Risk Lead

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: Risk Lead (32–40 hours per week, full-time = 40 hours)

Your assignment
As Risk Lead you hold overall accountability for the programme's risk management framework and actively manage NEO's risk profile across all delivery programmes. You make sure threats are identified, quantified and mitigated before they affect cost, schedule or safety, and you give the Executive Board realistic confidence levels on budget and milestones. The role sits one level above the Risk Manager.

You lead the team of Risk Managers embedded across the delivery programmes, making sure they work to a single high standard and provide effective risk support, with the central PMO risk standards applied consistently across every programme.

You identify, quantify and assess all project risks, whether technical, commercial, political or supply chain, and you actively manage the programme risk profile rather than passively logging it.

You calculate the full impact of risks and build approved mitigation plans into the P6 schedule and the cost baseline. For you a mitigation is complete only once it is funded and planned, and you keep close alignment with the Cost, Schedule and Change Leads.

You run QCRA and QSRA so the Executive Board receives realistic P50/P90 confidence levels on budget and milestones to support contingency and baseline decisions.

You translate complex risk data into clear, factual reports and dashboards that give leadership practical insight, advising where to focus and delivering the uncomfortable message when the risk profile becomes too high.

You roll out the risk management software, finalise the work instructions and train the broader project team in their role in risk management, moving the function to operational readiness.

Your background and experience
You hold a bachelor's degree or equivalent and have at least ten years' experience in integral risk management on large-scale construction, infrastructure or energy programmes, preferably in a regulated environment. You bring managerial experience and are used to interpreting strategy and policy to set and deliver objectives.

You quantify risk through Monte Carlo simulation and understand how risk interacts with Earned Value Management and CPM scheduling. Strategic risk analysis, governance and planning are second nature, and you work confidently with enterprise risk management software. You operate independently at a strategic level, assess issues in light of the broader and long-term interests of the organisation, and are comfortable in an environment of high uncertainty and significant risk.

We also value if you have:
•Nuclear-industry experience, specifically with licensing and safety-case risk.
•Membership of a recognised risk-management professional institution.
•Professional fluency in Dutch.

•Experience integrating risk data with requirements tools such as Relatics.

Competencies

•**Ownership** – You take responsibility for the programme’s complete risk picture and hold to high standards, even as pressure builds.

•**Diligence** – You work accurately and methodically, so risks are demonstrably quantified and substantiated before decisions are based on them.

•**Open communication** – You convey complex risk information clearly and are willing to deliver the uncomfortable message when it is needed.

•**Collaboration** – You connect risk with cost, schedule and change, working closely with the leads, programme teams and regulators.

•**Strategic judgement** – You see the whole picture, weigh issues against NEO’s long-term interests and act independently in situations of high uncertainty.

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 fossil 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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