

POSITION: Associate, Poland

REPORTS TO

Team Lead

SUPERVISORY RESPONSIBILITIES

N/A

LOCATION

Poland; with full-time work from home option. Some domestic and international travel will be required.

JOB SUMMARY

The Associate provides policy and technical expertise to support RAP's work, on the retail aspects of power sector decarbonisation (i.e., the electrification of heat, transport and industry). The primary focus is Poland but with strong contribution to RAP's retail tariff and power market work at European level. This role involves high-level engagement with policymakers, writing policy briefs, and contributing to RAP's Polish and European impact.

ESSENTIAL FUNCTIONS

- Support growth of RAP's program in Poland and broader Europe, providing strategic input and coordinating deliverables.
- Monitor and analyse Polish policy developments relevant to RAP's mission.
- Engage with government agencies, regulatory bodies, and stakeholders.
- Write policy briefs, reports, and presentations to distil complex regulatory issues.
- Support fundraising, proposal development, and strategic partnerships.
- Participate in international collaboration across RAP's global teams.
- Support targeted communication efforts to share knowledge in all levels of decision making, including by working with local stakeholders.

CORE COMPETENCIES

- Deep understanding of EU and Polish energy policy landscape, including:
 - The functioning of electricity markets in Europe, including the recent changes made to improve market design
 - Retail and network tariff design and their implications for consumer behaviour.
 - Technical and economic aspects of heat pumps and EV deployment at scale, including the need to ensure flexibility in their operations.

- The functioning of the wholesale and retail electricity market in Poland, including electricity bill drivers across different consumer groups.
- Major support schemes for renewables, capacity market, flexibility in Poland.
- Knowledge of Polish energy policies and planning, including long term development strategies and NECP.
- Knowledge of Polish policy and regulatory landscape for electrification of heat, transport and industry, including infrastructure.
- Excellent writing and presentation skills for technical and non-technical audiences.
- Strong qualitative and quantitative research abilities..
- Comfortable operating in a fast-paced, multicultural policy environment

MINIMUM QUALIFICATIONS

- Advanced degree in policy, law, engineering, economics, or environmental science (or equivalent experience).
- Minimum of 3 years of professional experience.
- Advanced professional fluency in Polish and English; proficiency in other European languages is a plus.
- Experience working in the Polish energy community.

PHYSICAL DEMANDS

- Must be able to remain in a stationary position most of the time.
- Capable of domestic and international travel as needed.

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.