



POSITION: SENIOR ASSOCIATE (INDUSTRIAL ELECTRIFICATION), INDIA PROGRAM

REPORTS TO

Director, India Program

SUPERVISORY RESPONSIBILITIES

May supervise Associates and other supporting roles, as needed.

LOCATION

New Delhi, with the ability to travel within India and internationally, as needed.

JOB SUMMARY

The Senior Associate, India Program, will be an important member of the team, leading the team's work on industrial electrification and supporting policy research, stakeholder engagement, and technical assistance in this area. The Senior Associate will also contribute to RAP's global dissemination of best practices and support India's evolving reforms in the power, industry, buildings, and transport sectors. This role offers an excellent opportunity for a professional with a strong analytical background to work on cutting-edge clean energy and electrification topics while engaging with policymakers and experts at the national, subnational, and international levels. This position offers a unique opportunity to drive meaningful change in India's energy transition and industrial electrification while working alongside global experts in a mission-driven organization.

ESSENTIAL FUNCTIONS

- Analyze policy developments in areas of relevance to RAP's 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 distil international best practices and tailor recommendations that fit the institutional context in India and other countries.
- Contributing to the development and implementation of projects focused on policies enabling industrial electrification, with a particular focus on electric appliances for low, medium, and high temperature process heat, across various industrial sectors.
- Conducting and coordinating projects and authoring policy papers, analysis papers, presentations, etc. on electrification topics, including flexible electrification potential of industry and related technological and market design enablers, policy support mechanisms, network tariff design, and the interplay of electrification with legacy assets.
 - Analyzing policy and regulatory gaps that hinder industrial electrification in India, with a focus on economic, regulatory, and governance frameworks.
 - Monitoring the technology development and readiness levels of industrial electrification technologies.
 - Leading data analysis and data interpretation for projects.
- Leading stakeholder engagements, including government agencies and industry associations at the national and state level. Proactively contributing to building partnerships and working closely with network partners across the globe, and in Asia in particular.
- Liaising with expert colleagues across RAP and partner organizations to facilitate their contributions to projects and knowledge sharing across different regions.
- Actively contributing to internal strategy development and discussions.

- Managing subcontractors, including preparing work plans, supervising and guiding project progress, and managing the quality of deliverables.

The ideal candidate will take full ownership of projects from inception to completion, ensuring high-quality outputs, timely delivery, and effective budget management. S/he will contribute to the strategic development of the subject area; mentor colleagues and guide their analysis; lead stakeholder engagement; represent the organization through public speaking and networking; coordinate working groups as needed; and support fundraising efforts.

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, energy/environmental science, policy, or a related field. An equivalent combination of education and professional experience will be considered.
- At least 10 years of overall professional experience, with 2 years specifically in the field of industrial electrification.
 - **A proven track record and expertise in electrification technologies for low, mid and high-temperature industrial process heat, including heat pump technologies**
 - **Solid knowledge of the industry sector in India.**
 - **Experience with emerging technologies such as solar thermal solutions and green hydrogen is desirable.**
- Solid background knowledge of decarbonization pathways for industry (technical and economic aspects).
- Demonstrated experience of working with policymakers at senior level and engaging with multiple stakeholders.
- Strong networking skills and the ability to engage with business, industry associations, research partners and policymakers.
- A creative and result-oriented mind, capable of developing new ideas and proposals with a view to having impact.
- Outstanding communication skills, both verbal and written; track record in writing high-quality documents.
- Excellent command of written and spoken English is required; proficiency in one or more Indian languages is an advantage.
- We recognize that strong candidates may not meet every criterion listed above. If you bring relevant skills, experience, or perspectives that are not explicitly described here, we encourage you to tell us why you are the right person for this role.

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 where our team members 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, including generous paid time off, a comprehensive health & wellness package, flexible work arrangements, and a competitive salary range aligned 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 **September 30, 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