

POSITION

DATE

September 2023

Trading Graduate Programme 2024

COMPANY

Energia

LOCATION

Newforge Lane Belfast

These role will be offered on a hybrid working basis. Travel between different office locations may also be required.



Contract: 2 year – FTC – Full Time.

Hours of Work: 37 hours Mon – Fri, flexible working hours. Start between 8 & 9am, finish between 4 & 5pm

Hybrid Working: 2 days working from the office and 3 days working from home.

At Energia Group, energy moves us to deliver careers that power a greener and fairer future. Across our two brands that serve the entire island of Ireland – Energia and Power NI – we supply hundreds of thousands of homes and businesses with positive energy solutions and innovative technologies leading Ireland's decarbonisation efforts. We're looking for people with positive energy who want to transform their ambition into impact in our environment and communities.

What we offer



23 - 25 DAYS HOLIDAY PER YEAR

Plus 11 statutory



ANNUAL COST OF LIVING REVIEW



A PERSONAL CONTRACT

Bonus of up to 10% of your salary



AND MORE...

- Generous pension
- Employee assistance programme (Counselling Service)
- Family friendly policies including full paternity pay and enhanced maternity pay (26 weeks full pay)
- Wellbeing / L&D calendars
- Membership of sports and social clubs
- Subsidised gym membership
- Car parking
- Cycle to work scheme options



CAREER PROGRESSION

Great opportunities and year round learning



HEALTH CASH PLAN



OPPORTUNITY TO BUY EXTRA HOLIDAYS

Your new opportunity

This is an amazing opportunity for career driven graduates who want to develop within an ambitious and fast-growing organisation focused on playing an active part in supporting societies drive to achieve the significant renewable and decarbonisation targets for 2030 and beyond. We are very excited to be offering this unique structured two-year training programme within our trading department starting in September 2024, where you'll be given the opportunity to learn directly alongside our energy industry experts.

Following a comprehensive induction to our overall business, you'll embark on the Trading Graduate Programme. This will include introductory sessions to each of the areas in trading, followed by several rotations within the Trading teams across the two-year programme- giving you that unique exposure to understanding all aspects of what trading is for Energia Group! You'll quickly become a subject matter expert on energy market fundamentals and with access to a vast amount of information and data, you'll focus on achieving continued growth in trading revenues from day 1.

Our Trading Graduate Programme is structured to bring out the very best in you and give you the opportunity to excel in an analytical and commercial role, where being curious and inquisitive are key attributes for success. To aid your development in this fast-paced environment, you'll be assigned an experienced mentor and a buddy who will relay their knowledge to assist with your ongoing skills development, helping you take your first steps towards becoming a future leader within our business.

Commencing in September 2024, we're looking for exceptional graduates from a varied skillset to become part of the dynamic trading team. So, if you have the passion and ambition, why not pursue your career in Trading with Energia Group!

Our Trading Team is responsible for:

- Managing our trading interactions with I-SEM & GB on a 24/7/365 basis, across our core business segments of Flexible Generation, Renewables and Customer Solutions
- Forecasting electricity prices, demand consumption and wind generation for insight into optimisation, hedging, budgeting and investment case decisions.
- Pricing and reporting of all commercial and domestic retail customer categories.
- Managing long term commodity hedging requirements.
- In depth market analysis to support business decisions.

Our essential criteria

These are the qualifications, experience, skills, or knowledge you must have:

- Will have obtained a degree, in a discipline with a high level of numerical or financial content e.g., Finance, Economics, Computer Science, Data Science, Mathematics, Engineering etc.
- A keen interest in the energy industry and the role of trading.
- Experience of using computer languages and analytical tools such as: Excel, Python, R, Matlab, SQL, PowerBI etc.

Our desirable criteria

These help decide between talent who meet all the essential criteria:

- A strong foundation in IT skills e.g. data modelling, programming skills, web scraping, predictive analytics, machine learning and advanced visualisation.
- Experience of analysing complex datasets to present quantitative insights to stakeholders.
- Previous work experience and / or involvement in societies / activities which are not part of the official undergraduate programme.





Social opportunities

We have a number of social opportunities for employees to build peer to peer networks and provide feedback to the business including our Employee Connect Groups, Allyship@Work, Green Team, Women's Network – Women in Energy and our popular Social Clubs.

Learning and development

At Energia Group we thrive best as a business when our employees are continually learning and developing core skills. In addition, we offer bespoke one to one mentoring for business skills via our in-house Mentoring Programme.

Our Values

			
TRUSTWORTHY We're trusted to bring our best selves to work, treat our customers with care and empower people and communities.	DYNAMIC We're adaptable and agile, always developing new ideas to improve our customers' lives, achieve our business goals and lead on climate action.	RESOURCEFUL We're creative and capable, countering everyday problems and committing our resources to developing the solutions that deliver the best service for all.	COMMUNITY FOCUSED We partner with charitable organisations, donating money, time and expertise to benefit good causes.

Your competencies

These are the areas where we want to see your initiative and confidence shine:

Effective Collaboration

Tailors approach to suit the audience and build high trust, collaborative relationships.

Flexibility and Resilience

Demonstrates willingness to adapt and respond effectively to change, and challenging situations and builds capacity to cope with, and recover from, disruption, challenge and loss.

Emotional Intelligence

Uses high levels of self-awareness, self-management, social awareness and ability and attitude to build positive relationships with others and navigate organisational dynamics successfully with a clear sense of purpose.

Critical Thinking and Problem-Solving

Explores with curiosity and uses logic, reason and inclusive problem-solving methods to analyse, assess and take action.

Digital Readiness

Gains and applies up-to-date knowledge and skills to enable the confident, creative and critical use of technologies and systems to optimise your contribution.

Our additional requirements

Our graduates require a considerable degree of drive, commitment, and flexibility to meet quality standards and project deadlines. A forward-thinking approach, a positive outlook, and the ability to work independently define the ideal talent for this role.



If energy moves you...

Apply now!

A reserve list will be held for six months in which you will be placed if you are suitable for the role. Energia Group is an equal opportunities employer.