

# Lead Interface Manager

## 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 development phase of this program, we are looking for an experienced Interface Manager.

## Your role

As Lead of Interface Management, you will be responsible for leading the establishment and embedding a robust interface management approach from the earliest stages of the project. The project is highly complex and involves engagement with regulators, collaboration between many different internal project teams and with a range of international vendors and partners. You will ensure that all interfaces between civil works, nuclear systems, balance of plant (BoP), supporting infrastructure and across internal, partner, governmental and regulatory organisations are clearly defined and effectively managed. You will operate at the intersection of engineering, licensing, and contracting, ensuring that interfaces are properly integrated into design decisions, safety analyses, and contractual documentation.

## Your assignment

- Develop and implement an Interface Management Plan in line with nuclear standards and regulatory requirements
- Lead the implementation of a detailed interface register linked to safety classification and licensing requirements
- Identify and structure all interfaces between the nuclear island, conventional systems (BoP), civil structures, and external infrastructure
- Coordinate interfaces between vendors, contractors, and internal disciplines
- Ensure interfaces are properly reflected in safety analyses
- Integrate interface management into licensing processes and regulatory engagement
- Identify risks such as scope gaps, overlaps, and safety-critical dependencies, and develop mitigation measures

## Your background and experience

- Minimum of 15 years' experience in mega capital projects, preferably in the nuclear sector or other high-hazard industries (oil & gas, chemicals)
- Bachelor's or Master's degree in Engineering, Construction management or equivalent
- Proven experience in early project phases (concept selection, FEED, pre-FID)
- Experience with systems engineering or integrated design coordination
- Highly structured, analytical, and capable of managing complex interdependencies
- Pragmatic self-starter: NEO NL is a rapidly growing organisation that is still developing
- Can-do attitude: turn 'no' into 'how', focus on outcomes

## We also value if you have:

- Knowledge of nuclear regulations and safety principles (e.g. defence-in-depth, safety classification) is a strong advantage
- Experience in project management
- Familiarity with Dutch regulatory frameworks
- Dutch language skills

## Competencies

- Systems thinking and integration mindset.
- High integrity and strong safety leadership.
- Structured, pragmatic, and implementation-focused.
- Ability to operate in complex, matrixed organizations.
- Authority combined with collaboration.

## 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](mailto:j.faber@minezk.nl)

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