



Trainee - Enabling the Business

As a trainee in our **Enabling the Business** cluster, you will be working on keeping TenneT running – smarter, faster and more connected. This cluster ensures that our core energy operations are supported by excellent internal processes and tools. You'll help TenneT operate as a future-proof, people- and data-driven grid operator.

As an **Enabling the Business** trainee, you will spend 18 months working on three exciting assignments at the intersection of our business operations, and the energy transition. You'll explore roles in areas such as data science, software development, enterprise architecture, or HR analytics, change management, and business process optimization. Whether you're building digital tools to support decision-making, enhancing HR systems through data insights, managing organizational change initiatives, or developing smart solutions to monitor and optimize the grid – your work will be essential to keeping TenneT future-ready. You'll contribute to projects that make our operations smarter, faster, and more connected, both technologically and organizationally.

- Design dashboards to monitor strategic KPIs and decision-making;
- Developing the software that is used in the TenneT control room to manage the Dutch high voltage energy system;
- Exploring the interplay between weather patterns and electricity demand to enhance forecasting models;
- Supporting change management processes for the implementation of new business systems or IT platforms;
- Contributing to HR transformation initiatives by integrating data-driven insights into workforce planning.

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 a strategic and operational difference within a complex and fast-evolving organization.

- **A tailored journey** – Our 18-month program is designed to match your talents with TenneT's business needs. You'll rotate through departments that have data and IT related questions. 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 contribute to real projects that support TenneT's transformation. Whether it's making our hiring smarter, our tools more efficient, or our organization more inclusive – you'll help enable the energy transition from the inside out.
- **Diverse rotations** – Your assignments will focus on IT and data but take place across a variety of departments within TenneT – giving you the opportunity to bridge the gap between business needs and digital solutions.
- **See the bigger picture** – You'll discover how digital solutions and data-driven insights power TenneT's core operations, and how IT connects every part of the organization – from strategic planning to real-time grid management.
- **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

- **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.

allard.welmers@tennet.eu

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.

For further questions regarding the recruiting process please contact:

Erik Wagemaker & Inge Klappers

People | Talent Acquisition

student@tennet.eu

For questions relating to the position:

Allard Welmers

Program Manager | Learning & Development

allard.welmers@tennet.eu

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) business information technology, computer science, data science, AI and engineering systems or cyber security. Or business administration, strategic HR management, change management, human resource studies, management of human resources, organization & management.
- **Energy Curiosity** – You are fascinated by enabling the energy transition from an organizational or data perspective.
- **Analytical & Creative** – You enjoy solving puzzles, creating change, working on enabling TenneT to attract and retain talent, and working with data and technology.
- **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/94351>