



## Trainee (f/m/d) – Supply Chain Management

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

TenneT, one of Europe's leading transmission system operators, is powering the transition to a climate-neutral future. In our Trainee Program 2025, you'll join the Enabling Cluster with a strong focus on **Supply Chain, Category Management, and Strategic Procurement**. Shape the backbone of our energy infrastructure by driving efficient sourcing and project purchasing that keep our grid running smoothly. Ready to make an impact behind the scenes? Join us!

### Your contribution to TenneT

#### Learn Fast, Grow Strong

You'll rotate through three key departments within Supply Chain, Category Management, and Strategic Procurement, working on high-impact projects across different locations, functions—and even countries

#### 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 Industrial Engineering, Supply Chain Management (with focus on sustainability), Business Administration, or a related field**
- You're eager to work on **strategic sourcing, category management**, and contribute to digitalization and optimization of supply chain processes
- You're driven **take on responsibility** for sourcing of services, materials, and partnerships critical to building and maintaining the energy grid
- You've gained **initial practical experience**, whether through internships, part-time roles, or student projects

### 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



We are family friendly and flexible



Health - your basis



Modern working environment




Attractive remuneration and social benefits




Personal development

### 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](#)



Anhören auf  
Apple Podcasts



Anhören auf  
Spotify



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.

- You bring a **proactive mindset**, strong **analytical and communication skills** – curious, collaborative, and ready to tackle challenges across the full supply chain
- 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 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/94292>