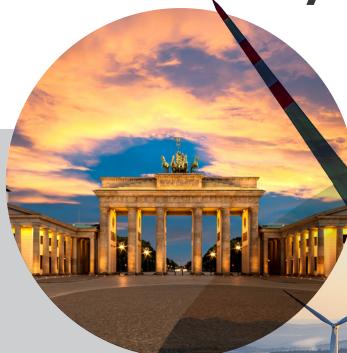


AURORA



GRADUATE  
ANALYST  
**PROGRAMME**  
**BERLIN**



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

# AURORA GRADUATE ANALYST PROGRAMME

Graduate Programme

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

Through analysis and insights based on leading energy market modelling, we support strategy, policy, and investment decisions for a wide spectrum of energy market participants. We have developed trusting relationships with hundreds of clients, ranging from energy companies, network operators, and government officials to investment funds and banks.

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 across the globe, we cover the energy markets of a growing list of countries across Europe, Latin America, Asia Pacific, and North America.

For recent graduates joining our Berlin office, we offer an 18–21 month programme; the exact duration depends on the number of rotations you undertake in different teams. The exact programme details will be shared during the recruitment process. Our experience-based programme is 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 communication skills
- An understanding of how Aurora fits together and the opportunities within the company

## Graduate Programme

# OUR GRADUATE PROGRAMME

As a Graduate Analyst, you will work on a variety of projects within the following departments:

- **Advisory:** executing bespoke consulting projects supporting clients in their decision-making, including strategic, policy, or investment decisions
- **Research:** developing market forecast reports and original in-depth research on the future of energy systems
- **Commercial:** bringing our subscription services to market

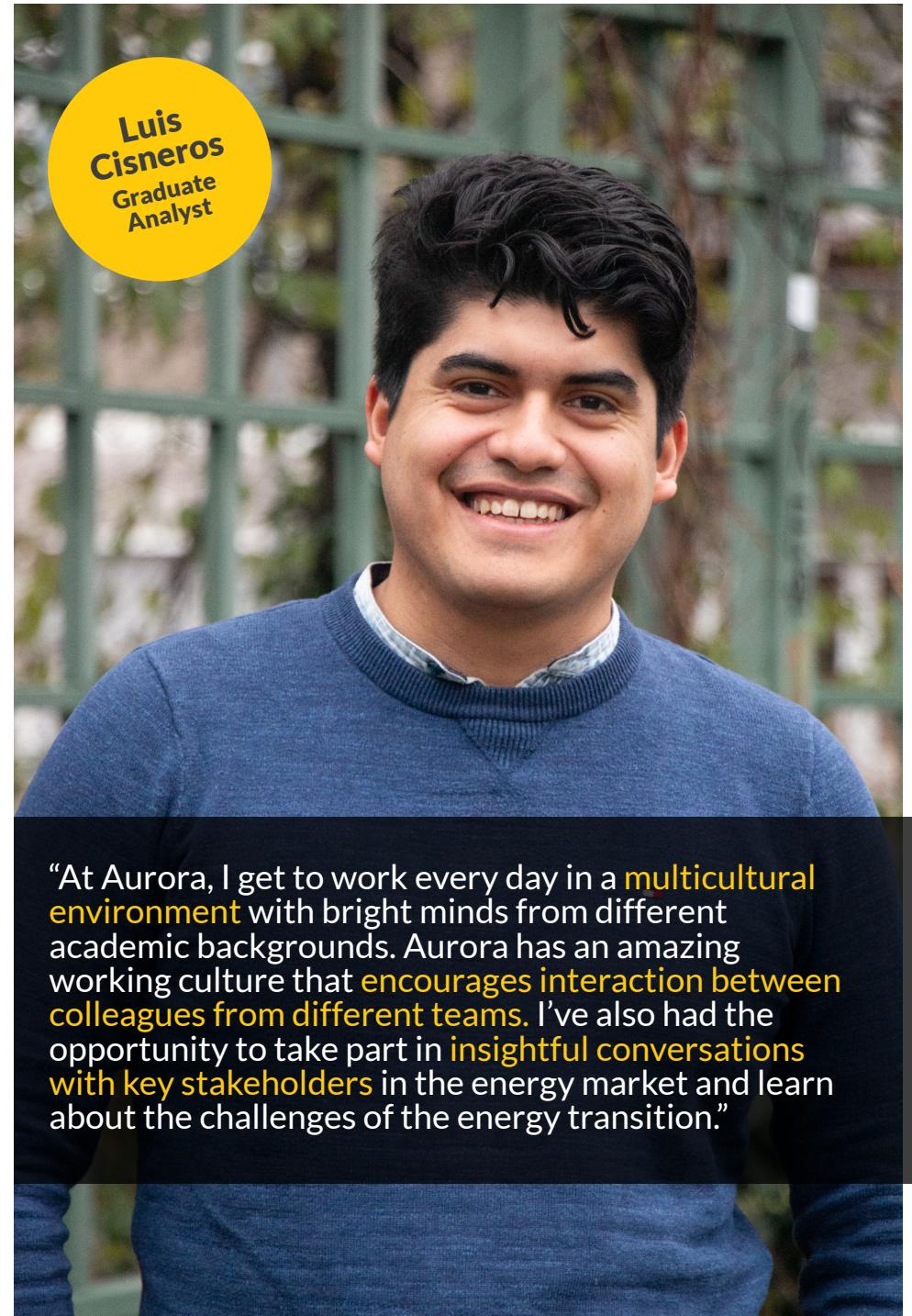
At the end of the programme, you will be offered an opportunity to join one of our teams on a permanent position.

Placements will be assigned collaboratively, based on both your interests and the needs of the business at the time.

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

ENERGY  
UNPLUGGED  
By Aurora

auroraer.com



# OUR APPLICATION PROCESS

If you are a final year university student or recent graduate interested in joining our Berlin office as part of our Graduate Programme beginning September 2024, please visit our website. The application window will be open from February to April.

After you apply to join our Graduate Analyst Programme, your application will go through the following stages:

## CV screening, aptitude tests, & interviews

We use psychometric tests in conjunction with screening CVs and cover letters to invite candidates to first round interviews.

After CV screening, successful candidates will be invited to take part in the interview process. This will include multiple interview rounds where we aim to learn more about your competencies and strengths for the role from previous experiences including projects, academic work, internships/work experience, and extra-curricular activities.

The interviews will include a mixture of qualitative and quantitative questions and case study exercises where you can demonstrate how you think through and solve problems.

There is ample time for your own questions too, and we will keep you updated on next steps and when to expect to hear back from us.

The initial interview steps will be arranged virtually via MS Teams. Final interviews usually take place in our Berlin office.

Depending on the recruitment process, there might be additional interviews or assessments apart from those aforementioned, so please keep this in mind. Our hiring team will ensure you get all the relevant information about the assessment process in advance.

## Offer

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 Berlin office in September 2024.



# WHAT WE LOOK FOR

Our Graduate Analyst Programme is open to you if you are:

- A final-year Bachelor student who is on track for a first-class or high second-class degree
- A final-year Master student holding a first-class or high second-class Bachelor's degree (grades 1-2.2)
- A recent graduate holding a first-class or high second-class degree (grades 1-2.2 or equivalent)

In any case, you will need to be available to join in September 2024.

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

We require applicants to be fluent in English and we highly value the ability to work in a second European language as we develop our business across Europe, however, this is not essential. Fluency in German, Dutch, or Polish is also an advantage.

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.

# OPPORTUNITIES AT AURORA

## 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 crystal 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 at Aurora network and our 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 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. Our work is covered extensively in the media and has been influential in changing the course of policy decisions in our key markets.



## Help with building a rapidly growing and innovative company

Aurora has expanded significantly, exceeding its 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.

## Work with some of Europe's most advanced energy system modelling

Our modelling team produces sophisticated and flexible proprietary energy market forecasting 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.



"The fantastic team spirit within Aurora is truly motivating. Working alongside exceptionally intelligent and supportive individuals from diverse backgrounds has been a rewarding experience! Having just completed my studies in mathematics, Aurora's Graduate Programme has provided me with the opportunity to apply my analytical skills to real-world problems in 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 the rest of our lives. Our managers carefully track teams' wellbeing to remain aware of how this balance stands.

### 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-focused training. Our rapid expansion into new countries boasts exciting opportunities to work from one of our other offices, such as Austin, Rome, Athens, and beyond.

### 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 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.



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