



## Program Lead - Organizational Change and Communication (m/f/d)

TenneT is growing fast to realize its strategic ambitions. We play a leading role in driving the energy transition. We are looking for a passionate **Program Lead - Organizational Change and Communication** at our location **Hanover** who will contribute to this and that might be you?

### Your contribution to TenneT

As a **Program Lead - Organizational Change and Communication** you guide, support and monitor the **development of a Partnership Culture between TenneT and its Partners** within the Program.

- You support the definition and implementation of targeted activities for each of the 10 project teams, including facilitation of workshops and training sessions.
- You are the **ambassador of the Partnership Culture** on program-level i.e. being the resource person internally and for Partners.
- You drive **behavioural change within TenneT** towards the Partnership Culture, including between the 2GW program and others departments.
- You coordinate the **onboarding process** of new colleagues within the 2GW program.
- You coordinate and support **communication** on the 2GW program's results, lessons learnt, innovations, and continuous improvement to the projects within the program, within TenneT and to external stakeholders in cooperation with the department's communication team.

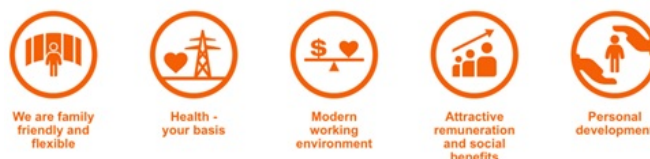
### Your profile and background

- You preferably have a Master's degree in a relevant area (for instance, but not limited to: business or public administration, management, organisational anthropology, psychology).
- You have experience in successfully developing and implementing **change initiatives and fostering a culture of collaboration** in complex organizations with cross-functional teams;
- You have experience in **preparing and moderating workshops/events** with varying group sizes, including on controversial topics and in an **international environment**.
- You are able to activate, measure and bring to life the partnership values, **building bridges and convincing people**.
- You are a self-starter with **strong organizational and communication skills** (fluent English and German skills).

### Additional information

- As of **01.08.2024**
- The weekly working time is **37 hours**
- The position is **unlimited**
- Job interviews for this position will be (partly) in **English**.

### Our offer



### 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.

For further questions regarding the recruiting process please contact:

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People | Talent Acquisition  
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For questions relating to the position:

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LPO-2G-PO  
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Did you know? You can also listen to energy! Our podcast "along the lines" informs you 24/7 about current topics of the energy world.

### This will be our challenge

Large Projects Offshore is a key contributor to the energy transition. The Unit is responsible for the current and future development of the

offshore grid as a whole and subsequently for the development and realization of the DC interconnectors and the Offshore Wind Farm grid connections in both the German and Dutch sectors of the North Sea.

TenneT is a leading European grid operator committed to a secure and reliable electricity supply - 24 hours a day, 365 days a year. We are shaping the energy transition for a sustainable energy future. As the first cross-border transmission system operator, we plan, build and operate an almost 24,500 kilometres long high and extra-high voltage grid in the Netherlands and Germany and are one of the largest investors in national and international electricity grids, on land and at sea. Every day, our 6,600 employees give their best and ensure with responsibility, courage and networking that more than 42 million end consumers can rely on a stable electricity supply.

TenneT is an equal opportunity employer for ALL and is fully committed to the principles of equal employment opportunity to ensure that all applicants and employees are considered for recruitment, promotion and employment regardless of their ethnic origin, skin colour, religion or belief, gender, national origin, age, disability, sexual identity, marital/family status.

#### **Lighting the way ahead together**

<https://careers.tennet.eu/careers/JobDetail/74032>