



HSE Business Partner

At TenneT, we are building an energy system that keeps the Netherlands moving. As an HSE Business Partner, you will have a direct impact on the safety and performance of our electricity grid. Together with your colleagues, you will work on complex construction and commissioning activities at Maasvlakte, ensuring we continue to provide reliable energy.

Your contribution to TenneT

How do you keep the Netherlands powered?

As an HSE Business Partner, you are responsible for advising, coordinating and supporting HSE performance within one or multiple contracts in the 2GW Stations Portfolio, ensuring safe, compliant and effective project execution. You:

- Advise project teams and contractors on HSE policies, standards and practices, ensuring safe execution and compliance within high voltage construction projects.
- Translate legal, contractual and TenneT HSE requirements into practical and workable site processes, enabling consistent and safe application.
- Review and challenge contractor HSE management systems and operational safety procedures, identifying improvements to reduce risks in multi contractor environments.
- Monitor compliance through inspections, safety walks, audits and evaluations, ensuring deviations are identified and addressed in a timely manner.
- Coordinate HSE activities and act as the main point of contact for assigned contracts, ensuring clear communication on HSE topics.
- Align with internal and external stakeholders, including contractors and HSE colleagues, ensuring effective collaboration and implementation of HSE requirements.

In this role, you work on site at Maasvlakte in a complex construction and commissioning environment with multiple contractors and interfaces. You actively participate in risk assessments (HAZID/HAZOP/RAMS), design reviews and daily site coordination, supporting early risk identification and mitigation. You contribute to the implementation and improvement of permit to work systems, LOTO procedures and safe systems of work, and support the project team in complying with TenneT HSE policies, legal requirements and contract obligations. Together with contractors and a diverse group of TenneT colleagues, you contribute to a strong and collaborative safety culture on site. You will work closely and report to the HSE Manager. Occasionally you'll be at the TenneT office in Arnhem Rijnpoort.

Your profile and background

Experience & skills

- A completed MBO+/HBO degree or equivalent level of thinking and working
- Minimum MVK certification (HVK is preferred)

Additional information

What do we offer

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. We provide an environment where your growth is central.

We offer you:

- * A permanent contract with a two-month probation period, based on 40 hours per week.
- * A salary in scale 8: €4.276 to €8.443 per month, fulltime
- * 43 vacation days per year.
- * A solid pension via ABP: TenneT pays 70% of your premium.
- * Additional benefits such as health insurance, internet, and sports compensation.

All mentioned employment conditions apply to a full-time, 40 hours, position unless otherwise stated.

We value a good work-life balance and your personal development. Therefore, we offer flexible solutions such as:

- * Hybrid working, including an internet and home office allowance.
- * Support for your vitality, with a contribution to a sports subscription and health insurance.
- * Development opportunities through TenneT's training programs to continue expanding your knowledge and skills.

A pre-employment screening is part of the procedure. We encourage initiative and give you the space to bring new ideas. Together, we ensure that the Netherlands remains in motion and ready for the energy of tomorrow.

Apply Now!

Ready to make an impact? Apply today and become part of our team! If you have any questions about the position, please contact Bianca Kreijger, Recruiter People & Talent Acquisition at Bianca.Kreijger@tennet.eu or +31 6 4216 3962.

Together, we build a sustainable energy future!

The position may get unpublished earlier, so don't hesitate to apply!

Our offer

- At least 10 years of HSE experience within construction, infrastructure, offshore or high voltage projects
- Experience in multidisciplinary projects and collaboration with multiple stakeholders
- Knowledge of NEN 3140, NEN 3840, Permit to Work systems and LOTO procedures
- Experience with commissioning and energization activities is a strong advantage
- Good command of Dutch and/or English, both spoken and written

Competencies

- **Customer focus** – You provide practical HSE support to project teams and contractors, ensuring requirements are applicable and understood.
- **Balancing stakeholders** – You take different stakeholder needs into account and support balanced, workable solutions on site.
- **Action-oriented** – You take timely action on risks and deviations, ensuring safe execution of activities.
- **Interpersonal insight** – You collaborate effectively with contractors and colleagues in a dynamic, international environment.
- **Persuasion** – You clearly explain and support HSE requirements, helping others adopt safe working practices.
- **Vision and direction** – You contribute to improving HSE practices and support the implementation of safety initiatives within the project context.

This role falls within the Health, Safety & Environment Advisor job profile, ensuring that both you and TenneT have a clear understanding of the responsibilities, expectations, and growth opportunities associated with this position.

This will be our challenge

Offshore is responsible for the development, construction, and management of the offshore electricity grid. With the North Sea as the green engine of the energy transition, Offshore plays a clear and vital role within TenneT's organisational structure.

The Offshore division manages the entire lifecycle of all TenneT offshore installations, from development and realisation to maintenance and handover to the Operate division. A crucial task is the construction of 2 GW offshore 'sockets', which collect and transport generated wind energy to the mainland.

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/115142>



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

Our recruiting process

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 two interviews and a pre-employment screening.