



POSITION: Senior Associate, China Program

LOCATION

Beijing, China, or flexible and remote. (Candidates with right to work in the United States, United Kingdom or Germany may be considered for remote work).

COMPENSATION & BENEFITS

RAP recognizes the hard work and dedication of its staff members and provides best-in-class total rewards with generous paid time off (up to 33 days combined), comprehensive health & wellness package, flexible work arrangements, and a competitive salary range in alignment with the market of \$109,858-126,565.

ABOUT RAP

The Regulatory Assistance Project (RAP)[®] is an independent, global, nongovernmental organization advancing policy innovation and thought leadership within the energy community. RAP works toward a clean, reliable, equitable and cost-efficient energy future. RAP provides clarity, vision and new ideas to decision-makers and the broader energy community by developing and sharing global best practices tailored to local priorities, acting as a trusted advisor to support implementation. RAP's team focuses on the world's four largest power markets, responsible for half of all power generation: China, Europe, India and the United States.

Technological advances and dramatic declines in cost are creating new opportunities to improve the economic efficiency of the power sector, reducing its environmental footprint while improving customer welfare. The rapidly evolving power sector holds the promise of cleaner and more customer-centric energy use — if policymakers update and adapt the regulatory paradigm.

RAP's global team has firsthand knowledge of the constraints and challenges policymakers face and applies its collective insight to anticipate what they will face in the future. Building on peer-to-peer relationships, RAP helps energy and air quality decision-makers and stakeholders navigate the complexities of climate and power sector policy, regulation and markets. They see RAP as a trusted source of reliable and relevant information and assistance.

For more than three decades, RAP has been a leader in developing solutions to the world's most pressing power sector challenges. In the next five years, RAP will focus on

key policy areas to drive a more efficient and equitable decarbonized energy future and to ensure a sustainable and just transition. RAP will do what it does best: develop answers to the questions regulators and other decision-makers are asking (or should be asking); change the narrative; and leverage partnerships to accelerate change. RAP's key policy areas build on past work and complement each other:

- Accelerate electrification of buildings and transportation.
- Accelerate the phaseout of gas infrastructure.
- Remove barriers to distributed energy resources.
- Decarbonize the electric grid.

For more information on RAP, including our thought leadership and publications, please visit our website: <https://www.raonline.org/about>.

JOB SUMMARY

This is an exciting opportunity to work on cutting-edge clean energy topics as part of a collaborative international team. The senior associate will help guide RAP's global dissemination of energy policy best practices. The position will focus on creating economic analysis and recommendations, from an international perspective, for China's fast-changing power sector. The senior associate will be responsible for economic, financial and policy analysis of power sector transition challenges. They will also be responsible for outreach and relationship building with senior decision-makers in China – and helping bring them together with relevant counterparts in other parts of the world. The position requires native-level Chinese language skills, including excellent writing abilities, along with strong working proficiency in English. The position also requires the ability to think critically and develop thoughtful recommendations based on careful comparative analysis. The senior associate will also have opportunities to contribute to RAP's work in the United States, Europe, India and other locations.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Lead efforts to analyze international policy developments in areas of relevance to RAP's energy policy work. This will require the ability to quickly understand complex topics in energy economics and to create recommendations for policymakers in the form of policy briefs, reports and presentations. This will also require the ability to distil international case studies (successes and failures) and tailor recommendations that fit the institutional context in China at a highly professional level.
- Write original reports and briefs in Chinese and English. Provide expert input and review for material prepared by colleagues in Chinese and English. Conduct outreach through presentations, media articles and social media.

- Build relationships and provide expert technical assistance to partner organizations, research institutions, energy companies and policymakers in China.
- Play a senior role in RAP team meetings and strategic planning.
- Organize workshops, seminars and meetings with policymakers and experts.
- Participate in RAP's global network of experts and facilitate communication and information sharing across regions.
- Write grant proposals and prepare grant reports.

MINIMUM QUALIFICATIONS

- Seven years of professional experience in power sector policy, power markets, power sector planning, electricity price regulation, electrification policy, distributed energy resources, demand-side management or related areas.
- Expertise in the economics of the clean energy transition. Broad knowledge of global energy policy, economics and clean energy solutions. Specific expert knowledge of energy policy and energy economics for at least one country.
- Native-level Chinese language skills, including the ability to work at a professional level in writing, editing and public speaking. Strong working proficiency in English.
- Strong motivation to work on environmental and climate issues.
- Advanced academic degree in economics, engineering, policy, energy science or a related field.
- Ability to build relationships with senior-level decision-makers.
- Excellent qualitative and quantitative research skills, including the ability to critically evaluate economic models and power sector policy scenarios.
- Willingness to work respectfully with team members and embrace RAP's internal administrative systems.
- Ability to travel internationally (and domestically, depending on location).

DESIRABLE SKILLS AND ATTRIBUTES

- Work experience (or coursework) both inside and outside of China. Knowledge of energy policy in China as well as at least one other country.
- More than 10 years of professional experience in power sector policy, power markets, power sector planning, electrification, electricity price regulation, distributed energy resources, demand-side management or related fields.
- Experience conducting comparative analysis of China's energy policies with those of other countries.

- Experience with grant proposal writing and reporting.

EXCELLENCE IN THIS POSITION

- Demonstrated expert-level depth of knowledge in the energy field, including international issues and policy.
- Track record of developing strong relationships at senior levels and communicating well with RAP's audiences.
- Demonstrated senior-level problem-solving abilities, innovative thinking and ability to communicate new ideas in a convincing manner to senior policymakers.

WORKING CONDITIONS

Depending on location, either in RAP's office in Beijing or remotely from a home office, subject to RAP's policy. Some program travel required.

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.
- Ability to work at a computer for long periods of time.

SUPERVISORY RESPONSIBILITIES

None

REPORTS TO

China Program Director

FLSA STATUS

Exempt

RAP'S COMMITMENT TO JUSTICE, EQUITY, DIVERSITY AND INCLUSION

RAP team members are hired and compensated based on job-related qualifications and abilities. We strive to provide a work environment that allows our team members to feel safe and respected. We value the dignity and worth of each individual and do not tolerate any form of employment discrimination, including harassment, and any

mistreatment due to race, color, sex, gender, age, religion or religious creed, national origin, ancestry, citizenship, marital status, sexual orientation, gender identity, gender expression, genetic information, physical or mental disability, military or veteran status, or any other characteristic protected by law.

RAP provides reasonable accommodation to qualified individuals with disabilities or based on a sincerely held religious belief, in accordance with applicable laws. If you need to inquire about accommodation or need assistance with completing the application process, please email hr@raponline.org.