



## Trainee (m/f/d) Build & Maintain

### Kickstart Your Impact – Join TenneT’s Trainee Program

TenneT is one of Europe’s leading transmission system operators – and we’re shaping the infrastructure that powers a climate-neutral future. As part of our Trainee Program 2025, we offer ambitious graduates the opportunity to become part of our Build & Maintain cluster, where we plan, construct, and maintain the energy grid of tomorrow.

### Your contribution to TenneT

#### Learn Fast, Grow Strong

You’ll rotate through three departments, working on high-impact projects across different locations, functions—and even countries. This means you’ll quickly build a 360° understanding of the energy world, from e. g. large projects on-/offshore, asset management and project execution to digital innovation

#### Go International

One of your rotations will take you abroad. There, you’ll gain cross-border experience, expand your network, and contribute to projects shaping the European energy transition

#### Design Your Journey

We’ll co-create your learning path with you. Whether you’re passionate about technology, people, or strategy—you’ll get to shape your focus areas and take ownership of your development. You’ll even lead your own projects, supported by mentors and a dedicated trainee coordinator

#### Join a Community That Cares

You’re never alone. You’ll join a vibrant trainee community and build a strong internal network. You’ll work with experienced professionals who’ll coach and challenge you—and you’ll always have your fellow trainees to share the ride

#### Training That Matters

From communication and leadership skills to energy transition know-how—you’ll benefit from personalized learning modules that prepare you for your next step at TenneT and beyond

### Your profile and background

- You hold or are about to complete a Master’s degree in Engineering, Renewable Energy, Industrial Engineering, or a related field
- You bring a solid technical foundation and a hands-on mindset – you’re proactive, curious, and eager to learn
- You’ve gained initial practical experience, whether through internships, part-time roles, or student projects
- You’re driven by purpose and impact – ready to contribute to the energy transition and help build a sustainable future
- You’re fluent in English; German (C1+) is a strong advantage for day-to-day collaboration across teams
- You thrive in diverse, international environments and enjoy

### Additional information

- Start date: October 1, 2025
- Weekly hours: 37 hours
- Duration: 18 months (temporary contract)
- Interviews: Some will be in English, so please submit your application in English too

### Our offer



### Our recruiting process

- You can apply online in just a few minutes – as long as the position is advertised
- After reviewing your application, we’ll invite you to answer a few short questions via video – asked by one of our team members. It’s a simple and personal way to get to know each other early on. If there’s a match, we’ll move on to personal interviews and let you know about the next steps
- We aim to make the process fast, transparent, and respectful
- Learn more: [Trainees](#)



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.

- working across cultures, perspectives, and disciplines
- You're open to new experiences, ready to step outside your comfort zone, and excited about an international assignment

## 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.

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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/94286>