



Risk and Compliance Officer

The energy transition requires smart and decisive professionals. In the Domain Office of Digital Technology & Transformation - Assets, we work every day on driving effective governance and supporting the successful execution of strategic initiatives and daily operations, ensuring that the Netherlands can continue to rely on a stable electricity grid in the future. Will you contribute to this as Risk & Compliance Officer?

Your contribution to TenneT

How will you keep the Netherlands running? As Risk & Compliance Officer, you are responsible for providing trusted risk and compliance advice, and you monitor and ensure that TenneT complies to relevant standards, regulations, and/or best practices, ensuring that the Netherlands can continue to rely on reliable, affordable and sustainable energy. You will be working in the Domain Office team of DTT-Assets, consisting of 18 colleagues. In addition, you will be responsible for:

- Offer subject-matter advice to and exchange knowledge with internal and/or external stakeholders.
- Acting as a trusted risk and compliance advisor to IT domains, translating requirements into practical actions, increasing risk awareness, and advising teams and management on risk and compliance matters.
- Work closely with and guide others to provide knowledge in own area of expertise to ensure delivery of results, solutions, initiatives and/or projects.
- Facilitating risk assessments, supporting control self-assessments, guiding teams before, during and after audits, and helping stakeholders implement agreed actions and mitigating measures.
- Represent an area of expertise in a defined part of the organisation and be accountable for the correct application of the specific expertise.
- Acting as the risk and compliance focal point within the domain and collaborating with Risk & Compliance Officers, Internal Audit, and domain stakeholders to ensure the effective application of risk and compliance practices.
- Gather, examine, and interpret data to share insights and identify areas for improvement or optimisation.
- Monitoring risk profiles, audit findings, control gaps, remediation actions, and reporting on audit status, implementation progress, and risk developments across the domain.

Your profile and background

At TenneT, we look for professionals who contribute to an effective and future-proof project organisation. We expect you to have the right experience and skills to make a valuable contribution to our team and our mission. Therefore, we ask for:

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 enable the energy transition. With us, you'll have the space to develop your talents and work in an environment where your growth is central. We believe in collaboration, forward-thinking, and innovation. This is what we offer:

- The weekly working hours are 40.
- The salary indication for this role is between €4.816,= and €9.472,= gross per month, based on a 40 hours work week, in salary scale 9 of our CAO TSO.
- Type of contract is indefinite.
- A solid pension through ABP: we pay 70% of your premium.
- 43 vacation days per year.
- All mentioned benefits apply to a full-time contract unless otherwise stated.
- Hybrid working is a requirement for this role.
- Employment is subject to a Certificate of Good Conduct (VOG) and successful completion of an AIVD-B security screening.

We place high value on a good work-life balance and your personal development. That's why we offer flexible solutions such as:

- Hybrid working where possible, with an internet and home office allowance.
- Support for your vitality, with a contribution to 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 bring forward new ideas. Together, we make sure that the Netherlands keeps moving and is ready for the energy of tomorrow.

For questions regarding the recruitment process, please contact:

Judith Segura - van Bruggen | Corporate Recruiter | judith.segura-vanbruggen@tennet.eu

For questions relating to the position, please contact:

- A completed HBO or WO degree in Information Technology, Operational Technology, Information Security, General Security, Business Administration, or a comparable field.
- Proven experience in process management, risk management, IT compliance, or information security, preferably within a complex IT or OT environment.
- Certifications such as CRISC, CISA, and CISM are considered an advantage.
- You are familiar with relevant frameworks and standards such as ISO 27001, ITIL, COBIT 2019, ISO 31000, GDPR, OT security standard 62443, NIST, IT General Controls, NIS2/CbW, AI act.
- Professional proficiency in Dutch and English.

To truly make a difference in this role, you recognise yourself in the following competencies:

- **Manages Complexity** – Navigates a complex IT and OT environment and applies risk management, compliance, and information security expertise while balancing multiple stakeholder interests and regulatory requirements.
- **Optimises Work Processes** – Applies knowledge of risk management, compliance frameworks, and control methodologies to improve processes, strengthen controls, and support effective audit readiness.
- **Organisational Savvy** – Builds constructive relationships across different organisational levels and areas of expertise, leveraging internal and external networks to identify relevant developments and opportunities.
- **Persuades** – Communicates clearly and confidently with stakeholders, translates risk and compliance requirements into practical actions, and influences teams to adopt appropriate risk mitigating measures.

This role falls under the function profile Audit, Risk & Compliance specialist, ensuring clarity for both you and TenneT regarding the responsibilities, expectations and growth 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

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Our offer



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 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.

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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/115503>