

POSITION: SENIOR ASSOCIATE OR PRINCIPAL, ELECTRICITY SYSTEM, MARKETS AND REGULATION (UK)

REPORTS TO

Team Lead and/or Director

SUPERVISORY RESPONSIBILITIES

May supervise Associates and other supporting roles, as needed.

LOCATION

Remote/home based in UK, preferably in or with easy access to London. Some domestic and international travel is to be expected.

WORK AUTHORISATION

Candidates must have the legal right to live and work in the United Kingdom at the time of application. Please note that RAP does not currently sponsor visas or provide immigration support for this role.

JOB SUMMARY

The Senior Associate will be an important member of the Europe Programme, focused on impact in and learning from the UK. The individual will focus on the UK's electricity market, infrastructure and associated regulation. The role will research and advise on issues such as generation build, network regulation, price setting, markets and flexibility, contributing to affordable electrification of end-use sectors. The role will also support RAP's broader Europe-focused work on an affordable energy transition.

ESSENTIAL FUNCTIONS

- Identify strategic opportunities to advance RAP's UK and European policy priorities and proactively shape the public narrative through timely engagement, analysis and publications.
- Contribute insights and analysis that integrate technical, environmental, economic, and equity considerations in policy design and implementation.
- Engage through existing and new networks to share policy best practices and influence.
- Lead and execute research initiatives addressing emerging and current issues in the UK electricity system.
- Produce high-quality and high-impact content (white papers, blogs, op-eds, presentations) to influence policy development and regulatory decision-making.
- Work across the Europe programme and global organisation to share how UK learning can support regulatory reform elsewhere and vice versa take best practice from elsewhere to the UK.

CORE COMPETENCIES

- Deep understanding of UK electricity markets and regulation and the broader decarbonisation policy agenda.
- Understanding of government and nongovernmental organisation ecosystem in UK and role in decision-making.
- Excellent skills for developing and maintaining professional networks.
- Excellent research, writing, and presentation skills and the ability to clearly communicate complex policy issues to both technical and non-technical audiences.
- Strong qualitative and quantitative research abilities.
- Experience in public speaking.
- Creative, collaborative and enthusiastic about RAP's mission to deliver a clean, reliable, equitable and cost-efficient energy transition.

- Ability to work effectively and respectfully with team members and to foster inclusive working environments in which feedback is given and received.

MINIMUM QUALIFICATIONS

- Minimum of 8 years of experience working in UK energy policy.
- Master's degree in policy, law, engineering, economics, or environmental science (or equivalent experience).
- Advanced professional fluency in English; proficiency in other European languages is a plus.
- Experience working in the European energy policy community is a plus.

PHYSICAL DEMANDS

This role is primarily sedentary and performed in a remote, home-based office environment. The position requires the ability to:

- Work at a computer for extended periods, including typing, reading from a screen, and participating in virtual meetings
- Communicate effectively via video conferencing, phone, and written correspondence
- Occasionally travel domestically and internationally, which may involve extended periods of sitting, standing, walking, and carrying light luggage

RAP is committed to providing reasonable adjustments and reasonable accommodations to enable individuals with disabilities to perform the essential functions of the role.

Physical requirements described above are representative and not exhaustive. Individuals who require adjustments to perform essential job functions are encouraged to discuss their needs during the recruitment process.

RAP'S COMMITMENT TO JUSTICE, EQUITY DIVERSITY AND INCLUSION

RAP is committed to fostering a workplace that reflects the diverse communities we serve and to advancing equity through our work. We do not discriminate on the basis of race, colour, religion or belief, sex, sexual orientation, gender identity, gender reassignment, pregnancy or maternity, marital or civil partnership status, disability, age, or any other characteristic protected under applicable law, including the Equality Act 2010 and, in alignment with global best practice, principles reflected in Title VII of the Civil Rights Act.

We are dedicated to creating an inclusive environment where all employees feel respected, supported, and able to contribute fully. We actively seek to embed equity considerations into our policies, practices, and programme work, and we encourage applications from individuals of all backgrounds, particularly those historically underrepresented in the energy sector.

COMPENSATION AND BENEFITS

This position is posted at multiple levels (Senior Associate or Principal) to align with varying levels of experience, expertise, and leadership capability. As such, the compensation range is intentionally broad: GBP 70,000- 95,000.

Final salary will be determined based on factors including years of relevant experience, depth of subject matter expertise, demonstrated impact, and organisational needs. This approach enables us to attract and appropriately place high-calibre candidates across a range of career stages while maintaining internal equity.

In addition to base salary, RAP offers a competitive benefits package for UK-based employees, which includes pension contributions, generous annual leave, and other benefits designed to support employee wellbeing and work-life balance.