



Systems Engineering Manager

TenneT is a leading European Transmission System Operator, committed to driving the energy transition and providing a safe and reliable electricity grid. Within Regional Cluster Eemshaven, we deliver key infrastructure projects that form the backbone of the 2GW HVDC programme — a programme essential for a stable and sustainable energy supply for the Netherlands.

To strengthen this effort, we are looking for a motivated and experienced; Systems Engineering Manager

Your contribution to TenneT

As Systems Engineering Manager, you will lead the implementation and further development of the Systems Engineering (SE) approach within our awarded projects. This approach, based on ISO15288 lifecycle processes, represents a major organisational transformation for TenneT and its contractors. You ensure that SE principles are understood, adopted, and applied consistently across project teams, enabling structured decision-making, clear traceability, and high-quality project delivery.

Together with your colleagues, you play a key role in designing and building the 2GW programme's projects — contributing directly to a secure and future-ready energy system.

Key Responsibilities

- Lead the implementation of the SE approach within assigned projects, ensuring proper education, coaching, and practical application at both process and product levels.
- Collaborate closely with contractors by assessing SE capabilities and providing targeted coaching, training, and improvement guidance.
- Act as the primary contact for project leads, sub-project leads, technical specialists, and contractors on SE-related topics.
- Ensure alignment and integration of SE activities with interfacing disciplines, including Information Management and Document Management.
- Organize, plan, and manage SE resources to support all SE-related project activities, including internal and external SE reviews, verification planning, and lifecycle documentation.
- Facilitate the implementation of lessons learned and drive continuous improvement of SE processes, tooling, and methodologies across projects.

Your profile and background

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.

Flexible Conditions

We value a healthy work-life balance and your personal development. That's why we offer flexible benefits such as:

- 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.

Our offer



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

Our recruiting process

edward.verkammen@tennet.eu

Your profile and background

You are an experienced Systems Engineering professional who can guide teams through complex change, connect stakeholders, and drive process maturity within demanding project environments.

Knowledge and Experience

- Minimum of 8 years of experience in Systems Engineering or related roles within complex project environments.
- Solid understanding of SE principles and ISO15288 lifecycle processes.
- Experience managing at both strategic and tactical levels while translating concepts into practical, deliverable solutions.
- Excellent command of English; **Dutch language skills are preferred.**
- Experience with requirements management tools and relational databases (e.g., Relatics).
- Additional experience in process management, quality management, Systematic Contract Control (SCC), or contract management is highly valued.
- You live in the Netherlands, preferably within 1–1.5 hours of Arnhem.

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

- Customer Focus: Building strong customer relationships and delivering customer-focused solutions.
- Balancing Stakeholder Interests: Anticipating and taking into account the needs of various stakeholders.
- Action Orientation: Seizing new opportunities and major challenges with the required sense of urgency, energy, and enthusiasm.
- Interpersonal Insight: Interacting openly and comfortably with diverse groups of people.
- Persuasiveness: Using compelling arguments to gain the support and commitment of others.
- Vision and Direction: Creating and communicating a clear and compelling vision and strategy that inspires others to take action.

This role falls within the Engineering Advisor 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

Large Projects Offshore is a key contributor to the energy transition. The Unit is responsible for the current and future development of the offshore grid as a whole and subsequently for the development and realization of the DC interconnectors and the Offshore Wind Farm grid connections in both the German and Dutch sectors of the North Sea.

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/104796>