

AURORA



GRADUATE  
ANALYST  
PROGRAMME



**Niklas Edler**  
Graduate Analyst

“Working at Aurora is a **daily intellectual workout**; you’ll be working with some of the world’s brightest energy experts, but that’s not to say they don’t have fun—the **friendliness and supportiveness** of my colleagues and the **social life** of Aurora are what I value most highly about the job.”

# AURORA GRADUATE ANALYST PROGRAMME

**At Aurora Energy Research, we develop intelligent and influential research and publications and offer advisory services that are vital to the global energy transformation.**

Through analysis and insights based on leading energy market modelling, we support strategy, policy, and investment decisions for a spectrum of energy market participants. We’ve developed trusting relationships with hundreds of clients, ranging from energy companies, network operators, and government officials to investment funds and banks.

Our success is built on a supportive team culture that helps talented people to develop their skills and expertise, excel in their work, and make a difference in the world.

From our offices across the globe, we cover the energy markets of a growing list of countries across Europe, Latin America, Asia Pacific, and North America.

## Opportunities at Aurora

**Have an impact on the global transition to a cleaner, more efficient energy system**  
In countries around the world, the energy system is decarbonising, decentralising, and digitalising. With Aurora, you will help companies and governments make better decisions to navigate this transition by providing independent analysis and insights. Your thinking will contribute to tackling some of the biggest energy challenges, including climate change, access to electricity, and the cost and security of energy supplies.

**Develop and apply your problem-solving, communication, and analytical skills**  
At Aurora, you will apply the skills you have developed through your studies to solving some of our clients’ most interesting and intricate problems. Through a mix of structured training programmes and on-the-job learning, we will help you raise your abilities to the next level, preparing you to build trusting relationships with clients, develop new business opportunities, nurture teams, and communicate complex ideas with crystal clarity.

## Graduate Programme

### Join a diverse, ambitious, friendly, and supportive team

We're committed to building a company where everyone can achieve their potential in an inclusive and welcoming environment. Aurora brings together people from over 50 countries around the world, each with unique professional and life experiences, in order to collaboratively find more effective ways to solve problems. Through initiatives like our Women at Aurora network and our Aurora Pride group, we strive to provide further support and opportunities for groups under-represented in the energy sector.

### Help build a rapidly growing and innovative company

Aurora has expanded significantly, exceeding its start-up status, and we continue to seek opportunities in new markets, modelling approaches, and ways of thinking.

At Aurora, you will learn from leading experts in the energy industry, develop your own ideas, and help map out the future course for our business.

### Influence the public debate, and inform the strategy of high-profile clients

Our clients include global governing bodies, investors, and generators—some of which are responsible for most of Europe's electricity. At Aurora, you will contribute to reports for our clients, engage with them through consulting projects and subscriber meetings, and help us run conferences that regularly attract hundreds of delegates from across the energy sector.

Aurora's work is covered extensively in the media and has been influential in changing the course of policy decisions in our key markets.

### Work with some of Europe's most advanced energy system modelling

Our modelling team produces sophisticated and flexible proprietary forecasting of various energy markets that sets us apart from other companies. As an Analyst at Aurora, you will use the findings of the modelling team's work to understand the energy system more clearly, in more depth, and with more impact.

Charlotte  
Barlow  
Graduate  
Analyst

"Aurora has provided me with the opportunity to **develop and refine my analytical skill set** whilst tackling some of the largest challenges the energy sector. Coming from a geoscience background, I value the **economic approach and training** Aurora imparts with respect to evaluating decarbonisation pathways. Our working environment is **warm and lively**, and I enjoy spending time with my colleagues both in and out of the office!"

## OUR CULTURE

### Work and wellbeing

Even though our projects can be demanding at times, we believe we make better contributions in the long-term if we keep a balance between work and the rest of our lives. Our managers carefully track teams' wellbeing to remain aware of how this balance stands.

### Development

New joiners are the potential future leaders of our business, and we provide a broad suite of development opportunities, including regular content talks from our experts, sessions with external speakers, and a programme of skills-focused training. Our rapid expansion into new countries boasts exciting opportunities to work from one of our other offices, such as Austin, Rome, Athens, and beyond.

### Making a difference

We are passionate about the role we can play in contributing to the global energy transition. As we serve our clients and develop Aurora as a company, we know that we are also making a difference to the future by supporting smarter, better-informed decisions throughout the sector.

### Community

We have a warm and supportive office environment, and people at Aurora often organise activities together outside of work. These have included cake baking, quizzes, charity runs, and an office football team. There is also a programme of regular social events run by the company to help teams connect and get to know each other better. Our UK office is in Oxford, where a combination of historic architecture, rich culture, and lush countryside contribute to a high standard of living.

Elliot  
O'Sullivan  
Graduate  
Analyst

“Aurora’s strength lies not only in the **talented group of individuals** but also in its **close-knit culture**. Joining this community, I’ve experienced incredible **support and collaboration** across much of Europe. Together, we unravel complex problems, with every achievement celebrated as a **collective effort**.”

Jasmine  
Shao  
Graduate  
Analyst

“After just one rotation at Aurora, I’ve gained a **wealth of knowledge** about the energy sector. I’ve taken charge of my own workstreams and delivered presentations to **key players in the energy market**. My experience spans a range of projects, from solar and battery technologies to pumped hydro and electrolyzers. This **diverse exposure** has provided me with a **comprehensive outlook** on how to navigate the energy transition effectively.”

## OUR GRADUATE ANALYST PROGRAMME

For recent graduates joining our Oxford office, we offer a 21-month experience-based programme, with a salary of approximately £36,000 per annum\*, designed to provide:

- Accelerated training in how energy markets work
- Involvement in live client projects
- An opportunity to contribute to some of the most influential reports in the industry
- A chance to build up your toolkit of analytical, communication, and teamwork skills
- An understanding of how Aurora fits together and of the opportunities in the company

Over the 21-month programme, you will take part in three team rotations within our UK office.

As a Graduate Analyst, you will work on a variety of projects with the following departments:

- **Advisory**: executing bespoke consulting projects for clients
- **Research**: developing market forecast reports and original in-depth research on the future of energy systems
- **Software Solutions**: developing and adopting new software products and features for our clients and maximising existing client satisfaction
- **Commercial**: bringing our subscription services to market

All graduates will rotate through both Advisory and Research plus a third placement in either Software Solutions or Commercial, with the option to partake in a different type of role in Advisory/Research. Placements will be assigned collaboratively, based on both your interests and the needs of the business at the time.

At the end of the last placement, you will be offered a permanent position with one of our teams.

*\*This is based on current figures, subject to change based on annual salary benchmarking*

# OUR APPLICATION PROCESS

If you are a final year university student or recent graduate interested in joining Aurora's Oxford office as part of our Graduate Analyst Programme, please visit [auroraer.com/grads](https://auroraer.com/grads). We have opportunities available for roles starting in January and September 2024.

When you apply to join the Aurora Graduate Analyst Programme, your application will go through the following stages:

## CV Screening and Aptitude Tests

Our screening team will review your CV and cover letter once the application window closes on 5 November 2023.

## First-Round interview

We will arrange to speak with you on Microsoft Teams for just under an hour, between 15 and 21 November 2023. We will want to learn more about how you have shown your abilities in your past experiences. There will also be quantitative questions where you can demonstrate how you think through and solve problems.

## Final round interviews

If you are successful in our first-round interview, we will invite you to visit our Oxford office at the end of November. During the visit, you will have two face-to-face interviews, each lasting 45 minutes. You will also be asked to complete a written exercise, lasting about 40 minutes.

You will have a chance to meet more people from our teams and see what it would be like to work at Aurora.

As in the first round, the interviews will include a mixture of questions about how you have shown your abilities in your past experiences and case-study exercises where you can demonstrate how you think through and solve problems.

## Offers

If you are successful in our final-round interview, we will make you an offer of a position at Aurora by the end of December 2023, to begin work in our Oxford office starting in January and Autumn of 2024.

Apply today! Go to  
[auroraer.com/grads](https://auroraer.com/grads)

# WHAT WE LOOK FOR

Our Graduate Analyst Programme is open to you if you are:

- A final-year undergraduate who is on track for a first-class or high second-class degree
- A final-year postgraduate holding a first-class or high second-class undergraduate degree
- A recent graduate holding a first-class or high second-class undergraduate degree

In any case, you will need to be available to join in either January or September the year after you apply.

Our team looks for evidence of the following qualities in applications:

- An ability to collect, analyse, and interpret complex information
- An ability to communicate and collaborate with a wide range of people
- Evidence of quantitative skills
- Evidence of effective teamwork

Fluency in a second European language: this is not essential, but we highly value the ability to work in a second language as we develop our business throughout Europe and other regions across the globe.

We are committed to the principle that no employee or job applicant shall receive unfavourable treatment on grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership, pregnancy, or maternity.

# AURORA

ENERGY RESEARCH

OXFORD | AUSTIN | BERLIN | SYDNEY

ATHENS | MADRID | MELBOURNE | OAKLAND | PARIS

ROME | SÃO PAULO | STOCKHOLM | TOKYO

Scan here for our contact details



## Why not have a look at our Modelling programme?

Modellers build and maintain our in-house modelling suite, working closely with analysts to meet clients' needs. The modelling role involves programming and problem solving, requiring modellers to understand analyst needs as well as clearly communicate complex modelling topics across the team.

**CRITICAL  
ENERGY  
MARKET  
ANALYTICS**

