



Risk and Compliance Officer (m/w/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 Risk and Compliance Officer (m/w/d) at our locations Bayreuth and Lehrte who will contribute to this and that might be you?

Your contribution to TenneT

- You work in a second line of defence as trusted advisor for the IT teams, regarding **risk management, audit and compliance**. You work closely with other Risk and Compliance Officers and Internal Audit on monitoring IT risks.
- You support the 1st line operational teams and service managers with the **audit methodology** and **facilitate risk assessments**.
- Through assisting with control self-assessments you **monitor the key processes** and **challenge the teams**. You ensure that the teams determine the mitigating measures.
- Support teams in integrating new or improved **control measures** into their processes, in designing IT controls/mitigation measures and monitoring the status of the measures with multiple measure owners.
- You review the implementation of control self-assessments to ensure appropriate implementation.
- You **increase IT risk awareness** within the teams, identify risks and support the teams and management in reducing risks to an acceptable level.
- You conduct independent and objective **quality control reviews** and lead the teams during the various audits. You report on the status of the audit and the implementation of the mitigation measures/controls.
- You monitor compliance with **IT regulations** and **audit recommendations**.

Your profile and background

- You have a **Master or Bachelor degree** in the field of Information Technology, Information Security, General Security, or Business Administration with demonstrable experience in IT/Information Security Risk Management.
- You work **independently**.
- You are **able to work with different stakeholders** and know how to quickly get to the heart of the matter.
- You are experienced (at least 3 years) in **process, risk management and compliance**.
- You have **experience in IT General Controls** and have knowledge in frameworks such as ITIL 4, Cobit 2019, ISO 31000, GDPR, ISO 27001 and NIST (Certifications like CRISC, CISA and CISM are a plus).
- You have and maintain a relevant internal and external network allowing you to **identify trends, developments and opportunities** from the market translate to TenneT's environment.

Additional information

- As of 01.03.2025
- The weekly working time is 37 hours
- GE: The position is unlimited
- Job interviews for this position will be (partly) in English. Please send us your application document in English as well.
- Due to company closures over the Christmas holidays, feedback may be delayed by a few days.

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 one/two interviews only.

For further questions regarding the recruiting process please contact:

Tina Mater
People | Talent Acquisition
Tina.Mater.extern@tennet.eu

For questions relating to the position:

Florian Häberlein or Oscar Kemper
Lead Business Technology
florian.haerberlein@tennet.eu / oscar.kemper@tennet.eu



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.

- You have a good command of **English** and **German** (C1).

This will be our challenge

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/86525>