

Internal Auditor

Vacancy: Internal Auditor

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: Internal Auditor 32-40 hours

Your assignment

As an internal auditor, you fulfill the role of internal audit function and provide independent, risk-based assurance to the Management Board and Supervisory Board on the effectiveness of governance, riskmanagement and internal control across NEO NL.

You are responsible for the internal audit charter, methodology and annual audit plan, ensuring alignment and coordination with external auditors, regulators and the Risk & Control function. You play a key role in safeguarding transparency and control within a complex and high-impact environment.

You will identify and escalate significant control weaknesses and ensure appropriate follow-up on remediation actions. In this role, you will also act as a trusted advisor to senior management, while maintaining independence of judgement.

Key activities

- Develop and maintain the internal audit charter, methodology and risk-based audit plan, to be approved by the Audit Committee / Supervisory Board
- Plan, execute and report on internal audits across governance, IMS processes, programme controls and support functions
- Monitor, track and validate management actions following audit findings and report on progress
- Coordinate with external auditors and regulators, sharing relevant insights and avoiding duplication of work
- Advise management on control improvements and emerging risks, while safeguarding independence
- Engage with senior stakeholders, including the Supervisory Board and external auditors

Your background and experience

- Post-master degree in Internal Auditing & Advisory
- Extensive experience in auditing and riskmanagement, preferably within large-scale projects in the energy sector
- Experience in setting up and further developing internal audit functions and processes
- Familiarity with governance structures involving boards and external stakeholders (e.g. Supervisory Board, external auditors)
- Experience within the public sector is considered a plus

Competencies

- **Strategic thinking**
Able to assess complex organisational risks and translate them into clear audit strategies and priorities
- **Independence and integrity**
Acts with strong professional judgement, maintaining objectivity and integrity in a high-stakes environment
- **Stakeholder management**
Builds trusted relationships with senior stakeholders, including Management Board, Supervisory Board and external parties
- **Analytical and critical thinking**
Strong ability to analyse complex information, identify risks and challenge assumptions

- **Communication skills**

Communicates clearly and convincingly, both verbally and in writing, with the ability to tailor messages to different audiences

- **Leadership**

Provides direction, sets standards and drives quality within the internal audit function

- **Influencing skills**

Able to drive change and ensure follow-up on audit findings without formal authority

- **Resilience**

Operates effectively in a dynamic, high-pressure and politically sensitive environment

- **Result orientation**

Focused on delivering high-quality outcomes and ensuring timely follow-up on actions

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 Manager, Jacob Faber, at j.faber@minezk.nl

For more information, visit: www.neonl.com

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