

POSITION

DATE

May 2023

COMPANY

Energia Group

# Trading Graduate Programme

LOCATION

**Newforge Lane, Belfast**

The entrance to Newforge Lane lies off the Malone Road and is well-served by bus Metro Service 8. This role will be offered on a hybrid working basis.

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.

**We have an exciting opportunity for a skilled Trading Graduate to join our team.**

## What we offer



**23 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 enhanced maternity 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 2023, 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 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 2023, 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!

## Your new Team

Our Trading Team is responsible for:

- Managing all 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.
- Forecast 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:

- Have obtained a minimum of a second-class degree, preferably upper division, in a discipline with a high level of numerical or financial content e.g., Mathematics, Engineering, Finance, Economics, IT and Data Science.
- Strong written and verbal communication skills.
- Excellent analytical and problem-solving skills.
- A suitable place to work at home and good broadband connection.

## Our desirable criteria

---

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

- A keen interest in the energy industry and role of trading.
- Experience of analysing large data sets to present quantitative findings.
- Strong foundation in IT skills: including data modelling, predictive analytics, programming skills, web scraping, machine learning and advanced visualisation.
- Experience of using computer languages and analytical tools such as: Python, R, Matlab, SQL, PowerBI etc.
- 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, Green Team and Women's Network – Women in Energy and of course not forgetting our 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.

## Your competencies

---

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

### Communication

You strive for complete clarity in your communication style, helping everyone achieve their goals effectively by prioritising transparency across audiences and communicating accessibly even when the subject is complex.

### Drive for results

You have a strong sense of purpose both in your immediate tasks and in achieving Energia Group's environmental goals. You develop, prioritise, and deliver on agreed actions, and display creativity in your problem solving.

### Managing Relations

Develops and maintains effective internal and external working relationships. Cooperating well and sharing knowledge and experience with others.

### Taking Ownership

Takes ownership of issues and ensures resolution. Seeks opportunities for feedback and improvement to be more effective.

## 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.

## Our additional requirements

---

The role of Trading Graduate requires 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.