POSITION: Associate, Energy Systems Innovation

ABOUT RAP
Regulatory Assistance Project (RAP)® is an independent, global non-governmental organisation with a mission of advancing policy innovation and thought leadership within the energy community. We are proud to be a diverse, global team connected by values that are built on passion and dedication, making a difference in the future of our world.
For more information on RAP, including our thought leadership and publications, please visit our website: https://www.raponline.org/about.

EMPLOYMENT TYPE
Full-time salaried

REPORTS TO
Managing Principal, Energy Systems Innovation

SUPERVISORY RESPONSIBILITIES
N/A

LOCATION
Fully remote; multiple locations considered: Europe, South Africa, or Asia-Pacific. Some domestic and international travel is to be expected. Candidates must have the right to work in their country of residence.

JOB SUMMARY
The Associate, Energy Systems Innovation (ESI), supports governments, regulators and partners to turn energy transition ambitions into practical policy and regulatory reforms. As part of RAP's ESI team, the Associate contributes research, analysis, technical assistance and stakeholder engagement to accelerate electrification, renewable energy and distributed energy resources, supporting an affordable and equitable energy transition.

This is a proactive, varied and hands-on role, offering substantial opportunities to work with and learn from experienced specialists within RAP and external experts around the world. Working across topics and jurisdictions, the Associate will help to understand the needs of local stakeholders, work with experts to identify leading global approaches and assist in adapting them into practical solutions suited to local needs. The Associate contributes ideas, seeks out relevant expertise and takes responsibility for assigned activities with guidance from senior colleagues, building skills through applied research, technical assistance and direct stakeholder engagement.

ESSENTIAL FUNCTIONS

Project Development

- Support project delivery by completing assigned activities with guidance, producing accurate outputs and flagging complex or sensitive issues.
- Work with experts within and outside RAP, support their analysis and technical assistance, and help bring together expertise and local stakeholder insights to develop practical solutions.
- Support assigned RAP's initiatives, share knowledge and contribute to activities across teams.

Policy Research & Technical Assistance

- Undertake assigned research and quantitative analysis with guidance, checking findings and following RAP and ESI quality standards. Help experts and stakeholders assess leading global approaches and adapt them to local conditions.
- Prepare technical inputs and respond to defined stakeholder questions, seeking guidance on complex or sensitive issues.
- Analyse evidence on affected groups and identify equity and affordability implications.

Stakeholder Engagement & Capacity Building

- Support working-level stakeholder relationships, manage agreed follow-up and help counterparts and experts understand local needs and develop practical solutions.
- Prepare materials and assist in delivering workshops or training activities.
- Research prospective opportunities and prepare assigned proposal inputs.

Thought Leadership & Public Outreach

- Draft assigned publications, presentations and communications for review.
- Present assigned research and project findings in relevant meetings and events.

CORE COMPETENCIES

Technical Expertise & Policy Knowledge

- Some knowledge of an energy transition field and relevant economic and regulatory concepts, with a readiness to learn and build understanding across disciplines and jurisdictions.
- Develop an understanding of local priorities and institutions, draw on experts to learn leading global practice, and help adapt solutions with stakeholders to local needs and constraints.

Strategic Thinking & Problem-Solving

- Ask useful questions, apply research and quantitative methods with guidance and check evidence carefully. Take initiative in resolving routine problems, suggest improvements and seek help when needed.

Leadership & Project Management

- Manage several assigned tasks, adjust priorities with guidance and deliver reliable work on time, flagging competing demands early.

- Learn quickly, proactively seek relevant expertise, synthesise new information and adapt to changing topics, opportunities and feedback.
- Work as a team player - support colleagues, share knowledge and challenges openly, welcome different perspectives and take shared responsibility for collective success.

Communication & Stakeholder Engagement

- Listen first to understand and respond to local needs and priorities before proposing solutions.
- Explain findings clearly, tailor written and spoken communication to the audience and build constructive working relationships.

Learning & Development

- Take ownership of professional growth, learn actively from internal and external experts, seek and apply feedback, and share learning with colleagues across technical, stakeholder and project skills.
- Impact driven, with a focus on contributing to practical change that accelerates the energy transition. Persevere through setbacks and adapt based on results.

MINIMUM QUALIFICATIONS

Required

- Master's Degree in energy policy, public policy, economics, engineering, environmental science or a related field; or equivalent relevant professional expertise.
- Typically, 3 to 5 years of relevant experience in energy policy, regulation, energy systems or clean energy transition work.
- Demonstrated experience conducting relevant research or analysis and preparing clear evidence-based outputs.
- Demonstrated experience completing assigned work with guidance, managing own deadlines and helping coordinate project activities.
- Demonstrated experience working directly with stakeholders, supporting engagement activities and managing agreed working-level interactions.
- Strong professional proficiency in written and spoken English.

Preferred

- Proficiency in additional languages relevant to assigned geographies desirable.
- Experience working in or closely with government agencies, regulators or public policy institutions is desirable.
- Experience working with international or culturally diverse teams and stakeholders desirable.

COMPENSATION & BENEFITS

Base salary for this role: EUR 40,000-60,000 annual salary or alternative regional equivalent, in alignment with our global compensation framework. Final compensation will be determined based on several factors,

including the candidate's region and location, years of relevant experience, depth of subject matter expertise, demonstrated impact, and organisational needs.

In addition to base salary, RAP offers a competitive benefits package based on location, which includes pension contributions, generous annual leave, and other benefits designed to support employee well-being and work-life balance.

PHYSICAL DEMANDS

This role is primarily sedentary and can be performed remotely from a home-based office. The position requires the ability to:

- Work at a computer for extended periods, including typing, reading from a screen, and participating in virtual meetings
- Communicate effectively via video conferencing, phone, and written correspondence, as well as some physical meetings and workshops.
- Occasionally travel domestically and internationally, which may involve extended periods of sitting, standing, walking, and carrying light luggage

RAP is committed to providing reasonable adjustments and reasonable accommodations to enable individuals with disabilities to perform the essential functions of the role, and throughout the application process. Physical requirements described above are representative and not exhaustive. Individuals who require adjustments to perform essential job functions are encouraged to discuss their needs during the recruitment process.

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

RAP is committed to fostering a workplace that reflects the diverse communities we serve and to advancing equity through our work. We do not discriminate on the basis of race, colour, religion or belief, sex, sexual orientation, gender identity, gender reassignment, pregnancy or maternity, marital or civil partnership status, disability, age, or any other characteristic protected under applicable law, including the Equality Act 2010 and, in alignment with global best practice, principles reflected in all applicable local law.
We are dedicated to creating an inclusive environment where all employees feel respected, supported, and able to contribute fully. We actively seek to embed equity considerations into our policies, practices, and programme work, and we encourage applications from individuals of all backgrounds, particularly those historically underrepresented in the energy sector.

APPLICATION INSTRUCTIONS

Submit your application to apply@raponline.org with the following documents by **the 30th November 2026.**

- A cover letter of maximum one page explaining your suitability for the position.
- A curriculum vitae of maximum 2 pages
- A brief sample of your work