

Photon Energy Group is a group of companies with a shared mission: making clean energy, clean water and clean environments accessible to everyone.

Photon Energy provides comprehensive solutions that support the generation of clean energy and the integration of renewables into the electrical grid. **Photon Water** offers water treatment and management solutions, and **Photon Remediation** deploys advanced technology to remove contamination from all environments.

A publicly traded company operating in over 15 countries across two continents, we combine a global outlook with localised expertise.

Since our founding in 2008, we've expanded to a team of more than 350 employees around the world. And we're committed to fostering a culture of shared values and sense of purpose as we continue to grow.

For more information, please visit photonenergy.com.

Business Analyst

Our **Virtual Power Plant** team is growing, and we have created a new **Business Analyst** position for someone ready to connect business needs with smart solutions.

If you are driven by purpose, fluent in complexity, and eager to shape systems that matter, this could be your next move. Step into a high-impact role at the heart of energy innovation.

Key Responsibilities

- ▶ **Understand the Domain:** get to know energy products, market rules, and regulations to ensure system compliance
- ▶ **Gather Requirements:** lead workshops and interviews to capture business needs using techniques like Event Storming and User Story Mapping
- ▶ **Connect Stakeholders:** bridge communication between business and tech teams to ensure clarity and alignment
- ▶ **Document Clearly:** create and maintain process models, workflows, and glossaries for shared understanding
- ▶ **Support Development:** help technical teams grasp the business context and stay aligned during implementation
- ▶ **Manage the Backlog:** collaborate with the Product Owner to refine and prioritise tasks with clear acceptance criteria
- ▶ **Validate Solutions:** ensure delivered outcomes meet stakeholder expectations

Qualifications and Experience

- ▶ At least 3 years of experience in business analysis, regulated industries preferred

- ▶ Fluent in English and Polish
- ▶ Skilled in agile practices – Scrum or Kanban
- ▶ Comfortable working with cross-functional teams and stakeholders
- ▶ Strong communication, facilitation, and collaboration skills
- ▶ Analytical mindset with problem-solving and critical thinking abilities

Our Offer

- ▶ An interesting job at a fast-growing global organisation in the promising fields of renewable energy, environmental remediation and clean water technology
- ▶ Indefinite full-time employment contract
- ▶ 20/26 days of vacation (based on age), 1 CSR day (a working day dedicated to a non-profit organisation aligned with the Group's mission and values)
- ▶ Occasional home office and flexible working hours
- ▶ Medcover SPORT allowance (30 PLN, rest is paid by employee based on chosen package)
- ▶ Medical package allowance and meal allowance (Edenred card, 300 PLN/month)
- ▶ UNUM Group Insurance
- ▶ Laptop, mobile phone

If you are interested in the position and fulfil the above requirements, please apply online or send your CV to careers@photonenergy.com.

Working location:	Poznan, Poland
Type of employment:	Employee
Type of contract:	Full time
Length of contract:	Indefinite with trial period of 3 months
Required languages:	Polish (fluent) and English (B2+)