

## Career Pathway Spotlight

# Discover a Career as an Energy Resource Analyst

## Discover your career in energy!

Energy Resource Analysts are the strategic thinkers behind the decisions that shape our energy future — turning data on supply, demand, cost, and risk into the plans that utilities and energy companies rely on to keep power flowing reliably and affordably.

### Utility Resource Planning

Utilities must plan years — even decades — ahead to ensure they can reliably meet customers' energy needs. Energy Resource Analysts model supply and demand, evaluate resource options, and help utilities decide what mix of power plants, storage, and efficiency programs to invest in.

### Renewable Energy Assessment & Procurement

As utilities and companies add more wind, solar, and storage to their portfolios, Energy Resource Analysts evaluate project proposals, compare costs and risks, and provide the analysis that guides procurement decisions — helping ensure the right resources are selected at the right price.

### Market Analysis & Regulatory Strategy

Energy markets and regulations are constantly evolving. Energy Resource Analysts track policy changes, model market scenarios, and translate complex data into clear recommendations — helping organizations navigate uncertainty and make smart long-term energy decisions.

## CAREER PATH

### Start with:

- » High school diploma or GED
- » Strong math and analytical skills; interest in energy, data, or economics

### Get Educated:

- » Bachelor's degree in energy management, economics, engineering, or environmental science
- » Familiarity with data analysis tools and energy industry platforms

### Specialize With:

#### Knowledge in:

- » Load forecasting and demand analysis
- » Renewable and clean energy resources
- » Integrated resource planning (IRP)
- » Energy storage and emerging technologies
- » Cost and risk analysis

## OCCUPATIONAL SKILLS

- » Gather and analyze data on energy supply, demand, costs, and market conditions
- » Build models and forecasts to project how energy needs and resources will change over time
- » Evaluate the costs, risks, and benefits of different energy resource options
- » Prepare written reports and presentations to communicate findings to decision-makers
- » Monitor energy markets, regulations, and technology trends that affect resource planning
- » Collaborate with engineers, regulators, and planners on long-term energy strategy
- » Support regulatory filings, stakeholder processes, and public reporting requirements

## BENEFITS

- » Competitive professional salaries with strong demand across utilities and energy firms
- » Employer-sponsored health, dental, and vision insurance
- » 401(k) or pension retirement plans
- » Support for graduate education, certifications, and continuing professional development
- » Opportunities to shape energy policy and infrastructure at a regional or national scale
- » Career pathways into regulatory affairs, consulting, or executive leadership

# What Might You Do As An Energy Resource Analyst?

## ENTRY LEVEL

1-4 years

### What you will do:

- » Collect and organize energy data from utility systems, market databases, and public sources
- » Assist with load forecasting and resource modeling under the guidance of senior analysts
- » Prepare data summaries, charts, and written sections for reports and regulatory filings
- » Monitor energy market trends, weather data, and consumption patterns
- » Support stakeholder engagement processes including public meetings and regulatory reviews
- » Maintain databases and documentation for ongoing analytical projects

## MID- CAREER

5-8 years

- » Lead analytical work on resource planning studies, procurement evaluations, and demand forecasts
- » Develop and maintain energy models to assess supply, demand, and resource options
- » Evaluate proposals from energy developers, storage vendors, and demand-side programs
- » Author major sections of integrated resource plans, rate cases, and regulatory filings
- » Present findings and recommendations to utility leadership, regulators, and stakeholders
- » Coordinate with legal, financial, and engineering teams on complex planning decisions

## EXPERIENCED

8+ years

- » Lead enterprise resource planning programs and set analytical strategy for the organization
- » Direct major regulatory proceedings including integrated resource plans and rate cases
- » Oversee evaluation of large-scale energy contracts, procurements, and technology investments
- » Advise senior leadership on long-term resource strategy, policy risks, and market opportunities
- » Represent the organization before regulators, legislators, and industry stakeholders
- » Mentor analysts and build organizational capacity for data-driven energy planning

### What knowledge, skills and abilities will you need to succeed?

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|---|---|--|
| <ul style="list-style-type: none"> <li>» Strong quantitative skills and comfort working with large datasets</li> <li>» Proficiency in spreadsheet and data analysis tools</li> <li>» Basic understanding of economics, electricity markets, or energy systems</li> <li>» Clear written communication skills for preparing reports and summaries</li> <li>» Attention to detail and ability to follow analytical procedures accurately</li> <li>» Come to work on time and prepared</li> </ul> | <ul style="list-style-type: none"> <li>» Advanced proficiency with energy modeling and forecasting tools</li> <li>» Working knowledge of utility regulatory processes, electricity markets, and resource planning</li> <li>» Ability to synthesize complex data and communicate clear recommendations under uncertainty</li> <li>» Strong project management skills for coordinating multi-stakeholder analytical work</li> <li>» Experience with cost-benefit analysis, risk assessment, and scenario planning</li> <li>» Increasingly independent judgment in evaluating resource options and trade-offs</li> </ul> | <ul style="list-style-type: none"> <li>» Deep expertise in energy resource planning, markets, and regulatory frameworks</li> <li>» Leadership skills for directing teams and complex multi-year planning processes</li> <li>» Strategic thinking for aligning resource decisions with long-term organizational goals</li> <li>» Ability to navigate regulatory environments and engage effectively with policymakers</li> <li>» Strong executive communication skills for presenting complex analyses to boards and regulators</li> <li>» Recognized expertise and professional network in energy planning and policy</li> </ul> |
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## GET PAID!

### Entry Level:

- » \$60,000 / year\*

### As You Gain Seniority:

- » \$85,000 / year\*

### Later in Your Career:

- » \$120,000 / year\*

\*Source: Zip Recruiter (May 2026). These figures are based on aggregate job posting data because the role is not included in the United States Energy & Employment Report and has no precise match in BLS OEWS. Compensation figures should be used as a guide; actual compensation may vary depending on education, geography, experience, and many other factors.



## ENERGY INDUSTRY CAREERS OFFER:

- » Excellent salaries
- » Opportunities for advancement
- » Job growth & stability
- » Professional development and training
- » Great benefits

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