



Sustainability Manager

Keeping the Netherlands powered, that is our mission.

As a Sustainability Manager, you ensure that sustainability is structurally embedded in our organisation. Together with your team, you work on topics such as climate and human rights, contributing to a stable and sustainable energy system.

Your contribution to TenneT

How do you keep the Netherlands powered?

As a Sustainability Manager, you are responsible for translating sustainability strategy into concrete actions across the organisation and its stakeholder landscape, ensuring that the Netherlands can continue to rely on reliable, affordable, and sustainable energy.

- You analyse the full sustainability framework and translate it into concrete actions across the organisation and value chain, ensuring strategic ambitions are embedded in operations and decision-making.
- You develop and drive strategies for key themes such as climate and human rights, ensuring alignment with regulations and frameworks like CSRD, OECD guidelines, CSDDD and EU forced labor and due diligence requirements.
- You advise and guide internal teams as a subject matter expert, supporting them in implementing sustainability actions in line with TenneT's strategic ambitions.
- You collaborate closely with reporting and compliance functions, ensuring sustainability performance and reporting meet regulatory and organisational standards.
- You represent TenneT in external stakeholder forums and working groups, strengthening positioning and ensuring alignment with societal, regulatory, and industry developments.
- You develop performance metrics and strengthen internal awareness and networks, ensuring sustainability is measurable, embedded, and continuously improved across the organisation.

Your profile and background

- A completed Master's degree in Sustainability, Sustainability Management, Environmental Sciences,

Additional information

Our recruitment process consists of two interviews.

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 40 hours per week
- A salary in scale 9: € 4.816,- to € 9.472,- per month with 8% holiday allowance and 6% year-end bonus. Job grading is based on education, experience, knowledge and internal equity.
- A solid pension via ABP: we pay 70% of your premium.
- 43 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!

Our offer

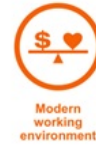
- or Human Rights and Business
- 5–10 years of experience in sustainability / CSR with a proven track record of delivering results
- Knowledge of EU sustainability reporting and due diligence frameworks such as CSRD, CSDDD, EU Forced Labour Regulation, and OECD Guidelines
- Strong skills in translating data and insights into clear narratives, reporting, and presentations across disciplines
- Solid planning, organisational, and cross-functional collaboration capabilities
- Proficiency in English (minimum B2 level, written and spoken)
- Knowledge of the Dutch language is a plus



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

Our recruiting process

Our recruitment process consists of two interviews.

Competencies

- **Strategic thinking** – translates sustainability ambitions and external developments into actionable strategies, ensuring long-term impact across the organisation
- **Stakeholder management** – effectively engages and aligns internal and external stakeholders, ensuring collaboration across teams and the wider ecosystem
- **Result orientation** – drives execution of sustainability initiatives and ensures delivery of measurable outcomes in a complex environment
- **Advisory capability** – acts as a trusted expert and supports teams in translating strategy into practical actions
- **Analytical capability** – interprets regulatory frameworks and performance data, translating them into insights and metrics that steer decision-making
- **Collaboration** – builds and strengthens internal sustainability networks, ensuring alignment and ownership across the organisation

This role of Sustainability Manager is graded as Strategy and Transformation Advisor in our job grid, ensuring clarity for both you and TenneT regarding responsibilities, expectations, and development opportunities associated with this position.

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/113631>