



## Business Analyst

TenneT is growing fast to realize its strategic ambitions. We play a leading role in driving the energy transition. TenneT strategy is to Build the Grid faster, Utilize the Grid better and Deliver together for our Customers! We are looking for a **Business Analyst** at our location in Arnhem, who will contribute to this and that might be you?

### Your contribution to TenneT

As a **Business Analyst** in the Asset Chain department of the Business Technology Organization (BTO), you play a key role in ensuring our IT portfolio aligns with business needs, drive efficiency, and deliver real value to end-users to deliver large-scale, capital-intensive projects that shape the Electricity Grid of the Future.

#### What will you do?

- Be the Link – Collaborate with key stakeholders, product owners, IT architects, development and operate teams to define and refine requirements that align with business objectives.
- Drive Value – Ensure software applications meet acceptance criteria, maximize business impact, are cost effective over their lifecycle and enhance operational efficiency.
- Optimize & Advise – Identify improvement opportunities, conduct impact analyses, and ensure seamless integration across applications, data, and infrastructure.
- Ensure Compliance – Oversee functional alignment with industry standards, regulations, and best practices.
- Lead with Insight – Monitor user adoption, recommend enhancements, and support release planning from a functional perspective.
- Foster a culture of End-to-End thinking - Promote open dialogue and continuous learning within teams.
- Support and embody TenneT's core values—Ownership, Courage, and Connection—through leadership and coaching.

### Your profile and background

- Experienced Business Analyst - 7+ years of experience in business analysis, functional application management, or a similar role bridging business and technology.
- Strong analytical - proven ability to analyse, design, and optimize business processes.
- Problem-solving abilities.
- Collaborative mindset – comfortable working with cross-functional teams, business stakeholders, and outsourced service providers (third parties).
- Hands-on approach—comfortable diving into details and thriving in cross-functional collaboration at all levels.
- Effective communicator & story teller - Able to translate complex

### Additional information

- The weekly working hours are 32-40.
- The salary indication for this role is between €4.151,= and €8.197,= gross per month, based on a 40 hours work week, in salary scale 8 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.
- 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.
- A VOG (certificate of conduct) is 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

For further questions regarding the recruitment process, please contact:  
Judith Segura - van Bruggen | Senior Corporate Tech Recruiter  
judith.segura-vanbruggen@tennet.eu

For questions relating to the position:  
Joost Carol | Lead Business Technology Asset Chain  
joost.carol@tennet.eu

architectures into clear, actionable insights for diverse stakeholders.

- Culture champion & team player – believes in transparency, collaboration, care and a non-hierarchical approach.
- Language & education – fluent in English (Dutch is a plus).
- Bachelor's degree in a technical field, such as Business Administration, Computer Science, or a related field.

This is a 100% dedicated role—ready to make an impact? Let's build the energy future together!

## 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.

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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/93604>