POSITION: SENIOR ASSOCIATE, EUROPE PROGRAMME
LOCATION: Brussels, Belgium

ABOUT RAP
RAP is an independent, nonpartisan, nongovernmental organisation dedicated to accelerating the transition to a clean, reliable and efficient energy future.

We are former utility and environmental regulators, industry executives, system operators, and other policymakers and officials with extensive experience in the power sector. Our team focuses on the world's four largest power markets, responsible for half of all power generation: China, Europe, India and the United States.

RAP’s global team has first-hand knowledge of the constraints and challenges policymakers face. Building on peer-to-peer relationships, RAP helps energy and air quality regulators and NGOs navigate the complexities of power sector policy, regulation and markets. Policymakers and other stakeholders depend on RAP staff for reliable and relevant information and assistance.

RAP IN EUROPE
Since 2009, RAP has operated significant energy and environmental programmes in Europe. With a staff of 15 highly skilled energy experts, RAP Europe has offices in Brussels and Berlin and has core talent based in Paris, Budapest and the United Kingdom.

The RAP Europe team maintains effective relationships with numerous EU and Member State agencies, NGOs and institutes and is often sought out for advice on complex energy and regulatory issues.

JOB SUMMARY
A senior associate will have a background in energy and environmental policy, with a particular focus in one or several areas including electricity retail markets, gas market regulation, offshore wind, distributed energy resources, the role of distribution system operators in the future energy system, electrification, tariff design and prosumerism. The senior associate will provide a high level of expertise and seasoned professional experience to help guide RAP’s work in Europe, and to deliver policy and technical assistance to governmental and industry decision-makers. This position will also provide outreach via multiple channels including writing papers and blog posts, preparing presentations and speaking publicly, using social media effectively and convening meetings. The senior
associate will generally collaborate with principals on a project they are leading but may independently lead projects or specific aspects of projects. Reporting to RAP’s European programme director, the senior associate will be a key contributor to the RAP Europe team and the organisation overall.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

- **Help create public policy ideas, select best practices for public and industry consideration, and open opportunities to affect public policymaking throughout the region.** Potential topics include power and gas market reform and regulation, offshore wind, the role of DSOs, electrification, tariff design and prosumerism.

- **Analyse policy development in areas relevant to RAP’s work.** This work will require, among other things, researching and writing policy and technical briefs, undertaking critical analysis, preparing reports, posting messages on social media and making presentations.

- **Provide expert professional and technical assistance to RAP, our policy partners and to government, regulators and industry.**

- **Participate in substantive meetings and strategic planning for RAP’s Europe programme.**

- **Support programme activity as assigned.** This may include attending conferences and workshops, making presentations, networking, and identifying and developing opportunities for meaningful engagement.

- **Organise events such as workshops, seminars and other means of information sharing among government decision-makers, advocates and other experts.**

- **Establish and strengthen channels of communication (in-person, phone, written and social media) and influence by building effective working relationships with internal and external technical experts, allied professionals, policymakers and other relevant stakeholders.**

- **Participate in RAP’s network of experts and facilitate communication and information sharing across regions.**

- **Develop and sustain relationships with key government, corporate and NGO leadership to facilitate future work for RAP.**
**MINIMUM QUALIFICATIONS**

- At least 10 years’ professional experience in energy, climate change, environment or related policy fields. Regulatory or energy industry experience required. Seen as a respected peer by current leaders of energy regulatory organisations.

- Advanced academic degree in economics, engineering, law, energy/environmental science or related field preferred.

- Excellent writing, verbal and presentation skills and the ability to clearly communicate complex policy issues to both technical and non-technical audiences. Experience with energy sector technical, and one or more energy policy, issues supporting clean technologies, particularly electricity retail markets, distributed energy resources, the role of DSOs in the future energy system, electrification, tariff design and prosumerism.

- Experience with, and knowledge of, European power and/or gas systems, operations and regulations.

- Broad understanding of the economic, political and technical conditions shaping European policies for sustainable energy.

- Excellent qualitative research skills and strong quantitative skills, including the ability to understand and critically evaluate climate and/or economic modelling and analysis.

- Strong research, organisational and interpersonal skills and a demonstrated ability to work effectively both in teams and independently; ability to assert initiative and leadership when appropriate.

- Willingness to embrace and adapt to RAP’s internal systems and work effectively and respectfully with team members on projects, papers, communications and other efforts.

- Experience with managing projects.

**DESIRABLE SKILLS AND ATTRIBUTES**

- Experience working for a government regulatory body.

- Experience in raising funds for energy policy work.

- Fluency in a European language in addition to English.
EXCELLENCE IN THIS POSITION (A picture of what excellence in this position looks like, including individual components, results and impact on the organisation)

- Continually demonstrates a depth of knowledge in the field and the ability to stay very current on developing trends, issues and policy alternatives.
- Conceives and develops original and innovative contributions to RAP’s body of knowledge and takes an active role in peer review.
- Develops excellent relationships with RAP’s EU team and RAP’s central office team members and provides outstanding support to field staff as needed.
- Demonstrates the ability to build strong relationships with our partners and stakeholders, offer innovative solutions, help design and communicate solutions, and support implementation of policies that improve economic and environmental sustainability.
- Demonstrates strong programme management skills, utilizing staff and consultants to maximum benefit.
- Develops, directs and delivers projects and initiatives.
- Contributes substantially to the development of project and regional strategies and participates in proposals and funder relationships that support the implementation of those strategies.
- Delivers well-received group and individual presentations, deepening relationships with diverse audiences, increasing positive awareness of RAP, and advancing constructive policy development and implementation.

WORKING CONDITIONS
Brussels office. Regular travel in Europe (contingent upon it being deemed safe again).

Work is normally performed in a climate-controlled office environment, where exposure to conditions of extreme heat/cold, poor ventilation, fumes and gases is very limited. Noise level is moderate and includes sounds of the normal office equipment (computers, telephones, etc.). No known environmental hazards are encountered in normal performance of job duties.

Travel is an aspect of most projects, with inherent risks and demands (contingent upon travel being deemed safe again). In addition, work may in various countries offer a range of challenges, including high levels of air pollution.
PHYSICAL DEMANDS
The physical demands and work environment characteristics described here are representative of those necessary to perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions.

- Ability to lift 15 kilograms.
- Must be willing and able to travel and capable of regular ground and air travel (contingent upon it being deemed safe again).
- Ability to work at a computer for long periods of time.

REPORTS TO
Principal/director, Europe programme

SALARY AND BENEFITS
RAP provides competitive salaries and contractual terms, commensurate with experience.

STARTING DATE
As soon as filled.

TO APPLY FOR THIS POSITION
Please send a cover letter and CV to HR@raponline.org by 19 November 2020 and refer to Senior Associate-EU Programme in the subject line.