



Sr. Asset Strategist Physical Security

At TenneT, we work every day on tomorrow's electricity grid. Our goal? A reliable, affordable, and sustainable energy system. As an Asset Strategist Physical Security, you play a crucial role in realizing this ambition. Ready to make an impact?

TenneT is growing rapidly to realize its strategic ambitions and plays a leading role in the energy transition. Within the Lifecycle Management (ASY-L) department of Asset Strategy, we focus on medium- and long-term risk mitigation within TenneT's high-voltage grid to ensure security of supply and operational safety.

Your contribution to TenneT

As an Asset Strategist Physical Security, you will take ownership of a diverse and challenging portfolio, planning and standards. Together with your 30 colleagues in the Asset Strategy team, you are responsible for ensuring that TenneT's onshore grid is optimally maintained and that potential risks are identified and mitigated effectively. You will develop asset lifecycle strategies, introduce data-driven approaches, and explore innovative solutions to strengthen the integrity, the reliability and sustainability of our high voltage grid.

Your responsibilities

As an Asset Strategist Physical Security, you will focus and contribute on protecting TenneT physical assets (buildings, equipment and infrastructure) continuous improvement of our asset lifecycle management processes and the long-term integrity & reliability of our grid. You will analyze risks, optimize strategies, and develop innovative methods to safeguard asset performance. Your main tasks include:

- Identifying and analyzing asset-related risks and translating them into clear mitigation measures.
- Maintaining the risk register and developing innovative and effective risk-reducing solutions.
- Supporting the preparation of investment documents and maintenance programs.
- Developing and maintaining methodologies to monitor and assess asset condition.
- Contributing to the long-term maintenance policy and replacement strategy.
- Shaping high-level strategies for maintenance and asset replacement.
- Actively contributing to the optimization of maintenance management processes.
- Representing TenneT in external working groups and partnerships, sharing knowledge and aligning best practices.
- By combining analytical insight with practical experience, you will help bridge the gap between asset performance, innovation, and long-term system reliability.

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 enable the energy transition.

At TenneT, you will have the space to develop your talent and work in an environment where your growth is central.

We offer you:

- A permanent contract with a trial period of 2 months, based on 32 - 40 hours per week.
- A base salary (including 8% holiday allowance) in scale 18 and an allowance of 12% of the total yearly salary. Job grading of the salary is based on education, experience, knowledge and internal equity.
- A solid pension via ABP: we pay 70% of your premium.
- 30 vacation days per year.
- Hybrid working, including travel, internet, and home office allowances.
- Support for your vitality, with a contribution towards a gym membership and health insurance.
- Development opportunities through the TenneT Academy, so you can continue to expand your knowledge and skills.

We encourage initiative and give you the space to come up with new ideas. Together, we ensure that the Netherlands remains in motion and is ready for the energy of tomorrow. Ready to make an impact?

Apply today and become part of our team!

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

Our offer



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

We are looking for a motivated and strategic professional with a passion for asset management and physical security systems. You are able to translate technical insights into strategic directions, build strong connections across teams, and take initiative to continuously improve.

- Master's degree, preferably in Civil Engineering or Electrical Engineering.
- 5–7 years of relevant work experience with proven expertise in cable systems (mandatory).
- Strong analytical skills, situational awareness, and sound professional judgement.
- Capable of building bridges between internal departments and external stakeholders.
- Proactive and entrepreneurial mindset – you take ownership of what needs to be done.
- Excellent interpersonal and communication skills; tactful, persuasive, and self-aware.
- Fluent in English, both spoken and written, with the ability to prepare high-quality advisory documents.

This will be our challenge

Asset Management ensures TenneT's sustainable and future-proof asset base. Thanks to our expertise of Asset Management in the technological field, we are able to facilitate. Our Innovative and data-driven approach promotes the energy transition and ensures security of supply.

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/106787>

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 one interview only.

[Optional Lead/Head: and one assessment center.]

For further questions regarding the recruiting process please contact:

Harold Post
People | Talent Acquisition
harold.post@tennet.eu or +3165346364

For questions relating to the position:

Wouter Knaack
Manager Assetmanagement | Asset Strategy
wouter.knaack@tennet.eu