



Trainee (m/f/d) in Business Technology Organisation

Are you a recent graduate and eager to kick-start your career in the energy sector? **TenneT's 18-month traineeship** offers you a unique opportunity to have an **impact on the energy transition** while gaining hands-on experience across multiple departments. With a tailored development plan, job rotations and exposure to innovative projects, this traineeship is a fast track to exciting positions at TenneT!

Your contribution to TenneT

Our Trainee Program allows you to explore diverse clusters, to focus on your personal growth and to actively contribute company-wide by joining trainee initiatives. Gain experience across different roles, shape your development journey, and play a vital part in driving the energy transition – all while building your future with TenneT. Our recipe for the program is as follows:

- **Build your career** within the Enabling the Business cluster. At the same time, you'll have the opportunity to explore the other clusters – Energy Systems & Markets and Build & Maintain – through one assignment to broaden your perspective.
- **Your Cluster, your Focus** – You'll begin your Trainee Program in the Unit Business Technology Organisation, where you'll lead innovation by implementing and managing IT solutions.
- **Bring Ideas to Life** – Contribute fresh insights through automation, data-driven decisions, and digitalization of processes, while working in an open, transparent, and agile environment, responding flexibly to changing needs.
- **Take Ownership** – As a Trainee, you'll take on meaningful tasks across various areas in which you professionalize our work with your IT & Data background e. g.: Bring our IT Landscape on the next level, improve forecasting of electricity production & consumption, implementing trends and new technologies, revolutionize the Control Room of European high voltage Grid. All results in TenneT being able to deliver a grid availability of 99.99%.
- **Collaborative Growth** – Our traineeship fosters personal development while promoting shared learning. You'll collaborate with your trainee network on cross-functional projects, engage in knowledge-sharing events, and learn from experienced colleagues, growing both personally and professionally.

Your profile and background

- **Educational Background** – You have recently completed a university degree, preferably in IT or a related field.
- **Interest in the Energy Transition** – You are passionate about the challenges and opportunities presented by the energy transition and are motivated to contribute to the future of sustainable energy systems.
- **Open-minded and Curious** – You are eager to explore various aspects of TenneT, from technical innovations to societal and environmental issues, and are ready to take on cross-functional roles.

Additional information

- As of 1. April 2025
- The weekly working time is 37 hours
- The position is limited to 18 months
- Job interviews for this position will be (partly) in English. Please send us your application document in English as well.

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 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 one interview and if applicable an online assessment center.

For further questions regarding the recruiting process please contact:
Lydia Dauelsberg
People | Talent Acquisition
+49 (5132) 89 - 6277



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.

- **Flexibility and Mobility** – Our projects span across the country, and you're open to work at different TenneT locations, with the flexibility to travel and fluency in both German and English.
- **Relevant Experience** – Previous experience in internships, vocational training, or part-time work in a relevant field is a plus, as it will help you hit the ground running during your traineeship.

This will be our challenge

Business Technology Organization (BTO) will drive security of supply, energy transition, organizational and financial health through digital, data and analytics. BTO will secure solid foundations through seamless end-user services (UX), industry-leading cybersecurity setup and resilient data centers and cloud infrastructure. BTO will have consistent business/BTO alignment, strategic partnerships with vendors and clear standards on architecture, vendor & portfolio management and security. BTO will unlock value of data and digital by building all the necessary enablers (incl. data platform, data governance processes, capabilities) and embedding innovation initiatives into business roadmaps.

IDE, AI and more about TenneT

As a signatory to the Diversity Charter Germany, we at TenneT are convinced that we can only drive the energy transition forward innovatively with different perspectives and experiences. Therefore, we welcome all applicants - regardless of gender identity, religion, sexual orientation, ethnic background, disability or age. TenneT aims to increase the proportion of women in positions where they are underrepresented. For this reason, we expressly encourage qualified women to apply. We also welcome applications from people without German citizenship.

We welcome applications from people with disabilities. If you indicate your (severe) disability in your application, we will forward your application to our representative for disabled persons so that they can support your application in accordance with paragraph 178 SGB IX.

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/85211>