



Traineeship Onshore

For October 2026, we are looking for trainees for various areas within TenneT: Operate, Onshore, Offshore, Design, and Digital & Technology Transformation. **You can apply for one position only.** This role is within the Onshore division.

As an International Trainee in TenneT's Onshore Division, you will help strengthen and expand the high-voltage grid that powers millions of homes and businesses. The Onshore division plays a crucial role in ensuring that the electricity system remains reliable, resilient, and ready for the future. You'll contribute to projects that reinforce existing infrastructure, connect new energy sources, and prepare the grid for the growing demands of the energy transition. Every new station and connection you help realise, brings us closer to a sustainable energy system.

Your contribution to TenneT

Our 18-month International Traineeship Programme is the ideal way to start your career in the energy sector. You will prepare for a **future role in our Onshore division** – where we develop, construct, and maintain critical infrastructure – while also having the opportunity to explore other areas of TenneT to broaden your perspective.

- **A Tailored Journey** – Three rotations, primarily in the Onshore division, plus the opportunity to look beyond and gain insights into other areas of TenneT.
- **Impact from Day One** – Work on real projects that strengthen the grid and accelerate the energy transition.
- **International Exposure** – Collaborate across borders and see how onshore developments fit into the bigger picture.
- **Learning Community** – Join a network of trainees, experts and alumni, with training modules and internal consulting projects to boost your development.
- **Shape the Future of Energy** – You'll join the organization that keeps the electricity system balanced 24/7, steers innovation in energy markets, and prepares our grid for more solar, more wind – and more complexity.

You can read more about our traineeship at: [International trainees and traineeships in technology - Werken bij TenneT](#)

As a **trainee for our Onshore division**, you will contribute to projects such as:

- Coordinating construction and maintenance plans to minimize environmental impact.
- Driving innovation by digitizing grid processes.
- Standardizing components and processes for power stations.
- Optimizing asset reliability and maintenance strategies.

Your profile and background

We're looking for graduates who want to build the backbone of the energy transition.

- **Education** – A Masters degree in Electrical Engineering, Civil Engineering, Mechanical Engineering or Industrial Engineering & Management.

Additional information

As mentioned before we are looking for trainees for various areas within TenneT: Operate, Onshore, Offshore, Design, and Digital & Technology Transformation. **You can apply for one position only.** The application period closes on May 17.

- Click 'apply' to upload your CV and motivation letter, answering the following four questions in the vacancy (a maximum of 100 words per question):
 - Why do you specifically want to work at TenneT, given that there are so many other companies active in the energy sector?
 - Based on your knowledge and expertise, what do you consider the most urgent need for the energy transition right now?
 - Which personal qualities and strengths do you bring to make an impact at TenneT?
 - Which experience or event has most shaped your motivation to contribute to the energy transition?
- **First round:** Pre-selection based on CV and motivation letter; selected candidates submit a video application before May 25.
- **Second round:** Invitations for interview days sent by May 29.
- **Interview days** take place on June 16 or 17 2026, depending on your field; Interview day includes a job interview, a pitch, and a group case.
- **Before the 19th of June:** Communication of the final selection.
- **1st of October'26:** The start of your traineeship!

Our offer



Our recruiting process

In our online-application-form you can apply within only some minutes

- **Thinker & Do-er** – You bring analytical skills, the ability to work with different stakeholders and use your project management skills to turn ideas into results
- **Energy Curiosity** – You are fascinated by the challenges and opportunities for sustainable technology and large-scale infrastructure.
- **Language** – Proficiency in English is required, learning Dutch is not mandatory at entry, but learning Dutch will be part of your development during the traineeship.
- **Flexibility** – Open to travel and working at different TenneT locations.
- **Residence** – Because you'll be working in the office 2-3 days per week, you need to live in the Netherlands during the traineeship. You'll also join us in person for the recruitment day as part of the selection process.
- **Experience** – Internships or relevant work experience are a plus.

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:

[RECRUITER FIRST & LAST NAME]

People | Talent Acquisition

[RECRUITER E-MAIL]

For questions relating to the position:

[HM or DELEGATE FIRST & LAST NAME]

[HM or DELEGATE DEPARTMENT | TEAM]

[HM or DELEGATE E-MAIL]

This will be our challenge

Onshore exists to safely, timely, and reliably deliver new connections and grid reinforcements on the mainland. This division also maintains the existing grid and optimises its use to keep the lights on everywhere.

The core tasks of Onshore are project development and execution, maintenance and asset management, permits, safety, standards, and quality assurance. The focus is on collaboration and predictability for customers and other stakeholders.

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/112911>