

Regen's 2022 Graduate Programme

To support Regen's mission to accelerate the transformation of our energy system towards net zero, Regen is seeking to recruit two graduates to its Graduate Programme, starting in **September 2022**.

Our new Graduate Programme will be led by on-the-job experience, backed by training covering a range of skills and professional development themes. The programme is a year long and aims to lead to a permanent role at Regen.

During your Graduate Programme, you will gain a broad understanding of the energy sector, while working on a variety of projects in teams with senior management and fellow graduates.

Deadline for application, in the form of a covering letter and CV, is **23 May 2022**.

Interview dates will be arranged from week beginning **6 June 2022**.

Regen is an equal opportunities employer and we encourage applications from all individuals regardless of gender, age, sexuality, class, religion, politics or ethnicity. We are especially keen to receive applications from groups that are currently underrepresented in our industry such as those who identify as women, people living with a disability or who are from a Black, Asian or Minority Ethnic background.

Graduates are the lifeblood of our organisation, with many advancing to specialist or project management roles. Therefore, Regen has vacancies for two vibrant, energetic, and highly motivated graduates to join our Graduate Programme. You will gain a broad understanding of the energy sector while working on a variety of projects with considerable overlap and opportunities for cross team working.

What you'll be doing:

- Researching and summarising ongoing sustainable energy market developments
- Undertaking a wide variety of training programmes and personal development activities
- Using a variety of software packages such as Microsoft Office, QGIS, SQL, Python and Adobe CC to produce valuable analytics and resources
- Organising and participating in events and webinars
- Communicating spatial data through engaging graphics with GIS and Adobe CC
- Drafting reports and presenting to team
- Supporting Regen members and community energy organisations
- Compiling datasets for future energy scenarios
- Forging links and relationships with partners to improve our sector engagement.
- Learning about the energy sector, as well as providing your own insight and knowledge to support our work
- Working on a project of your own choosing

Opportunities for future development at Regen

Regen is a developmental organisation; an incubator for people to fulfil their potential and make the most of their ability to contribute to our mission. A wide variety of future development opportunities exist at Regen. Being a small, fast moving and dynamic company, graduates are given responsibility early and will have every opportunity to advance quickly.

Technical skills

Data science, Python,
SQL, R, Excel, GIS,
Indesign, Illustrator,
Photoshop

Policy

Research
White papers
Influencing
Membership

Communication

Presentation
Events
Networking
Teamwork
Writing

Management

Strategy
Leadership
Project management
Line management
Finance

Training and personal development activities

In addition to development support from your line manager and wider Regen team, you will undertake a series of training activities that will be led by senior staff across different Regen teams. These vary from hour-long theme introductions, to regular skill days that ensures you can develop quickly and take on increasing responsibilities.

The modules below form the core of your year one training. These modules will then be built upon in your ongoing continuing professional development objectives and will be discussed and agreed upon with your line manager.

Example Graduate Programme training modules and personal development activities:

GB energy system introduction	Financial management
Contributing to project management	Individual research project
MS Office training courses	Event management and networking
GIS mapping and data management	Communication and writing styles
Python and data science introduction	Time management and working practices
SQL and quality assurance	Energy policy introduction
External profile development	Community energy network support



We are at the start of the most important decade in human history. Over the next ten years we have to turn the tide on carbon emissions.



Merlin Hyman , chief executive of Regen

Regen's mission is to support and accelerate the transformation of the energy system to a zero carbon future. We have a strong track record of influencing policy and markets to drive renewable energy generation, cut energy demand and shift to a smarter energy future. However, given the scale of the challenge, we know we now need to step up our work and our impact on key energy policies and markets.

Established in 2003, Regen is a not-for-profit company limited by guarantee, owned by its membership of over 150 organisations at the forefront of the energy transition. We have an expert team of 30 committed people based at our office in Exeter.



Mission led: Everything Regen does is about the transition to clean energy to combat climate change. We are owned by our members and have no shareholders to keep happy, so we can work where we think we can have the greatest impact.

At the heart of the energy sector: Regen is at the heart of a network of organisations working to transform our energy system. With over 150 member organisations, management of the Electricity Storage Network, a pioneering network promoting diversity and some of the leading events in the industry, this is a unique place to develop your skills, networks and profile.

Evidence and knowledge based: Regen believes that the best way to influence people is to present arguments and information that is based on a deep knowledge of the energy sector and is backed up by evidence and data. Our energy analysts are therefore a fundamental part of what we do, whether we are working for a community group, government or a large corporation.

A unique place to work: Regen is built on a shared commitment by a team of talented people to make an impact. Our culture is based on trusting and empowering our team and challenging ourselves to do excellent work that drives forward our mission.

Regen's strategy is based on cutting-edge energy expertise, market insight and analysis capability. Our mission-led status enables us to work closely with organisations that are at the forefront of the energy industry transformation to shape future policy, develop new markets and to exploit technology innovation. Check out our work below:

www.regen.co.uk/publications/

www.regen.co.uk/market-insights/news-blog/

Your approach:

- An attitude and approach that suits a knowledge-based, dynamic and collaborative work environment
- Curious, analytical and a strong commitment to quality, with an excellent eye for detail
- Ability to understand the big-picture objectives alongside detailed analysis and enthusiasm to learn new skills
- An ability to respond positively to challenges and tight deadlines
- Ability to build relationships in person and while remote working
- Independent, non-conformist, nerdy and critical thinkers are welcome

A desire to work in the energy sector and to have an impact to accelerate the transition to a net zero future is a fundamental requirement of the role.

Desirable skills and abilities:

- Educated to degree or masters level (or equivalent qualification) with good grades in a relevant subject#
- Energy or other industry experience
- Experience using a range of analysis software or programming languages, including for example: MS Excel, SQL, GIS and Python*
- Demonstrable commitment and drive, excellent team working with the ability to plan and organise own workload
- Proactive approach to deliver high quality work and impact
- Excellent communication and writing skills. You will be asked to give a short presentation at interview

We welcome applications from a wide range of subjects, our energy analysts would generally be expected to have a high degree of numeracy and analysis skills – so may have studied engineering, natural sciences, geography, economics, environmental sciences, mathematics, IT, renewable energy. We also welcome applications from arts and humanities subjects who can demonstrate analytical and communication skills, and have a strong interest in energy.

* Graduates will also have an opportunity to develop these skills

Job title	Graduate energy analyst
Location	Exeter-based, but potential for some remote and flexible working
Reports to	Head analyst / senior analyst
Salary	£24,000
Annual bonus	Bonus scheme, depending on company performance
Contract	12 months, with the expectation to lead to a permanent post

Employee benefits

- Pro rata 25 days paid annual holiday, (+ bank holidays)
- Flexible and remote working potential
- Cycle to work scheme, interest-free rail season ticket loans
- Childcare vouchers
- 8% employer pension contribution
- Continuing professional development plan for all employees
- Bonus scheme details available at interview

Applications

Interested candidates should send a CV, with a covering letter outlining their suitability for the role, interest in energy and why they wish to work for Regen, to Katrina Jackson kjackson@regen.co.uk by **23 May 2022**.

Interviews

Interviews are planned to commence from the week starting **6 June 2022**.

- At interview stage candidates will be asked to give a short presentation
- Interview dates that clash with final exams can be rearranged, however our plan is to complete all interviews by 17th June

Start dates

Graduates are planned to start in September 2022, with some flexibility by arrangement.

Duration

The programme is a year long and aims to lead to a permanent role at Regen.

Discover more about Regen

See more of our cutting-edge work on the Regen website:

www.regen.co.uk

The Solar Commission
A bright future: opportunities for UK innovation in solar energy
July 2019

The stalled deployment of onshore wind in England in 2019
Wind Communities 2019 - Source: BEIS RPS

Only three onshore wind farms were completed in 2019, a fourth site was developed in late 2018 and first generated in 2019. Only one wind farm in 2019 was completed under current onshore wind policy - Withernick extension - the rest could take advantage of legacy support such as the FIT or CfD.

- Withernick extension - 8.2 MW
No subsidy - extension to existing site
- Common Barn - 6.15 MW
Awarded a CfD in 2015
- Accolade Wines - 2.5 MW
Pre-accredited for the FIT

Though one of the cheapest forms of electricity generation overall, onshore deployment has rapidly declined in England since 2016.

- Wind farms developed that year

Year	Wind farms developed
2016	1
2017	1
2018	1
2019	1

Graphic by Frankie Mayo for Regen

	Awel Aman Tawe Community owned by local community	Pen Y Cymoedd Privately owned by Valerail, Swedish wind farm developer
Size:	4.7 MW 2 turbines	228 MW 76 turbines
Project cost:	£ 8.2m	£ 400m
Community fund over lifetime of project	£ 3m	£ 34.2m
Community fund (£ per MW)	£ 638k	£ 150k
Local jobs	3	23
FTE jobs created (per MW)	0.64	0.1
FTE jobs created (per £m invested)	0.36	0.06

Energy Generation in Wales 2018
Llywodraeth Cymru Welsh Government

Energy Networks for the Future
A dialogue about the future of the electricity distribution networks
November 2019
SP ENERGY NETWORKS

Decade to make a difference series: The decarbonisation of heat