

Graduate: Project Analyst

Graduate – Project Analyst

Location: Warwick

Start Date: June 2027

Salary: £35,000

Gain real experience. Make a real impact.

At the National Energy System Operator (NESO), we're at the heart of Great Britain's energy system – keeping energy moving today while planning and operating the system we'll need for tomorrow. Our work supports the transition to a reliable, affordable and clean energy future for everyone.

The project Analyst 18-month Graduate Programme will give you the skills to work with some of the best people in the industry, you will get exposure to NESO's major projects, influence change and transformation across NESO to help achieve the UK's clean power and net zero transition.

What you'll be doing.

You'll complete three 6-month placements across Transformation & Major Projects, gaining a broad view of how NESO delivers major programmes, enables business change and shapes transformation across the organisation. You'll work with colleagues across Major Programme Delivery, Change and Transformation, building practical experience in delivery, stakeholder engagement, governance, planning, risk management and continuous improvement.

You could be:

- Support major programmes and projects by helping teams plan activity, track milestones, manage actions and report clearly on scope, time, quality, risks and outcomes.
- Work with Programme and Project Managers to coordinate delivery teams, prepare governance materials, capture decisions and follow up on key risks, issues, assumptions, dependencies and actions.
- Help improve delivery across NESO by supporting consistent standards, templates and ways of working through the Major Programme Delivery Centre of Excellence.
- Contribute to programme health checks, assurance and lessons learned, helping teams understand what is working well and where delivery can be strengthened.



- Support business change by helping teams understand impacts, engage stakeholders, prepare communications, assess readiness and adopt new processes, tools or ways of working.
- Work with Transformation colleagues to turn strategic priorities into clear plans, roadmaps and progress updates.
- Bring information together from different programmes to create clear updates for senior leaders, delivery teams and stakeholders.
- Support performance and change reporting by gathering data, spotting trends, preparing dashboards or summary packs, and helping teams track progress against milestones and benefits.
- Take part in workshops, stakeholder sessions and planning meetings, capturing outputs and turning discussions into practical next steps.
- Build your understanding of how NESO delivers complex transformation at pace, while developing skills in project delivery, change management, stakeholder engagement, problem solving, communication and continuous improvement.

What we're looking for

- You're customer-focused, driven, ambitious, and passionate about tackling climate change. You enjoy problem-solving, working with others, and seeing your ideas make a difference.

You'll need to be:

- On track to achieve (or already completed) a minimum 2:2 in any degree discipline

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.

