



Trainee - Systems & Markets

As an international trainee in **Systems & Markets**, you'll be working at the heart of TenneT's mission: operating a reliable and secure electricity system in a rapidly changing energy landscape, now and in the future. From ensuring grid stability to integrating renewable energy sources and shaping future electricity markets – this is where the operational and strategic brainpower of TenneT comes together. In this cluster, you'll help to solve some of the most complex and exciting puzzles of the energy transition.

As a **Systems & Markets** trainee, you will work during an 18-month program on three exciting assignments in areas such as system operations, energy systems planning, market design, customer connection or strategy. You can contribute to maintaining the real-time balance of the grid, improving congestion management, optimizing cross-border energy flows, or supporting the integration of offshore wind into the electricity system. Some example projects are:

- Creating scenarios for the Dutch energy system of 2025;
- Developing an approach to deal with grid losses between offshore hubs;
- Analyze the financial performance of transmission rights on international offshore cables;
- Explore how AI or data analytics can improve grid stability and market transparency.

Your contribution to TenneT

TenneT's International Traineeship Program is the best way to start your career at the heart of the energy transition. You'll explore how electricity flows through our grid, how markets and system operations interact, and how data, innovation and regulation shape the energy system of tomorrow.

- **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 system operations and planning, energy markets, and strategy. Together we'll shape a path that gives you a broad exposure, sharpens your skills, and prepares you for a key role in our evolving organization.
- **Impact from day one** – You'll work on projects that keep the lights on – literally. Think of grid balancing, congestion management, offshore coordination, and developing new tools to handle the increasing complexity of the energy system.
- **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 system operations, market design and innovation, you'll also explore other areas of our organization – both in the Netherlands and across borders.
- **See the bigger picture** – In Systems & Markets, everything is interconnected. You'll experience how policy, regulation, data and technology come together to secure electricity supply while enabling 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.
- **Shape the Future of Energy** – You'll join the organization that keeps the electricity system balanced 24/7, steers innovation in

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, including 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.

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
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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, sustainable energy systems, environmental & energy management, energy science, applied physics, applied mathematics, complex system engineering, or economics.
- **Energy Curiosity** – You are fascinated by the complexity of electricity systems and markets and want to contribute to their transformation.
- **Analytical & Creative** – You enjoy solving puzzles, working with data and technology, and thinking about how tomorrow's energy system should work.
- **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/94350>

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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