



RWE Supply & Trading Graduate Programmes

RWEST Commercial | RWEST IT Developer |
RWE General Business | RWE Finance | RWE IT | RWE HR

hosted by **Global Talent Attraction, Recruiting & Early Careers | RWEST HR**



The new RWE

Our mission

Electricity is the most important driving factor for **innovation** and **modernisation** in our time. The more digitalisation and electrification progress, the larger the demand for a secure electricity supply that is always available.

At the same time, climate change urges us to significantly **reduce emissions**. Society therefore faces a tremendous task: to meet increasing power demand on the one hand and protect our climate on the other.

The new RWE will play an important role in achieving this. With a clear focus on the technologies of the future: **renewables** and **storage**. Supported by a globally active trading company. And with a flexible fleet of conventional power plants in the German, Benelux, and British core markets that helps maintain a **reliable power supply**.

In the course of this, our company will responsibly implement the **phasing out of nuclear energy and coal**. Within the new RWE, the individual companies will perform different tasks. Our shared guiding principle is clear:

“Our energy for a sustainable life”



Approximately **19,000** people at RWE are working to this end and they have set themselves an ambitious goal:

to achieve carbon neutrality by

2040

The new RWE Operating business



RWE Supply & Trading (RWEST)
hosts all non-technical graduate
programmes within the RWE Group.

RWE Renewables



- RWE's **newest business segment**, responsible for the renewable energy business, covering **off-** and **onshore wind** as well as **photo-voltaics** across the globe
- Plants with a capacity of more than 15 GW
- Substantial investments in renewables and storage technologies
- Around **4,200** employees

RWE Generation



- Efficient energy generation using **gas, hard coal, hydro power** and **biomass**
- Gas as a bridge to the age of renewables
- Highly efficient power plants in Germany, the UK and the Netherlands
- Around **3,000** employees

RWE Supply & Trading



- Interface between RWE and global **energy markets**
- Trading of **electricity, gas, other commodities** and **CO₂ emission certificates**
- Innovative energy supply solutions and risk management concepts for industrial companies
- Around **1,800** employees

RWE Power



- Reliable energy generated from **lignite**
- Conventional power plants are the backbone of the renewables expansion
- Safe and reliable implementation of the **phasing out of nuclear energy** (by April 2023) and **coal** (by 2030)
- Around **8,800** employees

Core business

Coal/Nuclear

RWEST Commercial Graduate Programme

From here, you'll familiarise yourself with both financial and physical energy trading and get a taste of power plant optimisation, gas procurement, or risk management.

Throughout your journey, we prepare you for the challenges of the future. You decide for yourself where your focus lies and to which locations your path should lead you.

You'll choose four rotations within these business areas:

- Proprietary Trading of Energy Commodities (Power, Coal, Gas, Oil, LNG)
- Commercial Asset Optimisation
- Sales & Origination
- Analytical functions such as Structuring & Valuation or Risk Management
- Principal Investments, Commodity Solutions

... and other areas you may not expect to be part of a trading business!

→ **Find out more about this graduate programme [here!](#)**



Company:

RWE Supply & Trading GmbH

Duration:

24 months

Rotations:

4, each lasting 6 months

Start date:

September

'Home base':

 **Essen**,  **Swindon** or
 **Singapore**

Rotation locations:

 **Essen**,  **Swindon**, **London**,
 **Singapore** &  **more international locations**

Degree requirements:

Mathematics, Physics, Engineering, Maritime, Economics, Data Sciences or similar

RWEST IT Developer Graduate Programme

From here, you'll operate at the heart of our commercial business, working closely with analysts, front office desks, and business support areas to provide suitable solutions.

Through your rotations, you will be able to increase your IT stack and business knowledge, develop competence in a range of IT languages and build a good awareness of different working cultures – all of which will prove invaluable in your permanent role and future career.

You'll choose four rotations within these business areas:

- Application Development
- Embedded IT for our Commercial Business such as Trading of Energy Commodities, Freight & Logistics, Commercial Asset Optimisation or Sales & Origination
- IT projects with high business attention such as “Lead in Data” or “Lead in Cloud”

... and more to explore!

→ Find out more about this graduate programme [here!](#)



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'Home base':

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Rotation locations:

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Degree requirements:

IT or a similar statistical or numerate subject such as Mathematics, Engineering or Economics

RWE General Business Graduate Programme

From here, you'll have the perfect springboard into the energy industry to kickstart your career.








On this programme you will get to know the corporate structure of a global player from A to Z and will get a taste of a wide range of roles. With on-the-job training and a balanced mix of online learning, face-to-face workshops and technical training, we prepare you for the challenges of the future.

You'll choose four rotations within these business areas:

- Project Management
- Communications & Events
- Regulatory Affairs
- Compliance
- Lean Transformation
- Back Office

→ **Find out more about this graduate programme [here!](#)**



Company:	RWE wide
Duration:	24 months
Rotations:	4, each lasting 6 months
Start date:	September
'Home base':	 Essen ,  Swindon or  Singapore
Rotation locations:	 Essen ,  Swindon , London ,  Singapore &  more international locations
Degree requirements:	Finance, Economics, Business Administration, Mathematics or similar

RWE Finance Graduate Programme

From here, you'll have the unique opportunity to immerse yourself in the financial world of a global player and kickstart your career.

You will familiarise yourself with the various financial divisions of the RWE Group and become a financial expert in the energy sector.

You'll choose four rotations within these business areas:

- Controlling
- Risk Management
- Accounting
- Planning & Reporting
- Profitability Calculation
- Appraisal
- Portfolio Management
- Investor Relations

→ Find out more about this graduate programme [here!](#)



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RWE wide

Duration:

24 months

Rotations:

4, each lasting 6 months

Start date:

September

'Home base':

 **Essen** or  **Swindon**

Rotation locations:

 **Essen**,  **Swindon**, **London & more international locations**

Degree requirements:

**Business Management,
Business Administration,
Finance & Accounting,
Financial Management
or similar**

RWE IT Graduate Programme

From here, you'll kickstart your career with RWE, a global player and pioneer in the European energy market.

Whether we're delivering power to millions, trading in new areas across the globe or leading the growth of offshore wind, RWE is at the forefront of the energy industry – but we wouldn't be there without world-class IT.

As part of this graduate programme, you will get to know the IT and Infrastructure & Provider Management divisions of the RWE Group firsthand and be able to put your expertise to full use.

You'll choose four rotations within these business areas:

- Infrastructure Management
- IT Security
- Project Management
- Procurement Management

... new areas to choose from are added every year!

→ **Find out more about this graduate programme [here!](#)**



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Start date:

September

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Rotation locations:

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 **more international locations**

Degree requirements:

**IT, Computer Science,
Business Informatics,
Mathematics or similar**

RWE HR

Graduate Programme

From here, you'll get the chance to explore all HR-related areas and become an HR expert in the energy sector.

It's up to you to decide what your focus will be and where your journey should go. Whichever path you choose, we'll guide and support you as you take on challenging and exciting HR projects.

You'll choose four rotations within these business areas:

- HR Operations
- HR Controlling
- Compensation & Benefits
- Diversity & Inclusion
- HR Marketing & Employer Branding
- Recruiting
- People & Organisational Development

→ **Find out more about this graduate programme [here!](#)**



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Start date:

September

'Home base':

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Rotation locations:

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 **more international locations**

Degree requirements:

**Business Administration,
Psychology, Business
Education or similar,
ideally with a focus on HR**

Benefits@RWEST

A rewarding experience.



In-depth **insights** into various **business** segments and areas

Exciting **energy-related tasks** and complex international **projects**

A broad diverse **network** of RWE Graduates around the world

A comprehensive **benefit package** for your **work-life balance**

A tailored **development journey** for your professional and personal growth

Ideal **promotion** and **career opportunities** after completing your programme

RWEST Early Careers Team

We're here for you!



Become part of our Early Careers Talent Pool and be the first to know when your preferred programmes open for applications!



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→ ... or send us an e-mail to our RWEST Early Careers inbox!



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From here, you'll always have choice.

What are you waiting for? Power up your career today!

**Find out more about our graduate programmes
on [rwe.com/graduates](https://www.rwe.com/graduates) and apply now!**

