



POSITION: Junior Associate, EUROPE (M/F/D)

LOCATION: Belgium, UK, or Germany with expectation of spending time in RAP's office in Brussels on a regular basis. For the right candidate we can consider remote work in other European countries.

ABOUT RAP

Regulatory Assistance Project (RAP)[®] is an independent, global NGO working toward a clean, reliable, equitable and cost-efficient energy system. We provide clarity, vision and innovative ideas to policy makers, regulators, and the broader community in the energy sector. RAP's international team of experts — composed of some of the most knowledgeable and experienced minds in the energy sector — partners with decision-makers to develop data-informed, real-world solutions.

For more than three decades, RAP has been a leader in developing solutions to the world's most pressing energy sector challenges. Developing answers to the questions regulators and other decision-makers are asking (or should be asking); changing the narrative; and leveraging partnerships to accelerate change. RAP's key policy areas build on past work and complement each other:

- Accelerate electrification of buildings, transportation, and industry.
- Accelerate the phaseout of gas infrastructure.
- Remove barriers to distributed energy resources.
- Decarbonize the electric grid.
- Reduce emissions from fossil fuels.

ABOUT THE EUROPE PROGRAMME

RAP advises the European Commission, Parliament, individual country governments, regulatory authorities, and NGOs on practical ways to achieve the net-zero emissions by 2050 goal, comparable international renewable energy strategies, and complementary policies for the energy sector as well as climate and environmental regulation. We work as partners to help individual countries — including EU Member states such as Germany, Poland, and France — to develop sustainable, effective tools to meet their energy sector challenges.

RAP's international team of experts understand these challenges and the heavy lifting it will take to overcome them. Our team develops holistic policies, mechanisms, and regulatory instruments to make big impacts in all aspects Europe's energy needs, including heat, industry, and gas policies, electric vehicle infrastructure, energy efficiency programs, and the power system.

For an overview of some of our recent work see the knowledge center on our website:

<https://www.raponline.org/knowledge-center/>

REPORTS TO

Senior Associate, EU

SUPERVISORY RESPONSIBILITIES

This position does not supervise others.

JOB SUMMARY

This is an exciting opportunity to work on cutting-edge clean energy topics as part of a collaborative international team of energy transition experts. The junior associate will support RAP's work to accelerate the decarbonisation of energy production and demand in Europe. Key priorities for our work in Europe are affordable electrification of energy demand in transport, buildings, and industry; increasing deployment of renewable energy sources; ensuring energy market regulation and grid management is aligned with a net-zero future; and promoting equitable solutions and those that alleviate energy poverty.

Depending on your interest and profile you could support work across a range of ongoing projects. For example, providing in-depth qualitative and/or quantitative analysis supporting RAP to deliver policy and technical assistance to governmental and industry decision-makers on heat decarbonisation, reducing electricity grid congestion, or combining social and climate objectives across a range of transition policies.

The junior associate will join a talented team based across Europe and have opportunities for further professional growth within our Europe programme work. RAP offers substantial flexibility in topics taken on and the degree of responsibility assumed depending on preference and experience of the applicant. RAP has a flexible and collaborative work approach and highly values self-starters who assume accountability in their own initiatives.

Please have a look at our knowledge centre to get a good overview of the topics we work on:

<https://www.raponline.org/knowledge-center/>

ESSENTIAL FUNCTIONS

- Study, monitor and analyse governance, policy, and regulatory developments in areas relevant to RAP's work. These areas include renewable and energy efficiency policy; energy markets, pricing, and taxation; EU and national support policies; grid management; decarbonisation of heating and cooling.
- Research case-studies and best-practices globally and in Europe.
- Support the project team in writing original policy and technical briefs, undertake critical analysis, prepare reports, and present findings. Depending on preference and skills of the applicant the work could be oriented towards qualitative and/or quantitative analysis.

- Support the development of policy recommendations for both EU and national policy.
- Engage in outreach activities. This may include organising or participating in conferences and workshops for high-level decision-makers, making/giving presentations, writing blogs and opinion pieces, networking and identifying opportunities for engagement with relevant stakeholders.

CORE COMPETENCIES

- Comfortable getting familiar with complex technical studies and absorbing and digesting scientific literature from multiple sources.
- Fast learner, ability to quickly master new topics and skills.
- Excellent writing and oral communication skills in English
- Effective communicator, can present technical information in an accessible manner.
- Self-motivated and dedicated, eager to learn and grow on the job.
- Ability to work independently and collaboratively.

KEY QUALIFICATIONS

- Minimum of bachelor's degree in a relevant field – e.g., economics, environmental policy, engineering, social science, etc.) advanced degree preferred, or equivalent combination of education and experience.
- 1- 3 years of relevant experience in a research/analyst/consulting role or similar, experience in the renewable energy sector appreciated.
- Strong interest in renewable energy and (EU) energy policy and regulation
- Strong analytics and problem-solving / structuring skills. Experience with independently developing and executing analysis and/or research projects a plus.
- Public speaking and presentation skills, or an interest in developing this.

PHYSICAL DEMANDS

The physical demands and work environment characteristics described here are representative of those necessary to perform the essential functions of this job. Reasonable accommodation may be provided to enable qualified individuals with disabilities to perform these functions.

- Must be able to remain in a stationary position most of the time.
- Capable of regular travel by various modes of transport

RAP'S COMMITMENT TO JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

RAP team members are hired and compensated based on job-related qualifications and abilities. We strive to provide a work environment that allows our team members to feel safe and respected. We value the dignity and worth of each individual and do not tolerate any form of employment discrimination, including harassment, and any mistreatment due to race, color, sex, gender, age, religion, or religious creed, national.

origin, ancestry, citizenship, marital status, sexual orientation, gender identity, gender expression, genetic information, physical or mental disability, military, or veteran status, or any other characteristic protected by law. RAP provides reasonable accommodation to qualified individuals with disabilities or based on a sincerely held religious belief, in accordance with applicable laws. If you need to inquire about accommodation or need assistance with completing the application process, please email hr@raponline.org.

OUR OFFER

Our people are at the heart of our organisation. You will be part of a multinational and multicultural team of leading energy experts, with over 10 nationalities working from 7 European countries. We believe in a diverse and inclusive workforce and nurturing an environment where we learn from each other and develop together. We strongly believe in continuous learning and offer coaching, training, and development opportunities to our employees. We are a hybrid workplace and offer a maximum of flexibility enabling us to have a good balance between remote working and engaging physically with colleagues.

If you join RAP as a junior associate, we have the intent to have you grow your responsibilities and become a recognized expert in the field. We will work with you to make a tailor-made development plan and provide on the job-coaching and training opportunities both in-house and externally at leading training institutions in the field.

We offer competitive compensation for the NGO sector, for this role, the salary range is between EUR 54,000- 59,000 gross per year plus benefits in-kind depending on experience and country.

INTERESTED?

Please submit your application **no later than February 28, 2025**, consisting of a curriculum vitae and a cover letter by email to hr@raponline.org.

Women and people from underrepresented groups are encouraged to apply!
Active, valid EU work authorization required; RAP does not provide visa sponsorship at this time.