

Graduate: Power System Engineer

Graduate – Power System Engineer

Location: Warwick or Wokingham

Start Date: September 2026

Salary: £35,000+ £2,000 welcome payment

Power your potential. Help shape Great Britain's clean energy future.

At the National Energy System Operator (NESO), we sit at the heart of Great Britain's energy system. As an independent, publicly owned organisation, our purpose is clear: to keep energy flowing safely and reliably today, while enabling the transition to a clean, affordable and secure energy future for everyone.

Our 18-month Graduate Programme is designed to help you build the technical knowledge, confidence and connections to make a real impact. Through three six-month placements across different teams, you'll gain a broad view of how we plan, operate and transform the electricity system – from real-time control through 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
- Developing and maintaining power system network models used for operational and future network studies
- Helping model emerging technologies such as battery energy storage, offshore wind, HVDC links, hydrogen integration and flexible demand

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:

- £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 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 2026 onwards

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.

