



Technical Specialist Operational Support Systems (OSS)

TenneT is growing rapidly to realize its strategic ambitions and plays a leading role in driving the energy transition. Project Delivery within Offshore Netherlands connects offshore wind farms in the North Sea to the onshore grid via innovative HVDC platforms and converter stations. In the coming decade, an unprecedented amount of renewable energy must be connected — not only through coastal grid connections but also through deep-inland HVDC systems. To support our expanding 2GW program, we are looking for a new colleague.

Your contribution to TenneT

In this role, you will support several 2GW Grid Connection Systems (GCS) with your expertise in Operational Support Systems (OSS). You supervise, guide, and validate the EPCI contractor's OSS deliverables, ensuring full compliance with TenneT's technical requirements and contractual commitments.

Within this context, *Operational Support Systems (OSS)* refers to the OT infrastructure and services that support the operation of the core process systems of the GCS, such as:

Active Directory, Remote Access, RBAC, AAA, PKI, Remote Configuration, Logging, Antivirus, Patching, DFS, Time distribution & synchronization, Virtualization servers, and more.

Key Responsibilities

- Support the Sub-Project Lead Automation in all OSS-related topics for offshore HVDC projects.
- Contribute to risk assessments and propose solutions aligned with TenneT's OT and cybersecurity requirements.
- Monitor and review OSS deliverables throughout all project stages (design → FAT/HAT/SAT → commissioning).
- Lead and coordinate OSS design reviews, covering:
 - Active Directory, Domain Controllers, GPO, RBAC
 - Remote access, secure diagnostics, secure engineering
 - Syslog logging, monitoring (e.g., PRTG), antivirus, patching
 - PKI, MFA/2FA, AAA (RADIUS, TACACS+, LDAP, Kerberos)
 - Backup & Recovery strategies
 - Time synchronization (NTP/PTP)
 - OT DMZ, jump hosts, proxy infrastructures
 - Virtualization / HCI platforms (VxRail, ESXi, vSAN, HA, vMotion)
- Support inspections and tests, including FAT, HAT, SAT, and on-site integration with TenneT Central OSS.
- Identify gaps in requirements and propose improvements to internal stakeholders.
- Ensure system compliance with industry standards such as IEC 62443 and other relevant OT design frameworks.
- Involve technical, operational and safety stakeholders to ensure compliant system implementation.
- Contribute consistently to a safe working environment for colleagues and contractors.

Additional information

Shape Our offer

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:

- A permanent contract with a two-month probation period based on 40 hours per week or year contract with the intention to be determined after 1 or 2 years.
- Market-conform salary in scale 8: €4276 to €8443 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

In our online-application-form you can apply within only some minutes as long as this job is posted. Afterwards we screen your application and

Your profile and background

- Strong professional understanding of IT and OT systems; experience in Energy, Offshore Wind, HVDC, or Oil & Gas is a strong asset.
- Broad and practical knowledge of OSS and OT infrastructure across configuration, operation, maintenance, and lifecycle management.
- Hands-on experience with:
 - Active Directory, GPO, RBAC, Domain integrations
 - Patch management tools (WSUS, Endpoint Central)
 - Syslog systems and log collectors
 - Monitoring tools (e.g., PRTG, SNMPv3)
 - License management (ADBA/KMS)
 - RDS-based remote engineering and diagnostics
 - Backup & restore systems
 - OT-grade antivirus (e.g., ESET)
 - PKI / Certificate Authority architectures
 - NTP/PTP time sync
 - DMZ structures, proxy setups, jump hosts
 - HCI platforms (VxRail, vSphere/ESXi, vSAN, HA, stretched clusters)
- Solid understanding of OT-cybersecurity and practical experience with IEC 62443 (3-2, 3-3, 4-2).
- Good knowledge of OT network design (zoning, conduits, segregation, PERA model, redundancy, firewalling).
- Excellent English communication skills; Dutch is a plus.
- *A positive AIVD screening is required for appointment to this position.*

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

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/104912>