Job Description

1. The Position	
Position	**Graduate quantitative trading analyst**
Company information	Welsh Power Group Limited is an employee-owned entrepreneurial energy business. The company's focus is on providing flexible generation and grid stability services to support the UK energy sector's transition to net zero. We are based in Cardiff however our projects are located across Wales, England, Scotland, and the Republic of Ireland. Welsh Power has developed and built over 30 separate power assets and operates a portfolio of 730MW of flexible generation on behalf of several investors. Welsh Power commercially manage the majority of the generation and trade on behalf of some of our customers. We are a key player in the stability sector, having won seven National Energy System Operator's (NESO) Pathfinder contracts to date. Welsh Power developed and continues to manage the Rassau Synchronous Condenser, which was one of the first dedicated grid stability facilities in the UK delivered under NESO's Pathfinder 1 contract. Our second facility, in Rothienorman, became operational in December 2024; the third in Thurso South in May 2025; and the fourth in Gretna, in September 2025. All three were delivered through NESO's Pathfinder 2 contract. We have one Pathfinder 2 grid stability project remaining nearing the end of construction in Scotland and two Pathfinder 3 contracts in the earlier stages of construction in Kent and South Wales. Welsh Power is not an asset owner but develops, constructs, and operates power assets on behalf of financial investors. Within the sector this makes Welsh Power unique.
Company Values	• **Trust** - Demonstrating integrity, commitment, loyalty, honesty and fairness. • **Resilience** - Demonstrate an ability to manage and take challenging situations in our stride and come out stronger. • **Excellence** - To aim for and demonstrate excellence whether this is personal, professional or technical in all we do for the organisation. • **Enthusiasm** - Demonstrate passion for and an eagerness in the development of the organisation. • **Safety** - To be committed to ensuring Welsh Power and all those associated with Welsh Power operate safely.
Position Summary	As a graduate quantitative trading analyst, you will play a key role within the Commercial/Trading team, supporting trading and the optimisation of flexible energy assets. You will develop and maintain quantitative tools, models, algorithms to analyse market data, forecast system conditions, and identify trading opportunities across short-term power markets. Working closely with the trading team, you will utilise data, AI and Machine Learning to translate analytical outputs into actionable trading strategies, contributing to both discretionary decision-making trading and the development of algorithmic trading capabilities.

	This is a developmental position designed to advance strong quantitative, coding, and commercial skills. The successful applicant will receive comprehensive training, exposure to live trading environments, and opportunities to gain further professional and technical qualifications as their career develops.
How to Apply?	Please send a CV and covering letter to: careers@welshpower.com
Manager / Reporting Structure	The successful candidate will be reporting to the Commercial Optimisation Manager
Key Responsibilities	Key tasks include: ○ **Building** and enhancing **quantitative models and frameworks**, incorporating **machine learning techniques** and **AI** to **forecast** market fundamentals, price movements, and system imbalances. ○ Developing and aggregating **data from APIs** to integrate real-time market, asset, and system data into trading and analytical tools. ○ Providing **insight and analysis** into market conditions, trading behaviours, and system dynamics to inform and enhance trading strategy. ○ Supporting the design, testing, and implementation of **algorithmic and systematic trading strategies**, working closely with traders. ○ **Carry out daily trading tasks as part of the trading team**, helping to efficiently manage positions. ○ Managing **contracted and forecast positions** and support risk management. ○ Supporting ongoing **data and automation projects**, including database management, data validation, Trading and reporting tools. ○ **Working as part of a 08:00–20:00 trading team** on a flexible basis, demonstrating initiative and teamwork in a fast-paced trading environment. ○ This list of responsibilities will change over time as the position develops
2. Person Specification	
Desired Knowledge, Skills, Attributes and Qualifications	Education: ○ A Degree in a quantitative or numerate discipline such as Maths, Physics, Engineering, Data Science, Computer Science, or Economics. ○ A Master's or PhD in a relevant discipline or field would be highly desirable. Personal Attributes: ○ Detail-oriented with a strong focus on data quality and accuracy. ○ Team player who works effectively and efficiently with others in a collaborative trading environment. ○ Excellent verbal, and communication skills, able to explain complex ideas clearly. ○ Organised and proactive, with the ability to prioritise and manage workload effectively in a time-sensitive environment. ○ Open, honest and transparent in communication; willing to acknowledge mistakes and limitations and learn from them.

	○ Self-motivated, adaptable, and committed to professional growth. Desirable Technical & IT Skills: ○ Knowledge of statistical analysis, forecasting methods and machine learning ○ Experience in using Python for data analysis, modelling, and automation. ○ Experience working with APIs, databases, and data pipelines for real-time or large-scale data processing. ○ Knowledge of VBA, Git, or other programming/scripting tools. ○ Highly analytical and numerate, capable of developing, testing, and interpreting complex models and datasets. ○ Ability to use and optimise AI to develop models and trading tools
Other Features	The role is based in our modern city-centre office in Cardiff, where you'll work closely with traders in a dynamic, collaborative environment at the heart of our commercial operations. We promote a culture of flexible working, encouraging a healthy work-life balance and recognising that great results come from trust and autonomy. This is a full-time position (37.5 hours per week) within a results-driven trading team. As part of the team's 08:00–20:00 optimisation coverage, you'll be working flexibly to support trading activities and ensure the team's success.
What We Offer	○ To be part of an exciting, innovative, passionate and entrepreneurial team environment at the cutting edge of new energy developments and innovations. ○ Competitive salary, performance related bonus and benefits package, and participation in the companies tax-free employee dividend. ○ Opportunities for continuous training and development in line with business needs. Welsh Power will encourage any professional training and ambitions to gain relevant professional qualifications and will fund professional memberships. ○ Automatic participation in an employee-owned business structure, with the positive working culture and financial benefits that this provides. ○ 25 days of annual leave plus bank holidays (increasing up to 30 based on years of employment) ○ Cycle-to-work salary sacrifice scheme. ○ A high-quality office environment located in the heart of Cardiff city centre. ○ Opportunity to be involved in regular social activities organised by the Wellbeing team.

As a Welsh Power employee, you are required to comply with all Welsh Power policies and procedures.