



Lead Electrical Systems

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 colleague at our location Arnhem Rijnpoort who will contribute to this and that might be you?

Your contribution to TenneT

The Lead Electrical Systems is leading the team, responsible for providing knowledge, engineering and various services which are needed within the large 2GW offshore projects LPO is building on the North Sea. From the early development, via construction and installation until commissioning and hand over of grid connection systems, the team is connected to the projects and various stakeholders within TenneT to ensure projects with minimalised risks, maximized affordability and delivery on time.

You will support our grid expansion projects with your team of technical experts. By identifying (technical) risks early in the process and developing suitable solutions, the team plays a key role in developing feasible projects that can be built safely and on schedule with minimal scope changes and rework during the construction phase.

Your main tasks as a leader are:

- Disciplinary and professional leading the team within the department Engineering & Services.
- Drive a continuous lessons learned, improvement and cost reduction process across all projects.
- You are the 1:1 interface for the respective topics to Asset Management, System Operations and Grid Field Operations.
- Supervising design reviews and quality assurance measures within the projects, including follow up on improvements within the technical engineering phase and the construction phase in the team's field of expertise.
- Monitors and ensures compliance and contributes to further development of technical standards and business processes.
- Resource management, in particular ensuring the provisioning of qualified personnel for grid connection projects with regard to technical project management in the field of expertise.
- Development and optimization of processes within team structure and the relevant support to the projects.
- Implements strategies, measures and resolutions from (cross department) working groups.

The team Electrical Systems is responsible for all the aspects regarding the conversion and transportation of the electrical power which is produced by offshore wind farms. From 66kV bays, via transforming to 220kV, converting to HVDC for transportation and converting back (onshore) to AC for connecting to the 380kV-grid. An extensive responsibility due to a complex chain of techniques, high powers, protecting the safety and also new techniques within the HVDC switching.

Additional information

- As of 1st January 2025 or earlier
- The weekly working time is 40 hours
- Contract for one year with the intention of an indefinite period
- Job interviews for this position can be (partly) in English.

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: Edward Verkammen, recruiter offshore, Edward.Verkammen@tennet.eu / 0642972559

For questions relating to the position please contact Pim Freij, Head Engineering Services Pim.Freij@tennet.eu

Within this (both interesting and challenging) field of work you are the team Lead who is not only responsible for delivering engineering, but also checks and ensures the quality of work, sees new opportunities for smarter working (and improving affordability) and brings HSE topics within Engineering & Services to a higher level.

Your profile and background

We're on the lookout for someone with a solid academic background—think a Bachelor's or Master's degree, preferably in electrical engineering or something similar. You'll need to bring some experience in people management, like developing team structures, helping team members grow, and defining roles within the team.

We're hoping you've got relevant experience in this field and a readiness to jump into action. If you've worked in a (matrix) team before, that's a plus! We're all about open communication and new ideas, so being able to keep the team focused on our shared goals is key.

Here's what else we're looking for:

- You're fluent in Dutch and English—both speaking and writing.
- You've got strong analytical skills and a structured, results-driven approach.
- Occupational medical fitness for offshore operations (DGMM standard) is a must.
- You have a solid understanding of quality and HSE (Health, Safety, and Environment) practices.

On the Behavioral Side

- Behavioral Flexibility (Advanced): You can steer through complex, changing environments with ease.
- Decisiveness (Advanced): You encourage independent decision-making within the team.
- Persuasiveness (Good): You know how to adapt your reasoning based on the topic and audience.
- Planning and Organizing (Mastery): You excel at planning resources while collaborating with different stakeholders.
- Quality Orientation (Mastery): Keeping high standards and sharing valuable lessons learned is essential for us.
- Results Orientation (Advanced): You aim for ambitious goals while balancing the needs of stakeholders.
- Stakeholder Management (Advanced): You create a positive and sustainable working environment through good dialogue in complex projects.

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. 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.

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.

