



Technical Specialist Onshore Cable Installation

TenneT is rapidly expanding to realize its strategic ambitions and plays a leading role in the energy transition. In the coming decade, an unprecedented amount of renewable energy must be connected to the onshore grid. Within our offshore 2GW HVDC programme, the onshore cable routes—from landfall to our substations—are essential to deliver reliable, future-proof grid connections.

To strengthen our capability on this crucial scope, we are looking for a committed and collaborative: Technical Specialist – Onshore Cable Installation

Your contribution to TenneT

As a Technical Specialist Onshore Cable Installation, you support multiple 2GW HVDC projects with expert knowledge on onshore cable route engineering and installation—covering the entire lifecycle from development and permitting to construction and as-built documentation. You are the technical counterpart for the project teams and internal engineering, with a strong focus on cable installation methodologies and horizontal directional drilling (HDD).

Key Responsibilities

- Act as technical specialist for all onshore cable installation topics across project phases (initiation, tender, execution, maintenance).
- Actively participate in route development, advising on technical solutions that meet standards, stakeholder requirements, and safety-by-design principles.
- Review and/or perform technical calculations, including cable rating checks and HDD/drilling calculations.
- Keep abreast of industry developments and contribute to research initiatives.
- Build and maintain a strong internal and external network to foster cooperation and knowledge sharing.
- Capture, process, and embed lessons learned to continuously improve our ways of working.
- Draft and maintain technical requirements and guidelines for onshore cable installation and cable protection in collaboration with specialists across the organization.
- Interface effectively with contractors, and with internal and external stakeholders throughout the project lifecycle.

Your profile and background

Background and experience

- Education: BSc or MSc in Civil Engineering or a comparable discipline.
- Experience: Several years in a similar role; knowledge of onshore cable construction sites, HDD, and HVDC systems is a strong advantage.
- Skills & Mindset:
 - Collaborative team player with strong communication skills; open to dialogue and new ideas while maintaining clear goals.

Additional information

TenneT offers you the opportunity to contribute to a sustainable energy future. Together with colleagues, partners, and stakeholders, you will work on innovative solutions that make the energy transition possible. You will have the space to develop your talent in an environment that puts your growth at the center. We believe in collaboration, forward thinking, and innovation.

- A salary in scale 8: €4,276 to €8,443 per month (based on a 40-hour work week), including 8% holiday allowance and a 6% year-end bonus
 - A solid pension through ABP, with 70% of the premium paid by us
 - 43 vacation days per year
- Hybrid working, including an internet allowance of €32.50 and a home-office allowance.
- Support for your vitality, with contributions towards a gym membership and health insurance.
- Development opportunities through the TenneT Academy, so you can continue to expand your knowledge and skills.

Apply today and become part of our team!

You can apply in just a few clicks through our online form. Once we receive your application, we will review it and contact you as soon as possible.

The process consists of two interviews, and a security screening is part of the procedure.

Finally, if the vacancy is no longer listed on our website, it means the position has (temporarily) closed. Applications can only be submitted through the website, **not by email**.

Our offer



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

- Able to express a well-founded opinion, take ownership, and act responsibly.
- Language: Excellent verbal and written skills in Dutch and English; strong understanding of Dutch working culture.

Our recruiting process

edward.verkammen@tennet.eu

Competencies

To truly make a difference in this role, you recognize yourself in the following competencies:

- **Managing Complexity:** Understanding complex, large volumes of and sometimes conflicting information, and using this to solve problems effectively.
- **Decision Quality:** Making sound decisions at the right time that enable the organization to continue moving forward.
- **Driving Innovation:** Creating new and better ways for the organization to achieve success.
- **Optimizing Work Processes:** Knowing and applying the most effective and efficient processes to get work done, with a strong focus on continuous improvement.
- **Organizational Awareness:** Being able to comfortably navigate complex policies, processes, and people-related organizational dynamics.
- **Influencing:** Using persuasive arguments to gain the support and commitment of others.

This role falls within the Engineering Specialist job profile, ensuring clarity for both you and TenneT regarding the responsibilities, expectations, and growth opportunities associated with this position.

This will be our challenge

Offshore is responsible for the development, construction, and management of the offshore electricity grid. With the North Sea as the green engine of the energy transition, Offshore plays a clear and vital role within TenneT's organisational structure.

The Offshore division manages the entire lifecycle of all TenneT offshore installations, from development and realisation to maintenance and handover to the Operate division. A crucial task is the construction of 2 GW offshore 'sockets', which collect and transport generated wind energy to the mainland.

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/104795>