



POSITION: Associate, Electric Transport & Flexible Demand: Europe Team

ABOUT RAP

Regulatory Assistance Project (RAP)® is an independent, global non-governmental organisation with a mission of advancing policy innovation and thought leadership within the energy community. We are proud to be a diverse, global team connected by values that are built on passion and dedication, making a difference in the future of our world.

For more information on RAP, including our thought leadership and publications, please visit our website: <https://www.raponline.org/about>.

FLSA STATUS

Full-time salaried

REPORTS TO

Team Lead or Principal, Europe Programme

SUPERVISORY RESPONSIBILITIES

N/A

LOCATION

Based in the Brussels office or remote/home-based in Europe, with preference for countries within travel proximity to Brussels. Some domestic and international travel is to be expected. RAP does not sponsor visas for this role.

JOB SUMMARY

The **Associate, Electric Transport & Flexible Demand** plays a key role in advancing RAP's work in Europe on policy and regulation for **leveraging flexible demand potential from sectors such as transport** and considers the issue in the context of other electrifying sectors and demand flexibility options. The thematic focus covers electrification trends in various segments and use cases, infrastructure deployment and planning needs, optimal integration of electric transport in power grids (including power system planning and tariff design).

The Associate will support the development of analysis, policy and regulatory proposals aimed at ensuring that the flexibility potential is leveraged optimally based on tested and emerging policy solutions and will disseminate those insights and best practices to regulators and policymakers in RAP's priority European countries and with EU institutions.

The Associate will contribute to analytical work, drafting high-quality research and regulatory proposals and stakeholder engagement. This role offers hands-on experience in **policy analysis, regulatory frameworks, and energy systems transformation**, with guidance as needed by senior team members.

ESSENTIAL FUNCTIONS

- Monitor and analyse policy developments in transport electrification.
- Write policy briefs, reports, and presentations to advance policy and regulatory frameworks and distil complex regulatory issues.
- Engage with EU institutions, government agencies, regulatory bodies, power systems operators, and advocacy groups.
- Support fundraising, proposal development, and strategic partnerships.
- Support growth of RAP's programme in Europe, providing strategic input and coordinating deliverables.
- Work across the Europe programme to cross-fertilise learning between jurisdictions.

CORE COMPETENCIES

- Expertise in policy, regulation, and technologies in electrification of transport, and broader energy sector knowledge.
- Understanding of government and non-governmental organisation ecosystem in Brussels and/or a European country and the role in decision-making.
- Strong analytical, research, writing, and presentation skills and the ability to clearly communicate complex policy issues to both technical and non-technical audiences.
- Ability to work effectively and respectfully with team members and to foster inclusive working environments in which feedback is given and received.
- Creative, collaborative and enthusiastic about RAP's mission to deliver a clean, reliable, equitable and cost-efficient energy transition.

MINIMUM QUALIFICATIONS

- Degree in economics, policy or comparable discipline.
- 4+ years of experience in energy policy, economics, climate policy, or related areas.
- Familiarity with transport electrification and energy system integration challenges.
- Demonstrated experience in research, analysis, or policy support.
- Excellent communication skills in English; additional languages are an advantage.

COMPENSATION & BENEFITS

Base salary for this role: EUR 55-70,000 in alignment with our global compensation framework. Final compensation will be determined based on several factors including region and location of candidate, years of relevant experience, depth of subject matter expertise, demonstrated impact, and organisational needs.

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

PHYSICAL DEMANDS

This role is primarily sedentary and can be performed either in the Brussels office or remotely from a home-based office in Europe. 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, as well as in physical meetings and workshops in Brussels
- 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.