

# GRADUATE ANALYST PROGRAMME OXFORD

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# START YOUR CAREER WITH AURORA

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

Through analysis and insights based on leading modelling of energy markets, we support strategy, policy and investment decisions for a spectrum of energy market participants. We've developed trusting relationships with hundreds of clients, including energy companies, investment funds, banks, network operators and governments.

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 to the world. From our offices in Oxford, Berlin, Austin and Sydney we cover the energy markets of a growing list of countries across Europe, the US and Asia Pacific.

## OPPORTUNITIES AT AURORA

**Have an impact on the global transition to a cleaner, cheaper energy system**

In countries around the world, the energy system is decarbonising, decentralising and digitalising. At 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.

**Apply and develop your problem-solving, communications 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.

***"The diverse range of projects at Aurora has given me unmatched exposure to and experience of the European energy system."***

**CARMEN LIM**



**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 20 countries around the world and with a broad range of professional and life experiences in order to co-operate to find smarter ways to solve problems. Through initiatives like our Women at Aurora network, we seek to provide further support and opportunities for groups under-represented in the energy sector.

**Help build a rapidly growing and innovative company**

Founded in 2013, Aurora has grown rapidly to around 200 people but retains the entrepreneurial atmosphere of a start-up. We continue to seek opportunities from new markets, new modelling approaches and new ways of thinking. At Aurora, you will learn from leading experts on the energy markets, 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 government agencies from the UK, Europe and beyond, as well as investors, international energy companies, and generators 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 forecasting of the energy market 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.

# OUR CULTURE

## Work and wellbeing

We believe that we make better contributions in the long term if we keep a balance between work and the rest of our lives, even though our projects can be demanding at times. Our managers carefully track teams' wellbeing to stay aware of how this balance stands. Our UK office is in Oxford, where a combination of historic architecture, rich culture and lush countryside contribute to a high standard of living.

## 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-focussed training. Our rapid expansion into new countries and products provides exciting opportunities for growth and development. Once you have reached a certain stage in your career, you will have the option to apply for a temporary transfer to one of our offices in Berlin, Austin or Sydney for several months.

## 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 helping to make 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 co-operate to 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.



***"As a Graduate Analyst, rotating between teams has helped me develop a diverse set of skills and knowledge that I have been able to leverage to deliver challenging projects, such as battery storage valuations."***

**EMILY SHAW**



A portrait of a young man with short brown hair, smiling at the camera. He is wearing a dark blue button-down shirt. The background is a blurred outdoor setting with green foliage and a building with blue windows.

*"It really is the people who give Aurora its spark and edge. To be able to work closely with such diverse, interesting and driven colleagues every day is a real pleasure."*

CASPAR WHITEHEAD

# OUR ANALYST GRADUATE PROGRAMME

For recent graduates joining Aurora's Oxford office, we offer a 20-month programme of experience and development 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, teamwork and communications skills
- An understanding of how Aurora fits together and of the opportunities in the company.

Over the 20 months, you will take part in two placements in teams within our UK business.

The teams included in the programme are:

- Commissioned Projects: executing bespoke consulting projects for clients
- Research & Publications: developing market forecast reports and original in-depth research on the future of energy
- Commercial: bringing our subscription services to market
- Product Development: designing and developing new services for our clients

Placements will be assigned collaboratively, based on both your interests and the needs of the business at the time. Commissioned Projects and Research & Publications are our largest teams, and usually graduates spend at least their first placement in one of these.

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

# 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 analyst graduate programme in Autumn 2022, please visit [auroraer.com/analyst-graduate-programme-2022](https://auroraer.com/analyst-graduate-programme-2022).

Applications will close in November 2021.

When you apply to join the Aurora analyst graduate programme, your application will go through the following stages.

## CV screening

Our screening team will review your CV and cover letter and agree whether to invite you to an interview.

## First round interview

We will arrange to speak with you by telephone for just under an hour. We will want to learn more about your motivations and experiences, and we will ask some "case study"-style questions to give you a chance to show your problem-solving and quantitative skills.

## Final round interviews

If you are successful in our first round interview, we will invite you to visit our Oxford office.

During the visit, you will have two face-to-face interviews, each lasting about an hour. 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.

We take the health of our team and our applicants seriously, and we may adjust the format of the final round interviews in Autumn based on the latest government guidelines on COVID-19.



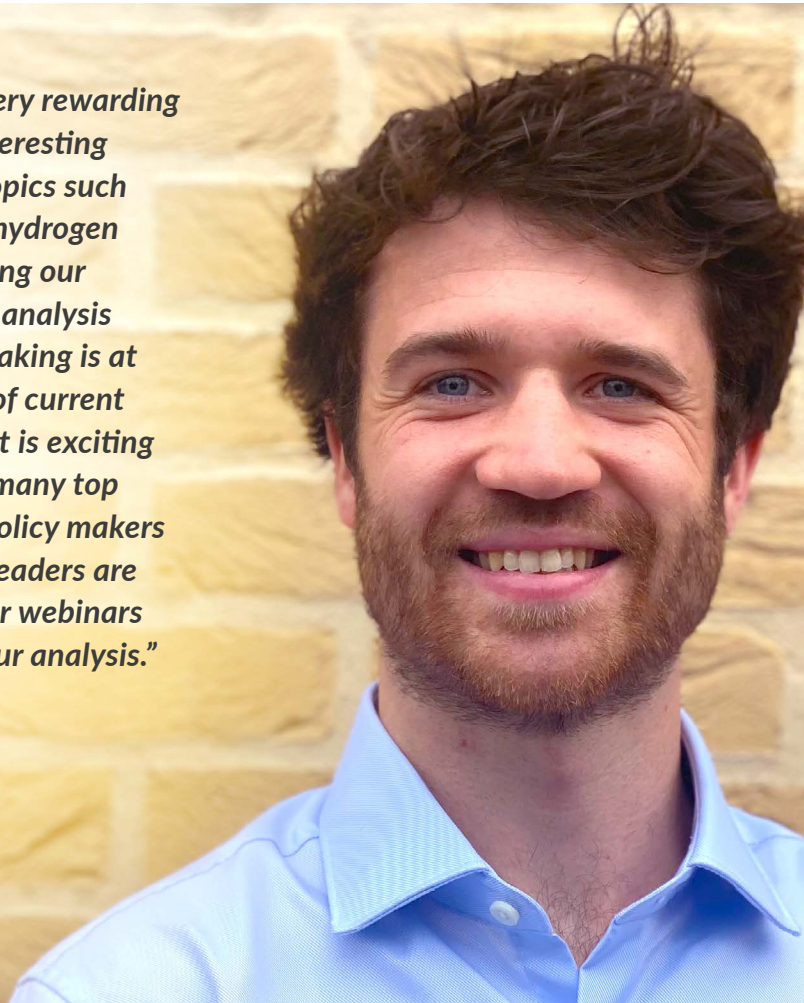
## Offers

If you are successful in our final round interview, we will make you an offer of a position at Aurora, to begin work in our Oxford office the following Autumn.

For enquiries, please email [recruiting@auroraer.com](mailto:recruiting@auroraer.com)

*"It has been very rewarding to work on interesting and current topics such as the role of hydrogen in decarbonising our economy. The analysis we are undertaking is at the forefront of current research and it is exciting to know that many top government policy makers and industry leaders are tuning into our webinars and reading our analysis."*

MIKE TWOMEY





***“The first project I worked on was for the Government looking at the decarbonisation potential of interconnectors. This immediately threw me into working on current issues that inform energy policy in the UK. There’ve been plenty of other examples like this in my first year on the job with both public and private sector clients. The opportunities within Aurora only seem to be increasing, and it’s not at all far-fetched to think that a current graduate could, in a few years, be leading a team.”***

**WILL STEPHENSON**

# WHAT WE LOOK FOR

Our analyst graduate programme is open to you if you have studied at a top university and 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 the Autumn the year after you apply.

Our team look 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 range of people
- Evidence of quantitative skills
- Evidence of working effectively in teams
- 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 across Europe

The Company is 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, civil partnership, pregnancy or maternity.

For more information about our services  
and insights, please get in touch:

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