



Traineeship Digital & Technology Transformation

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 **Digital & Technology Transformation division**.

As an International Trainee in TenneT's **Digital & Technology Transformation (DTT) Division**, you will help design and operate the digital backbone of the energy transition. DTT manages and develops TenneT's digital landscape, delivering high-quality, innovative IT solutions. In addition this unit provides insights by providing digital innovation, data analytics and AI capabilities, enabling smarter decisions and accelerating TenneT's digital transformation.

Your contribution to TenneT

During the 18-month International Traineeship Programme, you'll contribute to creating and maintaining a stable, secure, and up-to-date application landscape. You'll help develop tailor-made digital solutions that optimise TenneT's operations and improve IT service quality through continuous monitoring and innovation. Along the way, you'll gain insight into how digital transformation supports TenneT's mission — ensuring a sustainable, reliable, and efficient electricity system for the future.

- **A Tailored Journey** – Three rotations, primarily in our Technology Transformation & Data 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 DTT division**, you will contribute to projects such as:

- Design dashboards to monitor strategic KPIs and decision-making;
- Developing the software that is used in the TenneT control room to manage the Dutch high voltage energy system;
- Exploring the interplay between weather patterns and electricity demand to enhance forecasting models;
- Supporting change management processes for the implementation of new business systems or IT platforms;
- Contributing to HR transformation initiatives by integrating data-driven insights into workforce planning;

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 Applied Mathematics, Business Analytics, Computer Science, Data Science / Engineering or Artificial Intelligence.
- **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

Digital & Technology Transformation (DTT) is TenneT's digital backbone. The division makes smart use of data, technology, and AI to optimise grid utilisation and strengthen decision-making.

DTT delivers integrated and secure digital, technology, and data services that contribute to efficiency, innovation, safety, and compliance. The division supports business processes and workplaces with IT, develops data and integration platforms, and manages our infrastructure and cybersecurity. In this way, DTT accelerates TenneT's transformation into a digital TSO.

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/112915>

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]