



Aurora Analyst Graduate Programme **Oxford**

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Aurora Analyst Graduate 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'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 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, cheaper 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 build trusting relationships with clients, develop new business opportunities, nurture teams and communicate complex ideas with crystal clarity.



“ Aurora is not afraid of new markets and daunting topics: in one year at Aurora, I have seen the company take on new countries and challenges with the fastest pace. That gave me the opportunity to work on a full-blown Hydrogen project, one of the most interesting topics out there right now, and I was only three months into the job! ”

Victor Andres Martinez

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 20 countries around the world and with a broad range of professional and life experiences in order to cooperate to find smarter ways to solve problems. 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. 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 the UK, 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 use the findings of the modelling team's work to understand the energy system more clearly, in more depth, and with more impact.



“ Since I joined Aurora around 9 months ago, more than 20 others have joined Aurora’s offices, despite a pandemic and economic turmoil, which shows Aurora’s rapid growth rate. It is very exciting to be part of Aurora’s present and future. ”

Ayoub Abi Rafeh

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 how this balance stands. Our UK office is in Oxford, where a combination of historic architecture, rich culture and lush countryside 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 Berlin office or Sydney 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 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 cake baking, quizzes, 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.

Our analyst graduate programme

For recent graduates joining Aurora's Oxford office, we offer a 20-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 20 months, you will take part in three 6-8-month placements in teams across our UK business.

The teams included in the programme are:

- **Commissioned Projects:** executing bespoke consulting projects for clients
- **Research & Publications:** developing market forecast reports and original in-depth research on the future of energy
- **Commercial:** bringing our subscription services to market
- **Product Development:** designing and developing new services for our clients

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.



“ I work within our Research and Publications team on the Ireland Power Market product, and have had many opportunities to take part in an array of activities across the company. These include presenting at national conferences in Ireland, meetings with the Irish government, expert advisory on consultancy projects with the Commissioned Projects team and taking part in meetings with the CEOs of top energy and finance firms. After 2 years at Aurora, I was promoted to lead the Ireland Power Market research and placed on the Aurora Junior Management training course. ”

“ The diverse range of projects at Aurora has given me unmatched exposure to and experience of the European energy system. ”

Carmen Lim



Graduate Programme

Our application process

If you are a final year university student or recent graduate interested in joining Aurora's Oxford office as part of our analyst graduate programme in Autumn 2021, please visit auroraer.com/analyst-graduate-programme-2021 Applications will close in November 2020.

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 our first round interview, we will invite you to visit our Oxford 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 Autumn 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 Oxford office the following Autumn.

For enquiries, please email recruiting@auroraer.com

What we look for

Our analyst graduate programme 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 the Autumn 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 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

The Company 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.



“ The energy sector is transitioning through one of the most important changes of modern times, and with the development Aurora provides to individuals I can see myself adapting alongside it to become a leader in my field. ”

Nick Byrne



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

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