PAS 2035:2023 are four key technical roles: Retrofit Coordinator, Assessor, Designer, and Installer. Each of these roles ensures that energy efficiency upgrades are delivered safely, effectively, and in accordance with required standards. This supports resident wellbeing, delivers good value for money, and contributes to government objectives. The PAS 2035 roles also ensure that retrofit work is tailored to the specific needs of each home, complies with relevant regulations, and meets Warm Homes funding requirements. These include TrustMark registration and the timely lodgement of measures on the TrustMark Retrofit Portal. Without these roles, retrofit projects risk poor outcomes such as delays or failed installations, which can damage a contractor's reputation and reduce future opportunities. On a broader scale, missed carbon targets may lead government policymakers to reduce retrofit funding, shrinking the pipeline of available work in the future.

For suppliers, contractors, and delivery partners, understanding and embedding PAS roles into their workforce is essential. It enables access to major funding streams—such as the £500m Warm Homes: Local Grant and the £1.29bn Social Housing Fund—and ensures projects meet the standards required for public and private sector retrofit schemes. Investing in PAS-qualified professionals strengthens delivery capacity, improves resident outcomes, and supports the UK's journey to net zero.

Examples of PAS roles and entry routes

Role	Responsibilities	Background
Retrofit Coordinator	Project oversight	Housing, design
Retrofit Assessor	Property surveys	DEA, construction
Retrofit Designer	Retrofit plans	Architect, surveyor
Retrofit Installer	Measure delivery	Trades

1. Retrofit Coordinator

- **Role:** Oversees retrofit projects, ensuring compliance with PAS 2035:2023 standard and TrustMark requirements. Investigates risks and ensures funding is used effectively.

- **Ideal candidates:** Professionals in housing, construction, or design with relevant Level 3 credits. Should have a good working knowledge of PAS 2030 to ensure installations are compliant and coordinated effectively.
- **Qualification:** Level 5 Diploma in Retrofit Coordination & Risk Management.

2. Retrofit Assessor

- **Role:** Surveys properties to inform energy efficiency improvements. Identifies heritage features, construction type, constraints, and defects.
- **Ideal candidates:** RICS members, construction project managers, or professionals with technical building expertise. Requires basic awareness of PAS 2030 to understand how assessment data supports compliant installations.
- **Qualification:** Domestic Energy Assessor (DEA), Retrofit Assessor training, training in building systems and energy optimisation, and Level 3 Award in Energy Efficiency for Older and Traditional Buildings (if working on traditional buildings).

3. Retrofit Designer

- **Role:** Creates detailed retrofit designs based on assessment data, ensuring compatibility between efficiency measures.
- **Ideal candidates:** Chartered Architects, Chartered Building Engineers, Building Surveyors, or Architectural Technologists. Requires basic awareness of PAS 2030 to understand how assessment data supports compliant installations.
- **Qualification:** Chartered status plus specialist training in retrofit design of specific energy efficiency measures.

4. Retrofit Installer

- **Role:** Installs energy efficiency measures as specified by retrofit designer.
- **Ideal candidates:** Experienced tradespeople such as insulation installers, heating engineers, electricians, or window and door fitters. Candidates should hold relevant NVQs or manufacturer-specific certifications and must be fully certified to PAS 2030:2023 to legally carry out funded retrofit installations.
- **Qualification:** Retrofit Installers should hold vocational qualifications relevant to the measures they install. This includes Level 2 or 3 NVQs for insulation types, manufacturer-specific or NVQ-based certifications for windows and doors, and Level 3 or 5 certifications for solar PV and battery storage. For low carbon heating systems like heat pumps, suitable qualifications include NVQ/SVQ Level 2 or 3 in Plumbing & Heating, the Heat Pump Installer Course, and RFQ Level 3.

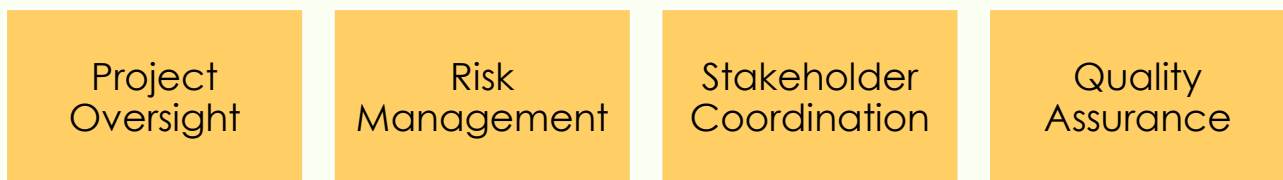
Installer roles by measures

- Insulation
 - Loft, cavity wall, floor, internal/external wall
 - Qualifications: Level 2 and 3 NVQs in relevant insulation types

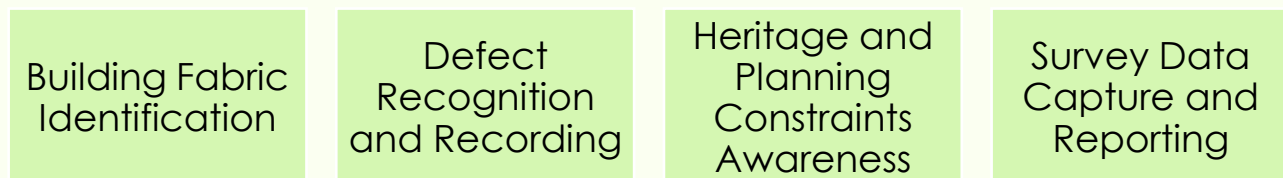
- Windows and doors
 - Qualifications: Manufacturer-specific or NVQ-based certifications
- Solar PV and Battery Storage
 - Qualifications: Level 3 Installation of Solar PV and Level 5 Certificate for Certified Solar Photovoltaic Practitioner
- Low Carbon Heat Measures
 - Heat Pumps
 - High Retention Storage Heaters
 - Qualifications: NVQ/SVQ Level 2 or 3 in Plumbing & Heating, Heat Pump Installer Course, and RFQ Level 3

Examples of PAS role competencies

1. Retrofit Coordinator



2. Retrofit Assessor



3. Retrofit Designer



4. Retrofit Installer





Examples of progression routes

- Managing project of increasing scale, value or complexity.
- Technical expertise or SME can be very valuable **and transferrable** in the market.

Example benefits to a career in this area

- Variety of projects and complexities.
- Site variety, engagement with tenants and different teams.
- Builds technical skills.
- **Tackle fuel poverty and climate change.**
- Can involve different sites, travel and variety.
- Option to work for different sized companies or a more **free-lance basis**.

Resources

- The Retrofit Academy's guide on PAS 2035 ([see here](#)).
- The Retrofit Academy's guide on PAS 2030 ([see here](#)).
- GOV.UK's details on accredited training routes and funding for PAS roles ([see here](#)).
- GOV.UK's information on government-funded training for Retrofit Coordinators, Assessors, and Installers ([see here](#)).
- RISE PAS 2035 resources round up ([see here](#)).
- RISE Podcast "The value of PAS 2035" ([see here](#)).
- TrustMark's information on PAS 2035:2019 / PAS 2035:2023 ([see here](#)).



Podcast: All RISE podcasts are available [here](#).

PAS podcast: "PAS for Warm Homes projects" available [here](#).



Masterclass: All RISE masterclasses are available [here](#).

PAS masterclass "PAS 2035 compliance" available [here](#).



Advice pack: All RISE advice packs available [here](#).

PAS advice pack: "Introduction to PAS 2035" available [here](#).



This pack aims to share insights, good practices, and lessons learned from the sector. It is intended for informational purposes only and does not constitute as recommendations or endorsements of specific suppliers, products, or services or as legal advice. Please always check the latest regulations.



www.riseretrofit.org.uk