

Graduate programme:

The pathway for aspiring energy traders

September 2026



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Introduction

Launch your career in energy trading and step into the heart of the UK's energy transition with SmartestEnergy's graduate scheme.

If you're looking for an opportunity to gain real-world trading experience, acquire in-demand skills and be influential in shaping a smarter energy future – then look no further! Our graduate scheme offers a structured two-year training programme, designed to develop aspiring energy leaders.

Successful candidates will join us on a full-time employment contract, receive an annual salary, attractive employee benefits, and on-the-job training, plus the opportunity to pursue professional certifications.

You'll gain hands-on experience as you rotate between different teams. With exposure across pricing, market risk renewables, regulation, and concluding with an extended placement on the trading desk, you'll be well equipped for a long-term career in energy trading.

Applications for our September 2026 intake close on 31st December 2025.

Good luck!

Graduate Programme overview

Our Trading Graduate Scheme offers a unique opportunity to work at the heart of the energy transition. We look forward to welcoming graduate talent to join our dynamic business, backed by our global powerhouse parent company, Marubeni Corporation.

Designed to equip you with the skills and knowledge to navigate energy trading, the scheme includes rotations across six placements from more than 17 desks to choose from, such as:

1. Trade Control
2. Pricing and Market Risk
3. Forecasting and Hedging
4. Carbon, Renewable and Spot Markets
5. Compliance and Regulation
6. Trading Desk (6 months)

You'll work on real-world trading projects with measurable impact and have opportunities to connect with senior leaders.

Training covers both technical skills (like SQL, Python, and energy trading concepts) and soft skills (such as leadership and communication). Incentives include a competitive salary, clear progression opportunities, and high visibility within the organisation.

Additionally, you'll be surrounded by an extensive support network, including your assigned mentor and internal champion to help you find your feet and cheer you on from the sidelines!

By the end of the 24-month period, you'll have been on an exciting journey through various departments, gained a comprehensive understanding of our business, and a wealth of experience, setting you up for a successful trading career.

About SmartestEnergy Limited

SmartestEnergy is a leading B2B energy company, empowering large business energy consumers, renewable and flexible generators, and partners in the UK's transition to a low-carbon future.

Established in 2000, as a subsidiary of Marubeni Corporation, we've grown from a UK start-up to a global organisation from around 800 employees worldwide. With offices in the UK, US, and Australia, we have created an inclusive, global community of energy champions committed to empowering a greener generation.

Our first graduate scheme offers a unique opportunity to kick-start your career at the forefront of the energy transition. With global opportunities, professional development and a supportive culture, you can be sure SmartestEnergy is committed to investing in graduate talent.



SmartestEnergy Limited's Senior Leadership Team

Ready to shape the future of energy?

Guided by our core values



Think customer



One team, one future



Innovate to accelerate



Own it

Induction:

Two weeks to hit the ground running

Your journey will begin with an intensive two-week induction where you'll learn about SmartestEnergy and gain foundational knowledge about the energy sector, plus training in the core skills needed to thrive in a trading environment. You'll meet subject matter experts to absorb industry knowledge, work with technical tools, and practice professional behaviours, while building valuable connections with peers, mentors, and teams across the business.

Each day is built around four core learning streams:



Industry & SmartestEnergy – Gain insight into the UK energy market, our trading model, and how your work contributes to the business strategy.



Data & Technical Tools – Introduction to our trading tools and platforms, plus onboarding into DataCamp to begin developing key technical skills such as Python and SQL.



Workplace Skills – From impactful communication to professional resilience and personal presence, you'll build a toolkit for high performance.



Departmental Learning – Early introductions to key trading desks and commercial functions ahead of future rotations.

Graduates will participate in a two-week induction programme designed to set them up for a successful trading career:

Week 1

Foundation and Integration

- Company overview and how trading fits into our business strategy
- Industry 101: Market structures, policy context, and regulatory drivers
- Core workplace skills: Communication, collaboration, feedback, and time management
- Introduction to your buddy and mentor, plus peer networking opportunities

Week 2

Deep Dive and Practical Application

- Deeper dive into energy pricing, risk, and the role of data
- Problem-solving exercises and case studies
- Shadowing across desks and early engagement with team projects
- Social and networking events to build personal support and cross-team connection

By the end of the induction, you'll have built a strong foundation, established key relationships, and be ready to step into your first rotation.

Rotations and timeline

Your rotations will include six placements across two years, each lasting three to six months. During each placement you will learn the role(s) allocated to you under the supervision of the departmental head/manager.

Month 1-3

Risk (trade control)

You'll start by learning the core commercial foundations of our business, learning the ropes in our Trade Control team.

Month 4-6

Pricing

You'll continue to build on your commercial knowledge in our Pricing and Optimisation team.

Month 7-9

Rotation

This phase will be predominantly led by business requirements, allowing you to gain insights into specific areas of need.

Month 10-12

Rotation

Your placement will be based on both your aptitude and business requirements, ensuring you are in a role that best suits your skills.

Month 13-15

Rotation

Here, we'll explore your preferences and ensure you're placed in a department where you can thrive.

Month 16-18

Rotation

This final rotation will be led by your preferences and strategic workforce planning (SWP).

Month 19-24

Trading desk

You'll learn core trading tasks, support market development, reporting, and strategy execution.

You'll have immersed yourself in real-world trading, developed technical and soft skills, connected with senior leaders. and gained diverse experiences to prepare you a career in energy trading.

Key performance indicators across rotations

Your progression during the scheme will be measured, based on:

- ✓ **Technical skills:** Mastering relevant tools like Python, Excel, and VBA, and demonstrating proficiency in data analysis
- ✓ **Commercial awareness:** understanding market dynamics and assessing risk impacts and optimisation levers
- ✓ **Stakeholder engagement:** Presenting findings confidently to team leaders and engage with senior stakeholders effectively
- ✓ **Hands-on contribution:** Completion of supervised tasks
- ✓ **Learning agility:** Adapt quickly to new teams and processes, applying feedback effectively

Ongoing learning & development

Our graduate programme is more than a training scheme — it's a launchpad for the future leaders of the energy sector. Learning at SmartestEnergy is continuous, applied, and tailored to your strengths.

From day one, you'll take part in a structured development journey combining:

- Technical skills development (e.g. Python, Excel, SQL, market fundamentals)
- Personal and behavioural growth (e.g. communication, feedback, influencing)
- Real-world project delivery and reflection
- Opportunities to learn from experienced traders and senior leaders

We're committed to helping you build confidence, commercial acumen, and resilience, with every rotation designed to stretch your thinking and grow your impact.

You'll benefit from access to:

- Structured training sessions on trading concepts, risk, and commercial decision-making
- Self-paced modules via our SmartestHub learning platform
- Expert-led workshops on communication, personal branding, and leadership behaviours
- Practical learning via market reporting, trade simulations, and supervised tasks
- A monthly "Learning Check-In" to reflect on progress and refine your goals
- Cornwall Insight Suite – Live expert-led and self-paced modules covering GB energy markets, risk, flexibility, and PPAs
- LSBR's Energy Market Analysis & Forecasting Training

All supported by our internal Learning & Development team who will ensure your learning and professional ambitions are prioritised.



Over 17 different rotational desk options including but not limited to:

- 01 Trade control
- 02 Pricing
- 03 Forecasting
- 04 Portfolio hedging
- 05 Quantitative research
- 06 Sales trading
- 07 Curve trading
- 08 Spot trading
- 09 Structuring
- 10 Market risk
- 11 Enterprise risk and Op assure
- 12 Credit risk
- 13 Renewables trading carbon / EACS / FUELS / policy
- 14 Origination
- 15 Commercial development
- 16 Compliance & regulation
- 17 Contracts

On-the-Job training

Focus on developing your personal brand and resilience. This is your chance to shape the future of energy in a dynamic, fast-paced environment.

You'll gain essential trading skills through induction, shadowing, hands-on tasks, project work, and real-time market involvement. By the end of the scheme, you'll be making independent contributions and executing supervised trades.

Your journey will include completing induction modules, submitting market summary reports, and delivering presentations on your findings. Our goal is to help you develop technical and analytical skills, enhance your market understanding, and foster your independent trading capabilities.

Each placement will come with a development plan based on your progress, strengths, areas for development, departmental needs, projects, and business requirements.

Key activities include:

- **Induction & shadowing:** Trading systems induction, shadow live trading sessions, and training on energy markets fundamentals.
- **Market insights & reporting:** Supporting daily market reporting tasks, analysing historical price movements, and attending trading strategy meetings.
- **Hands-on trading tasks:** Assisting traders with P&L analysis, executing low-risk trades under supervision, and analysing trading risks for specific contracts.
- **Project work:** Analysing historical data for a defined energy market, identifying optimisation opportunities, and presenting findings to the trading team.
- **Real-time market involvement:** Monitoring specific market trends, executing trades under tighter timelines, and supporting reporting of portfolio changes.
- **Independent contribution:** Executing trades within defined limits, presenting trading learnings to the senior team, and documenting rotation highlights.

We look forward to seeing our successful candidates thrive and achieve their goals!

Opportunities to pursue additional qualifications

To succeed in energy trading, graduates need more than just raw talent.

Presenting complex data, understanding pricing dynamics, and making confident decisions all require a strong blend of technical skills, commercial insight, and industry-recognised learning. That's why, in addition to on-the-job training, SmartestEnergy offers the opportunity to pursue a range of professional qualifications that can accelerate your growth and shape your career path.

Supplementary Industry Training (available throughout)

- **LSBR:** Energy Market Analysis & Forecasting – Flexible online course for those in quant, pricing, or forecasting roles.
- **DataCamp:** SQL Associate and Data Certifications – Self-paced technical learning for rotations involving trading analytics.
- **Cornwall Insight Suite** – Live, expert-led training on GB energy markets, PPAs, flexibility, and risk management.

Core External Qualifications (Year 2):

- **Chartered Financial Analyst (CFA) Level 1** – For roles in structuring, origination, and portfolio hedging. Covers ethics, economics, and financial reporting.
- **Financial Risk Manager (FRM) Part 1** – Focus on market, credit, and enterprise risk with foundations in quantitative analysis and valuation.
- **Society of Technical Analysts (STA) Part 1** – Ideal for those exploring technical analysis, market behaviour, and charting techniques.
- **Institute of Risk Management (IRM)** – Practical online modules in enterprise and operational risk management, frameworks, and governance.

These qualifications are optional and subject to discussion with your professional lead.

Own your development. Shape your future.

At SmartestEnergy, we believe leadership starts with ownership — of your growth, your learning, and your ambition.





Mentorship

Each graduate is paired with a dedicated mentor from our trading team, offering guidance, insight and support throughout your journey. In addition, a champion within the business actively promotes graduate involvement and ensures your voice is heard across the organisation.

What our graduates can expect from their mentor:

- A knowledgeable member of the business with experience in leadership and/or managing people.
- A different perspective – typically your mentor will be from another business department.
- A trusted 'go to' when you need some support in navigating the corporate world, whether that be preparing for your 121 or dealing with a challenging scenario.
- Guidance, confidentiality, and impartiality
- Commitment to regular check-ins and catch ups
- Honesty and openness, sharing learnt experiences to help you progress in your career
- Additional opportunities to collaborate on other projects or initiatives to develop new business skills.
- Feedback and critique
- Support with networking and relationship building.

We place a strong emphasis on inclusivity, with a particular focus on supporting women in trading roles. Through mentorship and visibility, we aim to foster a culture where everyone can thrive, regardless of background.

Graduate mentoring process

To ensure the highest quality of the graduate mentoring process and to foster strong relationships between mentors and graduates, the process will be kept as informal as possible while still ensuring it drives the graduate's development.

- **Frequency of meetings:** There will be no set number of meetings that graduates, and their mentors must have. This should be based on discussions between the mentor and graduate, considering the level of support, advice, and guidance needed by the graduate. However, meetings should occur at least once per month to maintain a productive relationship.
- **Records of meetings:** No official meeting documentation needs to be completed.
- **Welfare concerns:** As mentors are experienced members of SmartestEnergy Limited who hold or have held management/leadership positions, they should use their experience and knowledge of SmartestEnergy Limited's procedures to escalate any issues raised in meetings that they find concerning and that impact the welfare of their graduate.
- **Confidentiality:** Apart from serious welfare concerns that need to be escalated and cannot be kept confidential, mentors are expected to be trusted advisors to the graduates, especially when graduates seek advice on issues, they are uncomfortable discussing within their own department. Mentors should only intervene to help rectify a situation being discussed with the graduate's permission.
- **Complaints:** Any complaints from mentors about graduates and any complaints from graduates about mentors should be referred to the Professional Lead in the first instance.

Your support network



Buddy

New graduates are paired with experienced employees, a buddy, to help them integrate into the company and their new role. This buddy provides guidance, support, and answers questions, ensuring a smooth transition and fostering a sense of belonging.

Key Responsibilities:

- **Onboarding and Orientation:** Provide a warm and supportive environment for inquiries, fostering confidence and a sense of belonging.
- **Guidance and Support:** Act as a primary point of contact for inquiries and guidance, providing support throughout the initial onboarding phase.
- **Social Integration:** Facilitate social integration by connecting new graduates with team members and encouraging their participation in social events.
- **Signposting:** Guide new graduates to relevant resources, support services, and training opportunities.
- **Building Confidence:** Offer a welcoming presence and a supportive environment for inquiries, fostering confidence and a sense of belonging.

A buddy is crucial for helping new graduates thrive in their new environment.



Placement manager

Placement Managers oversee and support graduates to ensure they receive valuable and challenging placement experiences.

Key Responsibilities:

- **Managing Placements:** Identify suitable opportunities, align placements with scheme objectives, oversee onboarding, and manage budgets.
- **Providing Support and Guidance:** Offer regular support, conduct 1:1 meetings, provide feedback, and facilitate access to learning opportunities.
- **Monitoring Progress and Performance:** Track progress, complete performance reviews, and identify areas for additional support.
- **Facilitating Development:** Identify practical learning opportunities, support self-awareness and emotional intelligence development, and connect graduates with mentors and networks.
- **Other Responsibilities:** Coordinate with stakeholders, participate in training, stay updated on trends, and ensure compliance.

The Placement Manager plays a critical role in ensuring the success of graduate schemes, providing the necessary support and guidance for graduates to develop into effective professionals.



Professional lead

The Professional Lead plays a pivotal role in ensuring the strategic and operational success of the graduate scheme. Acting as the central point of governance and escalation, they oversee the programme's structure, stakeholder engagement, and continuous improvement.

Key Responsibilities:

- Define and maintain the strategic direction of the graduate scheme.
- Ensure success profiles are created and updated for all graduate roles.
- Communicate programme requirements and expectations to all stakeholders.
- Act as the first point of escalation for any issues raised by graduates, mentors, buddies, or placement managers.
- Monitor the overall performance and effectiveness of the scheme.
- Collaborate with HR, L&D, and business leaders to ensure alignment with workforce planning.
- Champion diversity, equity, and inclusion within the graduate programme.
- Support the continuous improvement of the scheme through feedback and data analysis.

Frequently asked questions

1. Is there a probationary period?

All roles at SmartestEnergy Limited have a probation period to be confirmed in your contract.

2. What are the possibilities for international placements or travel?

A perk of working in a multinational is that international opportunities may arise. Upon completion of the scheme, opportunities to travel may become available depending on your role.

3. How does the company support graduates with relocation or finding accommodation?

Our total reward package is highly competitive, in line with competitors, but we do not offer relocation packages at graduate level.

4. Does SmartestEnergy Limited sponsor graduate scheme candidates?

All candidates must have valid right to work in the UK to commence employment with us. Ongoing employment is subject to the candidate providing evidence of continued right to work in the UK. We are unable to offer visa sponsorships for graduate roles.

5. What is the company's approach to diversity and inclusion?

At SmartestEnergy, diversity and inclusion are central to how we work. We believe in creating a workplace where everyone feels valued and empowered. Our strategy includes employee-led community groups, inclusive hiring practices, and regular awareness events. We're committed to equity, ensuring all graduates, regardless of background, have the opportunity to thrive and shape the future of energy.

5. What is the company culture like?

SmartestEnergy is a purpose-driven, people-centred organisation, empowering businesses on the energy transition. We value fresh ideas, foster inclusive behaviours, and champion performance-led growth. Graduates will be offered the chance to shape the energy system of tomorrow, while growing in a supportive and dynamic environment.

6. What makes your company stand out as an employer?

Several things set us apart:

- **Mission-led culture:** Employees contribute to net zero goals through innovative energy solutions.
- **Structured development:** The graduate scheme includes departmental rotations, formal qualifications, and tailored learning pathways to build future leaders.
- **Inclusive recruitment:** The scheme actively promotes diversity, aiming to close representation gaps and build a pipeline of early talent.
- **Supportive environment:** Graduates benefit from a strong network including mentors, placement managers, and professional leads.
- **Hybrid & flexible working:** SmartestEnergy supports work-life balance through flexible arrangements and wellbeing initiatives.
- **Competitive benefits:** These include EV lease schemes, enhanced parental leave, healthcare support, and global mobility opportunities.

7. Can you describe the work environment?

At SmartestEnergy, you'll join a purpose-driven, inclusive, and collaborative workplace. We champion innovation, value diverse perspectives, and support continuous learning. With hybrid working, global exposure, and a culture that empowers early talent, graduates thrive in a dynamic environment committed to sustainability and professional growth.

Frequently asked questions

8. How is the company adapting to industry changes or challenges?

SmartestEnergy Limited is adapting to industry change by ensuring our teams are equipped to support growth in new markets, investing in talent and embracing diversity to drive innovation. It also actively engages with policy reforms and market shifts to accelerate the UK's transition to net zero.

9. What is the company's approach to corporate social responsibility?

We take a proactive, values-led approach to corporate social responsibility. It focuses on ethical governance, inclusive culture, environmental action—like reforestation and carbon reduction—and community engagement through volunteering and partnerships. These efforts are embedded in its operations and aligned with its mission to drive the energy transition responsibly.

10. What is the company's approach to work-life balance?

Work-life balance is supported through flexible, hybrid working arrangements, a strong emphasis on wellbeing, and policies that encourage employees to take their full annual leave entitlement for health and recovery. The company also offers wellness resources, mental health support, and a culture that values personal time and flexibility.

11. What kind of support is available for mental health and wellbeing?

Graduates have access to 24/7 confidential support through the Employee Assistance Programme (EAP), Occupational Health services, and structured tools like Wellness Action Plans. Regular wellbeing check-ins, a dedicated Wellness Hub, and signposting to external resources like Mind and Samaritans ensure a supportive environment from day one.

12. What are the opportunities for progression within the company?

Upon successful completion of the Scheme, graduates could secure a permanent role across SmartestEnergy Group.

Additional resources:

Learn more about SmartestEnergy

You'll find information about our company history, culture and our core values on our website.

> [About SmartestEnergy](#)

Download our Sustainability Report

Explore our sustainability goals and ambitions and download our latest Sustainability Update Report.

> [ESG and Sustainability information](#)

Corporate Reports

Read our Annual Reports detailing our Group company highlights and financial information.

> [Download our corporate reports](#)

Get in touch

If we can help you with any further questions or information, please get in touch.

> [Contact us](#)