



POSITION: Team Lead, INDIA PROGRAM

India is charting an ambitious course for its energy future, setting bold targets for renewable energy deployment, green hydrogen production, and the expansion of distributed energy resources and electrification. This transformation comes at a time of rapid economic growth, which will drive a significant rise in energy demand. By 2035, peak electricity demand is expected to reach 446 GW, while cooling demand is projected to increase sixfold, adding further complexity to the country's energy landscape.

To navigate these challenges, India must rethink how its entire power sector is planned and operated. Modernizing transmission and distribution networks, alongside regulatory and business model reforms, will be essential to accommodate large shares of renewable energy, enhancing demand-side flexibility and ensuring system resilience. In this evolving energy landscape, there is a growing demand for technical expertise to drive grid modernization, infrastructure development, and effective policy implementation.

ABOUT RAP

Regulatory Assistance Project (RAP)® is an independent, global non-governmental organization with a mission of advancing policy innovation and thought leadership within the energy community. Our vision is to create a clean, reliable, equitable and cost-effective energy future for all. RAP focuses most of activities in the U.S., China, Europe and India.

RAP has been a key contributor to India's power sector transformation for over 16 years, providing expertise to policymakers, regulators, and decision-makers. Since launching its formal India program in 2008, RAP has played a crucial role in shaping progressive energy policies, including supporting NITI Aayog's clean energy targets and advising authorities at Central and State level.

RAP's approach focuses on providing strategic technical assistance, capacity building, outreach, and thought leadership to empower decision-makers with the knowledge and tools needed for energy sector reform. We facilitate knowledge-sharing between global experts and Indian stakeholders, conduct training programs, and build consensus among diverse groups. Through research and policy engagement, RAP anticipates future challenges and develops innovative, practical solutions tailored to India's needs. As a trusted advisor, RAP not only offers guidance on implementing reforms but also fosters stakeholder collaboration to drive durable, systemic change in India's power sector.

A few examples of our current projects in India are:

- Designing and implementing a Demand Side Response program, which could be replicable and scalable at a nationwide level.
- Highlighting the economy-wide benefits of energy efficient, grid interactive buildings.
- Shedding light on the benefits that widespread use of financial derivatives for thermal and renewable generators could bring to the Indian wholesale market.

For more information on RAP, including our thought leadership and publications, please visit our website: <https://www.raonline.org/about>.

FLSA STATUS

Full-time, exempt, not eligible for overtime

REPORTS TO

Principal, India Program

SUPERVISORY RESPONSIBILITIES

May mentor or supervise Jr. Associate and Associate

LOCATION

Delhi or Mumbai, ability to travel within India and internationally as needed.

JOB SUMMARY

The Senior Associate, India Program supports and expands our work in India's energy policy landscape. As a key member of RAP's India team, the Senior Associate will exercise independent judgment and contribute to thought leadership, policy research, stakeholder engagement, and technical assistance to advance clean, reliable, equitable, and cost-efficient energy solutions.

The successful candidate will bring deep expertise in energy policy, strong analytical skills, and the ability to engage with key stakeholders in India's power and environmental sectors. This role offers the opportunity to contribute to RAP's mission while working in an international, collaborative, and dynamic environment.

ESSENTIAL FUNCTIONS

- Policy Research & Analysis
 - Help create public policy ideas, select best practices for public and industry consideration and open opportunities to affect public policymaking throughout the region.
 - Work with the program director, team members and others in substantive strategic and project planning and outreach to government agencies, regulatory bodies, power and gas enterprises, and nonprofit advocacy organizations.
 - Analyze policy development in the areas of rate design, rate making, gas transition and/or transmission. This work will require, among other things, researching and writing policy and technical briefs, undertaking critical analysis, preparing reports, engaging social media and presenting before diverse audiences.
- Stakeholder Engagement & Outreach
 - Represent RAP at high-level discussions, workshops, and policy forums.
 - Develop and sustain relationships with key governments, corporate and NGO leadership to facilitate future work for RAP.
 - Provide technical assistance to policymakers and regulatory bodies on clean energy policy development.
 - Translate complex technical concepts into actionable recommendations for diverse stakeholders.
- Project Management & Team Collaboration
 - Lead and contribute to various projects, ensuring high-quality deliverables.
 - Work closely with RAP's global teams to leverage expertise and coordinate programmatic efforts.

CORE COMPETENCIES

- Relentless Drive for Impact; A deep commitment to transforming the energy sector, with the persistence and determination to drive meaningful change in complex and evolving environments.
- Energy Policy & Regulatory Knowledge; Strong understanding of India's power sector, institutional and regulatory frameworks, and energy transition topics.
- Research & Analytical Skills; Ability to conduct complex policy and economic analysis to develop impactful recommendations.
- Communication & Representation; excellent verbal and written communication skills, with the ability to engage policymakers and industry stakeholders.
- Project Management & Collaboration; Experience managing projects, coordinating with teams, and delivering results under tight deadlines.

MINIMUM QUALIFICATIONS

- Advanced degree in Energy Policy, Public Policy, Economics, Engineering, Environmental Science, or a related field.
- Minimum of 10 years of experience in energy policy, regulatory affairs, or clean energy advocacy.
- Strong working proficiency in English, proficiency in Hindi and/or other widely spoken languages in India preferred.
- Strong network within India's energy sector, including relationships with government agencies, regulators, and civil society.
- Experience in stakeholder engagement, policy analysis, and technical assistance.

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 made 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.

COMPENSATION & BENEFITS

RAP recognizes the hard work and dedication of its staff members and provides best-in-class total rewards with generous paid time off, comprehensive health & wellness package, flexible work arrangements, and a competitive salary range in alignment with the market.