

Aurora Graduate Analyst Programme Berlin





“ As a new joiner, you will be taught how to clearly communicate what your analysis uncovered, even if that means challenging established ideas and viewpoints. You are encouraged to speak up and take ownership of your work and always with the full backing of the team. Combine that with Aurora’s busy social calendar, and you’ve got the recipe for a great time! ”

Graduate Programme

Aurora Graduate Analyst Programme

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 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, Madrid, Paris, Stockholm, Rome, Athens, Austin, Oakland, 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, 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 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're committed to building a company where everyone can achieve their potential in an inclusive and welcoming environment. Aurora brings together people from over 30 countries around the world with a broad range of professional and life experiences in order to find efficient ways to solve problems. Through initiatives like our Women at Aurora network, we seek to provide further support and opportunities for under-represented groups in the energy sector.

Help build a rapidly growing and innovative company

Founded in 2013, Aurora has grown rapidly to over 350 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 Australia, Europe, the US, 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 proprietary forecasting of the energy market that sets us apart from other companies. As an analyst at Aurora, you will use our in-house software to understand the energy system more clearly, in more depth, and with more impact.

A portrait of Sophie Martin, a young woman with long brown hair, smiling at the camera. She is wearing a light green ribbed turtleneck sweater. The background shows a stone wall and some trees.

“ At Aurora, I’m working with some of the most intelligent people I’ve met, full of passion and drive to influence and guide companies, governments and more through the energy transition. I’m grateful to work with and learn from an amazing team where I also feel everyone supports me and wants to see me succeed (besides having great fun together in Berlin!). ”

Sophie Martin

Graduate Programme

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 where 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 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-focused 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 another office 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 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.



“ The programme allows me to gain a unique and critical perspective on major topics and develop different abilities through rotations in different but complementary departments. Working in small teams within these departments has allowed me to have a significant impact on the work we do along with taking on big responsibilities. ”

Consuelo Villegas Oelckers

Graduate Programme

Our graduate analyst 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 communication skills
- An understanding of how Aurora fits together and the opportunities within 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:

- **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

Placements will be assigned collaboratively, based on both your interests and the needs of the business at the time. 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 graduate analyst programme beginning in September 2023, please visit our website. The application window will be open from Friday 3 March to Saturday 13 May 2023 at midnight.

When you apply for a graduate position, your application will go through the following stages.

CV screening

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

First round interview

We will arrange to speak with you via MS Teams for just under one 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 showcase your problem-solving and quantitative skills.

Second round interview

If you are successful in our first-round interview, we will invite you to a 60-minute MS Teams interview. As in the first round, the interview will include a mixture of qualitative and quantitative questions and case study exercises where you can demonstrate how you think through and solve problems.

Final round interview

If you are successful in our second-round interview, we will arrange an MS Teams interview lasting about an hour. You will also be asked to complete a written exercise lasting about 40 minutes. As in the previous rounds, the interview 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 will also conduct a reference call with one of the reference contacts provided by you.

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 2023.

Apply today! Go to
auroraer.com/grads

Graduate Programme

What we look for

Our analyst graduate programme is open to you if you have studied at a very good university and you are:

- **A final-year Bachelor student** who is on track for a very good or good university degree (grades 1 - 2.2 or equivalent)
- **A final-year Master student** who holds a very good or good Bachelor's degree (grades 1- 2.2)
- **A recent graduate** holding a very good or good university degree (grades 1- 2.2 or equivalent)

In any case, you will need to be available to join in September 2023.

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 English as well as 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. Fluency in German, Dutch, or Polish is an advantage.

Aurora 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.



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**CRITICAL
ENERGY
MARKET
ANALYTICS**

