



Compliance and Integrity Advisor

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 Compliance and Integrity Advisor at our location Arnhem who will contribute to this and that might be you?

Your contribution to TenneT

- Contribute to the further development of the CMS and its conceptional improvement;
- Provide advice to all employees on compliance & integrity matters;
- Give guidance in the context of TenneT's internal and external stakeholders;
- Independently perform internal compliance reviews and investigations (or take part therein) in accordance with the company's applicable Business Directives;
- Obtain external advice on compliance & integrity matters, when needed;
- Prepare, create content for and deliver Compliance trainings, workshops and feedback sessions with employees and (senior) leaders;
- Communicate on compliance and integrity matters.

Your profile and background

As a Compliance & Integrity advisor you will:

- Have an academic background, master degree or a comparable university education in a relevant field of study, e.g. law, business administration, etc.;
- Gained approximately 3 to 5 years of high-quality experience as a compliance professional in a related or relevant industry;
- Understand and have good knowledge of corporate compliance topics and best practices;
- Maintain a high degree of (personal) integrity to be considered a trusted partner on compliance and integrity matters;
- Communicate strongly - both oral and written;
- Be approachable, proactive, independent, confident yet collaborative - be a real asset to the team!

This will be our challenge

The ARC unit consists of the audit, risk, internal control and compliance & integrity teams. We proactively support the TenneT organization in continuously strengthening audit, risk and compliance identification and mitigation.

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

Additional information

- The weekly working time is between 32 - 40 hours
- Type of contract is indefinite
- We offer a competitive salary between € 4675 - € 9196 of job grade 9 (CAO TSO)

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.

For further questions regarding the recruiting process please contact:
Sumeyra Balcioglu
People | Talent Acquisition
06 42163816

For further questions regarding the recruiting process please contact:
Henriette Strating
Head Compliance and Integrity
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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/85429>