



## Business Management Advisor

Every day, more than 4,500 colleagues in The Netherlands work on a major mission: building the energy system of the future. Together! As Large Projects Offshore Netherlands (LON), we aim to deliver our projects as promised, provide an attractive working environment, and shape the future offshore grid. As a Business Management Advisor at our LON unit, you will contribute to that mission. Together with your colleagues, you will work on organizational change, strategic implementation, and team development within LON, so we can continue to help build a future-proof energy system.

### Your contribution to TenneT

How will you contribute to the future of our energy grid? As a Business Management Advisor, you are responsible for supporting the strategic and organizational development within the Large Projects Offshore Netherlands (LON) unit. In addition, you are responsible for:

- Organizational and team development – You lead change management and team development initiatives within LON teams.
- Strategy implementation – You support translating the unit strategy into actionable plans, ensuring alignment with LON's strategic objectives.
- Strategic advisory and decision support – You analyze data and prepare documentation for the LON leadership team, steering committees, and decision-making bodies.
- Project management – You manage and support business team projects, ensuring timely, high-quality delivery and alignment with strategic goals.

You will join the Business Team LON, which consists of 6 colleagues. Together, you work on unit-wide improvement initiatives and cross-departmental processes, which are crucial for delivering our projects as promised. Within our team, we foster a positive and energetic atmosphere where sharp thinking and collaboration take center stage

### Your profile and background

At TenneT, we are looking for professionals who help shape the future of our electricity grid. You bring the experience and skills to make a valuable contribution to our team and mission.

What do you bring?

- Social intelligence: You collaborate easily with others, build trust, and communicate effectively at all levels.
- Strong analytical skills: You can distill complex issues into clear advice and support strategic decision-making.
- Long-term vision with operational awareness: You understand the broader strategic context while staying connected to day-to-day operations.

In addition:

### Additional information

TenneT gives you the opportunity to contribute to a sustainable energy future. Together with colleagues, partners, and stakeholders, you work on innovative solutions that enable the energy transition. You'll have room to develop your talents in an environment where your growth is a priority.

We offer you:

- A permanent contract with a two-month probation period (40 hours per week)
- A salary in scale 8: €4,151 to €8,197 gross per month (based on 40 hours)
- A solid pension plan via ABP: we cover 70% of your contribution
- 43 vacation days per year
- Hybrid working, including travel allowance, internet reimbursement, and a home office allowance
- Wellbeing support, such as contributions to gym memberships or additional health insurance
- Development opportunities through the TenneT Academy

At TenneT, we value initiative and give you the space to bring in new ideas. Together, we ensure the Netherlands stays in motion and is ready for the energy of tomorrow.

Together, we power the Netherlands!

**The position may get unpublished earlier, so don't hesitate to apply!**

### Our offer



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

### Our recruiting process

- At least 3 years of relevant work experience in a large international project organization or as a consultant.

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- Demonstrated experience in change management, strategy implementation, organizational and team development.

- Skilled in facilitating workshops and writing high-quality strategic presentations and documents.

- Familiarity with large-scale projects in the energy sector is a plus.

- A completed Master's degree in Business Administration, Organizational Psychology, Change Management, or a related field.

- Fluency in **Dutch and English**, both spoken and written.

## 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.

## 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.

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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/91494>