

POSITION: STRATEGIC COMMUNICATIONS ASSOCIATE, INDIA PROGRAM

REPORTS TO

Director of Policy and Communication and Director of the India Program

SUPERVISORY RESPONSIBILITIES

No line management.

LOCATION

New Delhi, with the ability to travel within India, as needed. There may be occasional international travel.

JOB SUMMARY

RAP's team in India is growing and investing in strategic communications for impact. The team is recruiting a Strategic Communications Associate to drive and develop this work. The ideal candidate will also be able to support the relatively new and growing India program with team coordination, project management, and external engagements.

You will be joining RAP's global communications team with specific responsibility for the India Program, working to support colleagues in their efforts to accelerate the clean energy transition. As the team grows, this position will also evolve, enabling you to play a key role in gradually shifting from basic day-to-day communications to strategic thought leadership in communications. By working with RAP's seasoned communications staff, you will master the essential functions, spot opportunities and challenge the team to be strategic and opportunistic with their outputs.

ESSENTIAL FUNCTIONS

Support the Director of Policy and Communication and the Director of the India team in building a new strategy for proactive and agile communications to deliver India Program's impact agenda.

This role will develop in two phases.

Phase one:

- Undertake outreach on specific outputs – including press releases, web content, social media, newsletters. Monitor and evaluate the impact and outcomes of work.
- Work with publications and program colleagues to input into impact aims, the design of written or graphical outputs, and outreach for high-profile projects.
- Cultivate and increase media relationships and create opportunities for key RAP experts.
- Monitor external context – policies, narratives, media – to identify opportunities RAP's thought leadership.
- Support and eventually lead on the facilitation of webinars or in-person events.
- Develop accessible content (written or other) from existing published analysis and thought leadership for new audiences/outlets.
- Learn best practices for ensuring team outputs and communications efforts have impact.

With a track record of success, the position transitions into Phase two:

- Make judgment calls on how and when interventions should be made and when to contribute RAP expertise to the policy debate and advance RAP's strategic priorities. Be reactive to opportunities.
- Under the direction of senior leaders, lead increased outreach at the national level and in strategic states, working with external partners as needed.
- Support senior leaders in building key partnerships for strategic alignment, messaging, or outreach.

- Support or provide guidance on funder communications and internal communications processes as needed.
- Support the Director of Policy and Communication to build RAP's global brand.
- External representation of RAP as appropriate.

Given the expected growth and development of the India Program, the person to cover this position will, ideally, also support the team with administrative responsibilities, that might include, but are not restricted to, the following:

- Organizing team calls, note-taking
- Logistics support
- Updating project statuses
- Maintaining internal systems

CORE COMPETENCIES

- A genuine interest in all aspects of the energy transition, including the advancement of public interest priorities of resiliency, affordability, and security. Specific knowledge of, or interest in acquiring, a good understanding of the energy/climate regulatory and policy space.
- Experience in communications and media outreach, with the ability to craft and pitch compelling, media-worthy stories that cut through noise and resonate with target audiences.
- Strong networking abilities to build and maintain relationships with key partners in the climate and energy space, including journalists and experts from governments, NGOs and businesses.
- The ability to monitor political debates across a range of climate and energy-related issues, through media tracking and intel gathering.
- A self-starting attitude, capable of working independently to establish relationships and contribute to projects.
- Project management skills to help the team transform ideas into communication outputs and manage their delivery, collaborating with various colleagues and experts.
- Excellent writing and editing skills.
- A generous disposition, adaptability and the capacity to thrive in a collaborative working environment.

MINIMUM QUALIFICATIONS

- Bachelor's degree in communications, journalism or PR preferred. An additional degree in energy, climate change, or public policy would be valued. Or an equivalent combination of education and professional experience.
- A minimum of 5 years of professional experience.
- Fluency in written and spoken English, our working language. Additional Indian language skills are desirable.

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

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.

- Gratuity: as per rules
- Medical: Coverage for employee and dependents
- Life: Basic coverage of one time of annual gross salary
- Leave: 20 days annual leave, five (5) days casual leave, ten (10) days sick leave and ten (10) public holidays per year

APPLICATION INSTRUCTIONS

Submit your application to apply@raponline.org with the following documents by October 10, 2026.

- A cover letter explaining your suitability for the position.
- A curriculum vitae
- Writing samples

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 its activities in the U.S., China, Europe, India, and Southeast Asia.

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 the Central and State levels.

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.

For more information on RAP, including our thought leadership and publications, please visit our website:

www.raponline.org