



Lead Learning and Development (m/f/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 **Lead Learning and Development (m/f/d)** at our **location in Bayreuth** who will contribute to this and that might be you?

Your contribution to TenneT

The **Lead Learning & Development (m/f/d)** is responsible for the **German employees in the team Learning & Development Germany** (disciplinary leadership of the German L&D team with currently 11 employees at the locations Bayreuth and Lehrte).

- **Responsible for further development and coaching of employees** in GE
- **Close collaboration and alignment with the People Director**
- Responsible for the **further development of the L&D offerings** in GE in close alignment with global L&D approach
- **Stakeholder management for further development of the L&D portfolio** (e.g. works council)
- **Support in implementation of new L&D initiatives**, e.g. talent management, succession planning, performance management

Your profile and background

- **Academic degree (Uni/FH)** preferably in psychology, human resource management, management or equivalent
- **Several years of experience within Learning & Development** and other HR roles
- **Strong organisational skills, high level of initiative** highly professional dialogue partner with convincing skills and of high integrity; **positive critical attitude, results-oriented**, connects easily with all levels within the organisation
- **Experience as people manager** is preferred or steering role within a complex organisation or project
- Well developed competencies which embody the leadership principles Connection, Ownership and Courage
- **Very good language skills in both German and English** as well as experienced **handling of MS-Office** and ideally **SAP SuccessFactors**
- Experience in Education Science is preferred

This will be our challenge

As the People unit, we want to help TenneT meet the challenges of the future and drive forward the energy transition. We do this by devising new ways to utilise and develop talent, and by identifying new talent we need to adapt and grow.

Additional information

- As of March 2025
- The weekly working time is 37 hours
- The position is limited to 1 year

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 onlinetest, one interview and one online Assessment Center.

For further questions regarding the recruiting process please contact:

Carina Trier
People | Talent Acquisition
Carina.Trier@tennet.eu

For questions relating to the position:

Sibylle Würthner
People
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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.

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/88077>