

## POSITION: ASSOCIATE, INDIA PROGRAM

India is charting an ambitious course for its energy future, setting bold targets for renewable energy deployment, green hydrogen production, and the expansion of distributed energy resources and electrification. This transformation comes at a time of rapid economic growth, which will drive a significant rise in energy demand. By 2035, peak electricity demand is expected to reach 446 GW, while cooling demand is projected to increase sixfold, adding further complexity to the country's energy landscape.

To navigate these challenges, India must rethink how its entire power sector is planned and operated. Modernizing transmission and distribution networks, alongside regulatory and business model reforms, will be essential to accommodate large shares of renewable energy, enhancing demand-side flexibility and ensuring system resilience. In this evolving energy landscape, there is a growing demand for technical expertise to drive grid modernization, infrastructure development, and effective policy implementation.

## ABOUT RAP

Regulatory Assistance Project (RAP)® is an independent, global non-governmental organization with a mission of advancing policy innovation and thought leadership within the energy community. Our vision is to create a clean, reliable, equitable and cost-effective energy future for all. RAP focuses most of activities in the U.S., China, Europe and India.

RAP has been a key contributor to India's power sector transformation for over 16 years, providing expertise to policymakers, regulators, and decision-makers. Since launching its formal India program in 2008, RAP has played a crucial role in shaping progressive energy policies, including supporting NITI Aayog's clean energy targets and advising authorities at Central and State level.

RAP's approach focuses on providing strategic technical assistance, capacity building, outreach, and thought leadership to empower decision-makers with the knowledge and tools needed for energy sector reform. We facilitate knowledge-sharing between global experts and Indian stakeholders, conduct training programs, and build consensus among diverse groups. Through research and policy engagement, RAP anticipates future challenges and develops innovative, practical solutions tailored to India's needs. As a trusted advisor, RAP not only offers guidance on implementing reforms but also fosters stakeholder collaboration to drive durable, systemic change in India's power sector.

A few examples of our current projects in India are:

- Designing and implementing a Demand Side Response program, which could be replicable and scalable at a nationwide level.
- Highlighting the economy-wide benefits of energy efficient, grid interactive buildings.
- Shedding light on the benefits that widespread use of financial derivatives for thermal and renewable generators could bring to the Indian wholesale market.

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

## FLSA STATUS

Full-time, exempt, not eligible for overtime

## REPORTS TO

Team Lead, India Program

## SUPERVISORY RESPONSIBILITIES

N/A

## LOCATION

New Delhi or Mumbai, ability to travel within India and internationally as needed.

## JOB SUMMARY

The Associate, India Program, under general supervision, supports the team's policy research, stakeholder engagement, and technical assistance for India's energy transition. The Associate will contribute to RAP's global dissemination of best practices and support India's evolving reforms in the power, buildings, and transport sector.

This role offers an excellent opportunity for a professional with a strong analytical background to work on cutting-edge clean energy topics while engaging with policymakers and experts at a national and international level. This position offers a unique opportunity to drive meaningful change in India's energy transition while working alongside global experts in a mission-driven organization.

## ESSENTIAL FUNCTIONS

- Policy Research & Analysis
  - Analyze policy developments in areas of relevance to RAP's energy policy work by quickly understanding complex topics and creating recommendations for policymakers in the form of policy briefs, reports, and presentations. This will also require the ability to distill international best practices and tailor recommendations that fit the institutional context in India and other countries.
  - Monitor developments in policy areas relevant to RAP's work.
- Stakeholder Engagement & Communication
  - Support RAP's collaboration with policymakers, regulators, and research institutions.
  - Assist in organizing workshops, policy discussions, and outreach efforts.
- Technical Assistance & Advocacy

- Provide research support for technical assistance initiatives aimed at advancing clean energy policies.
- Translate international best practices into relevant insights for India's energy sector.
- **Project Support & Coordination**
  - Contribute to project planning, coordination, and execution across RAP's India and global teams.
  - Assist senior team members in grant proposals, reporting, and communications.

## CORE COMPETENCIES

- Relentless Drive for Impact– A deep commitment to transforming the energy sector, with the persistence and determination to drive meaningful change in complex and evolving environments.
- Excellent research and communication skills.
- Strong organizational skills and demonstrated ability to work effectively in teams. Ability to assert initiative and leadership when appropriate.
- Self-motivation and dedication.
- Experience in research, stakeholder engagement, and policy analysis.
- Strong proficiency in writing and communication for technical and non-technical audiences.

## MINIMUM QUALIFICATIONS

- Advanced academic degree in economics, engineering, policy, law, energy/environmental science or a related field. An equivalent combination of education and professional experience will be considered.
- Sound understanding of clean energy and electrification issues, preferably candidates experience or academic coursework in one or more of the following areas: electricity markets, electricity sector planning, renewable energy integration.
- Minimum of 4 years of experience in energy policy, climate policy, or regulatory analysis.
- Experience in research, stakeholder engagement, and policy analysis.
- Strong working proficiency in English, proficiency in Hindi and/or other widely spoken languages in India preferred.
- Proficiency in Microsoft Office suite, including Word, Excel, PowerPoint, OneDrive and SharePoint; and online meeting tools like Zoom and Teams.

## 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 accommodation may be provided to enable qualified individuals with disabilities to perform these functions.

- Must be able to remain in a stationary position most of the time.
- Capable of regular travel by various modes of transport.

## 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](mailto:hr@raponline.org).

## 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, comprehensive health & wellness package, flexible work arrangements, and a competitive salary range in alignment with the market.