



System engineering manager

At TenneT, we are working towards an energy supply that keeps the Netherlands moving. As a **System Engineering Manager**, you will make a direct impact on the future of our electricity grid. You play a pivotal role in delivering innovative and sustainable energy solutions that drive the energy transition. Together with your colleagues, you will tackle the complex challenge of **delivering the Borssele project on time and in line with technical, safety and sustainability standards**, ensuring that we continue to provide the Netherlands with reliable and affordable energy. Through your leadership and expertise, we are building a resilient electricity grid for today and tomorrow.

Your contribution to TenneT

As **Systems Engineering Manager** within the PMO team, you will contribute to a critical and innovative element of Europe's offshore energy ambitions. The Borssele Cluster—part of the **Large Projects Offshore Netherlands (LON)** unit—is responsible for the realisation of multiple onshore converter stations, cable connections and the overall system integration of grid connection systems.

The cluster is adopting a **Systems Engineering (SE)** approach to manage this complexity. Since SE is a relatively new way of working for TenneT and its (sub)contractors, your mission is to ensure that SE-related tasks and responsibilities become embedded in the day-to-day work of everyone involved in the project.

You will focus on the **project execution phase**, during which the main contracts have already been awarded to different partners. Your goal is to ensure the successful implementation, consistent application and continuous improvement of the SE approach.

Your key responsibilities:

- Take the lead in implementing the SE approach during the execution phase by educating, coaching and supporting project team members in applying SE at both process and product levels.
- Collaborate closely with contractors: assess their SE capabilities and, where needed, enhance them through training, coaching or other means.
- Support the integration of **risk-based contract management** in cooperation with relevant disciplines.
- Align SE activities with quality, risk, schedule and information management domains.
- Act as the primary point of contact for project leads, sub-project leads, technical specialists and contractors on all SE-related matters.
- Organise, plan and manage SE resources, including conducting internal and external SE reviews.
- Implement lessons learned from earlier projects in collaboration with LPO departments, particularly concerning SE processes and tools such as Relatics.

Additional information

TenneT biedt jou de kans om bij te dragen aan een duurzame energietoekomst. Samen met collega's, partners en stakeholders werk je aan innovatieve oplossingen die de energietransitie mogelijk maken. Bij ons krijg je de ruimte om je talent te ontwikkelen en werk je in een omgeving waarin jouw groei centraal staat. Wij bieden jou:

- Een vast contract met twee maanden proeftijd, op basis van [aantal] uur per week.
- Een salaris in schaal 9: €4100 tot € 9182 per maand met 8% vakantiegeld en 6% eindejaarsuitkering en 70% pensioenbijdrage.
- Een solide pensioen via ABP: wij betalen 70% van jouw premie.
- 43 verlofdagen per jaar.

Alle genoemde arbeidsvoorwaarden gelden bij een fulltime dienstverband, tenzij anders vermeld.

We hechten veel waarde aan een goede werk-privébalans en jouw persoonlijke ontwikkeling. Daarom bieden we flexibele oplossingen zoals:

- Hybride werken, inclusief een reiskosten-, internet- en een thuiswerkvergoeding.
- Ondersteuning voor jouw vitaliteit, met een bijdrage voor een sportabonnement en zorgverzekering.
- Ontwikkelingsmogelijkheden via de TenneT Academy, zodat jij je kennis en vaardigheden kunt blijven uitbreiden.

Wij stimuleren initiatief en geven je de ruimte om met nieuwe ideeën te komen. Samen zorgen we ervoor dat Nederland in beweging blijft en klaar is voor de energie van morgen. Klaar om impact te maken? Solliciteer vandaag nog en word onderdeel van ons team!

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Our offer



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

Your profile and background

- You have **5+ years of experience** in applying **Systems Engineering** during both the design and execution phases, at a senior level.
- You are skilled in **coaching teams** through new ways of working and driving **change management**.
- You have hands-on experience with **Relatics** and a solid understanding of **ISO 15288** standards.
- You bring a strong background in **project and change management**, and can operate effectively in dynamic, high-pressure environments.
- You demonstrate the ability to **engage and influence stakeholders** at all levels within an international setting.
- You think and act on a **strategic level**, while also being able to translate strategy into **practical implementation**.
- You possess **excellent communication skills in English**; proficiency in **Dutch** is preferred.
- You are **willing to travel** as needed.

Our recruiting process

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.

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/94186>