Regen is looking for...

Graduate analysts

regen
transforming energy

Graduate analyst

Regen's mission is to accelerate the transformation of the whole energy system for a zero-carbon future. We use our expertise to lead thinking and tackle the key barriers to change across the energy system. As a graduate analyst, you'll play a pivotal role in driving Regen's reach, influence and impact.

Role overview

- **Position**: Graduate analyst
- **Location**: Exeter (with potential for flexible hybrid working)
- **Salary**: £28,000

Application details

- **Application closing date**: 28 April
- **Interviews**: Week commencing 20 May (flexible by arrangement)
- **Form**: Applications should be in the form of a cover letter and CV. You'll be asked to give a short presentation during the interview process.

Diversity and Inclusion: Regen is an equal opportunities employer. We encourage applications from all individuals, regardless of gender, age, sexuality, class, religion, politics or ethnicity. We particularly welcome applications from under-represented groups, including women, people with disabilities and those from Black, Asian or Minority Ethnic backgrounds.

Join us in shaping a cleaner, greener future! Apply now by submitting your cover letter and CV to **recruitment@regen.co.uk**.

At Regen, we recognise that graduates are the lifeblood of our organisation. We are currently seeking **two** dynamic, energetic and highly-motivated graduates to join our Graduate Programme. As part of this programme, you'll gain a comprehensive understanding of the energy sector while working on a diverse range of projects that encourage cross-team collaboration.

Key skills and experience

- A degree or master's level **qualification** (or equivalent) with good grades in a relevant subject.

- Proficiency in using various **analysis software** or programming languages, such as MS Excel, SQL, GIS or Python.

- Demonstrable **commitment** to your work, excellent teamwork and the ability to plan and organise your workload effectively.

- A proactive mindset to consistently deliver **high-quality** work and make a positive impact.

- Excellent verbal and written **communication skills**.

- **Experience** in the energy sector or related industries is highly valued.

An understanding or interest in the energy sector and a desire to have an impact to accelerate the transition to a zero-carbon future is a fundamental requirement of all roles at Regen.

What you'll be doing

- **Market research**: Stay up-to-date with ongoing energy market developments and summarise key findings.

- **Data analysis**: Produce impactful analytics and resources using tools like MS Excel, GIS, SQL, Python and Adobe CC.

- **Scenario building**: Compile datasets for future energy scenario analysis.

- **Visual communication**: Create engaging graphics to effectively communicate spatial data.

- **Reporting**: Draft reports and present findings.

- **Engagement and support**: Attend stakeholder events and webinars to contribute to sector discussions. Assist Regen members and community energy organisations.

- **Partnerships**: Forge relationships with clients and stakeholders to enhance our sector engagement.

- **Learning and insight**: Continuously learn about the energy sector and provide insights to support our work.

The role

About Regen

Particulars

Training and personal development activities

As a graduate, you'll benefit from a tailored training program at Regen. You will be able to participate in a wide range of personal development activities. Here's what you can expect:

- **Development support**: Your line manager and the wider Regen team will provide guidance and support as you grow in your role.

- **Training activities**: Led by senior team members across different Regen projects, these training activities cover various aspects of the energy sector and working at Regen. They range from hour-long theme introductions to regular skill-building days. These sessions are designed to help you develop quickly and prepare you for increasing responsibilities.

- **Core modules**: The modules listed on the right form the foundation of your year-one training. These fundamental topics will be further expanded upon during your ongoing professional development. You'll collaborate with your line manager to set and discuss your specific objectives.

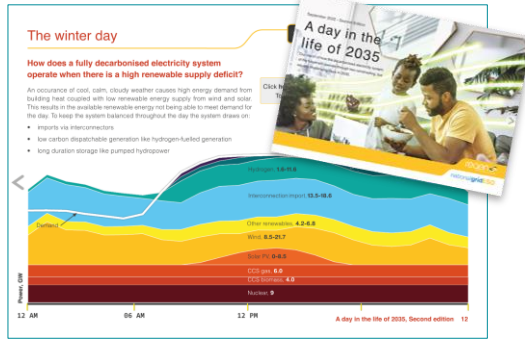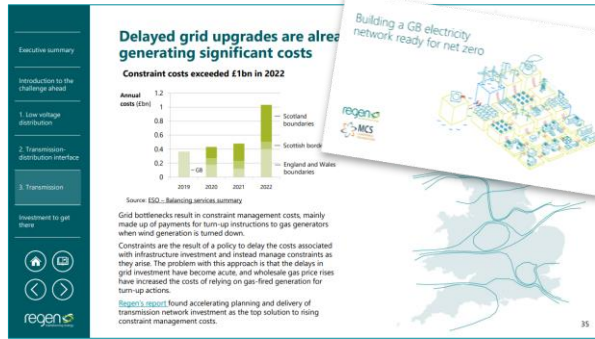| Graduate Programme learning modules |
| --- |
| GB energy system introduction |
| Energy policy introduction |
| Contributing to project management |
| MS Office training courses |
| GIS mapping and data management |
| Python and data science introduction |
| SQL and quality assurance |
| External profile development |
| Financial management |
| Individual research project |
| Event management and networking |
| Communication and writing styles |
| Time management and working practices |

The role

About Regen

Particulars

Day in the Life 2035

Building a GB electricity network ready for net zero
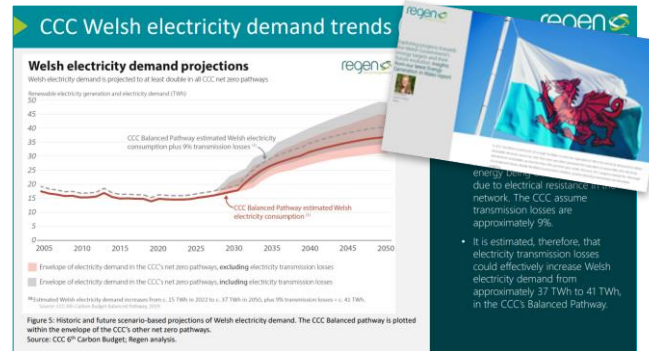

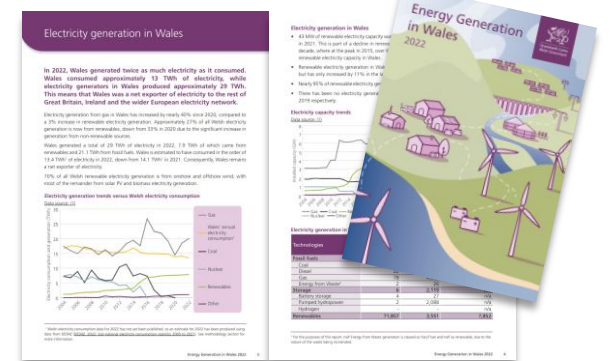## The Review of Electricity Market Arrangements

Distribution Future Energy Scenario studies
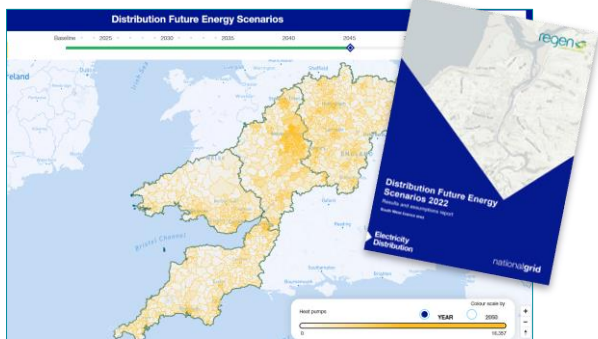
Welsh Government energy targets setting

Energy Generation in Wales

"
We are in the most important decade in human history – we have to turn the tide on carbon emissions.
"

Merlin Hyman, chief executive of Regen

Regen is a leading strategist providing independent, evidence-led expertise to transform the UK's energy system for a net-zero future. We have a strong track record of influencing policy and markets to drive renewable energy generation, cut energy demand and shift to a smarter energy future. However, given the scale of the challenge, we know that we now need to step up our work and our impact on key energy policies and markets.

Established in 2003, Regen is a not-for-profit company limited by guarantee, owned by its membership of over 150 organisations at the forefront of the energy transition. We also run the Electricity Storage Network (ESN), recognising the crucial role of flexible and energy storage technologies. We are an expert team of 40 committed people based at our office in Exeter and working flexibly around the UK.

Our approach

Mission led: Everything Regen does is about the transition to clean energy. We are owned by our members and have no shareholders to keep happy, so we can work where we think we can have the greatest impact.

At the heart of the energy sector: Regen is at the heart of a network of organisations working to transform our energy system. With over 150 member organisations, management of the ESN, a pioneering network promoting diversity and some of the leading events in the industry, this is a unique place to develop your skills, networks and profile.

Evidence and knowledge-based: Regen believes that the best way to influence people is to present arguments and information that is based on a deep knowledge of the energy sector and is backed up by evidence and data. Our energy analysts are therefore a fundamental part of what we do, whether we are working for a community group, government or a large corporation.

A unique place to work: Regen is built on a shared commitment by a team of talented people to make an impact. Our culture is based on trusting and empowering our team and challenging ourselves to do excellent work that drives forward our mission.

Our strategy: Regen's strategy is based on delivering cutting-edge energy expertise, market insight and analysis. Our mission-led status enables us to work closely with organisations that are at the forefront of the energy industry transformation to shape future policy, develop new markets and exploit technology innovation. Check out our work below:

Projects   **Publications**   **Market insights**

Salary and benefits

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Job title	Graduate analyst
Location	Exeter (with potential for flexible hybrid working)
Salary	£28,000 per annum
Annual bonus	Bonus scheme, dependent on company performance
Contract	Fixed Term – 12 months (with potential to extend)

Employee benefits	
28 days paid annual holiday (plus bank holidays), rising to 30 days over two years	Cycle to Work scheme, interest-free rail season ticket loans and salary sacrifice electric vehicle scheme
9% employer pension contribution	CALM/Headspace app subscription
Aviva Healthcare Insurance	Childcare vouchers
Flexible and remote working potential	Continuing professional development plan for all employees
Volunteer days	Bonus scheme (details available at interview)

Applications
Interested candidates should send a CV, with a covering letter outlining their suitability for the role, their interest in energy and why they wish to work at Regen, to Katrina Jackson at recruitment@regen.co.uk. Prior to your application, you are welcome to express interest via email to Katrina and arrange an informal conversation about the role. **The deadline for applications is Sunday 28 April.**

We welcome applications from a wide range of subjects. Our energy analysts would generally be expected to have a high degree of numeracy and analytical skills, so may have studied engineering, natural sciences, geography, economics, environmental sciences, mathematics, IT or renewable energy.

Interviews
Suitable candidates will be invited to an in-person interview. Interviews are expected to take place at our Exeter office in the week commencing 20 May, with some flexibility by arrangement.

At the interview stage, candidates will be asked to give a short presentation. We may also ask you to undertake a task to demonstrate your analytical skills.

Start dates
The expected start date is Autumn 2024, with some flexibility by arrangement.

See more of our cutting-edge work on the Regen website: www.regen.co.uk