



## Traineeship Operate

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 **Operate division**.

As an International Trainee in TenneT's **Operate Division**, you'll be part of the team that keeps the lights on – 24/7. The Operate division ensures that our high-voltage grid remains stable, secure, and compliant, safeguarding power, voltage, frequency, and stability limits at all times. The division is responsible for real-time system operation — continuously monitoring, balancing, and controlling electricity flows to keep supply and demand in balance.

### 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 Operate division**, where you will contribute to real-time system operation, balancing, and market coordination, helping to integrate more renewable energy in the grid. You will gain hands-on experience in how TenneT ensures a reliable electricity system today – and prepares it for the challenges of tomorrow – while also exploring other areas of our organisation to broaden your perspective.

- **A Tailored Journey** – Three rotations, primarily in our Operate 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 and offshore 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, IT - Werken bij TenneT](#)

As a **trainee for our Operate Division**, you will contribute to projects such as:

- Improving real-time frequency balancing to keep the grid stable;
- Optimizing voltage control to maintain power quality;
- Developing market monitoring tools to detect potential market abuses;
- Applying data analytics to strengthen system and market surveillance.

### 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



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

### Our recruiting process

## Your profile and background

We're looking for graduates who want to design the future of the energy transition.

- **Education** – A Masters degree in Electrical Engineering, (Applied) Physics or (Applied) Mathematics.
- **Analytical & Innovative** – You combine strong analytical skills with innovative abilities to develop solutions for complex challenges.
- **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 live in the Netherlands during the traineeship. You'll also join us in person for the recruitment day for the selection process.
- **Experience** – Internships or relevant work experience are a plus.

## This will be our challenge

Operate is responsible for the end-to-end operation of the Dutch electricity grid and ensures security of supply, system stability, and market facilitation in the Netherlands and across Europe. Operate makes sure the lights stay on 24 hours a day, 365 days a year. Their goal is to provide our customers tomorrow with the same reliability they enjoy today.

## 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.

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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/112913>

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:**

[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]