



Security Manager

TenneT is growing fast to realize its strategic ambitions. We play a leading role in driving the energy transition. We are looking for a **Operational Security Manager** at our location in **Arnhem** who will contribute to this and that might be you?

Your contribution to TenneT

TenneT is rapidly expanding to meet its strategic ambitions and plays a key role in the energy transition. We are looking for a solution-oriented **Operational Security Manager** to support IT Operations in navigating security, compliance, and audit requirements.

In this role, you will act as an advisor and bridge between IT Operations and Governance, Risk & Compliance (GRC), ensuring that security and regulatory requirements are effectively integrated into operational processes.

As an **Operational Security Manager**, you will provide security guidance, ensuring IT Operations can comply with security frameworks and audits without unnecessary complexity. You will also play a key role in security audits and regulatory compliance, working closely with GRC, external auditors, and stakeholders to ensure alignment.

Your Key Responsibilities:

- Security Advisory & Operational Support.
- Act as a trusted advisor to IT Operations, providing guidance on security best practices, risk mitigation, and compliance-related topics.
- Support teams in aligning with security frameworks (ISO 27001, ISAE 3402 SOC2) and implementing practical, workable security measures.
- Assist in security incident management, including analyzing security-related events and advising on remediation actions.
- Promote security awareness within IT Operations, translating governance requirements into real-world operational solutions.

Audit & Compliance Leadership:

- Lead audit preparations for IT Operations, ensuring alignment with security standards and regulatory requirements.
- Support internal and external audits, providing expertise on security controls, findings, and remediation efforts.
- Work closely with GRC teams to bridge the gap between policy and operations, ensuring compliance efforts are efficient and effective.
- Facilitate security risk assessments, helping IT Operations identify, assess, and mitigate risks proactively.
- Manage security exceptions and waivers, advising on their implications and follow-up actions.

Additional information

- The weekly working hours are 36-40.
- The salary indication for this role is between €4.675,- and €9.196,- gross per month, based on a 40 hours work week, in salary scale 9 of our CAO TSO.
- TenneT is mindful of employees' private circumstances, and we consider flexibility in a job and a healthy work-life balance as very important.
- Hybrid working is a requirement for this role. We encourage our colleagues to be in the office a minimum of two days per week.
- Type of contract is indefinite.
- We only proceed with candidates who have EU residency. We do not offer a work visa/ sponsorship.
- Job interviews for this position will be (partly) in English. Please send us your application document in English as well.
- An UVO (extended security screening) and a VOG (certificate of conduct) are required for this position.

Our offer



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

Our recruiting process

Recruitment process

For further questions regarding the recruiting process, please contact: Judith Segura - van Bruggen | Senior Corporate Tech Recruiter | PPL-TAC-NL

Email: judith.segura-vanbruggen@tennet.eu

For questions relating to the position, please contact: Willem Jan Vastenholt | Lead Cybersecurity Execution | BTO-OP-CYB

Email: willemjan.vastenholt@tennet.eu

*Please note that our selection process consists of two interviews.

Collaboration & Stakeholder Engagement:

- Act as a liaison between IT Operations, GRC, Cloud Service Providers, and external auditors, ensuring a coordinated security approach.
- Work within an Agile environment, engaging with stakeholders to integrate security considerations into project workflows.
- Assist in resolving audit findings, ensuring operational teams can implement corrective actions efficiently.

Your profile and background

We are looking for a solution-oriented security professional with strong communication and advisory skills. You should have:

- A completed Higher professional (HBO) education or University (WO) degree, preferably in IT, cybersecurity, risk management, or a related field.
- Extensive experience in IT security, cybersecurity, or information security governance, particularly in IT operations and cloud-based workspaces.
- At least 10 years of experience in the same type of role.
- Strong expertise in security audits, compliance frameworks, and regulatory standards (ISO 27001, ISAE 3402 SOC2).
- A collaborative mindset, with experience working closely with GRC teams, auditors, and IT Operations.
- Hands-on experience in service management (ITIL), security risk assessments, and incident response.
- A pro-active, analytical thinker and capable of multitasking and prioritizing effectively in fast-paced environments, with a strong focus on quality and detail.
- Excellent communication skills in Dutch and English.
- A recognized security certification (e.g., CISM, CISSP, or equivalent) is highly preferred.
- Knowledge of Data Protection (GDPR, DPIAs) is a plus.

Why Join TenneT?

At TenneT, security and compliance are not just policies—they're enablers of operational excellence. In this role, you will advise, guide, and support teams, ensuring security requirements are met in a practical and efficient way.

If you thrive in a collaborative, advisory role and enjoy working at the intersection of security, operations, and governance, we'd love to hear from you! Apply now and help shape the future of IT.

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.

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.

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/92878>