



Aurora Analyst Graduate Programme **Berlin**

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“ Aurora is growing incredibly quickly; both in terms of size and ambition. Aurora’s given me real responsibilities and opportunities to shape our work since the start ”

Grzegorz Walkowski

Graduate Programme

Aurora Analyst Graduate Programme

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

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 have 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 Berlin, Oxford, 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, more efficient 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 gain deep insights into the energy sector, build trusting relationships with clients, develop new business opportunities, nurture teams, and communicate complex ideas with crystal clarity

Graduate Programme

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 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. The interdisciplinary and diverse nature of the team is enriching, both for the content of the work and one's personal development. 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 over 160 people but retains the entrepreneurial atmosphere of a start-up. Growing in both, size, and ambition, we continue to seek opportunities from new markets, modelling approaches and 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 across 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 be able to use the models developed by our in-house modelling team to understand energy systems more clearly, in more depth, and with more impact.



“ One of the best things about working at Aurora is being surrounded by an extremely talented and ambitious team. Despite lockdown I have found the team to be very supportive and welcoming. I have found the interdisciplinary and diverse nature of the team to be very enriching, both for the work we do and for my personal development ”

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. You would join our office in Berlin, which offers a combination of historic architecture, vibrant culture, and a diverse art scene, with natural parks being easily accessible to 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 our Oxford or Sydney office (or other future locations) 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 bigger 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 bicycle tours, mushroom picking in autumn, board games and sports. There is also a programme of regular social events run by the company to help teams connect and get to know each other better.

A portrait of a young man with light brown, wavy hair, smiling at the camera. He is wearing a dark jacket over a light blue shirt. The background is a blurred outdoor scene with trees and a building, suggesting a park or urban setting. The image is partially obscured by a white curved line that separates it from the text below.

“ The program is an opportunity for individual development tailored to the specific profile of each graduate. Being in three different teams allows one to discover professional strengths and weaknesses, to work on them, and to choose your permanent team accordingly ”

Max Willems

Our analyst graduate programme

For recent graduates joining Aurora's Berlin office, we offer an 18-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 18 months, you will take part in three 6-month long placements in teams across our Berlin office.

The teams included in the programme are:

- **Commissioned Projects:** supporting clients in their decision-making, including strategic, policy or investment decisions
- **Research & Publications:** developing market forecast reports and original in-depth research on the future of energy
- **Commercial:** bringing our subscription services to market

Placements will be assigned collaboratively, based on both your interests and the needs of the business at the time, and you may complete different numbers of placements in different teams. 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 Berlin office as part of our analyst graduate program beginning in September 2021, please visit, www.auroraer.com/work-with-us/graduate-programmes/berlin/ Applications will open on the 1st of February and will close on the 21st of February 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 the first-round interviews, we will invite you to visit our Berlin 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 March 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 Berlin office in September 2021.

For enquiries, please email bewerbung@auroraer.com

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

Berlin Office

Dresdener Strasse 15
10999
Berlin
Germany

+49 (0) 30 1208 4969
berlinoffice@auroraer.com

Oxford Office

2-3 Cambridge Terrace
Oxford
OX1 1TP
United Kingdom

+44 (0) 1865 952 700
oxfordoffice@auroraer.com

Sydney Office

Suite 502, 282-290
Oxford Street
Bondi Junction, Sydney
Australia

+61 (0) 499 885 375
sydneyoffice@auroraer.com

