

Trainee Power System Engineer: Higher Apprenticeship

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Location: Warwick or Wokingham (with travel to partner college in East Midlands)

Start Date: September 2027

Salary: £30,000 + £2,000 welcome payment – earn while you learn!

Join us in building a cleaner, more secure energy future for Great Britain.

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.

As a Higher Apprentice, you'll be part of that mission from day one. You'll earn while you learn, develop practical engineering skills, and work towards recognised qualifications with support from experienced engineers, mentors and teams across NESO.

What the programme includes:

- A three-year structured programme combining:
- On-the-job training with experienced engineering teams
- Off-the job learning at college – you will need to travel to our partner college in East Midlands
- In-house technical training designed by NESO
- Study towards a Level 4 HTQ in Engineering (Electrical and Electronic)
- Potential to continue your development through a Level 5 HND qualification, supporting progression towards future engineering opportunities at NESO.
- Real-world experience in teams such as System Operations, Strategic Energy Planning, Engineering & Customer Solutions and Connections
- Outward bounds residential – a week-long development programme to build professional skills

What you'll be doing

As a Trainee Power System Engineer, you'll help plan, model and shape the energy network. You might:

- Model and analyse impacts on future electricity system challenges
- Help develop energy systems plans – including onshore and offshore networks
- Assess customer connection applications



- Utilise analytical and operational tools to support engineering decision making

On successful completion of the programme, you will be considered for a permanent Power System Engineer role at NESO where you will have the opportunity to work with external stakeholders such as Transmission Owners, Distribution Network Operators, Generators, and wider industry players.

What you'll get

- Annual salary of £30,000
- 26 days annual leave plus bank holidays and your birthday off!
- Welcome payment
- Bonus when qualifications are gained
- Travel & expenses for college in line with company policy
- Pension, flexible benefits and hybrid working (depending on business needs)
- A pathway to develop your career through hands-on experience, qualifications and professional growth
- Level 4 Higher Apprenticeship in Electrical Power Network Engineering
- Level 4 Higher Technical Qualification (HTQ) in Engineering (Electrical and Electronic)
- Opportunity to continue your development through a Level 5 HND in Engineering (Electrical and Electronic), subject to programme progression requirement)

What we're looking for

- We don't expect you to be an expert, but we do need people who are:
- Reliable and punctual – turning up on-time is essential
- Proactive and self-motivated – driven to succeed, you'll need to own your learning
- Resilient – ready to face challenges and keep going
- Strong communicators – able to work with others and be inquisitive, don't be afraid to ask questions!
- Willing to travel – there will be lots of study at college in the East Midlands, as well as travel between Warwick and Wokingham offices as required

Entry requirements:

- GCSEs in English Language and Maths at grade C/4 or above



Plus one of the following:

- 2 A-levels (grades A* – C) in Maths and a Science
- Or Level 3 BTEC or HNC in engineering (Merit or Distinction, with Maths modules at Merit or Distinction)
- You must also have lived in the UK for at least 3 years and have the right to work in the UK for the duration of the programme.

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.

