

Graduate – Power System Engineer

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

Energise your career. Shape GB's energy future.

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.

Our **18-month Graduate Programme** gives you the tools, support, and experience to thrive – while working on real challenges that matter to millions. You'll complete **three 6-month placements** across different teams, giving you a 360° view of how we plan and operate the electricity system – from real-time control to future system planning and strategy.

What you'll be doing

As a **Graduate Power System Engineer**, you'll join the team working towards clean power by 2030. You'll contribute to the big picture whilst learning fast on the job.

- Running power system analysis to explore risks and identify smarter network solutions
- Helping develop new strategies for balancing the grid with more renewables
- Collaborating with Transmission Owners to improve simulation models
- Supporting strategic energy planning and whole-system thinking
- Building technical publications used by government and industry
- Engaging with regulators, stakeholders, and industry partners
- Supporting new demand and generation connections
- Contributing to the development of the Grid Code and operability tools

What we're looking for

You'll need a **minimum 2:2 degree** in:

- Electrical, Electronic or Mechanical Engineering
- Physics
- Maths

You'll also bring:

- An understanding of how energy systems work (or curiosity to learn fast)
- Programming skills or a keen interest in data-driven analysis
- Confidence writing reports, presenting ideas, and solving problems
- A collaborative mindset and strong communication skills
- Bonus – a full UK driving licence is desirable.

We actively welcome applications from **women** and those from underrepresented backgrounds in tech. If you're looking for a place that supports you to grow, we're here for it.

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 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.