

## Trainee Power System Engineer – Higher Apprenticeship

- Location: Warwick or Wokingham (with travel to partner college in East Midlands)
- Start Date: September 2026
- Salary: £29,819 + £2,000 welcome payment – earn while you learn!

### Help shape the future of energy in Great Britain.

We're the **National Energy System Operator** (NESO) – the independent public corporation at the heart of the energy transition. Our job? **Ensuring the lights stay on** today while designing a **reliable, clean, and affordable energy system** for tomorrow.

As a **Higher Apprentice**, you'll be part of the team making that happen. You'll earn a salary while gaining hands-on experience and working towards **industry-recognised qualifications** – all with full support from our expert engineers and mentors.

### What the programme includes:

A **three-year structured programme** combining:

- **On-the-job training** with experienced engineering teams
- **Off-the job learning** at college – you will need to travel to our partner college in East Midlands
- **In-house technical training** designed by NESO
- Study towards a **Level 4 HTQ in Engineering** (Electrical and Electronic)
- Continue study towards a **Level 5 HND qualification** (awarded on completion of the programme)
- Real-world experience in teams such as **System Operations, Strategic Energy Planning** and **Engineering & Customer Solutions**
- **Outward bounds residential** – a week-long **development programme** to build **professional skills**

## What you'll be doing

As a Trainee Power System Engineer, you'll help plan, model and shape the energy network.

You might:

- **Model and analyse impacts** on **future electricity system** challenges
- Help **develop energy systems plans** – including **onshore** and **offshore networks**
- Assess **customer connection applications**
- Utilise **analytical** and **operational tools** to support engineering decision making

On successful completion of the programme, you will be **considered for a permanent Power System Engineer role at NESO** where you will have the opportunity to work with external stakeholders such as Transmission Owners, Distribution Network Operators, Generators, and wider industry players.

## What you'll get

- Annual salary of **£29,819**
- **26 days annual leave** plus bank holidays and your birthday off!
- **Welcome payment**
- **Bonus** when qualifications are gained
- **Travel & expenses for college** in line with company policy
- **Pension, flexible benefits** and hybrid working (depending on business needs)
- A **career path** into a permanent role – and beyond
- Awarded a **Level 4 Higher Apprenticeship** in **Electrical Power Network Engineering**
- Awarded a **Level 4 HTQ in Engineering (Electrical and Electronic)**
- Awarded a **Level 5 HND in Engineering (Electrical and Electronic)**

## What we're looking for

We don't expect you to be an expert, but we do need people who are:

- **Reliable and punctual** – turning up on-time is essential

- **Proactive and self-motivated** – driven to succeed, you'll need to **own your learning**
- **Resilient** – ready to **face challenges** and keep going
- **Strong communicators** – able to work with others and be inquisitive, don't be afraid to **ask questions!**
- **Willing to travel** – there will be lots of study at **college in the East Midlands**, as well as travel between **Warwick** and **Wokingham** offices as required

### Entry requirements:

- GCSEs in English Language and Maths at grade C/4 or above

#### Plus one of the following:

- 2 A-levels (grades A\* – C) in Maths and a Science
- **Or** Level 3 BTEC or HNC in engineering (Merit or Distinction, with Maths modules at Merit or Distinction)
- You must also have lived in the UK for at least 3 years and have the right to work in the UK.

### About NESO

We're building a future where everyone has access to reliable, clean, and affordable energy. At NESO, you'll join a team that's:

- Curious and visionary
- Purpose-driven and inclusive
- Technically brilliant and always improving
- Collaborative, diverse and human

Diversity, equity and inclusion are at the heart of what we do. We encourage applications from *all* backgrounds and are happy to discuss any reasonable adjustments you may need.

### How to apply

**Closing date:** ongoing – we recommend applying early! As soon as all our spaces are filled, we will close the online application form.

**Assessment centres:** November 2025 onwards

## **Together, we're energising progress.**

**Start your journey with NESO** — and help shape the future of energy for everyone.

We work towards the highest standards in everything we do, including how we **support, value and develop our people**. Our aim is to **encourage and support employees to thrive and be the best they can be**.

We **celebrate the difference people** can bring into our organisation, and welcome and encourage applicants with **diverse experiences and backgrounds**, and offer flexible and tailored support, at home and in the office.

We're committed to building a workforce that represents the communities we serve, and a working environment in which each individual feels valued, respected, fairly treated, and able to reach their full potential.