

POSITION: SENIOR ASSOCIATE, ENERGY SYSTEMS AND ELECTRIFICATION (SPAIN)

REPORTS TO

Principal/Team Lead, Europe Programme

SUPERVISORY RESPONSIBILITIES

N/A

LOCATION

Remote/home-based in Spain, with preference given to geographic proximity to Madrid. Some domestic and international travel is to be expected.

WORK AUTHORISATION

Candidates must have the legal right to live and work in the European Union 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 on decarbonisation policies in Spain and transferring learning from the Spanish context to the EU and national policies. The individual will focus on the Spanish electricity market, infrastructure and associated regulation, and the electrification of key end use sectors, in particular heat. The role will research and advise on issues such as generation build, network regulation, price setting, flexibility, contributing to affordable electrification of end-use sectors in power system with high renewable penetration. The role will also support RAP's broader Europe-focused work on an affordable energy transition and European market design.

ESSENTIAL FUNCTIONS

- Support growth of RAP's program in Europe, providing strategic input, contributing to impact and coordinating deliverables.
- Monitor and analyse policy developments in Spain relevant to RAP's mission.
- Write policy briefs, reports, and presentations to distil complex regulatory issues.
- Engage with government agencies, regulatory bodies, and advocacy groups, building strong personal networks.
- Support fundraising, proposal development, and strategic partnerships.
- Work across the Europe programme to share how experiences in Spain can support regulatory reform elsewhere and vice versa take best practice from elsewhere to Spain.

CORE COMPETENCIES

- Deep understanding of the Spanish decarbonisation agenda and, in particular, electricity markets and regulation.
- Knowledge of gas markets and regulation is a plus but not required.
- Understanding of government and nongovernmental organisation ecosystem in Spain and role in decision-making.
- Research, writing, and presentation skills and the ability to clearly communicate complex policy issues to both technical and non-technical audiences.
- 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 7 years of experience working in Spanish energy policy.
- Master's degree in policy, law, engineering, economics, or environmental science (or equivalent experience).
- Advanced professional fluency in Spanish and English.
- Experience working in the European energy policy community is a plus but not required.

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

Base salary for this role: EUR 60,000 – 70,000

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