



## Associates Program Job Description

### **OVERALL POSITION**

This position provides the opportunity for talented individuals with a bachelor's degree to earn a challenging and rewarding position in the emerging energy industry. Associates will be selected and assigned to an on-the-job training program in one to four of the following APM departments:

- |                           |   |
|---------------------------|---|
| - Power Trading           | - Credit Services                       |
| - Power Scheduling        | - Structuring and Quantitative Analysis |
| - Gas Trading             | - Information Technology                |
| - Trading Controls        | - Settlement and Accounting Services    |
| - Contract Administration |   |

Departmental assignments will range between 6 weeks and 6 months depending on company needs at the time of hire. If an associate has more than one assignment, they will rotate through those assignments one at a time.

### **KEY INTERFACES**

- Vice President of Corporate Development (Program Facilitator)
- Departmental Management (During Training Rotations)

### **REQUIRED QUALIFICATIONS**

- Bachelor's Degree
- Strong verbal and written communication skills
- Strong analytical, organizational and interpersonal skills, plus strong attention to detail
- Working knowledge of PC's and software packages
- Ability to initiate, follow-through, and complete projects on time
- Ability to solve problems, make decisions, and prioritize their resolution
- Technically capable
- Must be a team player
- Must be self-motivated, eager to learn, and demonstrate exceptional work ethic

### **RESPONSIBILITIES**

The Associate will have different assignments and responsibilities in each department they are assigned. A determination of which departments the Associate will be assigned is based on the program designed for each candidate. Candidates will receive an outline of their responsibilities during the offer process.

### **SALARY RANGE**

Competitive entry-level professional compensation commensurate with education and experience.

### **LOCATION**

Trading floor of ACES Power Marketing.