

Strategic Manager Project Procedure & Environmental Permitting

A mission that matters

The Netherlands is committed to achieving carbon-free electricity. That means finding solutions that are sustainable, safe, reliable, and affordable. At NEO NL, your work will directly contribute to this national ambition and make an impact that lasts for decades.

We are building, and will operate, two new nuclear power plants. It is one of the most ambitious energy projects the Netherlands has ever seen. To make it a success, we need extraordinary people. People like you.

NEO NL is currently in a scale-up phase and working on the nuclear new build project in the planning/pre-construction phase. Therefore, we are looking for a **Strategic Manager** that can lead NEO NL in the **Project Procedure & Environmental Permitting** in this organizational and project phase.

Your assignment

Your objective is to strategically shape and lead NEO NL's preparation for- and execution of the project procedure towards a successful, timely and legally robust project decision and permit applications necessary to commence the construction phase.

During the preparation phase you will focus on developing project procedure strategies (in cooperation with our Technical Support Organization), providing project procedure and permitting advice to NEO NL management and engage with key stakeholders in- and external to the organization (i.e. the Ministry, competent authorities, and internal stakeholder management).

During the planuitwerkingsfase, you will execute on the project procedure strategy, oversee execution of the Project MER and permitting related works and provide advice to NEO NL management.

You will (continue to) build and lead a team of spatial planning, permitting, environmental and related disciplines (e.g. legal office, engineering, stakeholder management). Additionally, you will strategically coordinate our Technical Support Organization (NEXUS NL) to successfully deliver your objective.

Key tasks and responsibilities

- Shape and lead the development of the spatial planning and permitting strategies, ensuring alignment with national frameworks and NEO NL's project ownership needs resulting in the successful conclusion of the project procedure, project decision and required permits.
- Facilitate analyses and scenario-based insights, to provide strategic advice on preconditions, risks, and regulatory constraints or opportunities to support early-phase decision-making (regarding spatial planning & permitting).
- Lead and build the spatial planning & permitting team.
- Engage with internal stakeholders required to primarily successfully deliver the project procedure successfully, but also to contribute to other workstreams when relevant to deliver the project. Key examples include the nuclear licensing team, stakeholder management and Site Development/ Owner Scope.
- Engage with our Technical Support Organization to successfully deliver your objective.
- Engage with external stakeholders key to the project procedure and permitting. Key examples include the Ministry of Climate and Green Growth as shareholder and competent authority, ANVS, other relevant (local) governmental bodies.
- Facilitate cross-disciplinary alignment and interfacing by connecting technical, environmental, regulatory, and strategic teams and translating insights into actionable guidance for decision-makers.

What do you bring

- To be successful in this role, you bring:
- A master's degree in a relevant field (e.g. spatial/environmental planning, permitting)
- 10+ years of experience in leadership position or project management.
- Experience in nuclear energy projects and/or complex infrastructure projects.
- Proven experience in project and team leadership within complex infrastructure or energy

projects.

- Proven experience as a strategic advisor in complex and politically sensitive environment.
- Expertise in the Dutch Omgevingswet/ project procedure (or similar procedures), spatial planning, mer/IEA-studies, permitting, and regulatory processes, ideally in the nuclear or highly regulated sectors.
- Strong analytical skills, with experience in assessing risks, preconditions, and stakeholder dynamics.
- Experience with stakeholder management and advising on complex multi-party projects.
- Ability to contribute to strategic planning and organisational development in early-phase projects.
- A good understanding of Dutch and English, both in writing as verbal.

We also value if you have

- Experience in this role within a nuclear project is considered a strong advantage.
- Experience working in multi-disciplinary teams on projects with significant societal or environmental impact.
- Experience working in a scale-up and/ or dynamic environment.

Required competencies

Strong analytical and conceptual thinking skills, enabling you to quickly grasp and navigate complex technical and regulatory issues.

A strong set of core competencies, including:

- Leadership
- Collaboration
- Accountability
- Creative and pragmatic problem solving
- Strategic and structured thinking
- Program and project management
- Communication and negotiation skills

What we offer

- A challenging role in an organization that is being built from the ground up
- The opportunity to contribute to one of the most important challenges of our time: the energy transition

About the organization

- We are leading the way towards a clean and sustainable energy system for the Netherlands. At NEO NL, we're tackling one of the greatest challenges of our time: securing a clean, safe, and reliable energy future.
- 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 life time opportunity to ensure the Netherlands has clean, reliable, and safe 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