



Trainee - Build & Maintain

As an international trainee in **Build & Maintain**, you'll be right in the middle of TenneT's biggest challenge: upgrading and taking care of the high-voltage grid that powers millions. We are building like never before – onshore to boost the grid across land, and offshore to connect the massive wind farms that are key to our clean energy future. The more we build, the more we have to maintain. And every new cable, every upgrade, every wind connection brings us closer to a grid that's ready for tomorrow's renewable world.

As a **Build & Maintain** trainee, you will take on three dynamic assignments over the course of your 18-month journey, in areas such as engineering, asset management, or project coordination. You'll have the opportunity to contribute to the design and construction of new cables, stations, or offshore hubs, help drive innovation by digitizing our grid, or improve maintenance processes to make them faster, smarter, and more cost-effective. Some example projects are:

- Coordinate construction and maintenance plans for our assets to minimize negative impact on the environment and residents;
- Develop and implement digital maps to showcase and communicate our large projects to stakeholders around TenneT;
- Advise on the standardization of components and process for power stations and other TenneT assets;
- Work on the construction of new offshore grid connections for wind energy;
- Working with asset management teams to optimize the reliability of our infrastructure.

Your contribution to TenneT

TenneT's International Traineeship Program is the best way to start your career in the energy sector. In this program you get the chance to work in different fields of interest, work on your personal growth and developments, to get to know TenneT from various positions, and make an impact on the energy transition.

- **A tailored journey** – Our 18-month program is designed to match your talents with TenneT's business needs. You'll rotate through departments related to building large projects, maintaining our grid, and managing and procuring assets. Together, we'll map a path that aligns with your ambitions and talents – across teams, countries, and innovations.
- **Impact from day one** – You'll work on meaningful and responsible projects that directly contribute to our energy system. You will not just observe, but actively tackle challenges to build our grid, take on grid congestion and make a tangible contribution to the energy transition.
- **Diverse rotations** - With TenneT's broad scope and international presence, you'll gain a holistic understanding of the electricity system and energy markets. While your focus will be on building and maintaining our grid, you'll also explore other areas of our organization – both in the Netherlands and across borders.
- **See the bigger picture** – In building and maintaining the energy grid, nothing stands alone. You'll see how engineering, project management, regulation, and innovation work hand in hand to ensure a reliable electricity supply and support the energy transition.
- **A learning community** – From day one, you'll be part of a network of fellow trainees, experts and alumni. You'll collaborate in our units, work on group projects, attend training modules and share experiences across borders.

Additional information

TenneT offers you the opportunity to contribute to a sustainable energy future. With us, you'll have the space to develop your talents and work in an environment where your growth is a top priority. We believe in collaboration, forward-thinking, and innovation. That's why we offer you:

- A contract for 18 months based on 40 hours per week.
- A salary in scale 8: € 4.151, excluding 8% holiday allowance and 6% year-end bonus (in accordance with the TSO collective labor agreement).
- A solid pension plan through ABP, with TenneT covering 70% of your premium.
- 43 vacation days per year based on full-time employment.
- Hybrid working, including travel, internet, and remote work allowances.
- A vitality budget for a gym membership and health insurance.
- Extensive development opportunities through the TenneT Academy.
- Join JongTenneT for fun activities, such as workshops, lunch lectures, trips abroad and drinks with colleagues.

Please make sure you choose 1 of the traineeship-tracks.

For further questions regarding the recruiting process please contact:
Erik Wagemaker & Inge Klappers
Campus recruitment | Talent Acquisition
student@tennet.eu

For questions relating to the position:
Allard Welmers
Program Manager | Learning & Development
allard.welmers@tennet.eu

- **Shape the Future of Energy** – You'll join the organization that keeps the electricity system balanced 24/7, steers innovation in energy markets, and prepares our grid for more solar, more wind – and more complexity.

Learn more about [the International Traineeship here](#).

Your profile and background

We're looking for talented individuals who are excited to help build a strong and resilient energy grid – from large-scale infrastructure projects to electrotechnical installations at our substations.

- **Educational Background** – You have recently completed a university degree in a relevant field such as (but not limited to) electrical engineering, civil engineering, mechanical engineering, marine engineering, industrial engineering & management, or project management.
- **Energy Curiosity** – You are fascinated by the challenges and opportunities of the energy transition and are motivated to contribute to the future of sustainable technology.
- **Analytical & Creative** – You are excited about learning various aspects of TenneT's operations, from technical innovations to societal and environmental issues, and are ready to take on cross-functional roles.
- **Language & learning** – Fluency in English is required, and you are motivated to learn Dutch.
- **Flexibility and Mobility** – You are comfortable with working at various TenneT locations and are open to travel for work, both within the Netherlands and internationally.
- **Relevant Experience** – Previous experience in internships, vocational training, or part-time work in a relevant field is a plus, as it will help you hit the ground running during your traineeship.

This will be our challenge

As the People unit, we want to help TenneT meet the challenges of the future and drive forward the energy transition. We do this by devising new ways to utilise and develop talent, and by identifying new talent we need to adapt and grow.

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/94349>

Our offer



We are family friendly and flexible



Health - your basis



Modern working environment



Attractive remuneration and social benefits



Personal development

Our recruiting process

In our online-application-form you can apply within only some minutes as long as this job is posted. Afterwards we screen your application and get back to you as soon as possible.

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