

AURORA

ENERGY RESEARCH



OUR GRADUATE PROGRAMMES

WELCOME NOTE

We are thrilled at the prospect of having you join one of our Graduate Programmes as we continue our journey to achieve growth and continued excellence and innovation. I believe we have a strong social responsibility to develop our graduates' skills to enable them to be effective long-term contributors to the green energy transition.

The opportunities at Aurora are enormous because of our rapid growth—from 2 to over 700 people and from 1 to more than 14 offices over the past 11 years. As one of our core values, the “what's next?” approach to career development encourages all our team members to take on more responsibility and challenge themselves.

Our talented and enthusiastic global graduate community is a cornerstone of Aurora's culture. One enduring Aurora team trait is that we don't take ourselves too seriously. The regular injection of enthusiasm, humility, and intellect that accompanies our graduate programmes plays an important role in showcasing our informal and non-hierarchical culture.

I very much hope you'll consider joining our team at Aurora and playing a central role in facilitating the global green energy transition.



John Feddersen
Founder & CEO, Aurora

WHAT WE DO

We are a **global energy market analytics** company. At Aurora, we use custom in-house quantitative models and data to work with clients and facilitate the green energy transition.

Our **Modelling team** develops and maintains the models that power Aurora's software solutions, such as Origin and Chronos. The models are built with best practices in modern software engineering design and utilise advanced mathematical optimisation techniques to accurately simulate global power markets. Modellers work closely with the Research, Advisory, Software Solutions, and Software Development teams to both construct and apply our models to various markets.

The **Software Solutions** team enables our internal teams and clients to successfully use our models and software products. Our clients use our software to help answer their specific, project-based strategic questions by creating customised forecasts and valuations that are simple to set up, edit, and refresh. In our Product team, you will support the introduction of new software features and market expansions, collaborating with Sales and Marketing to prepare feature and region launches and more broad go-to-market strategies. In our Customer Success team, on the other hand, you will help develop and deliver services that enhance the value of our software, having direct ties to our subscribers, onboarding them and supporting their usage.

The **Advisory team** provides consultancy services to our clients. Our advice is fully bespoke, helping inform strategic decisions and providing the high levels of interaction required to facilitate some of the largest transactions in the energy sector. The nature of work is diverse, spanning different types of clients, technologies, and policy topics. For example, over the past few years as part of one of our larger department initiatives, our graduates have supported in quantifying the implications of different levels of renewables used to reach Net Zero emissions for the UK's National Infrastructure Commission.

In the **Research team**, you will support the preparation of in-depth regular reports on the key power and commodity markets globally. Over 800 clients subscribe to these products, including banks, funds, developers, utilities, governments and regulators, and grid companies. The reports provide insight on a wide range of topics including renewables, battery storage, electricity grids, hydrogen, and more to inform our clients' investment and strategy decisions.

The **Commercial team** is responsible for driving Aurora's growth. In the Commercial team, you will have the opportunity to directly contribute to Aurora's commercial success, make a strong personal network with our clients, and work with colleagues across the world. You will have the opportunity to lead your own sales opportunities from initial calls to proposal writing, pricing, and contract negotiation. You will also have the opportunity support in account management, gaining a deeper understanding of why client's use Aurora and how we can best support them.



"For me, one of the best parts of the graduate scheme is the **social aspect**. Having a group of **likeminded people** makes settling into Aurora a lot easier, and the contact with previous cohorts is a great way to ask all your questions."

Graduate Programme

OUR GRADUATE PROGRAMMES

Modelling: Offered in Oxford, you will work across our modelling teams on a variety of projects, collaborating closely with Advisory, Research, and Software Solutions departments.

Analyst: Our rotational programme is available to apply for in Oxford, Berlin, Sydney, Austin, Paris, and Madrid. Depending on location and availability, teams included are Advisory, Research, Software Solutions, and Commercial.

At the end of the programme, you will be offered a full-time position with us based on your interests and business needs.

See our programmes below:

Oxford
Analyst

Oxford
Modelling

Berlin
Analyst

Austin
Analyst

Madrid
Analyst

Sydney
Analyst

Paris
Analyst

Stay updated on start dates, application deadlines, and to join our mailing list scan the QR code or visit auroraer.com/grads.



NEW GRADUATE PROGRAMMES COMING SOON
around the world—explore our website for more.

APPLICATION PROCESS

After you apply to join one of our Graduate Programmes, your online application will go through the following stages:



We use **quantitative tests** in conjunction with CV screenings and application questions to assess a candidates' fit to our programme. From there, we invite successful candidates to first-round interviews.

After the first round of interviews, successful candidates will be invited to participate in virtual or in-person final interviews at our assessment centres. For graduate modellers, this stage involves a conversation-style interview with a few quantitative problem-solving questions. During this stage for graduate analysts, candidates will be presented with **two 45-minute conversational style interviews** with quantitative case studies, as well as a **task to evaluate written or presentation skills**. Our hiring team will ensure you get all the relevant information about the assessment process in advance.

Our interview process is designed to help us learn more about your competencies, strengths, working style, and **motivations for the programme**. The interviews include a mixture of **qualitative and quantitative questions** where you can demonstrate how you think through and solve problems.

Get in touch with the Early Careers team (early.careers@auroraer.com) if you have any questions.

WHAT WE LOOK FOR

Our Graduate Programme is open to you if you are:

- A recent graduate, a final-year undergraduate, or a postgraduate student with a strong academic record

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
- Motivation for facilitating the green energy transition

We require applicants to be fluent in English, and we highly value the ability to work in a second language. For example, fluency in German, Dutch, or Polish is an advantage for the Berlin Graduate Analyst Programme and Mandarin, Japanese, or Korean for our Sydney Graduate Programme.

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'S CAREER SERIES:
GRADUATE PROGRAMME EXPLAINED

Hear from our graduates and other members of the team about what life's like at Aurora



Graduate Programme

OPPORTUNITIES AT AURORA

Help with building a rapidly growing and innovative company

We have expanded significantly, exceeding our 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.

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 clarity.

Join a diverse, ambitious, friendly, and supportive team

We are committed to building a company where everyone can achieve their potential in an inclusive and welcoming environment. Aurora brings together people from over 60 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@Aurora network and the Aurora Pride group, we strive to provide further support and opportunities for under-represented groups in the energy sector.

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 significant portions of electricity around the world. 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. Our work is covered extensively in the media and has been influential in changing the course of policy decisions in our key markets.

Nathan
Keown
Graduate
Modeller



"I have learned so much in my first year at Aurora, gaining knowledge of a wide range of energy markets and quickly developing my technical skills. It has been great to do this in a relaxed and sociable atmosphere of like-minded intelligent people."



Xinran
Alice He
Graduate
Modeller

"At Aurora, I've had the incredible opportunity to collaborate with teams across different disciplines, gaining invaluable insights and experiences. The supportive team dynamic encourages knowledge sharing, enabling me to expand my skillset and gain exposure to various aspects of the energy industry."

Graduate Programme

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 our personal lives. Our managers ensure their team members' wellbeing is always a priority. As part of our commitment to flexible working, we also support hybrid working in line with our Hybrid Working Policy

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 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.

Development

Our Graduates are the 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. Aurora's rapid expansion into new countries boasts exciting global projects and exposure to a truly international workforce.

Community

We have a warm and supportive office environment, and people at Aurora often organise activities together outside of work. These have included go karting, trivia nights, 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.

AURORA

E N E R G Y R E S E A R C H

ATHENS | AUSTIN | BERLIN | MADRID | MELBOURNE

NEW YORK | OAKLAND | OXFORD | PARIS | ROME | SÃO PAULO

SINGAPORE | STOCKHOLM | SYDNEY | TOKYO

Explore careers at Aurora



**CRITICAL
ENERGY
MARKET
ANALYTICS**

