

# RWE

AS OF  
JULY  
2021

“Be part of our future  
and join the RWEST family!”

## RWE Supply & Trading Graduate Programmes

- Commercial
- Finance
- Front Office IT Developer
- General Business
- IT

# 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 20,000 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 Corporate Structure

## RWE Renewables



- The newest RWE subsidiary, responsible for the renewables business and active in more than 15 countries
- Plants with a capacity of more than 9 GW
- 1.5 billion euros net are available per year for investments in renewables (off shore and onshore wind power as well as photovoltaics) and storage technologies
- Around 3,500 employees

## RWE Power



- Reliable energy generated from lignite and nuclear energy
- Conventional power plants are the backbone of the renewables expansion
- Safe and reliable implementation of the phasing out of nuclear energy (by the end of 2022) and coal (by 2038 in accordance with the recommendations of the structural change commission)
- Around 11,000 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 3,100 employees

## RWE Supply & Trading



- Interface between RWE and global energy markets
- Trades electricity, gas, commodities and CO<sub>2</sub> emission certificates
- Innovative energy supply solutions and risk management concepts for industrial companies
- Around 1,600 employees

# Commercial Graduate Programme

Gain deep insight into our trading business while adding value and making an impact across all aspects of the energy value chain. Through this programme, you will learn everything there is to know about a leading European energy trading house and develop the skills you need for long-term career success.

## You get to choose four rotations within these business areas:

- Proprietary trading of energy commodities (power, coal, gas, oil, LNG)
- Commercial Asset Optimisation
- Origination
- Structuring & Valuation
- Risk Management
- Principal Investments
- Commodity Solutions

... new placements to choose from are added every year

→ [Click here](#) for videos, podcasts and more stories of our Graduates!



Company:	<b>RWE Supply &amp; Trading GmbH</b>
Duration:	<b>24 months</b>
Rotations:	<b>4, each lasting 6 months</b>
Start date:	<b>September</b>
Start locations:	<b>Essen or Swindon</b>
Locations rotations:	<b>Essen, Swindon, London, Prague &amp; Singapore</b>
Degree requirements:	<b>Maths, Physics, Engineering, Economics, Business Administration or similar</b>



# Finance

## Graduate Programme

Gain exposure to a range of finance areas while rotating through different operating companies within the RWE Group. The aim is for you to develop the skills, knowledge and experience you need to become a well-rounded finance professional.

### You get to choose four rotations within these business areas:

- Controlling
- Accounting
- Risk Management
- Planning & Reporting
- Portfolio Management
- Investor Relations

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Company:	<b>RWE wide</b>
Duration:	<b>24 months</b>
Rotations:	<b>4, each lasting 6 months</b>
Start date:	<b>September</b>
Start locations:	<b>Essen or Swindon</b>
Locations rotations:	<b>Essen, Cologne, Swindon &amp; London</b>
Degree requirements:	<b>Any discipline, but ideally with a focus on finance</b>



# Front Office IT Developer Graduate Programme

Regardless of which location you are in, you will be embedded within the front office team who you are supporting. This means you will sit close to our business and help them with daily decisions by providing the best service you can. You will have support from an expert developer who will guide you and ensure you leave your mark on the team. Therefore we can assure you that your communication skills will develop so that you can form strong collaborative relationships.

Developers at RWEST work in the heart of our commercial business. Our team develop and manage market data and evaluation systems for the front office business at RWE Supply & Trading. We work closely with analysts and front office desks to provide solutions and support in key areas such as profit and loss, position reporting, deal handling automation, market data visualisation, model prototyping and trading systems.

Once you have completed the programme, your IT stack and your business knowledge will have vastly developed. The different IT languages you will be competent in will have grown, as will your cultural awareness of working in each of our locations. This will serve you well for the role and location you ultimately end up in.

→ [Click here](#) for videos, podcasts and more stories of our Graduates!



Company:	<b>RWE Supply &amp; Trading GmbH</b>
Duration:	<b>18 months</b>
Rotations:	<b>3, each lasting 6 months</b>
Start date:	<b>September (every 2 years)</b>
Start locations:	<b>Essen, Swindon or London</b>
Locations rotations:	<b>Essen, Swindon &amp; London</b>
Requirements:	<b>An IT, statistical or numerate degree, ideally knowledge of C#, Java or Python, basic Database knowledge like SQL, noSQL, Key/Value stores is desirable, knowledge of the trading industry is beneficial</b>



# General Business Graduate Programme

Rotating through the various functions that underpin our success, you'll gain an understanding of how we operate as a company while laying the foundations for your future career. Throughout your programme, you'll have opportunities to do diverse and meaningful work and to contribute to all aspects of the energy value chain.

## You get to choose four rotations within these business areas:

- Project Management
- Communications & Events
- Human Resources
- Regulatory Affairs
- Compliance
- Change Management
- Back Office

... new placements to choose from are added every year

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Company:	<b>RWE Supply &amp; Trading GmbH</b>
Duration:	<b>24 months</b>
Rotations:	<b>4, each lasting 6 months</b>
Start date:	<b>September</b>
Start locations:	<b>Essen or Swindon</b>
Locations rotations:	<b>Essen, Swindon &amp; London</b>
Degree requirements:	<b>Any discipline, but ideally with a focus on one of the areas listed on the left</b>



# IT

## Graduate Programme

As our IT functions continue to grow, and as we build on our close partnerships with leading technology companies including Amazon, Apple, IBM, Microsoft and SAP, there will be many exciting opportunities for you to contribute to diverse and meaningful projects while working alongside some of the brightest and most creative people in the field.

### You get to choose four rotations within these business areas:

- Infrastructure Management
- IT Security
- Application Development
- IT Project Management
- Data Centre & Cloud
- Service Engineering
- Business Analysis

... new placements to choose from are added every year

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Company:	<b>RWE wide</b>
Duration:	<b>24 months</b>
Rotations:	<b>4, each lasting 6 months</b>
Start date:	<b>September</b>
Start locations:	<b>Essen or Swindon</b>
Locations rotations:	<b>Essen, Cologne, Swindon &amp; London</b>
Degree requirements:	<b>Any discipline, but ideally with a focus on IT</b>





# Benefits @ RWEST

## A Rewarding Experience



Exciting energy related tasks

Highly complex (international) projects

Attractive accompanying programmes for professional & personal development

Good promotion & career opportunities

In-depth insights into different business areas

A broad RWE wide international graduate network

A comprehensive benefit package for your personal work-life balance

# RWE

**Start your journey  
with us now!**



Check out our career website for more information:

[rwestcareers.com](https://www.rwestcareers.com)