



HSE Advisor

At TenneT, we work every day on tomorrow's electricity grid. Our goal? A reliable, affordable, and sustainable energy system.

As an HSE Advisor, you play a crucial role in realizing this ambition. Ready to make an impact?

Your contribution to TenneT

Team Context

You will join the HSE offshore Expert Team, a multidisciplinary group responsible for supporting the organization with professional guidance across the full spectrum of Health, Safety & Environment. The team works closely with operations, engineering, projects, and leadership to ensure regulatory compliance, operational excellence, and continuous improvement in safety and environmental performance.

Role Purpose

As an HSE Expert with a strong affinity for environmental topics, you will contribute to the full HSE scope while acting as the go-to specialist for environmental related themes. You will help shape our environmental strategy, ensure compliance, support improvement initiatives, and strengthen our organizational capabilities in waste reduction / waste management, emissions, and environmental impact.

This is not a narrow environmental-only role; you will also operate as an HSE expert broadly, contributing to procedures, process improvements, audits, risk management, and expert support across the offshore division.

Key Responsibilities

Environmental Focus

- Act as subject-matter expert on:
 - Environmental compliance, permits, and reporting
 - Waste handling and waste reduction strategies
 - Air and water pollution, monitoring, and improvement actions
 - Environmental aspect & impact assessments
- Support environmental improvement programs and sustainability initiatives.
- Translate complex environmental requirements into practical, operational guidance.
- Strengthen environmental awareness within the organization through coaching, documentation, and

Additional information

TenneT gives you the opportunity to contribute to a sustainable energy future. Together with colleagues, partners, and stakeholders, you work on innovative solutions that enable the energy transition. You'll have room to develop your talents in an environment where your growth is a priority.

We offer you:

- In first instance a year contract with the intention of following up with a permanent contract.
- Market-conform base salary in scale 8: €4.276,- to €8.443,- per month, excluding 8% holiday pay and a 6% year-end bonus, with 70% pension contribution.
- Flexible benefits including hybrid working, travel allowance, internet reimbursement, and a home office allowance.
- Support for wellbeing, including contributions to fitness membership and health insurance.
- Development opportunities via the TenneT Academy.

Together, we ensure the Netherlands stays in motion and is ready for the energy of tomorrow.

Together, we power the Netherlands!

Our offer



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

Our recruiting process

tooling.

Broader HSE Responsibilities

- Contribute to HSE procedures, standards, and governance documents.
- Assist colleagues across the company with all-round HSE expertise.
- Participate in incident investigations and support risk assessments.
- Support internal audits and compliance checks within the HSE domain.
- Collaborate with multidisciplinary teams (operations, maintenance, engineering, projects).

Ways of Working

- Work effectively both independently and as an engaged member of the HSE Expert Team.
- Communicate clearly with technical and non-technical stakeholders.
- Maintain a proactive, eager, and open-minded attitude towards continuous learning.

What This Role Offers

- Meaningful impact across a wide HSE landscape.
- Opportunity to deepen environmental expertise while remaining active in broader HSE topics.
- A supportive expert team and a role with both autonomy and collaboration.
- Work in a technically challenging environment.
- Contribute to the energy transition

Your profile and background

Must-Haves

- BSc in Engineering (environmental, chemical, mechanical, process engineering, or similar).
- Strong affinity with environmental engineering and environmental compliance.
- Experience with environmental impact assessment methodologies.
- 5–10 years of relevant HSE or process-industry experience.
- Excellent writing skills, especially for policies, standards, and procedures.
- Fluency in English; willingness to learn Dutch.
- Able to work both independently and collaboratively in a technical environment.
- Experience in process industries or other complex industrial settings.

Nice-to-Haves

- Degree or specialization in environmental engineering.
- Experience with SharePoint (site structure, content, workflows).
- Dutch language skills.
- Experience with offshore industry

This will be our challenge

Health, Safety & Environment aims to continuously improve the safety

and health of our people. We achieve this not only through policies, standards, and regulations but, most importantly, by creating a learning organization. In this process, psychosocial safety, dialogue, and safety leadership are central.

AI and more about TenneT

Since we use AI as part of our recruiting process, we would like to create transparency and clarity at this point. The AI serves exclusively as a supporting and recommending tool to make our processes even faster and more efficient. At no time are automated decisions made.

TenneT is a leading European grid operator. We are committed to providing a secure and reliable supply of electricity 24 hours a day, 365 days a year, while helping to drive the energy transition in our pursuit of a brighter energy future – more sustainable, reliable and affordable than ever before. In our role as the first cross-border Transmission System Operator (TSO) we design, build, maintain and operate over 25,000 kilometres of high-voltage electricity grid in the Netherlands and large parts of Germany, and facilitate the European energy market through our 17 interconnectors to neighbouring countries. We are one of the largest investors in national and international onshore and offshore electricity grids, with a turnover of EUR 9.2 billion and a total asset value of EUR 45 billion. Every day our 8,300 employees take ownership, show courage and make and maintain connections to ensure that the supply and demand of electricity is balanced for over 43 million people.

Lighting the way ahead together

<https://careers.tennet.eu/careers/JobDetail/104427>