

Graduate: Commercial Analyst

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- Location: Warwick or Wokingham
- Start Date: September 2027.
- Salary: £35,000 + £2,000 welcome payment

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

At NESO, we are at the heart of Great Britain's energy transformation. As the independent organisation responsible for operating and planning the electricity system, our purpose is clear: to keep power flowing safely and reliably today, while helping to build a cleaner, fairer and more affordable energy future for everyone.

Commercial markets play a vital role in that transition. They help unlock investment, support the reliable operation of the electricity system, and enable new technologies and services to connect and grow. At NESO, our commercial teams are central to shaping and operating these markets in a way that delivers value for consumers and supports the journey to clean power.

The markets we run are already worth around £3bn a year, and their importance is set to grow as Great Britain works towards Clean Power 2030. This is about more than market design or financial value — it is about creating the conditions for a secure, sustainable energy system that works for households, businesses and communities across the country.

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
- Working with national bodies (e.g. Government, Ofgem, Elexon) to update the rules for how energy markets operate
- Designing, developing and operating markets to secure the services needed for electricity system operation, working collaboratively with teams from the control room as well as our technology teams
- Supporting the growth of system flexibility through effective market signals
- Supporting NESO's role in delivering the auctions for the governments primary investment support mechanisms – the Contracts for Difference and Capacity Market schemes
- Working with industry stakeholders and customers to understand their emerging technologies and business models, to ensure both our markets and wider market arrangements are fit for the future
- Ultimately driving value for GB consumers through effective market design and operation

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

- £35,000 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 Clean Power
- Keep energy reliable and affordable for everyone
- Foster collaboration across the energy industry
- Protect our landscapes and environment

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 2026 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

Together, we're energising progress and shaping a cleaner, more secure energy future for everyone. At NESO, we're committed to creating an inclusive workplace where people feel valued, respected and supported to do their best work. We welcome applications from people with different experiences, perspectives and backgrounds, and we'll work with you to provide the support you need to thrive – whether that's through reasonable adjustments, flexible working, or the right guidance throughout your journey. If you're ready to learn, contribute and be part of something that matters, start your journey with NESO.

