

Graduate – Commercial Analyst

- Location: Warwick or Wokingham
- Start Date: September 2026
- Salary: £34,895 + £2,000 welcome payment

Build relationships. Shape markets. Help deliver a cleaner energy future.

At the **National Energy System Operator (NESO)**, we sit at the heart of Britain's energy system – making sure the lights stay on today while designing a cleaner, fairer, and more affordable system tomorrow.

The markets NESO runs are currently worth around **£3bn a year** – and that's only set to grow by 2030. For market participants, this is a major revenue stream, but our mission is bigger than just the numbers. We're focused on **creating real value for consumers, keeping costs in check while shaping the energy future.**

Here's the big picture: to hit **Clean Power 2030 goals**, the UK needs around **£40bn investment** every single year. NESO plays a **key role in advising government** on designing the markets and policies to make that happen – **efficiently, sustainably, and at pace.**

Our **18-month Graduate Programme** will give you the skills to work with some of the best people in the industry, influence national energy policy, and help design the markets and commercial frameworks that drive the UK's clean power and net zero transition.

What you'll be doing

You'll complete **three 6-month placements** across our commercial teams – gaining a 360° view of how we work with customers, government, regulators, and industry partners to deliver change.

You could be:

- Advising government on how to design energy markets and policies to deliver Great Britain's clean power and net zero targets, in collaboration with industry stakeholders
- Forecasting Britain's future energy needs so we can plan networks and markets to meet evolving demand and growing low-carbon energy supply
- Negotiating and managing customer connections and service contracts
- Working with national bodies to update the rules for how energy markets operate
- Designing and operating markets to secure the services needed for electricity system operation
- Identifying performance issues and recommending sustainable improvements

What we're looking for

We welcome applications from **any degree discipline** (minimum 2:2). You might be a numbers-focused analyst, an agile problem solver, a confident communicator, or a creative thinker – what matters most is your curiosity, adaptability and drive to make a difference.

What you'll get

- **£34,895 salary + £2,000 welcome payment**
- Performance **bonus**
- **26 days annual leave** plus UK public holidays
- **Birthday day off** – enjoy your birthday as a paid day off!
- Structured **training, mentorship** and **career development**
- Access to **professional networks, learning pathways** and **volunteering opportunities**
- Work that aligns with your values – and **drives impact for everyone**

Why NESO?

We're an independent public corporation with a clear purpose:

- Accelerate the transition to net zero
- Keep energy reliable and affordable for everyone
- Foster collaboration across the energy industry

- Protect our landscapes and environment

You'll join a workplace that values inclusion, innovation, and impact. We actively encourage applications from all backgrounds and are happy to discuss any 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 commercial career with NESO – and help shape the future of energy for generations to come.

Apply now.