



Traineeship Design

For October 2026, TenneT is 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 **Design Division**.

As an International Trainee in TenneT's **Design Division**, you will help shape the energy system of the future. The Design division defines TenneT's corporate strategy and translates it into an integrated, future-proof vision for our electricity system: onshore and offshore. Next to that we facilitate the functioning of electricity markets. Working closely with our customers and stakeholders, we explore future scenarios, anticipate developments, and create the framework that enables the energy transition. In doing so, we ensure that the system we design today will meet the challenges of tomorrow.

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 Design division**, contributing to long-term system planning, market design, and innovation – all crucial for realising TenneT's strategic goals. And you will also have the opportunity to explore other areas of TenneT to broaden your understanding of how the entire electricity system works together.

- **A Tailored Journey** – Three rotations, primarily in our Design Division, plus the opportunity to look beyond and gain insights into other areas of TenneT.
- **Impact from Day One** – Work on 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 Design Division**, you will contribute to projects such as:

- Developing scenario's for the Dutch energy system of 2045;
- Developing an approach to deal with grid losses between offshore hubs;
- Analysing the financial performance of transmission rights on international offshore cables;
- Innovating the way we use our grid by contributing to the development of new products for our customers;
- Exploring how the use of AI can improve grid stability and market transparency.

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 contribute to shaping the future electricity system by combining strong analytical foundations with strategic and innovative thinking.

- **Education** – A Masters degree in Electrical Engineering, (Applied) Physics or (Applied) Mathematics, Industrial Engineering & Management or Technology-driven Innovation Programmes
- **Analytical & Systems Thinking** – You enjoy working with complex systems and quantitative analysis, such as modelling, scenario analysis, or data-driven exploration.
- **Strategic & Innovative Mindset** – You bring creativity, the ability to shape new ideas, exploring alternatives and make change happen.
- **Energy Curiosity** – You are fascinated by the challenges and opportunities for sustainable technology and have an innovative mindset.
- **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.

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]

This will be our challenge

Design translates TenneT's strategy into a future-proof vision of the energy system. Colleagues within this division have a front-row view of today's energy system and especially of tomorrow's.

Design provides direction for system choices, designs the foundation of the energy system of the future, and creates room for faster implementation. In close alignment with our customers and public stakeholders, Design determines what is needed in the long term to ensure security of supply and system integrity.

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/112914>