

Head of Quality Assurance

Vacancy: Head of Quality Assurance

A mission that matters

To achieve its climate goals, the Netherlands is committed to achieving carbon-free electricity. Nuclear Energy Organisation Netherlands (NEO NL) contributes to this by building and operating two new nuclear power plants, on behalf of the government. It is one of the most ambitious energy projects the Netherlands has ever seen. At NEO NL, your work will directly contribute to this national ambition and make an impact that lasts for decades. To make this assignment a success, we need extraordinary people. People like you.

For the start-up phase of NEO NL, we are looking for: Head of Quality Assurance

Your assignment

As the Head of Quality Assurance, you are a key senior leader within NEO NL providing strategic direction for the company's Quality Assurance frameworks and Quality Systems. Reporting directly to the Head of Technical, you are fully accountable for the development and delivery of NEO NL's Quality Strategy, Quality Management Plan, and Whole Value Chain Audit Plan.

You provide key strategic direction and serve as the primary interface on quality matters with executive stakeholders, nuclear regulators, and main vendors across an international scope with budget responsibility in the hundreds of millions of Euros.

Your key activities include:

Quality Strategy & Policy: Develop and deliver the overarching Quality Strategy, Quality Management Policy, and Integrated Management Plan for NEO NL, ensuring all quality management standards follow recognized global best practice.

Whole Programme Audit & Board Assurance: Provide independent assurance to the Executive Team and Board that all quality assurance activities across the program are fit for purpose, proportionate, and progressive. Execute a whole-programme value chain audit plan and deliver monthly health-of-quality reports to the Executive Committee.

Capability Building & Leadership: Build, lead, and mentor the QA capability across NEO NL (managing a team of approximately 10 direct reports). Set clear expectations, monitor delivery, and ensure an optimal balance of skills, assurance, and execution.

Stakeholder & Regulatory Interface: Act as the primary strategic authority on quality matters towards internal directorates, external regulators, key suppliers, and international project partners.

Your background and experience

- A Bachelor's Degree or equivalent level of education.
- Senior leadership experience with over 15 years of relevant nuclear experience across design, build, commissioning, and operations.
- Over 15 years of managerial experience providing strategic leadership and team direction across corporate and technical functions.
- Excellent, demonstrated understanding of the application of Quality within major, complex infrastructure or nuclear programs.
- Proven capability of operating, influencing, and reporting at Board and Executive levels.

- Deep technical insight into supplier issues, whole value chain auditing, and vendor quality management in a highly regulated environment.

We also value if you have:

- Direct experience establishing a Quality Assurance department or Quality Management System from scratch in a complex start-up or multi-billion Euro project context.
- Comprehensive familiarity with international nuclear quality standards, IAEA guidelines, and regulatory compliance frameworks.

Competencies

At NEO NL, everyone needs four core competencies to be successful: Learning Agility, Collaboration, Responsibility, and Communication. For this role, we additionally look for:

Strategic Leadership & Judgement: Able to navigate complex, ambiguous situations with high uncertainty and significant risk, making strategic decisions that align with long-term organizational goals.

Ensuring Accountability across the Value Chain: Holds internal teams, suppliers, and contractors strictly accountable for delivering quality commitments and adherence to recognized standards.

Executive & Regulatory Influence: Outstanding capability to translate complex technical and quality data into clear, actionable insights for the Board, Executive Committee, and external regulatory bodies.

What we offer

- **A strong and committed team** – Become part of a diverse and ambitious team of 100 professionals who share a common goal and mission.
- **A culture of trust and ownership** – We believe in responsibility, collaboration, open communication, and a safe working environment.
- **Dynamic environment** – Experience the energy of building a new organisation step by step, and two nuclear power plants that will help the Netherlands for many decades from now.

About the organisation

NEO NL is a state-owned company. Our mission is clear: deliver long-lasting nuclear energy solutions that support the Dutch ambition of climate neutrality. With unmatched standards of quality and safety, and driven by deep expertise and responsibility, we are creating a resilient energy system while advancing nuclear knowledge for generations to come.

At NEO NL, you won't just have a job, you will have a once in a lifetime opportunity to ensure the Netherlands becomes less dependent of fossils fuel, and to have clean and reliable energy for generations to come. You will be part of an ambitious, supportive, and international team, working at the forefront of policy, technology, and society.

This is your chance to make history. Join us and be part of something that lasts.

Want to know more?

Please contact our Talent Acquisition Partner, Dominique Pichard,
at d.pichard@minezk.nl

For more information, visit: www.neonl.com

Unsolicited approaches or acquisition by recruitment agencies in response to this job posting will not be accepted.

