NextEra Energy Resources
Business Rotation Overview

Overview: The Business Rotation Program was implemented in 2007. It was developed to introduce high potential college graduates to NextEra Energy through a systematic rotation program. The rotations are structured to provide employees with the hands-on practical work experience and exposure to a broad range of projects within business management, development and power marketing.

- Business management functions as the leader/CEO of our projects: driving smart commercial and regulatory outcomes; maximizing revenue and strong operational performance; and ensures continuity and constantly optimizing work across business management.

- Development includes the development and origination for all NextEra Energy Resources technologies: wind, solar, energy storage, distributed solar, transmission and gas infrastructure.

- Power marketing is the trading division of NextEra Energy. Power marketing sells power generated by NextEra Energy’s merchant assets across the country and purchases the associated fuel. Power marketing leverages knowledge gained from managing NextEra Energy’s merchant assets by trading power and natural gas in our key markets.

Structure: Associates in the program have three rotation assignments over an 18-month period. Each associate is partnered with a mentor who provides them with support throughout the program.

Associates are required to undergo training throughout the program on topics including workplace diversity and introduction to Six Sigma. Associates receive two performance reviews per rotation -- one at the interim, and the other at the end of each assignment.

Upon completion of the program permanent assignments are determined by department needs, individual skill set as well as the employee’s preference.

Management: NextEra Energy human resources is responsible for the total cost for the business associates while they are in the program. Once the associate graduates, they are paid for by the respective business unit.

All associates are in the human resources organization for the duration of the program. Human resources manages their reviews, compensation and placements.

Associate qualifications: All entrants in the program must have a minimum 3.2 GPA, which can include both bachelors and master’s degree. Business, finance, accounting, math or economics majors are preferred. Strong computer skills and some relevant project or internship experience is required.