CALL FOR EXPRESSION OF INTEREST (NO DEADLINE)
FOR THE GRADUATE PROGRAMME
IN THE EUROPEAN UNION AGENCY FOR THE COOPERATION OF ENERGY REGULATORS (ACER)

REFERENCE NUMBER: ACER/GRADUATE/2023/OC

1. ABOUT THE AGENCY

The European Union Agency for the Cooperation of Energy Regulators (hereinafter referred to as "ACER") is a European Union ("EU") body, legally established by Regulation (EU) No 2019/942[1] and operational since 2011. ACER is central to the integration and well-functioning of the EU's electricity and natural gas markets.

1.1 Our purpose

Our overall purpose is achieving a transition of the European energy system in line with the political objectives set, reaping benefits of increased energy market integration across Europe, and securing low-carbon supply at least possible cost for European businesses and citizens.

The Agency promotes:

- A more competitive, integrated market, offering consumers more choice,
- An efficient energy infrastructure and network, enabling energy to move freely across borders, the integration of renewable sources, and therefore ensuring a higher degree of security of supply,
- A monitored and transparent energy market guaranteeing consumers fair prices and limitation of market abusive behaviours.

In this respect, ACER:

- Complements and coordinates the work of NRAs,
- Participates in the development of European network rules,
- Takes, under certain conditions, binding individual decisions on terms and conditions for access and operational security for cross-border infrastructure, on cross-border cost allocation for Projects of Common Interest and on terms and conditions or methodologies for the implementation of network codes,
- Gives advice on electricity and natural gas related issues to the European institutions,
- Monitors the internal markets in electricity and natural gas and reports on its findings,
- Monitors trading in wholesale energy products to detect and deter market abuse and ensure the integrity and transparency of EU wholesale energy markets in accordance with REMIT i.e., Regulation (EU) No 1227/2011.

1.2 ACER's evolving role

ACER is on a significant growth trajectory, marked by an expanding number and array of tasks in the recent years. Our role as a collaborative agency within the framework of the EU's national energy regulatory authorities remains at the heart of our mission, complimented by a range of tasks that span various aspects of the EU energy system, encompassing monitoring of energy flows, wider system needs, and so much more.

ACER is currently at a critical point, playing a key role in advancing EU energy market integration and bolstering market integrity and transparency; efforts that strike us as more crucial than ever. Our goal

[1] Regulation (EU) No 2019/942 of the European Parliament and of the Council of 05 June 2019 (recast).

is to contribute with our capacities, insights, and creativity as an EU energy regulatory agency to a transition of the energy system that is affordable, secure, and decarbonized – a transition that takes place at the pace set by leaders across the EU.

ACER has been entrusted with additional responsibilities under the "Clean Energy for all Europeans" legislative package, and is expecting new legislative packages to be adopted, focusing on key areas such as Gas Decarbonisation, REMIT reform, and Electricity Market Design, aiming to bring transformative changes and further evolving the European energy landscape.

1.3 Who we are

ACER currently employs around 175 staff (statutory and non-statutory) and has an approved annual budget of € 32,602,073 in 2024. With the new responsibilities being assigned to its mandate, the Agency anticipates a significant growth in the forthcoming years, expecting more than 200 staff by 2025.

Our organisational structure comprises seven Departments: Coordination, Operations and Legal, Electricity, Energy system needs, Gas Hydrogen and Retail, Market Information and Transparency, Market Surveillance and Conduct, REMIT Investigation (as of 2025). An updated ACER organigram is available on our website.

1.4 Our ongoing journey of progress

ACER offers a dynamic and motivating workplace, where diversity is celebrated and where people's commitment and achievements contribute to build an organisation that is better than the sum of its parts. We strive towards becoming an innovative and engaging workplace, by committing continuously to invest in learning and development opportunities and by focusing on all staff well-being and work-life balance.

We support a 'low on hierarchy, high on impact' organisational culture, prioritise personal relations and support an active constructive feedback culture, emphasising the positives whilst not shying away from addressing the negatives.

Looking ahead, as a growing Agency we recognise the importance of focusing on cross-organisational issues, encompassing both work practices and our broader work culture. We find this essential to maintain a cohesive, collegial work culture ("one ACER").

At ACER we believe in fostering a high-impact, high-performance type of environment, built on strong mutual trust, empowerment, personal responsibility, psychological safety, and teamwork at all levels.

2. WHAT WE LOOK FOR

The Graduate Programme is addressed mainly to master's degree graduates, PhD students and postgraduates, without excluding those who, in the framework of lifelong learning, have recently obtained a postgraduate degree.

The Graduate Programme is a format targeted at recent graduates and aims, on the one hand, to strengthen ACER's capability to ensure business continuity and, on the other hand, to extend ACER's capability to explore state of the art topics and innovate current practices. To that end, the Graduate Programme enables the Agency to liaise with academia and leverage on the most recent academic insights.

It complements the existing Traineeship Programme, which is addressed to Master degree students and university graduates and foresees a more supportive role for trainees. Graduates will in turn be involved in core tasks and projects, given the enhanced expertise that their profile entails.

Moreover, ACER Graduate Programme spans across 1 year and can be considered as valuable work experience for junior positions vacancies. However, completing the ACER Graduate Programme does not guarantee subsequent employment at ACER.

For the individual graduate, the Graduate Programme accelerates professional growth, by providing

hands on work experience in an EU Agency under the guidance of experts.

The Agency offers graduate positions in all its seven Departments and in the Strategy Delivery & Communications team, and Human Resources and Facilities team.

In the below table, applicants can find the academic degree requirements and the core tasks related to each profile.

Applicants shall note that the specific profile of the graduate positions will be identified in the offer letter sent to the selected candidates; the tasks of the Graduate might be further tailored to the individual profiles after the start of the programme.

The Graduates may be required to assist in other areas of activity, depending on the needs of the service and their profile and experience.

Profile	Requirements	Tasks linked to the profile (non-exhaustive list)
Data Analysis Profile	Degree in Information Technology, Computer Sciences, Data Science, Statistics, Economics, Mathematics, Engineering, Energy or similar.	We are seeking candidates with a deep interest in energy markets, capable of analyzing large datasets related to EU energy markets, including specific focus areas of gas, hydrogen, and retail markets. The role involves working alongside experts on evolving topics and contributing to areas at the forefront of EU debate. Moreover, you will be able to contribute to topics that are currently at the heart of the debate in the EU. Specifically, we are looking for candidates that are at ease in processing different types of information and who can link this to an understanding of at least one of the following domains: • Data quality assurance • Electricity and gas market data analysis • Electricity and gas fundamental data analysis • LNG market analysis You will be involved in the department's daily tasks in one of the above domains by analysing the relevant information in order to extract meaningful conclusions, which can support the drafting of report, decisions, recommendations or opinions. To this end, experience with data analytics tools will be of great help.
Human Resources Profile	Degree in Social Sciences (preferably in Human Resources Management), Business Administration, and Management, IT or similar. Education or practical experience linked to IT (HR Tools, MS Office, SharePoint, experience in programming, experience in document management and digital tools), project management as advantageous.	We are looking for a person with keen interest in Human Resources who can help us achieve our HR Digital Transformational Plan. The purpose of this plan is the implementation of HR Digital Tools in the areas of Recruitment, Performance Management, and Learning & Development. By doing this, you will support us in increasing the efficiency of our operations, elevating the digital HR experience of our candidates and staff, securing important information, and enhancing productivity across the team and the organisation as a whole. • Facilitate the implementation of HR software such as Totara, Moodle, Workday, and SAP Success Factors • Contributing to the drafting, project management and implementation of the HR projects related with digitalization • Be a digital HR ambassador across the organization in order to

		support the HR Digital Transformation at ACER • Design and implementation of the digitalization of Learning & Development (L&D) processes and procedures; • Development, testing and implementation of HRM Tools related with Selection of Candidates, Performance & Talent Management of employees • Support with other organizational programmes (such as the Leadership Pipeline) and Activities (such as Trainings & Recruitment)
Environmental Management – Facility Profile	Degree in Environmental Sciences or Environmental Management, Environmental Health, Environmental Engineering or Engineering with a focus on sustainability, Ecology, Renewable Energy or Renewable Energy Engineering, or similar.	We are looking for a highly motivated person with a keen interest in climate change, environmental protection and environmental project management. More specifically, we are looking for candidates that are familiar with the EU Green Deal, environmental policies and regulations, the process of calculation of carbon footprint, monitoring and systematically improving the environmental performance, and obtaining EMAS certification (Eco-Management and Audit Scheme). The candidate would be supporting the Agency's Facility Management team in daily operations related to the greening efforts of the Agency and would have the opportunity to facilitate the Agency in: • Project management and implementation of the process of acquiring EMAS certification throughout a one year-long project in close cooperation with external consultants; • Coordinating the decision-making process between internal and external stakeholders; • Awareness raising, information sharing and increasing ownership among the Agency's staff; and • The knowledge sharing exercise among the interinstitutional network of Agencies

Communications Profile	Master's degree in communications, multi- media, journalism or similar OR International/general Master's degree (or similar) with solid (digital) communications element in either the Bachelor's or Master's programme.	Communications • Provide graphic design support and multimedia content (e.g. social media banners, infographics, videos and podcasts); • Support the implementation of website changes to improve design and web user experience; • Assist in the planning and implementation of external and internal communication actions; • Review and improve communications texts (for web & social media) for publication. Coordination and meetings • Help conduct the stakeholder survey; • Support media monitoring, data collection and Key Performance Indicators (KPIs), presentations, and contribute to monitoring projects; • Assist in the planning and organisation of meetings and events and track follow up actions; • Contribute to other tasks of the team and/or the Agency, according to needs and priorities.
Legal/Policy profile	Degree in Law, Energy Law, Law and Economics, European Studies, International Relations and Political Science, etc.	We are seeking graduate candidates with a legal and/or policy background, with an interest in EU policy making and that would like to learn more about how electricity and gas markets in Europe and monitored, surveilled and protected from market abuse. Specifically, we are looking for a profile with the following characteristics: • Strong drafting skills and excellent command of English; • Legal research skills; • Capability to work on highly technical content; • Integrity and capability to handle sensitive data and confidential information; • Independent work style and attention to detail; • Ability to work in a multinational and multicultural professional environment; • Understanding of European law and the functioning of European institutions and/or EU policy making; • Knowledge about Competition law and/or investigations is a plus; • Knowledge about energy markets and/or trading is a plus; • Data analysis skills are a plus. The candidate would provide support to the Market Conduct and Surveillance

		Department or the Investigations Department, in particular by: • Helping to draft guidance on the application of the Regulation on Wholesale Energy Market Integrity and Transparency (REMIT) on market abuse topics and/or a breach of other obligations or prohibitions under REMIT; • Drafting Manual of Procedures and internal Handbooks; • Conducting legal research on tasks relevant to the department; • Preparing presentations for internal and external meetings; • Collecting feedback on consultations from relevant authorities, experts and other market participants; • Supporting internal events, including the Market Monitoring Standing Committees, the REMIT Forum, and the Market Surveillance Forum; • Support in the cooperation with NRAs, Financial Regulatory Authorities (FCAs), ESMA, the EU Commission, the EU co-legislators and the industry.
Policy Profile	Degree in Economics, Energy, Social or public relations, energy law, diplomacy or similar	We are looking for enthusiastic and curious candidates with a strong interest in understanding EU wholesale energy markets and trading activities, as well as their intersection with policy development. As a graduate, you will have the chance to engage with a wide range of stakeholders, gain exposure to detailed aspects of trading operations, and support the preparation of guidance documents relating to data reporting, by synthesizing technical information into actionable recommendations. This role offers a unique opportunity to learn about the complexities of EU energy markets while developing analytical and communication skills in a supportive environment.
IT Communication and Training	• Degree in Information Technology, Computer Science or similar • Strong writing and editing skills • Knowledge of a programming language as a plus (optional) • Knowledge of ITIL v4 as a plus (optional)	• Documentation and content creation (creating user manuals, FAQs and how-to documents/videos) • Support with IT project management tasks -managing documentation, logs, and registers • Support in service processes: Incident Management, Request Fulfilment, Problem Management • Software management • User support

Everyone working at ACER share the following core competencies:

- Cooperating: working with others towards achieving work goals;
- Delivering quality results: focusing on achieving results while applying relevant processes and procedures to meet quality standards;
- Communicating: sharing relevant information clearly and concisely, sharing useful information with others as appropriate;
- Problem solving: having the ability to identify and raise issues or concerns and seeking to anticipate problems a positive and helpful manner;
- Being service oriented: complying with ACER's rules and procedures, providing support and delivering services with a view to provide added value;
- Self-development and knowledge sharing: ability to share knowledge to support team effectiveness, while seeking feedback to enhance own performance;
- Valuing diversity: welcoming and working respectfully, inclusively and effectively with people from diverse backgrounds, while demonstrating respect and understanding of different points of view.

3. WHAT WE OFFER

3.1 What you can expect in the role

The Graduate programme offers a one year of first-hand experience in an EU Agency under the guidance of experts. You will contribute to the core tasks and projects, and bring fresh academic insights. You will embark an interesting learning opportunity, accelerating your professional development and growth.

3.2 Work-life balance

At ACER, we are committed to providing a healthy work-life balance, by offering the possibility of hybrid working arrangements that allow you to balance your "work-life" effectively. With flexible working hours, you can tailor your schedule to suit your preferences, making it easier to manage your commitments both in and outside of work. We believe that a harmonious work-life balance is essential for everyone's well-being and productivity.

3.3 Conditions of the Graduate programme

The conditions of the Graduate Programme are governed by the Agency's Director Decision 2023-08.

The graduate programme has no fixed start or end date, unless otherwise provided for in the published call, and it shall run for a fixed period of twelve months. The starting date is the 1st or 16th calendar day of the month and the programme runs until the end of the relevant period. The graduate programme agreement may not be renewed.

Graduates not receiving any salary, scholarship or other form of financial support from other sources for the completion of the Graduate Programme shall be awarded a monthly grant during the entire duration of the graduate programme period.

For the Graduate Programme related to this call for expression of interest, the monthly grant is set at the 35 % of the basic salary of a Temporary Staff member in grade AD 5 step 1 corrected to country correction coefficient[2].

[2] The grant is adjusted to the new correction coefficient as of January of each year.

Graduates receiving any external support may receive a top-up grant, in case the external support is less than the grant.

In addition to the monthly grant, graduates may be paid the following contributions depending on their place of recruitment:

A. Contribution towards travel expenses incurred at the beginning and at the end of the Graduate Programme

- Graduates completing at least a 3-month period shall be entitled to receive reimbursement of their travel expenses incurred at the beginning and end of their programme.

- Travel expenses are paid half at the beginning and half at the end of the period for travel from the place of recruitment to the place of engagement and back. Travel allowances shall be calculated in accordance with Article 7 of Annex 7 of the Staff Regulations.

- Graduates whose place of recruitment is less than 200 km from the place of engagement are not entitled to the reimbursement of travel expenses.

B. Public transport travel contribution:
- Graduates will be entitled to a monthly pass for public transport within Ljubljana.

The place of work will be Ljubljana (Slovenia), where the Agency is based.

3.4. Why Slovenia?

Slovenia's breathtaking nature attracts many outdoor enthusiasts. From well-marked hiking trails and extensive cycling routes to challenging rock-climbing opportunities in the Julian Alps, the country provides ample opportunities for outdoor exploration. Water sports, including kayaking on the Soča River and windsurfing along the Adriatic coast, are popular pursuits. Additionally, winter sports enthusiasts flock to ski resorts such as Kranjska Gora. The country's expansive cave systems, including the renowned Postojna Cave, offer spelunking opportunities, while paragliding provides a unique aerial perspective of Slovenia's stunning terrain.

Location: Slovenia's central location in Europe makes it convenient for travel to other European countries. Ljubljana is surrounded by beautiful natural landscapes, including parks, forests, and mountains. You can take advantage of outdoor activities such as hiking, cycling, or simply exploring the picturesque surroundings. The Ljubljana Marshes, Tivoli Park, and Šmarna Gora are popular destinations for outdoor enthusiasts.

Quality of life: Ljubljana is known for its high quality of life. It's a relatively small and safe city with a charming old town, green spaces, and a vibrant cultural scene. For individuals looking for a good work-life balance, Ljubljana is an attractive option.

Cultural diversity and exploration: Ljubljana is a culturally diverse city with a rich history. For someone interested in experiencing different cultures and meeting people from various backgrounds, Ljubljana can offer a welcoming environment. Ljubljana is rich in history and culture, with museums, galleries, and historical landmarks scattered throughout the city. You can explore these cultural attractions at your own pace and delve into Slovenia's rich heritage.

4. REQUIREMENTS

4.1 Eligibility criteria

To be admitted to the Graduate Programme, applicants shall, by the starting date of a specific period:

1. Be 18 years of age or older;

2. Be nationals of a Member State of the European Union, Norway, Iceland or Liechtenstein;
3. Have language skills at level C1 for the first language (thorough knowledge) and at level B2 for the second language (satisfactory knowledge), these levels being defined by the Common European Framework of Reference for Languages (CEFR). A minimum level C1 for English language (thorough knowledge) is required.
4. Have a level of education which corresponds to completed postgraduate university studies (at least at Master level) attested by a diploma, when the normal period of undergraduate university education is (at least three years or more),

   (Only study titles that have been awarded in EU Member States or that are subject to the equivalence certificates issued by the authorities in the said Member States shall be taken into consideration.).

Failure to comply with one or more of the eligibility criteria will result in disqualification of the concerned applicant.

4.2 Selection criteria

Applications will be assessed by taking into consideration the educational background, qualifications, competences and motivation. In particular, the following criteria will be assessed when selecting applicants for the graduate positions:

1. University degree and/or PhD studies in a field relevant to the graduate profile.
2. Good written and oral command (level C1[3]) of the English language;

Please note that, given the nature of the Agency's tasks, its working language regime and the requirements of the service, the knowledge of the English language at level C2 is preferred for most of the graduate profiles.

3. Adherence to ACER core competencies, values and mission.

5. SELECTION

The applications received will be evaluated on a regular basis, with the aim to fill the available graduate positions.

The eligibility of the applications will be assessed by the Human Resources and Facilities Team against the criteria defined in point 4.1.

The Human Resources and Facilities Team will share the eligible applications with the Head(s) of the recruiting Department(s) and the respective Team Leader(s).

Based on the results of the assessment by the Head(s) of the recruiting Department(s), the Human Resources and Facilities Team will propose the list of short-listed applicants to the Authorising Officer who authorises the proposed list taking into account the number of graduate positions available.

6. EQUAL OPPORTUNITIES

The Agency applies an equal opportunities policy and accepts and treats applications without distinction on grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion,

[3] cf. Language levels of the Common European Framework of Reference:
https://www.cedefop.europa.eu/files/europass_-_european_language_levels_-_self_assessment_grid.pdf

political or any other opinion, membership of a national minority, property, birth, disability, age, or sexual orientation.

ACER celebrates diversity! We are convinced that diversity is a strength in the workplace and that its harnessing will improve our productive environment, where everyone feels valued, where their talents are being fully empowered, and in which organisational goals are met.

ACER undertakes to provide a working environment that is sensitive to differences in racial or ethnic origin, religion or belief, disability, age, sexual orientation, and gender. The Agency's way of working is based on a model of best practice whereby all staff can reach their full potential.

To this purpose, ACER applies a policy of equal opportunities and takes great care to avoid any form of discrimination in its selection procedures: the Agency ensures that no applicant is treated inequitably due to gender, marital or parental status, age, sexual orientation, disability, ethnicity, colour, citizenship/nationality or religious belief.

The Agency's premises are set to accommodate needs of persons with disabilities: ACER constantly makes sure to arrange what candidates, visitors and staff consider necessary to enable them to take part in the activities of the Agency.

7. DATA PROTECTION

The applications for the Graduate Programme and supporting documents shall not be returned to the applicants and shall be kept on file by the Agency.

The Agency adheres to and is regulated by Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC.

The Agency is supervised by EDPS (http://www.edps.europa.eu). For any further enquiries, candidates may contact the Data Protection Officer at DPO@acer.europa.eu. Candidates are invited to consult the privacy statement, which explains how the Agency processes personal data in relation to recruitment and selections, available on the Agency website.

8. HOW TO APPLY?

This call for expression of interest is open-ended, there is no deadline for applications.

We accept applications only through our online tool (no registration is needed, only a valid e-mail address). The candidates must complete all required sections of the application and upload their CV (in English) and a copy of their university diploma at least of Master level.

We do not accept applications submitted by e-mail, mail or any other means. Please ensure that you thoroughly verify your eligibility criteria prior to submitting your application. Only eligible candidates will be assessed.

Once you have submitted your application, you will receive an automatic e-mail message confirming the receipt of your application. Please ensure that the email address you provide is correct and that you check your email and spam/junk folders regularly. All communications to candidates concerning this selection will be in English. If at any stage in the procedure it is established that any of the information a candidate provided is incorrect, the candidate in question will be disqualified. For more information on the selection procedure, please consult ACER's website.