



Trainee@TenneT

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

The best way to start your career in the energy sector is starting the International Trainee Program at TenneT. In this program you get the chance to work in different fields of interest, work on your personal growth and development, get to know TenneT from various positions and make an impact in the energy transition. Our recipe for the program is as follows:

- Our 18-month, individually tailored entry and development program offers you a chance to drive your own career across three key areas: *Energy Systems & Markets, Building & Maintaining, or Enabling the Business*. Together, we will design your path, allowing you to navigate through various departments, locations, and even countries. Whether you choose to focus on technical innovation, operational excellence, or business enablement, you set your own goals and priorities as you shape your future at TenneT.
- As a trainee, you will take on meaningful and responsible projects that directly contribute to the energy system of the future. You will not just observe; you will actively tackle challenges such as designing a carbon-neutral energy grid, managing grid congestions, or finding solutions to accelerate and optimize grid expansion. These assignments give you the chance to make a tangible difference in today's energy transition.
- With TenneT's wide range of departments and international presence, you'll gain a holistic understanding of the energy sector. You will have the flexibility to explore different areas of the company, such as project management, engineering, or market design, and build a broad network. Our program also opens doors for international rotations, either within TenneT or with one of our European partners, giving you an unparalleled learning experience across borders.
- Our traineeship is all about personal growth, but also about collective learning. Throughout your traineeship, you will engage with your fellow trainees, collaborate on cross-functional projects, and participate in knowledge-sharing events. From day one, you will be part of a community, learning from experienced colleagues, and challenging each other to grow both personally and professionally.
- As a trainee, you will work at the heart of the energy transition, operating the high-voltage transmission grid that powers millions of homes and businesses. In this role, you will collaborate with national and international partners to integrate renewable energy, ensuring a sustainable and secure energy future. Your work will directly contribute to the innovation and stability of the energy system as we move towards a carbon-neutral future.

Additional information

- The traineeship begins with your first assignment in **April 2025**.
- You will work a **40-hour** week, providing you with full-time exposure to TenneT's dynamic environment.
- The program includes a **temporary contract for 18 months**, giving you the time to explore various roles and grow within the company.
- Job interviews for this position will be conducted **partly in English**, reflecting the international nature of the role.
- Selected candidates will be asked to submit an **application video** and will be invited for job interviews, scheduled for January 2025.

To apply, submit your resume and motivation letter before 16 December 2024.



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. To apply, submit your resume and motivation letter **before 16 December 2024**.

For further questions regarding the recruiting process please contact: Inge Klappers or Erik Wagemaker
People | Talent Acquisition
06 41 86 51 89 (Inge) or 06 14 20 77 23 (Erik)

For questions relating to the position:
Allard Welmers
Program Manager Young Professionals
Allard.Welmers@tennet.eu

You can read more about our traineeship at: [International trainees and traineeships in technology, IT - Werken bij TenneT](#)

Your profile and background

- **Educational Background** – You have recently completed a university degree in a relevant field and are eager to start your career in the energy sector.
- **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 excited about learning various aspects of TenneT's operations, from technical innovations to societal and environmental issues, and are ready to take on cross-functional roles.
- **Language skills** – English on professional level is essential, and you are motivated to learn Dutch.
- **Flexibility and Mobility** – You are comfortable with working at various TenneT locations and are open to travel for work, both within the Netherlands and internationally.
- **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

With the TenneT International Trainee Program we want to help TenneT meet the challenges of the future and drive forward the energy transition. With our trainee program we offer the opportunity to talented future leaders and specialists to develop and grow, to prepare for a permanent position within TenneT.

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/86179>