

Operational Readiness Manager

Vacancy: Operational Readiness 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 start-up phase of NEO NL, we are looking for: Operational Readiness Manager

Your assignment

The Operational Readiness Lead will represent the voice of the future operating organization during the development of the Dutch nuclear new build programme. The role ensures that future operational requirements are integrated into engineering, licensing, vendor engagement, commissioning, training, and organizational development activities.

You will act as a strategic operational leader, bringing practical operational insight into key project decisions and helping shape the future operating model of the organization. The role focuses on operational readiness, cross-functional integration, and future organizational capability.

Your background and experience

- Master's degree or equivalent level in Engineering, Nuclear Technology, Operations Management, or a related technical discipline
- Minimum 15 years of experience within nuclear operations, power generation, or large industrial operating environments
- Strong background in nuclear operations, maintenance, commissioning, or plant leadership roles such as: Operations Manager, Shift Manager, Maintenance Manager, Plant Manager, Operational Readiness Lead
- Experience contributing to operational readiness, commissioning, or future operations development within major infrastructure or nuclear projects
- Strong understanding of interfaces between: Operations, Maintenance, Engineering, Licensing
- Training organizational capability development
- Experience engaging with nuclear operators, utilities, engineering organizations, vendors, and regulators
- Strong understanding of nuclear safety culture and operational excellence
- Strategic mindset combined with practical operational insight
- Excellent stakeholder management and communication skills
- Fluent in English; Dutch language skills are considered an advantage

We also value if you have:

[Insert preferred qualifications here.]

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 and organizational awareness
- Strong stakeholder management and influencing capability
- Ability to operate effectively in complex, multi-disciplinary environments
- Structured and analytical thinker
- Strong communication and collaboration skills
- Long-term operational and organizational vision
- Strong planning and organizational capability
- Commitment to nuclear safety culture and operational excellence
- Hands-on and pragmatic approach

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 Corporate Recruiter, Dominique Pichard, at d.pichard@minezk.nl

For more information, visit: www.neonl.com

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