



Risk & Compliance Officer

At TenneT, we are building an energy system that keeps the Netherlands moving. As a Risk & Compliance Officer, you will make a direct impact on the future of our electricity grid. Together with colleagues across IT, OT, and Risk functions, you will strengthen risk management practices and help create a risk-aware organization, ensuring a reliable energy supply for the future.

Your contribution to TenneT

How do you help keep the Netherlands powered?

As a Risk & Compliance Officer, you are responsible for strengthening, coordinating, and continuously improving risk management within the IT and OT domain, ensuring that the Netherlands can continue to rely on reliable, affordable, and sustainable energy.

- You orchestrate the end-to-end risk management process across the division and align with business units and enterprise risk stakeholders, ensuring a consistent and effective approach to risk management.
- You own and continuously improve the risk register, identifying key and emerging risks and maintaining a reliable view of the organization's risk profile, enabling informed decision-making.
- You act as a trusted second-line advisor to IT and OT teams on risk management, audit, and compliance matters, ensuring risks are translated into clear business impacts and practical actions.
- You drive the design, implementation, and effectiveness of controls and mitigation measures, ensuring risks are addressed in a sustainable and measurable way.
- You monitor and challenge the progress of mitigation activities, holding stakeholders accountable for delivering agreed actions and proactively addressing delays or gaps.
- You promote a strong risk-aware culture and contribute to the continuous enhancement of the risk management framework through best practices, standardization, and maturity improvement initiatives.

Your profile and background

Experience & Skills

- A Bachelor's or Master's degree in IT, Cybersecurity, Risk Management, or a related discipline.
- At least 7 years of experience in IT/OT Risk Management, Cybersecurity, Audit, or Compliance within a complex organizational environment.
- Experience with Enterprise Risk Management (ERM) and strategic risk identification and assessment.
- Strong knowledge of risk management and control frameworks such as ISO 27001, NIST, and COBIT.
- Experience in designing, implementing, and evaluating controls and mitigation measures.
- Experience coordinating end-to-end risk management processes and monitoring remediation activities.
- The ability to translate risks into business impact and actionable insights for stakeholders.
- Strong command of the English language. Dutch language skills are considered an advantage.

Competencies

Managing Complexity – You analyze complex risk and compliance challenges from multiple perspectives and connect information from different sources, enabling well-founded insights and solutions.

Quality Decision Making – You bring together relevant information, risk considerations, and expert input, ensuring stakeholders can make effective and well-informed decisions.

Driving Innovation – You identify opportunities to improve processes, methodologies, and frameworks and encourage new ways of working, contributing to the continuous development of risk management practices.

Optimizing Work Processes – You evaluate existing processes and implement improvements in controls, systems, and ways of working, increasing the

Additional information

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 make the energy transition possible. At TenneT, you will have the opportunity to develop your talents and grow in an environment where your professional development is a priority.

What we offer

At TenneT, we value your contribution and are committed to providing an attractive and competitive employment package. We offer:

- A one-year contract with the prospect of a permanent position, including a month probation period, based on 40 hours per week.
- A salary in Scale 9, ranging from €4816 to €9472 gross per month, depending on your knowledge, skills, and experience.
- An additional 8% holiday allowance and a 6% year-end bonus.
- A solid pension scheme through ABP, with TenneT covering 70% of the pension contribution.
- 43 days of annual leave based on full-time employment.

All employment terms and conditions apply to a full-time position unless stated otherwise.

In addition, we offer:

- Flexible and hybrid working arrangements where possible, including travel, internet, and home-office allowances.
- Support for your well-being and vitality, including contributions towards a gym membership and health insurance.
- Extensive learning and development opportunities through the TenneT Academy, enabling you to continuously broaden your knowledge and strengthen your skills.

At TenneT, we encourage initiative and empower our employees to bring forward new ideas and solutions. Together, we ensure that the Netherlands remains prepared for the energy challenges of tomorrow.

Ready to make an impact? Apply today and become part of our team.

Our offer



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

Our recruiting process

effectiveness and efficiency of risk management activities.

Organizational Awareness – You navigate a complex stakeholder environment effectively and understand organizational dynamics, enabling successful implementation of risk and compliance initiatives.

Influencing – You provide constructive challenge, build support among stakeholders, and communicate with credibility and impact, ensuring ownership and progress on risk-related actions.

This role falls within the **Audit, Risk & Compliance Specialist** job profile, providing clarity for both you and TenneT regarding the responsibilities, expectations, and development opportunities associated with this position.

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/115313>