



SUSTAINABLE  
ENERGY  
FOR ALL

# CAREERS IN SUSTAINABLE ENERGY: INTERNATIONAL DEVELOPMENT

## Careers in Sustainable Energy: International Development

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# Acronyms and Abbreviations

ACMI	Africa Carbon Markets Initiative
CEO	Chief Executive Officer
CRM	Customer Relationship Management
CV	Curriculum Vitae
DAC	Development Assistance Committee
ETIP	Energy Transition and Investment Planning
G20	Group of Twenty
GEAPP	Global Energy Alliance for People and Planet
Green Economy	A green economy is defined as low carbon, resource efficient and socially inclusive and one that allows for reduced carbon emissions and pollution, enhanced energy and resource efficiency, and prevention of the loss of biodiversity and ecosystem services.
Green Jobs	Green jobs are decent jobs that contribute to preserve or restore the environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency.
HFE	Health Facility Electrification
HR	Human Resources
IEP	Integrated Energy Planning
IRENA	International Renewable Energy Association
KPIs	Key Performance Indicators

MECS	Modern Energy Cooking Services
MEL	Monitoring, Evaluation and Learning
NGO	Non-Governmental Organization
OECD	Organisation for Economic Cooperation and Development
Paris Agreement	The Paris Agreement is a legally binding international treaty on climate change signed by 196 Parties to limit the increase in global average temperatures to 1.5°C above pre-industrial levels.
R&D	Research and Development
RBF	Results-based finance
RISE	Regulatory Indicators for Sustainable Energy
SDGs	Sustainable Development Goals
SRSg	Special Representative of the Secretary-General
STEM	Science, Technology, Engineering, Mathematics
UEF	Universal Energy Facility
UIEP	Universal Integrated Energy Planning
UN	United Nations
UNGA	United Nations General Assembly
VCM	Voluntary Carbon Market
VVB	Validation/Verification Bodies
WFP	World Food Programme



# Foreword

This **Careers in Sustainable Energy: International Development** guidebook has been designed to illuminate the path for young professionals interested in the fast-growing field of sustainable energy. This resource highlights the dynamic career opportunities available within the sustainable energy sector and the international development arena, particularly through the lens of SEforALL's diverse organizational structure.

This guide is not just a collection of various career roles available in the sustainable energy field—it's a tool for those seeking to understand what skills and educational backgrounds are crucial to enter and thrive in this field. It also showcases lived experiences and testimonials from young individuals who have engaged with SEforALL across various global contexts, providing a realistic glimpse into the sector's challenges and rewards.

We recognize that career journeys are deeply personal and vary widely in context and circumstance. As such, this guidebook does not offer a rigid roadmap to follow. Instead, it presents an array of potential roles, essential skills, and educational pathways that cater to a broad spectrum of individuals aspiring to make a mark in sustainable energy and the international development realm.

Whether you are a student contemplating your future career options, a young professional poised to advance your career in the sustainable energy field, or somewhere in between, this guidebook is tailored for you. It serves to assist individuals at different educational levels and career stages—from those in secondary and tertiary education to those at entry and mid-career levels—eager to navigate and leverage the anticipated global growth of the sustainable energy sector.

As you explore this guidebook, you'll find that many skills you may already possess could seamlessly transfer to roles in sustainable energy. Whether your background is specialized, with a focus on sustainable energy or related disciplines, or more generalist, with applicable skills ripe for transition, there is a place for you in this ever-evolving field.

We hope this guidebook serves as your initial stepping stone into a fulfilling career in sustainable energy and international development. Included within these pages are useful resources to further your understanding of SEforALL's work and its extensive global programmes, helping you to better position yourself within this exciting and impactful industry.



**DAMILOLA OGUNBIYI**

CEO and Special Representative of the UN Secretary-General  
for Sustainable Energy for All and Co-Chair of UN-Energy





# 1 About this handbook

The pursuit to achieve the Sustainable Development Goals (SDGs) by 2030 cannot be successful without a vibrant labour force working to drive transformative change globally. This collective commitment to achieve 169 targets, agreed by 191 countries across the globe, requires a unified, participatory and inclusive environment to unlock humanity's true potential.

The human resource or labour force plays a pivotal role in the realization of the SDGs as it constitutes the driving force behind societal progress and economic development. Across the diverse sectors and roles that each of them plays, access to reliable and affordable energy is key to enabling development and prosperity. Yet most people, particularly in the global south, still lack access to much needed sustainable energy that would improve their well-being and quality of life.

Sustainable Energy for All (SEforALL) is an international organization working with leaders in government, the private sector and civil society to drive further, faster action toward the achievement of Sustainable Development Goal 7 (SDG7), which calls for universal access to affordable, reliable, sustainable and modern energy for all by 2030, and the Paris Agreement, which calls for reducing greenhouse gas emissions to limit climate warming to well below 2° Celsius (and striving for 1.5° Celsius).

Achieving these goals will require a radical rethink of the way we produce, distribute and consume energy. SEforALL is at the heart of this foundational shift to ensure no one is left behind.

SEforALL draws on data and evidence, and leverages the power of young people, to forge a sustainable and equitable path to success in achieving SDG7. Inequalities and discrimination faced by young people in the renewable energy workforce prevent too many of them from realizing their full potential as agents of change. This means that the sector is missing out on benefitting from an entire talent pool. To unlock jobs and economic opportunities in the renewable energy sector, young people need a formal seat at the energy transition decision-making table. Inclusion of young people in the energy transition will not be achieved through a "business-as-usual" approach.

There are serious intersectional equity concerns in the energy industry at large that need to be addressed as we work to change the system. According to a report from the International Renewable Energy Association (IRENA), despite making up 48 percent of the global labour force, women account for only 22 percent of the labour force in the oil and gas sector and 32 percent in renewables<sup>1</sup>. Further, in renewables, the report reveals

that women's participation is much lower in science, technology, engineering and mathematics (STEM) jobs than in administrative jobs.

This handbook has been developed to address such challenges. By providing an overview of job opportunities, roles, career pathways, guidelines for progression and lived experiences of other young people, we hope to inform, inspire and support youth, particularly young women, to pursue and progress in international development opportunities in both STEM and non-STEM jobs in the sustainable energy sector.

<sup>1</sup> IRENA (2019), Renewable Energy: A Gender Perspective. IRENA, Abu Dhabi.



# About the Sustainable Development Goals

**The Sustainable Development Goals (SDGs)** are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity.

They consist of 17 interconnected goals adopted by all United Nations Member States in 2015, addressing various social, economic and environmental issues such as poverty, hunger, health, education, gender equality, clean water, clean energy and climate action, among others.

The SDGs are important in addressing global challenges such as the climate crisis because they provide a framework for collective action, mobilizing resources and efforts, and promoting a holistic and sustainable approach to development that balances economic growth, social progress and environmental protection.



**SDG7** aims to provide clean and affordable energy to everyone. Lack of access to energy hinders economic and human development, making it essential to achieve this goal. By promoting energy efficiency, renewable energy and infrastructure development, SDG7 seeks to improve energy security, reduce greenhouse gas emissions and promote social and economic well-being for all.

## The Growing Demand for Green Jobs

Green jobs are roles that have a direct, positive impact on the environment, and are becoming increasingly important in today's world as we face the challenges of climate change and environmental degradation. They are key drivers of the transition to a low-carbon economy and are expected to play a critical role in creating a more sustainable future.

As more countries and organizations transition to renewable energy sources, there is an increasing demand for a skilled workforce that can design, install and maintain these systems. The growth of these industries is expected to continue in the coming years, providing a significant opportunity for job seekers with the right skills and qualifications.

In addition to the economic opportunities it presents, clean energy is essential in achieving SDG7 as it is sustainable and renewable. Additionally, it is key to mitigating the climate crisis by reducing greenhouse gas emissions, thus limiting global warming and its negative impacts on the planet, including extreme weather events, rises in sea levels and biodiversity loss.

### SPECIFIC TARGETS OF SDG7

#### **7.1 By 2030, ensure universal access to affordable, reliable and modern energy services.**

Indicators:

**7.1.1** Proportion of population with access to electricity.

**7.1.2** Proportion of population with primary reliance on clean fuels and technology for cooking.

#### **7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.**

Indicators:

**7.2.1** Renewable energy share in total final energy consumption.

#### **7.3 By 2030, double the global rate of improvement in energy efficiency.**

Indicator:

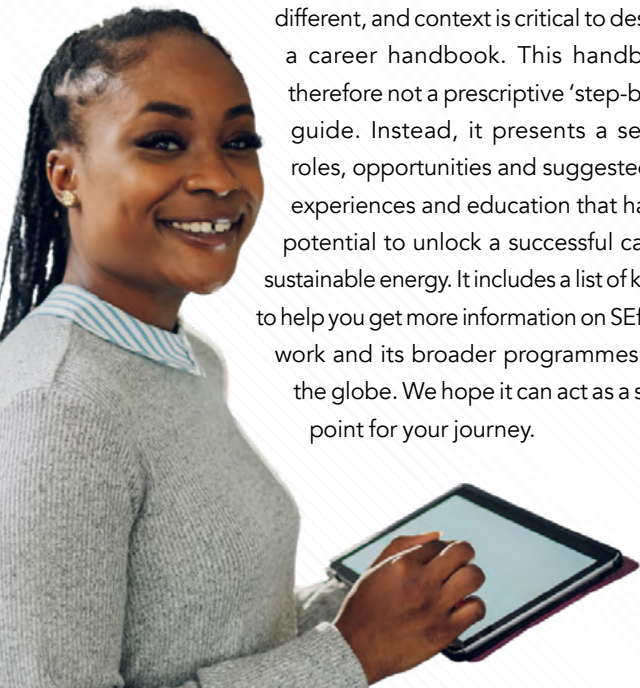
**7.3.1** Energy intensity measured as a ratio of primary energy.

# Purpose

## The purpose of this handbook is to:

- Highlight career opportunities for young professionals in the sustainable energy sector.
- Increase awareness among young people of career pathways and opportunities in the international development space, including examples of careers within the broader SEforALL organizational structure
- Guide and serve as a reference for young people on the skills and education requirements they need to have to pursue career opportunities in the sustainable energy sector.
- Amplify the lived experiences and testimonials of other young people who have worked with SEforALL across the globe.

However, we recognize that every individual is different, and context is critical to designing a career handbook. This handbook is therefore not a prescriptive 'step-by-step' guide. Instead, it presents a series of roles, opportunities and suggested skills, experiences and education that have the potential to unlock a successful career in sustainable energy. It includes a list of key links to help you get more information on SEforALL's work and its broader programmes across the globe. We hope it can act as a starting point for your journey.



## Who is this handbook for?

This handbook has been developed to help those interested in pursuing a career in sustainable energy discover the roles on offer at SEforALL and the steps they need to take to begin their sustainable energy career journey. It is designed to assist diverse groups of young people at different levels of the educational system, and at varying stages of their career journeys — from students in secondary and tertiary levels of education, to young professionals in entry and mid-career stages of employment.



### STUDENTS CONSIDERING THEIR FUTURE CAREER

There are many pathways into sustainable energy jobs for students who are considering their future career.

The sustainable energy job market and sector as a whole is expected to see significant global growth in the coming years. It is an exciting field and young people are best placed to take advantage of these future career opportunities.



### YOUNG PROFESSIONALS CONSIDERING A CAREER IN SUSTAINABLE ENERGY

A wide range of skills that you may already have could be transferable to the sustainable energy sector.

Many organizations are interested in recruiting both specialist and generalist professionals. Specialist professionals often have an academic background and experience in sustainable energy or related disciplines. Generalist professionals on the other hand often have an academic background in a relevant field and skills that are readily transferable to the sustainable energy sector.



## OVERVIEW

## 2

# International Development Career Pathways in the Sustainable Energy Sector

The sustainable energy sector currently employs a relatively small number of people but the number of jobs in renewable energy and those related to climate change mitigation is expected to grow quickly over the next decade, offering a myriad of international development, STEM, and sector-specific career opportunities for young people. Below, we provide a snapshot of various international development related career pathways that young professionals can explore, followed in Chapter 3 by an overview of careers at SEforALL.

**ENGINEERING**

Engineers design, develop and implement renewable energy systems and technologies. They also work on increasing energy efficiency, reducing waste and improving energy storage solutions.

**FINANCE**

Finance professionals in the energy sector support the transition to clean energy by providing financing and investment solutions for renewable energy projects and clean technologies.

**DATA AND INFORMATION TECHNOLOGY**

Data and information technology professionals develop and implement software, analytics and other digital solutions to improve energy efficiency, energy storage and renewable energy systems.

**REGULATION AND POLICY**

Regulation and policy professionals develop and implement policies, regulations and incentives to promote renewable energy and clean technologies.

**BUSINESS AND ECONOMICS**

Business and economics professionals provide financial, economic and strategic advice on renewable energy and clean technologies.

**PROJECT MANAGEMENT**

Project managers oversee the planning, implementation and completion of renewable energy projects and energy efficiency initiatives.

**LAW**

Lawyers in the energy sector provide legal advice on regulatory compliance, policy and contracts related to renewable energy and clean technologies.



## OVERVIEW

# 3 Careers at SEforALL

This section offers a comprehensive guide to the essential internal teams at SEforALL, which play a pivotal role in both daily operations and the strategic execution of initiatives aimed at achieving Sustainable Development Goal 7 (SDG7). Key internal teams at SEforALL comprise the Executive Office, Human Resources, Communications, Intelligence Unit, Partnerships and Development, Monitoring, Evaluations, and Learning, as well as Finance and Operations.

## EXECUTIVE OFFICE

**OVERVIEW:** The Executive Office of Sustainable Energy for All (SEforALL) works to support the Chief Executive Officer (CEO) in their joint capacity as CEO and Special Representative of the Secretary-General (SRSG) for Sustainable Energy for All. It is the key liaison between government and private sector stakeholders, the public and other SEforALL programmes and the CEO. The Executive Office also engages in the planning and coordination of critical climate events and fora in which SEforALL and the CEO participate, including the Group of Twenty (G20) and the United Nations General Assembly (UNGA).

For members of this department, duties may include:

- Managing the CEO's schedule and travel and on-the-ground coordination of events logistics.
- Liaising with high-level government officials, climate experts, private financiers and SEforALL board members et.al in accordance with SEforALL and the CEO's agenda.
- Generating reports that map and depict the CEO's activities for the benefit of internal interested parties and the public.
- Planning and coordination of key events in which the CEO and SEforALL participate.
- Assisting with the operation of the CEO's social media platforms and media appearances and contributions.

## HUMAN RESOURCES

**OVERVIEW:** The Human Resources (HR) team fosters exceptional career journeys and cultivates the expertise required to drive SEforALL's strategic direction. As a member of this team, you'll contribute to talent acquisition, diversity initiatives, career development, data management and projects that enrich our work environment.

For members of this team, duties may include:

- Assisting in recruitment processes to attract top talent.
- Supporting HR initiatives for workforce diversity and skill development.
- Collaborating in organizing career development programmes.
- Assisting in HR data management and analysis.
- Contributing to creating a positive and inclusive work environment.



## COMMUNICATIONS



**OVERVIEW:** The Communications team drives awareness and motivation among SDG7 stakeholders by sharing key messages and disseminating the latest energy-related data and evidence. The team also helps make energy for development visible to the international community through creative communications campaigns, traditional and social media, and impactful events such as the Sustainable Energy for All Global Forum.

For members of this team, duties may include:

- Researching and refining key messages related to SDG7 and sustainable energy. Creating engaging content, such as articles, blog posts, social media updates and infographics to disseminate information about sustainable energy and its impact.
- Cultivating relationships with journalists and media outlets to increase coverage of SDG7 initiatives and events. Helping to write and distribute press releases to announce significant milestones, campaigns, or events related to sustainable energy.
- Managing the organization's website and social media accounts, ensuring consistent and impactful messaging across different platforms. Monitoring social media conversations related to SDG7 and sustainable energy and engaging with stakeholders to build a strong online community.
- Collaborating with team members to design and execute creative communications campaigns that raise awareness and inspire action on sustainable energy. Analyzing the effectiveness of campaigns and providing insights for improvement.
- Planning and coordinating impactful events, such as the Sustainable Energy for All Global Forum, to engage stakeholders and promote SDG7 initiatives. Helping coordinate media coverage and ensure effective communication of event messages.

## FINANCE AND OPERATIONS



**OVERVIEW:** SEforALL's Finance and Operations team supports the organization's day-to-day domestic and international work by delivering administrative, financial, procurement and travel assistance. This team is responsible for ensuring operations within the organization are seamless; financial reporting, auditing and procurement needs are met; and travel arrangements are managed. Additionally the team contributes to the success of diverse programmes, working alongside different teams to achieve organizational goals.

As a member of this team, your duties may include:

- Assisting with administrative tasks to ensure smooth office operations.
- Supporting financial processes, audits, financial risk assessments and recordkeeping.
- Assisting with procurement activities, contract and vendor management.
- Providing travel support and organizing logistics for staff.



## INTELLIGENCE UNIT

**OVERVIEW:** The Intelligence Unit's mission is to guide teams and partners to deliver more effective programme and project-level solutions through data, research and analytics. The unit holds discussions with programme leads to understand workplan intelligence needs that can benefit from proactive collection and synthesis of data and information, and supplements existing programmatic analytics. Support is intended to enable cross-organizational synergies to: improve decision-making to deliver external programme workplans; identify and develop thought-leadership opportunities and their communications content with the Communications team; and identify country needs and potential opportunities in collaboration with the Partnerships and Development team.

The unit supports and stimulates cross-organizational data-driven decision-making and strategic thinking through:

- Leading cross-organizational market intelligence and the development and maintenance of a SEforALL data and knowledge repository, while disseminating critical and timely SDG7-related information through Intelligence Briefs / News Flashes.
- Developing data tools and approaches that inform decision-making in collaboration with programme teams and bringing consistent use of best practice analytics methodology across the organization.
- Delivering data intelligence and analytics and working with programme teams to support quality control and the analytical consistency of their outputs.
- Driving proactive use of sustainable energy intelligence with programmes, identifying collaborative opportunities across the organization and developing thought leadership to advance SDG7.



## PARTNERSHIPS AND DEVELOPMENT

**OVERVIEW:** The Partnerships and Development team supports SEforALL's fundraising and grant management by cultivating and nurturing relationships with our donors and working with our programmes to support delivery against our financial and in-kind grants from governments, multilateral agencies, private foundations, corporations and non-governmental organizations (NGOs). This team is responsible for working across the organization on relationship management with current and prospective donors, as well as delivering impactful proposals, communications and donor reporting.

As a member of this team, your duties may include:

- Assisting with administrative tasks to ensure smooth operations across the team.
- Assisting with developing proposals and communication targeted at our donors.
- Supporting with grant management, including donor reporting and relationship management.
- Providing support on scheduling and minutes from donor meetings.



## MONITORING, EVALUATION AND LEARNING

**OVERVIEW:** As an agile, dynamic learning organization, SEforALL's Monitoring, Evaluation and Learning (MEL) Department aims to promote and support accountability, learning and knowledge sharing, and MEL-focused capacity development across the organization.

The MEL Department has five main objectives:

- Provide strategic and programmatic advice and support to management and to programme leads.
- Provide an effective means of collecting, analyzing and using monitoring data / key performance indicators (KPIs) to inform and improve programme performance over time both internally and externally.
- Commission and conduct evaluations and [rapid] reviews using OECD-DAC principles and criteria, ensuring relevant stakeholder engagement, and using innovative methods for communication and uptake both internally and across the sector.
- Enhance SEforALL's performance, delivery and impact through learning support, global evidence synthesis and capacity building.
- Provide high-quality databases and data analyses to support all MEL functions in their rigorous, evidence-based activities.

These aims are structured through a MEL framework. This is a comprehensive system that outlines how SEforALL monitors and evaluates its resources, activities and results to support accountability and continual learning across the organization.

For members of the MEL Department, duties may include:

- Assisting in gathering and collating relevant data through a wide range of methods such as surveys, interviews or literature reviews. Working closely with team members to identify data sources and ensuring the data collection process is well organized and documented.
- Coding, validating and analyzing collected data, which could include quantitative and qualitative analysis techniques. Using statistical software, conducting thematic coding, or identifying trends and patterns in the data.
- Preparing reports based on analyzed and synthesized data. Summarizing findings, creating visualizations or graphics to present data, and contributing to the overall report writing process.
- Assisting in monitoring and evaluating SEforALL's activities and initiatives. Tracking progress towards established goals, contributing to impact assessments, or assisting in the development of evaluation frameworks and indicators.
- Organizing and maintaining MEL-related documents and resources. Creating databases, filing systems, or knowledge repositories to ensure easy access to relevant information for the MEL team.
- Collaborating with other team members and stakeholders, both within SEforALL and externally. Participating in team meetings, contributing to discussions, and assisting in the communication of MEL findings to relevant parties.
- Supporting in the preparation of knowledge products for dissemination to internal and external stakeholders, including formats such as presentations and briefing notes.



# External Programmes

This section offers a comprehensive guide to the essential external facing teams at SEforALL, which play a vital role in both the delivery of strategic initiatives and expansion of SEforALL's influence and impact in both country-level, regional, and global platforms aimed at facilitating a just and equitable energy transition. Key external teams at SEforALL include:

POLICY AND REGULATORY FRAMEWORKS

ENERGY TRANSITION AND INVESTMENT PLANNING

AFRICA CARBON MARKETS INITIATIVE (ACMI)

ENERGY EFFICIENCY

UNIVERSAL ENERGY FACILITY

UNIVERSAL INTEGRATED ENERGY PLANNING

UN-ENERGY

SUSTAINABLE COOLING

GENDER AND YOUTH

CLEAN COOKING

POWERING HEALTHCARE

COUNTRY SUPPORT





## POLICY AND REGULATORY FRAMEWORKS

**OVERVIEW:** SEforALL's Policy and Regulatory Frameworks programme supports governments to design, adapt and adopt effective and enabling policy and regulatory frameworks, while establishing partnerships with longer term assistance providers to support implementation. Policies and regulations are critical for governments to attract investment in sustainable energy. Investors look at whether a country has well-defined plans for expanding its main grid or access through mini-grids and stand-alone systems. Financial incentives for building clean energy and access to electricity and clean cooking projects, especially in rural and remote regions, also impact investment decisions, as do consumer subsidies for energy, environmental standards, and many other policies and regulations.

Right now, only about half of the world has adopted advanced policy frameworks for sustainable energy, according to the World Bank's Regulatory Indicators for Sustainable Energy (RISE). To increase energy access and achieve SDG7 by 2030, countries need to adopt investment-grade policies and regulations. Their ability to do so hinges on the capacity of governments and supporting agencies, and many require technical assistance.

The following are some of the activities you will be engaged in as a member of this team:

- Hosting the [Sustainable Energy Policy Hub](#) to provide policymakers with easy access to a suite of policy and regulatory tools, templates and decision trees.
- Providing country customization support to facilitate the adoption of best-in-class policies and regulations, strategy development, programmatic implementation, and country-level learning and capacity-building.
- Guiding the establishment of locally based energy systems to improve the affordability and uptake of off-grid energy solutions and maximize local socio-economic development.

## ENERGY TRANSITION AND INVESTMENT PLANNING

**OVERVIEW:** Energy Transition and Investment Plans are an opportunity for countries to show how they will build their energy systems, and what type of investments are needed in power, cooking, water heaters, agriculture, transport and other industries and by when, to support economic and social development that will meet their future energy needs and achieve net-zero emissions as well as other energy transition pathways. These plans allow countries to showcase the penetration of least-cost optimal technologies, total investments, carbon dioxide emissions and the support needed to achieve their energy goals. Investment plans identify specific opportunities and the types of finance needed (public, private, concessional), which helps countries engage with investors and development institutions to attract funding. Barbados, Ghana, Kenya, Nigeria and Sierra Leone are among a growing list of countries that have taken the lead in developing these plans, with the support of SEforALL and our partners.

As a member of the Energy Transition and Investment Planning (ETIP) team, the activities you will contribute to include:

- Identifying and engaging with key stakeholders, including government agencies, through workshops, transparent communication and collaboration to ensure a successful energy transition plan.
- Streamlining data collection from government sources, UN agencies and development partners.
- Data analysis of the data gathered needed for the development of the different sectors (power, buildings, agriculture transport and other industries) to support the ETIP.
- Calibrating and fine-tuning model accuracy using reliable datasets.
- Conducting demand forecasting for various sectors to inform the comprehensive integration of data into the energy transition model.
- Offering practical recommendations and policy insights for policymakers based on model results.
- Emphasizing the environmental, social and economic impact of the proposed energy transition plan.
- Providing a technology-agnostic, investor-friendly pathway to achieve SDG7 by 2030 and net-zero emissions by a chosen timeframe.
- Creating tailored capacity-building programmes addressing stakeholder needs during the plan's development and after its completion.
- Facilitating energy model and data transfer through workshops.
- Ensuring a "living plan" with annual training for energy planners and south-south knowledge exchange.
- Promoting collaboration via knowledge-sharing platforms to strengthen the collective impact of clean energy transition efforts.

## AFRICA CARBON MARKETS INITIATIVE (ACMI)

**OVERVIEW:** The Africa Carbon Markets Initiative (ACMI) is a collaborative effort led by a coalition of organizations dedicated to advancing climate impact, clean energy and sustainable development across the African continent. Launched by the Global Energy Alliance for People and Planet (GEAPP), Sustainable Energy for All (SEforALL) and the Rockefeller Foundation, the ACMI aims to accelerate the growth of Africa's voluntary carbon markets (VCMs).

### KEY COMPONENTS OF THE ACMI


**Steering Committee:** The ACMI is guided by a 13-person steering committee comprised of influential African leaders and carbon market experts.

**Mission:** The ACMI aims to support African governments, communities, project developers and other stakeholders to significantly scale the supply and demand of high-integrity African carbon credits, to supplement direct decarbonization and deliver real climate action while creating millions of jobs and supporting energy access, biodiversity, livelihoods and more.

The ACMI is poised to play a pivotal role in driving sustainable development, job creation and climate action across Africa. Through strategic partnerships, targeted action programmes, and a commitment to high-integrity carbon markets, the initiative aims to catalyze transformative change and unlock the continent's immense potential for carbon mitigation and resilience-building efforts.

The ACMI focuses on creating value across four dimensions with the collective ambition of promoting an environment conducive to incentivizing the reduction/optimization of carbon dioxide emission levels together with the improvement of the livelihoods of vulnerable communities. These dimensions are as follows:

- Actively encouraging governments to develop a clear and stable regulatory landscape across the carbon markets ecosystem in Africa (e.g., VCM, Article 6, compliance schemes) to ensure an environment conducive to scaling.
- Proactively shaping the narrative of the potential for high-integrity carbon markets in Africa to increase confidence and drive action.
- Building the capacity and tools needed for high-integrity project development in Africa including training for validation/verification bodies (VVBs), local communities and methodology development.
- Supporting the development of carbon credit buyer and seller platforms that will promote predictable and well-established streams of demand signals from multiple sources, converting these into transactions to stimulate the market as well as attracting investment into African project development to help scale the market.

 *This experience has provided immense help in developing my knowledge of the renewable energy sector and highlighted the significance of market readiness for accelerating the adoption of solar products in Africa. I have enjoyed drawing on technical and practical knowledge from the UEF team who have a multitude of experience and guidance to share. It's been highly motivating for me.*

DOLAPO OLUWATOSIN ADEOSUN (UEF Intern) \_\_\_\_\_





## ENERGY EFFICIENCY

**OVERVIEW:** To provide clean, affordable energy to everyone, we need to make every kilowatt count. We need to make sure that energy does not go to waste as it is produced, distributed and consumed. Together with our Mission Efficiency partners, our Energy Efficiency for Sustainable Development programme supports global progress on energy efficiency by pushing for greater commitments and strengthening the enabling environment for investment in energy efficiency infrastructure and projects. The programme supports global and country progress on energy efficiency through a three-pillar approach: (1) elevating energy efficiency; (2) supporting energy efficiency and; (3) investing in energy efficiency.

As a member of the Energy Efficiency team, you will contribute to activities such as:

- Convening partners (government, civil society and private sector), encouraging pledges for actions, commitments and goals that support progress on energy efficiency, advocating for energy efficiency in global agendas, creating a clear narrative for the experience and benefits of energy efficiency.
- Delivering support to target countries on data, information, analysis, and building a “community of practice” in country to support an improved enabling environment for energy efficiency.
- Conducting analysis to identify energy efficiency targets and actions for regions, countries and sectors. Supporting matching partner solutions with strategic needs for target countries.
- Supporting the development of an energy efficiency marketplace to de-risk and accelerate investment in energy efficiency by improving the market readiness of target countries and high-impact sectors.

## UNIVERSAL ENERGY FACILITY

**OVERVIEW:** The Universal Energy Facility (UEF) is a multi-donor results-based finance (RBF) facility designed to significantly accelerate and scale up energy access, aligning with SDG7 and the Paris Agreement. The UEF offers incentive payments to eligible organizations deploying energy solutions and providing verified end-user electricity connections (including mini-grids and stand-alone solar systems) and clean cooking solutions meeting pre-determined standards. The UEF aims for catalytic impact, both on the economic development of communities and on enhancing the capacity and viability of the distributed renewable energy sector to achieve scalability.

Launched in 2020, the UEF currently operates in five countries: Benin, Congo (DR), Madagascar, Nigeria and Sierra Leone. Over the next year, SEforALL anticipates that the UEF will grow significantly to become a USD 100 million facility operating in multiple African countries, while also expanding mini-grid initiatives to new regions.

As a member of the UEF team, your responsibilities will include:

- Supporting the implementation of a funding mechanism that enables scale, speed and efficiency in achieving universal energy access by 2030 through the UEF.
- Providing communication support to enhance awareness and adoption of RBF for energy access projects among governments and within the finance and development communities.
- Providing research support to the UEF, including collecting, analyzing and presenting statistical data and other necessary information.
- Providing administrative support to the UEF team by identifying and tracking follow-up actions, coordinating and scheduling meetings and workshops, preparing and circulating meeting agendas and minutes, and drafting correspondence as needed.
- Providing support and delivery capacity to the RBF team in the evaluation of applications to the UEF in the pre-qualification and site-specific stage for mini-grids, stand-alone solar for productive use and clean cooking.



*It has been a three-month duration since I started my internship with SEforALL, specifically within the UEF team. This immersive experience working alongside the team has significantly contributed to my comprehensive comprehension of the solar industry within the African context. I view this juncture as a pivotal moment in my professional journey, one that is poised to equip me with the requisite expertise and knowledge essential for making a meaningful contribution to the broader renewable energy sector in Africa.*

INES RACHEL DUSHIME (UEF Intern)

## UNIVERSAL INTEGRATED ENERGY PLANNING

**OVERVIEW:** SEforALL's Universal Integrated Energy Planning (UIEP) programme works closely with government leaders and industry and technical experts to advocate for, conceptualize and then execute a national integrated energy plan (IEP). These plans aim to assist countries to more efficiently achieve SDG7; they clearly define a country's goals for electrification and clean cooking access and outline how partners can help them reach these goals. Data are critical tools for expanding sustainable energy access. At its best, an IEP harvests and deploys actionable market intelligence for the benefit of private-sector actors, policymakers and financiers. A well-crafted IEP unveils least-cost technology and priority geographic areas for energy access expansion by using geospatial data and tools to identify the efficient integration of on- and off-grid solutions for energy supply. Central to this is buy-in and cooperation with heads of government, traditional leaders and other national stakeholders.

As a member of the UIEP team, you will be engaged in the following:

- Commissioning IEPs in countries where IEPs may not yet exist or where they could be enhanced (including for clean cooking).
- Creating practical tools and knowledge products that help set the standard for best-in-class IEPs, particularly data and governance standards.
- Providing tailored advisory support to countries that have developed or are developing an IEP to help them better utilize their IEPs and translate them into policies, finance and action.

## UN-ENERGY

**OVERVIEW:** SEforALL maintains a close relationship with the UN due to our shared commitment to driving action towards the achievement of SDG7. Through a multi-year agreement with the UN, SEforALL's role as a partner agency of UN-Energy and the ongoing appointment of our CEO as the Special Representative of the Secretary-General (SRSG) for Sustainable Energy for All, and since 2018 as the co-chair of UN-Energy, SEforALL continues to work closely with the organization. UN-Energy remains the principal mechanism within the UN for interagency collaboration on Energy, with the goal of making rapid and effective strides towards ending energy paucity and advancing the global energy transition agenda. SEforALL was a key participant in the 2021 UN High-level Dialogue on Energy Secretariat, particularly in the development, coordination and outreach for Energy Compacts – voluntary commitments to actions that accelerate the pace of delivery and integration of SDG7 into the global energy landscape. SEforALL has maintained its role as a focal point for the Energy Compacts.

As part of the UN-Energy team, you will be:

- Conducting outreach to catalyze new and dynamic partnerships through breakthrough Energy Compacts.
- Coordinating the tracking, monitoring and raising of ambition of new and existing Energy Compacts.
- Supporting stakeholders in implementing the target actions in their submitted Energy Compacts, such as forging partnerships through the Energy Compact Action Network.
- Collaborating with other UN-Energy agencies on organizing and hosting major global fora, including the High-level Dialogue on Energy.
- Supporting the SRSG in her role as co-chair of UN-Energy in her UN-related engagements.

Examples of UN-Energy's current initiatives include:

- [24/7 Carbon-free Energy Compact](#)
- [Renewable Energy Manufacturing Initiative \(REMI\)](#)





## SUSTAINABLE COOLING

**OVERVIEW:** SEforALL's Cooling for All programme works to enable governments and practitioners to realize the critical benefit of clean cooling access to both people and the planet, and to provide data to drive planning and spur investment in scalable solutions. Over 1 billion people around the globe are at high risk of lacking access to cooling — a situation that becomes increasingly dire as the planet continues to warm. Heatwaves kill about 12,000 people annually, and that number is expected to increase to 255,000 people by 2050 if urgent action is not taken. Further public health consequences arise as the need for cold storage increases for both food and vaccines (consider the COVID-19 vaccine, while communities worldwide continue to lack access to refrigeration needed to keep products viable). Meeting this demand for cooling without unduly increasing the burden on the environment is the key tenet of SEforALL's drive to conceptualize and deploy clean cooling solutions, particularly to the most vulnerable communities. Sustainable cooling solutions that SEforALL champions include efficient and climate-friendly cooling devices and services that are affordable, reliable and use environment-friendly refrigerant gases. They also include passive cooling solutions, which include a broad range of design strategies, building materials and natural solutions that reduce indoor air temperatures. SEforALL supports cooling for comfort (human comfort and safety), cooling for food (agriculture and food production and logistics cooling), and cooling for health (medical cold chains and healthcare facility cooling).

As part of the Cooling for All programme, your duties will include:

- Providing knowledge and data to understand progress towards achieving Cooling for All, including our Chilling Prospects research series.
- Bringing awareness to sustainable cooling solutions with the #ThisIsCool communications campaign, the Cooling Solutions Directory and the Cooling for All Solutions Tool.
- Supporting government and development partners to mobilize finance and expand access to cooling with policy and technical assistance.
- Working with a variety of partners – such as the Cool Coalition - in support of access to cooling initiatives.

Examples of SEforALL's current Sustainable Cooling initiatives include:

- Cooling for All training and advocacy
- Powering the Agricultural & Vaccine Cold Chains
- Improving Climate Resilience with Passive Cooling in Cities
- Cooling Efficiency Marketplace
- This Is Cool Youth Challenge and Nature for Cool Cities Challenge



## GENDER AND YOUTH

**OVERVIEW:** SEforAll's Gender and Youth programme focuses on expanding the participation of women and youth in the renewable energy sector as we work to achieve SDG7. As we look towards a more sustainable future, SEforALL is prioritizing and championing the inclusion of women and youth at all stages of the energy transition — from entry-level positions to top leadership roles. Women sorely lack mentorship, opportunities, financing and technology access in the renewable energy space, and the Gender and Youth team, through its various activities, aims to creatively address these issues.

Similarly, the programme recognizes the centrality of youth to conceptualizing and deploying effective climate solutions, as, after all, the future belongs to them. In addition to women-focused activities meant to expand female participation in the green energy sector, the programme also targets youth who may face similar barriers to entry into this space.

As a member of this team, your duties may include:

- Designing and implementing initiatives that provide women and youth with internship, mentorship and technical training opportunities to advance their careers and skills in the energy sector and prepare them for leadership roles.
- Elevating women as visible leaders of SDG7 through sponsorships to attend and speak at key industry events.
- Mainstreaming gender and youth through SEforALL's organizational structure.
- Supporting the Gender and Youth team to coordinate day-to-day work and engaging with external stakeholders as directed.
- Liaising with colleagues to ensure the Gender and Youth team provides appropriate technical support across SEforALL's programmes.
- Supporting the implementation of SEforALL-led and other events to enable capacity and coalition building in support of SDG7.
- Conducting and supporting research and analysis on energy, climate policy and regulatory issues, including conducting literature reviews, proofreading, fact-checking and editing documents.
- Supporting the development of knowledge products to influence the policy and regulatory debate on key energy and climate issues, including memos, reports, rapid-response statements, blogs and op-eds.
- Supporting the design and implementation of research strategies and methods on gender and youth data.



## CLEAN COOKING

**OVERVIEW:** SEforALL's Clean Cooking programme focuses on filling the missing gaps within the sector to achieve SDG7. Leveraging SEforALL's extensive networks, the programme aims to put clean cooking at the core of the SDG7 and the climate action agenda. It does so by supporting countries in planning and unlocking finance for the sector, while seeking to create job and business opportunities and drive accelerated adoption on modern energy for cooking. This includes raising ambition and helping governments recognize the co-benefits of clean cooking access and providing data to drive planning and investment in scalable solutions. By developing the thriving global market for clean cooking, we can transform the way the world cooks, saving lives, improving livelihoods, empowering women and protecting the environment, while simultaneously accelerating economic growth.

As part of the Clean Cooking team, your duties may include:

- Supporting, and leading when directed, the implementation of the team's overall strategy across all clean cooking programme pillars.
- Engaging internally across SEforALL teams and externally with stakeholders in the implementation of the workplan (as defined in the annual workplans to be agreed upon).
- Gathering data and evidence, tracking relevant clean cooking sector developments and conducting quantitative and qualitative research and analysis of policies, governance structures, institutions and financing instruments.
- Supporting donor-related reporting and communications and providing input for fundraising proposals.
- Liaising with the Communications team and providing content support for clean cooking related communications efforts.
- Scheduling and coordinating meetings, preparing and circulating meeting agendas and minutes; drafting briefing materials; managing contact databases and updating SEforALL's Customer Relationship Management (CRM) salesforce system.
- Facilitating knowledge building and knowledge sharing to bring about awareness and understanding, as well as utilizing SEforALL systems and processes to share knowledge.

SEforALL's current Clean Cooking projects:

- Accelerating a Clean Cooking transition in Schools in Tanzania – a project in partnership with the World Food Programme (WFP) that focuses on transitioning schools to electric cooking.
- Integrated Energy Access Planning: development and implementation of IEP including on clean cooking (Nigeria, Madagascar, Malawi and Rwanda) (with the Modern Energy Cooking Services (MECS) programme) .
- Global eCooking Coalition – a coalition of anchor partners that includes Energising Development (EnDev), GEAPP, MECS and SEforALL, and which focuses on promoting a united effort to transition to electric cooking.

## COUNTRY SUPPORT

**OVERVIEW:** SEforALL places countries at the core of its activities. Since 2021, it has supplemented its global agenda-setting role with more actionable and country-specific support. Currently, SEforALL is providing strategic support to several countries across Africa and Asia and intends to deepen this impact through engagement in several other countries in the coming years (see SEforALL's 2024-2026 Business Plan).

Through country engagement SEforALL works to establish relationships with partner countries for more holistic support and for faster action towards their energy access, efficiency and energy transition goals. This requires collaboration with government, philanthropies, civil society and the private sector to accelerate progress towards SDG7 in line with the 'net-zero' 2050 targets embodied in the Paris Agreement. SEforALL currently provides country support to more than 18 countries across the globe. They are: Barbados, Benin, Congo (DR), Egypt, Ghana, India, Indonesia, Kenya, Madagascar, Malawi, Morocco, Nigeria, Philippines, Rwanda, Sierra Leone, South Africa, Tanzania and Uganda.

As a member of SEforALL's Country Support team, you will be engaged in activities such as:

- Conducting pre-assessments and qualifying country support.
- Conducting scoping and demand analyses for targeted countries.
- Designing country projects informed by scoping and demand analyses.
- Monitoring the implementation of country impact projects and drawing learnings for future iterations.
- Supporting coordination of in-country community of practice from whole of society in implementation.

## POWERING HEALTHCARE

**OVERVIEW:** Providing clean and affordable energy access to healthcare facilities is a crucial opportunity to address the energy access gap and enhance healthcare quality for millions of people in Sub-Saharan Africa and South Asia. The Powering Healthcare Africa Project, supported by Power Africa and SEforALL, aims to drive the agenda of electrifying health facilities by equipping governments and development partners with evidence-based solutions.

The project strives to achieve universal electrification of health facilities by 2030 through the following key strategies:

- Stronger commitments and policies.
- Increased public and private investments.
- Sustainability through technical assistance and innovation.
- Successful country-level programmes.

As part of the Powering Healthcare team, your duties will include:

- Assisting in collecting and analyzing data for the Global Assessment of Health Facility Electrification report. Summarizing findings; and contributing to the report's development.
- Creating Heatmaps of Health Facility Electrification (HFE) interventions using relevant tools and technologies. Visualizing the data to showcase the distribution and impact of electrification projects.
- Compiling and analyzing impact data from healthcare facility electrification initiatives. Developing a concise factsheet highlighting the benefits and outcomes of these interventions.
- Assisting in organizing workshops or conferences to bring together health and energy stakeholders. Helping facilitate cooperation and knowledge exchange between the sectors.
- Contributing to research efforts by writing white papers and organizing workshops to explore innovative business models for distributed clean energy solutions in healthcare facilities.
- Participating in high-level events and campaigns to raise awareness about the importance of powering healthcare facilities. Contributing to the development and maintenance of a Knowledge and Resources Hub to disseminate relevant information.

SEforALL's Powering Healthcare current projects:

- 2021-2023 Powering Healthcare Africa Project
- Transforming Energy Access support for Powering Healthcare
- Powering Healthcare Solutions Catalogue
- Multilateral Energy Compact for Health Facility Electrification



*Having studied the elements that help create an enabling environment for private sector investment in power generation infrastructure, my time at SEforALL has allowed me to practically engage with the content of my studies and gain a deeper understanding of the sector. The mentorship and guidance I received from the Universal Energy Facility team has also been invaluable.*

NAA ADJEKAI ADJEI (UEF Intern)





## 4 Starting Your Career

Embarking on a career in the sustainable energy sector is an exciting and impactful journey, particularly for young people eager to contribute to a sustainable future for life and planet.

To kickstart a career in this rapidly growing field, aspiring professionals can pursue educational paths in various relevant disciplines. Actively participating in internships, research projects, or volunteering with organizations dedicated to sustainable energy initiatives provides invaluable hands-on experience. Networking within the industry, attending conferences, and staying informed about the latest advancements also play crucial roles. Embracing a passion for innovation and sustainability, young people can position themselves at the forefront of the just and equitable energy transition, driving positive change for the planet and future generations.

The section below provides an overview of some of the academic qualifications, skills and experience that SEforALL, and organizations in the sustainable energy sector more broadly, require for various positions including roles as interns, analysts, specialists and executives.



## 4.a. Recommended Education and Experience for Interns

The academic qualifications, skills and experience required for interns in the sustainable energy sector can vary depending on the specific position and programme. However, below are some of the common educational backgrounds, skills and experiences that are often sought after in this field:

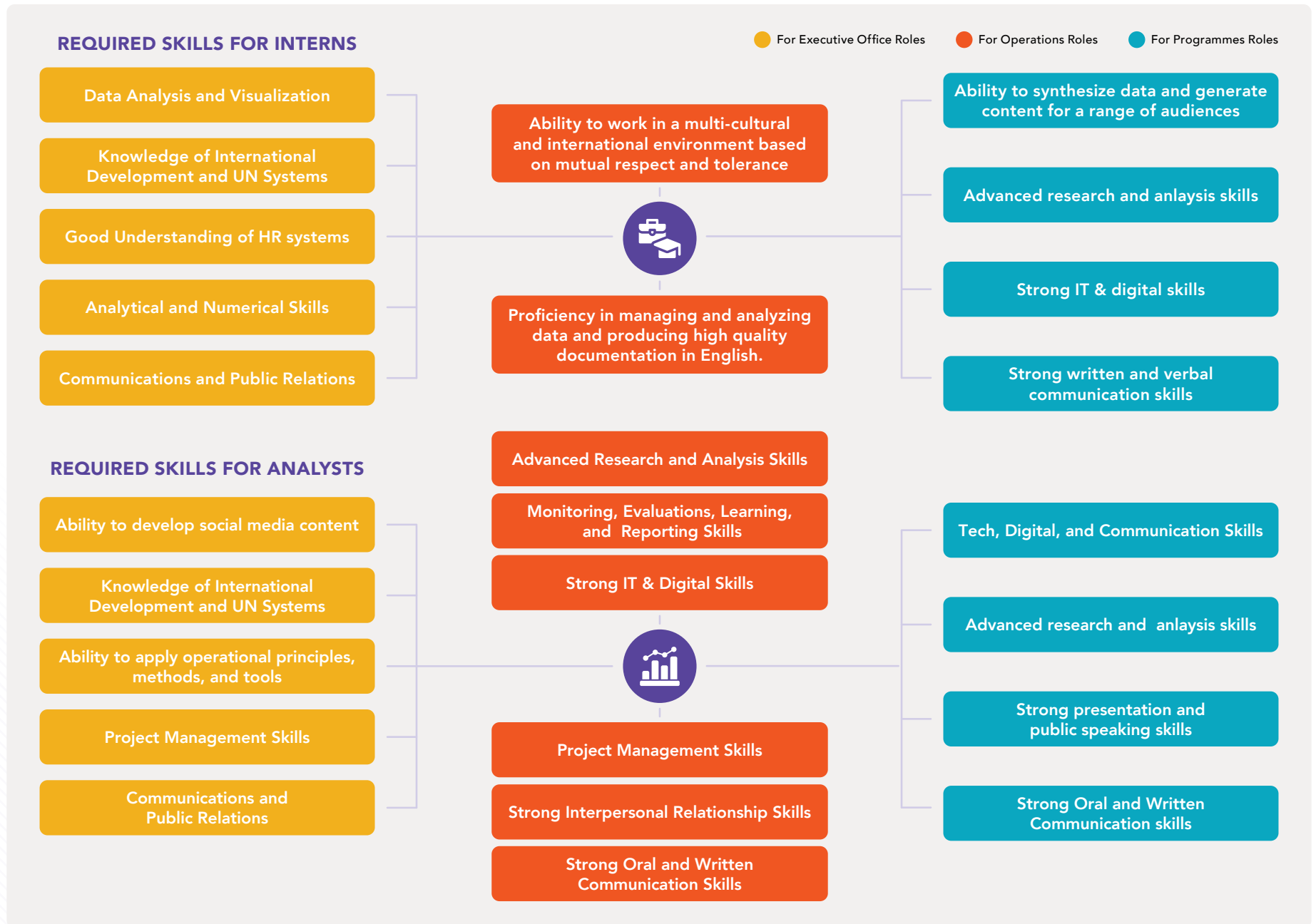
EXECUTIVE OFFICE	OPERATIONS	PROGRAMMES
Administration, Finance and Operations	Human Resources, Monitoring and Evaluation, Gender and Youth, Communications	Energy Efficiency, Sustainable Cooling, Clean Cooking, Powering Healthcare, Universal Integrated Energy Plan, UN-Energy
EDUCATION REQUIREMENTS (Must be studying towards or have completed a Bachelor's or Master's degree in these areas)		
Human Resources Management, Organizational Development, Law, Commerce, Digital Marketing, Communications, International Relations, Economics, Finance or similar study areas	Human Resources Management, Economics, International Development, Communications, Public Relations or similar study areas	Sustainable Energy Engineering, Economics, Data Science, Statistics, Environmental Management, Regional Planning, Geography, Geo-informatics, Energy Policy, Political Science, International Relations, Finance or similar study areas
EXPERIENCE REQUIREMENTS (Must have experience in the following areas)		
<ul style="list-style-type: none"> <li>Managing social media pages on various platforms; development and implementation of integrated communications strategies.</li> <li>Packaging and disseminating knowledge and thought-leadership products.</li> <li>Experience in the energy access sector, preferably mini-grids and solar home systems and/or experience in climate and environment is considered a strong advantage.</li> </ul>	<ul style="list-style-type: none"> <li>Experience in the energy access sector, preferably mini-grids and solar home systems and/or experience in climate and environment is considered a strong advantage.</li> <li>In-depth proficiency in writing and editing complex communications products for purposeful structure, clarity of ideas and the logical persuasive presentation of content.</li> </ul>	<ul style="list-style-type: none"> <li>Familiarity with the energy sector and energy access agenda would be an advantage.</li> <li>Understanding of the clean cooking sector, environmental and climate action plans would be an added advantage.</li> <li>Experience dealing with high-level representatives from government, business, civil society groups and international organizations on matters related to sustainable energy.</li> </ul>

## 4.b. Recommended Education and Experience for Analysts

The academic qualifications, skills and experience required for analysts in the sustainable energy sector can vary depending on the specific position and organization. However, below are some of the common educational backgrounds, skills and experiences that are often sought after in this field:

EXECUTIVE OFFICE	OPERATIONS	PROGRAMMES
Administration, Finance and Operations	Human Resources, Monitoring and Evaluation, Gender and Youth, Communications	Energy Efficiency, Sustainable Cooling, Clean Cooking, Powering Healthcare, Universal Integrated Energy Plan, UN-Energy
EDUCATION REQUIREMENTS (Must have some years of professional training on the job and have completed a Bachelor's or Master's degree in these areas)		
Human Resources Management, Organizational Development, Law, Commerce, Digital Marketing, Communications, International Relations, Economics, Finance or similar study areas	Human Resources Management, Economics, International Development, Social Sciences, Business Administration, Communications, Public Relations, Public Policy, Economics, Sustainable Development, Energy or similar study areas	Sustainable Energy Engineering, Economics, Data Science, Statistics, Environmental Management, Regional Planning, Geography, Geo-informatics, Energy Policy, Political Science, International Relations, Finance or similar study areas
EXPERIENCE REQUIREMENTS (Must have a minimum of 3 years' experience in the following areas)		
<ul style="list-style-type: none"> <li>• Experience in an executive office administrative role, supporting a CEO, diplomat or other high-level executive or official.</li> <li>• Experience in international development highly desired.</li> <li>• Experience using advanced tools for social media publishing.</li> <li>• Experience with online engagement and event promotion an asset.</li> <li>• Experience in layout, branding, data visualization, video production, infographics creation using design applications such as InDesign or PhotoShop or similar online collaborative applications such as Canva is highly desirable.</li> <li>• Familiarity with energy access, transition or topics related to SDG7 is highly desirable.</li> <li>• Experience in creating newsletters using Mailchimp an asset.</li> <li>• Experience in accounts payable, disbursements, financial management, and/or general accounting.</li> <li>• Demonstrated experience in working with finance-related IT systems (including reconciliations) would be a plus.</li> <li>• Demonstrated experience in cash management, including modelling and optimization.</li> <li>• Demonstrated experience working within workflow management systems, including the capturing of data throughout different steps of the process from different roles participating in that system.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with Human Resource Information systems such as e-recruitment and performance management.</li> <li>• Experience with or knowledge of Salesforce is an advantage.</li> <li>• Experience with donor reporting is an advantage.</li> <li>• Experience in a fast-paced environment that demands flexibility and a commitment to results.</li> <li>• Affinity with, and demonstrated interest, in running business processes in an international working environment.</li> <li>• Experience in youth engagement, international development and/or the energy field. Strong experience speaking in the youth energy space, representing youth at international fora. Experience working with donors and stakeholders on partnerships is desirable.</li> <li>• Experience in creating, curating and developing high-impact campaigns across a variety of social media channels.</li> <li>• Experience producing podcasts is considered an asset.</li> <li>• Experience with online engagement and event promotion is an asset.</li> </ul>	<ul style="list-style-type: none"> <li>• Familiarity with the energy sector and energy access agenda is an advantage.</li> <li>• Understanding of the clean cooking sector, environmental and climate action plans is an added advantage.</li> <li>• Experience dealing with high-level representatives from government, business, civil society groups and international organizations on matters related to sustainable energy.</li> <li>• Experience in youth engagement, international development and/or the energy field. Strong experience speaking in the youth energy space, representing youth at international fora. Experience working with donors and stakeholders on partnerships is desirable.</li> <li>• Experience with client-relations management.</li> <li>• Experience in layout, branding, data visualization, video production, infographics creation using design applications such as InDesign or Photoshop or similar online collaborative applications such as Canva is highly desirable.</li> <li>• Knowledge and experience of the off-grid energy space and understanding of results-based finance (RBF) models.</li> </ul>





## 4.c. Recommended Soft Skills for International Development Careers in Sustainable Energy

To succeed in the renewable energy industry, young professionals need to have more than just technical expertise. Alongside proficiency in technical skills, employers in the sector value employees with strong soft skills, for instance effective communication, teamwork, problem-solving and adaptability. These interpersonal abilities are crucial for productive collaboration with diverse stakeholders, including partners, funders, regulators, suppliers and colleagues.

Furthermore, soft skills are essential for navigating challenges and adapting to changes that may arise in the work environment or during projects. Young professionals should aim to enhance and showcase their soft skills. Some of the activities they can engage in to achieve this include but are not limited to group projects, volunteering, networking, or enrolling in online courses that address these areas.



### COMMUNICATION

Effective communication is a cornerstone soft skill in the sustainable energy sector. Professionals need to articulate complex technical concepts in a way that is accessible to diverse audiences, including nonexperts, stakeholders and decision-makers. This involves not only verbal communication but also the ability to convey ideas through written reports, presentations and visual representations. Clear communication ensures that sustainable energy projects are well understood, garner support and facilitate collaboration among team members and stakeholders.



### ADAPTABILITY & INNOVATION

The sustainable energy sector is dynamic and known for rapid technological advancements and evolving regulatory landscapes. Professionals must be adaptable, embracing change and proactively seeking innovative solutions to address emerging challenges. Adaptability includes a willingness to learn new technologies, stay informed about industry trends, and adjust strategies in response to shifting circumstances. Innovation is crucial for developing cutting-edge sustainable energy solutions that contribute to a more sustainable future.



### LEADERSHIP

Leadership skills are vital for driving positive change and steering sustainable energy initiatives toward success. A leader in this field should inspire and motivate teams, fostering a shared vision for sustainable practices. Strong leadership also involves making strategic decisions, taking calculated risks, and advocating for environmentally responsible solutions. In the face of challenges, a leader demonstrates resilience, guiding the team through obstacles and maintaining a focus on long-term sustainability goals.



### ANALYTICAL SKILLS & STRATEGIC THINKING

Analytical skills and strategic thinking are essential for professionals in sustainable energy to navigate complex data, assess environmental impacts and make informed decisions. Analytical skills enable the interpretation of scientific and technical data, while strategic thinking involves developing long-term plans that align with sustainability objectives. Professionals must consider the economic, environmental and social implications of their decisions, ensuring a holistic and sustainable approach to energy solutions.



### TEAMWORK & COLLABORATION

Teamwork and collaboration lie at the core of sustainable energy projects, which often involve interdisciplinary teams and diverse stakeholders. Professionals need to work cohesively, leveraging the strengths of each team member. This requires effective communication, active listening, and a willingness to consider diverse perspectives. Successful collaboration ensures that sustainable energy solutions are comprehensive, well-integrated and aligned with broader environmental and societal goals.



### RESILIENCE & EMOTIONAL INTELLIGENCE

Resilience is key in an industry where projects can face various challenges, from regulatory hurdles to economic uncertainties. Professionals need the ability to bounce back from setbacks, learn from failures, and persevere in the pursuit of sustainable goals. Emotional intelligence is equally crucial, fostering positive workplace relationships, empathetic understanding and effective collaboration. Both resilience and emotional intelligence contribute to a work environment that encourages creativity, problem-solving, and sustained commitment to sustainable energy initiatives.

## 4.d. Reskilling and Upskilling Priorities for International Development Careers in Sustainable Energy



### CREATIVE THINKING

In the digital age, effective communication is key to raising awareness and garnering support for sustainable energy initiatives. Content creation skills, including graphic design, video production and written communication, are essential for conveying complex ideas in an engaging and accessible manner. Young people should focus on honing their creativity, storytelling abilities and multimedia proficiency to effectively communicate the importance of sustainable energy solutions to diverse audiences.



### LEADERSHIP & SOCIAL INFLUENCE

Advocacy and public engagement play a vital role in advancing sustainable energy initiatives. Public speaking skills enable people to articulate complex ideas persuasively, garnering support from stakeholders, policymakers and the general public. Young people should focus on honing their public speaking abilities, including effective presentation techniques, clarity of message and the ability to tailor communication to diverse audiences, to become influential advocates for sustainable energy solutions.



### AI & BIG DATA

Artificial Intelligence (AI) is increasingly becoming a cornerstone of sustainable energy systems. Understanding how to integrate AI technologies into renewable energy projects can optimize efficiency, predict maintenance needs and enhance overall performance. Young professionals should develop a foundational understanding of AI, including machine learning algorithms, data analysis and programming languages, to contribute meaningfully to the integration of AI in the sustainable energy sector.



### ANALYTICAL THINKING

Analytical thinking skills enable people to dissect intricate problems, identify patterns and devise strategic, environmentally conscious solutions. Whether a situation involves optimizing renewable energy systems or addressing the dynamic policy landscape, analytical thinkers can foresee potential outcomes, assess risks and propose sustainable alternatives. As the sustainable energy sector has evolved, analytical thinking has emerged as an indispensable tool, enabling young professionals to make informed, ethical decisions that drive positive environmental impact and contribute to the global transition towards cleaner and more sustainable energy practices.



### RESEARCH & DEVELOPMENT

Research and development (R&D) are the backbone of innovation in sustainable energy. Young people should cultivate strong research skills, staying abreast of the latest advancements in renewable technologies, energy storage solutions and environmental impact assessments. Actively participating in research projects, collaborating with industry experts, and fostering a mindset of continuous learning are essential for those aspiring to drive positive change through sustainable energy R&D.



### DIGITAL LITERACY

Beyond social media, a broader set of digital skills, including data analysis, cybersecurity and digital project management, are crucial in the sustainable energy sector. Young people should acquire skills in relevant software tools, databases and digital platforms to navigate the complex landscape of renewable energy projects, ensuring the secure and efficient implementation of sustainable solutions.



# Working at SEforALL

## What We Offer

Working at Sustainable Energy for All (SEforALL), you'll find yourself at the forefront of innovative solutions to today's global energy challenges. You'll contribute to dynamic programmes whose work has a direct impact on people's lives.

### A GREAT TEAM

We offer an environment of belonging, where everybody sets an example for modern global citizenship and where agility, resilience and responsibility are shared. This gives you the opportunity to work in a team where your expertise and contributions are valued, and where success is celebrated.

### PERSONAL & PROFESSIONAL GROWTH

SEforALL is not constrained by hierarchy. Our inclusive structure means colleagues at all stages of their careers work together to influence government leaders, the private sector and civil society towards faster and more meaningful action on energy issues. You will gain experience from working in a diverse team across a range of projects and events.

### PURPOSE & EXPOSURE

SEforALL offers a combination of challenging and meaningful assignments, working with decision-makers at the highest level to tackle the most complex issues in pursuit of SDG7.

### EXCITING INTERNATIONAL EVENTS

In addition to the SEforALL Forum, organized every two years, SEforALL participates in some of the most relevant international events related to energy and climate. With a participatory and all-hands-on-deck approach, staff in various teams can get directly involved in event-related activities.



# Recruitment Process

To achieve our strategic goals and contribute to the achievement of SDG7 by 2030, SEforALL is committed to attracting and working with passionate and talented people who strive to promote sustainable development and contribute to social progress, environmental balance and economic growth, ensuring that nobody is left behind. To ensure that our recruitment process reflects SEforALL's core values, we are committed to an open, competitive and inclusive recruitment process that provides candidates with equal opportunities to demonstrate their experience, skills and expertise.



Among other things, this means that:

- Vacancies are advertised on our website and social media for at least two weeks.
- All candidates are encouraged to apply.
- We encourage applications from women and underrepresented communities.
- As part of the application questions, we collect data on gender, age and nationality, to track diversity in our applicants and ensure the whole process is fair and inclusive.
- We always inform all candidates of their application's outcome.

## The recruitment and selection process at SEforALL

The SEforALL recruitment process involves five main stages and typically lasts about eight to ten weeks. In addition to diversity, inclusivity, transparency, accountability and fairness, SEforALL is committed to ensuring that the recruitment process remains efficient and enjoyable for candidates. To ensure accessibility and equal opportunities, the process is conducted entirely remotely.

### Applying to a vacancy

SEforALL job postings are advertised on our website, and via Bamboo HR, Devex, LinkedIn, Impactpool and social media, for a period typically of two weeks.

If you see a vacancy at SEforALL that sparks your interest, we encourage you to read the full job description carefully and check in detail what the minimum requirements of the role are. Should you meet the minimum requirements, we recommend that you update your CV to best highlight your experience and achievements that are relevant for the role.

To increase efficiency, SEforALL has no standardized application templates or cover letter requirements as part of the application process. Instead, the hiring team for each vacancy prepares a set of application questions that provide the candidate with an opportunity to showcase their expertise and knowledge on the respective topic when applying to a vacancy. We therefore recommend that you analyze and critically answer these application questions, as the answers will complement your CV during the screening process.

### Screening phase

A key principle guiding our recruitment process is ensuring every application is screened carefully and fairly. We therefore do not adopt an automated pre-screening tool. All applications are screened by the hiring team or by the Human Resources (HR) team rather through AI. The shortlist of candidates is always finalized by the hiring manager for the role, to ensure only candidates who meet all criteria, particularly from a technical point of view, progress to the next stage. Once the shortlist is confirmed, the HR team ensures that all candidates who applied and were not shortlisted



receive a formal notification on the outcome of their application. Please note that, due to the high volume of applications we receive, we are not in a position to provide specific feedback to applicants who were not shortlisted for the role.

### Interview

If a candidate passes the screening process, they will be contacted by the SEforALL HR team for an interview. Interviews are a core part of the recruitment process, since they give candidates an opportunity to demonstrate their capabilities in detail. Every recruitment process will therefore entail at least one round of interviews. For some roles, the hiring team can decide to have more than one round of interviews, bringing the best candidate(s) forward after each round. To ensure fairness and reduce bias, as well as to allow the candidate to meet team members and other staff, interviews at SEforALL are conducted by panels that are diverse and made up of staff from the hiring team as well as an HR representative. Candidates are given a chance to demonstrate their skills and suitability for the role through a structured interview approach that entails a set of questions that can be technical and/or behavioural and that are asked to all candidates. Decisions on the outcomes of the interview are taken collectively by the panel.

For some vacancies, candidates may also be asked to provide samples of their work or be invited to written assignments that are used as a screening tool or to complement their interview performance. These tasks are anonymized and graded following strict evaluation matrices to ensure a fair assessment.

### Post-Interview

At the end of the selection process, the strongest candidate progresses to the next and final stage of the process, which entails reference checks. We ask candidates to provide the contact details of individuals they have interacted with in the past (colleagues, supervisors, clients, etc.). The HR team then reaches out to these references to collect feedback to make sure the candidate is a good fit for our organizational culture and that they embody our values.

Once reference checks are successfully completed and we have selected the best candidate, we proceed with sending a fair offer in line with the SEforALL Career framework, and upon the candidate's acceptance we start the onboarding process.







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