

# Aurora Graduate Analyst Programme Sydney & Melbourne

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“ Working at Aurora has given me the opportunity to work side by side with some of the world's biggest players in the Energy Sector. Aurora provides a fast growing and dynamic environment which really allows you to develop and grow alongside it. There is always something new to learn as well as new opportunities to undertake. ”

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Chris Icanovski

## 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.

We support strategy, policy, and investment decisions for a spectrum of energy market participants based on rigorous analysis and best-in-class energy market modelling. 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, Paris, Madrid, Sydney, Melbourne, Austin, and the San Francisco Bay Area, we cover the energy markets of a growing list of countries across Europe, Asia Pacific, and the US.

## 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 solve 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.

# 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 around 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.



“ At Aurora, we highly appreciate the value of a good work-life balance. While we work hard to deliver high-quality work to the client, we also try to find time and opportunities to relax and enjoy ourselves. With regularly organised social events, such as pub drinks and dinners. we are able to get to know each other better and develop a cheerful and supportive office culture.

Chelsea Xia

## Graduate Programme

# Our culture

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### **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, especially since our projects can be demanding at times. 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 series 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 continental Europe, the US, or Asia 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.



“ Working at Aurora has given me the platform to develop my expertise. Being able to take full ownership and responsibility of Aurora’s power market forecast has given me a steep career development path. If someone had predicted my development trajectory when I started, I would have found it hard to believe them. ”

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Akshay Vishwanathan

## Graduate Programme

# Our graduate analyst programme

For recent graduates joining Aurora's Sydney/Melbourne office, we offer the opportunity to receive mentorship and training for an immediate hands-on role.

We offer an 18-month programme 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 two 9-month placements in teams across the business.

The teams you will join are part of two departments:

- **Advisory:** executing bespoke consulting projects for clients
- **Research:** developing market forecast reports and original in-depth research on the future of energy systems

Positions will be available at both locations. You will be asked to select your preference of location within your application. 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

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If you are a final year university student or recent graduate interested in joining Aurora's Sydney/Melbourne office, please visit [auroraer.com/grads](http://auroraer.com/grads). We have opportunities available for roles starting in January 2024 for which applications will close on 7 April 2023.

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, 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 40-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 a 40-minute MS Teams meeting with our Head of Australia or Managing Director. Similar to the first two rounds, you will be asked quantitative problem solving questions and also case study style questions.

## Offer

If you are successful in our final round interview, we will make you an offer for a position at Aurora to begin working in our Sydney/Melbourne office in January 2024. Any graduates looking to work from Melbourne permanently would be required to spend approximately 3 weeks initially in Sydney as part of their induction, which Aurora will help arrange for you.

Apply today! Go to  
[auroraer.com/grads](http://auroraer.com/grads)

## Graduate Programme

# What we look for

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Our analyst graduate position 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

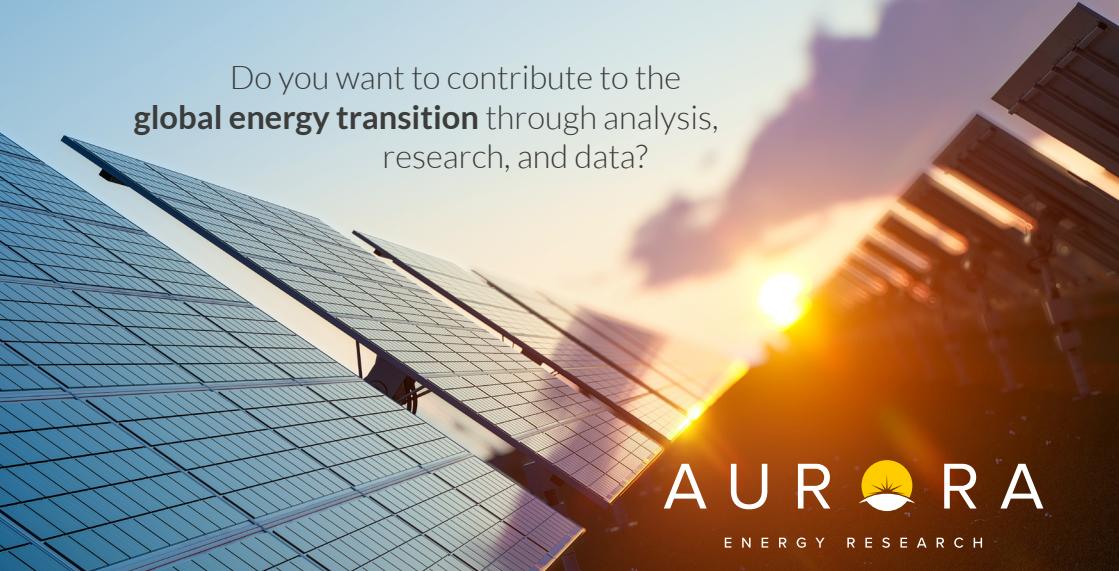
In any case, you will need to be available to join in January 2024, the year after you apply.

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 language, with preference to those spoken across APAC as we develop business across this region.

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.

We strongly encourage candidates from under-represented groups and diverse backgrounds to apply. Candidates who meet at least some of the criteria should consider applying, especially if they are passionate about climate, energy, economics, data analytics, software, strategy, or consulting—there's a role that'll fit you at Aurora.



Do you want to contribute to the  
**global energy transition** through analysis,  
research, and data?



# Kickstart your career in the energy industry with the Aurora Graduate Programmes

Join Aurora Energy Research, the largest dedicated power market analytics company in Europe, providing data-driven intelligence for strategic decisions in the global energy transformation.

We work with world-leading organisations to provide comprehensive market intelligence, bespoke analytic and advisory services, and cutting-edge software.

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**“** While Aurora is made of brilliant minds, one of the core strengths is its amazing team spirit and drive. I've been welcomed in an incredibly helpful and supportive community of diverse backgrounds and individual expertise. Diving into complex new topics is such a rewarding experience here, as your work is greatly appreciated and wins are celebrated as a community. **”**

Matthias Müller, Graduate Analyst



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**CRITICAL  
ENERGY  
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