



Lead Project Execution - Site Management

At TenneT, we seek professionals who contribute to the future of our energy grid. We expect you to bring the right experience and skills to make a valuable impact on our team and mission. What do you bring?

Your contribution to TenneT

How do you keep the Netherlands energized?

As **Lead Project Execution – Site Management**, you are responsible for managing an internationally located construction site in **Malaysia or India**. You lead the daily operations related to quality assurance, progress, safety and site surveyance within the assigned yard. This ensures TenneT can continue to rely on safe, high quality project execution.

You are additionally responsible for:

- **Contributing actively to a safe working environment** – for yourself, colleagues and contractors.
- **Managing a site team and performing regular site surveys** – monitoring quality, progress and safety.
- **Supporting standardisation of the project management approach** – contributing to synergies between multiple HVDC systems and offshore platforms.
- **Ensuring quality and compliance standards** – including local country requirements for assigned activities.
- **Aligning with experts and project teams across Large Projects Offshore Netherlands (LON)** – incorporating lessons learned.
- **Ensuring compliance with regulatory guidelines** – covering HSE, time, risk, quality and TenneT corporate frameworks.
- **Driving implementation and continuous improvement** – of organisational processes, tools and culture.
- **Setting up, staffing and hierarchically leading a dedicated project team** – ensuring project goals are met.
- **Coaching, inspiring and developing employees** – aligning closely with other projects and line management.
- **Fostering collaboration and teamwork** – within LON and 2GW departments.
- **Ensuring team members have required skills, training and resources** – to perform effectively.

You will work within the Project Management and Execution – Construction Projects / Large Projects Offshore – Yard Management team, consisting of approximately 8 FTE plus additional staff from other departments and contractors. Together, you work on delivering the HVDC Offshore Converter Station within time and budget to ensure the connection of the wind parks in the North Sea, which is key to a stable and sustainable energy system.

The main challenge lies in establishing effective collaboration and alignment with various team members in the Netherlands, such as the Portfolio Manager, Lead HVDC Portfolio, and the Technical Project Leads HVDC. The time zone differences can make coordination more complex. In addition, working within an international team means navigating different cultural backgrounds, which can also be

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 make the energy transition possible. You will work in an environment where your development and growth are central.

We offer you:

- A one year Dutch TenneT contract with one month probation period,
- **Salary Grade 18 (FUCO): € 4,816 – € 11,156** per month (based on 40 hours) including holiday allowance.
- **30 holidays** annually.
- **Expat policy** during the assignment abroad, including mobility premium, relocation -, housing - and hardship allowance, schooling for children if needed.
- **Work location in Malaysia (Johor Bahru) or India (Kattupalli)**.
- **Start in the Netherlands** for onboarding, familiarizing with the team and organization.

Flexible conditions:

- **Hybrid working** where possible, plus travel-, internet- and home office allowances.
- **Vitality support**, including compensation for sports activities and health insurance.
- **Development opportunities** through the **TenneT Academy**.

We encourage initiative and give you the space to bring new ideas forward. Together we ensure that the Netherlands keeps moving and is ready for the energy system of tomorrow.

Apply now!

Ready to make an impact? Apply today and become part of our team! If you have questions about the position, please contact Bianca Kreijger via bianca.kreijger@tennet.eu.

Together, we build a sustainable energy future.

The position may get unpublished earlier, so don't hesitate to apply!

Our offer

challenging at times. Furthermore, you hold hierarchical responsibilities and interact with a wide range of stakeholders, requiring strong communication, leadership, and decision making skills. The team operates in a **collaborative and open atmosphere** within a **multicultural environment** where cooperation and continuous improvement are central.

Your work location will be **Johor Bahru (Malaysia)** or **Kattupalli (India)**.

Your profile and background

At TenneT, we look for professionals who help shape the future of our electricity grid. We expect you to bring the right experience and mindset to contribute to our mission.

What do you bring?

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

- **Customer Focus:** Building strong customer relationships and delivering customer-centric solutions.
- **Organisational Savvy:** Comfortably navigating complex policies, processes, and people-related organisational dynamics.
- **Drives Results:** Consistently achieving results, even under demanding circumstances.
- **Decision Quality:** Making sound decisions at the right time that help the organisation continue to move forward.
- **Manages Complexity:** Understanding complex, large volumes of – sometimes conflicting – information and using this to effectively solve problems.
- **Effective Communication:** Developing and delivering various forms of communication that demonstrate clear insight into the unique needs of different target audiences.

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

In addition, you bring:

- Preferably a **Master's degree**, with academic-level thinking and working.
- At least **3+ years** of experience in a comparable role.
- Fluency in **English**, Dutch is preferred or additional languages are an advantage.
- Preferably **IPMA D** certification or willingness to obtain it.
- Willingness to work abroad at yard locations for extended periods (maximum of 5 years).
- Your work location will be **Johor Bahru (Malaysia)** or **Kattupalli (India)**.
- **EU-passport holder**, due to (Dutch) visa laws and regulations.

A pre employment screening applies: **VOG and UVO**.

An **assessment** is part of the process.

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



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 get back to you as soon as possible. Our selection process consists of two interviews, a pre-employment screening (VOG and UVO) and an assessment.

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/105226>