

HR Business Partner

Vacancy: Senior HR Business Partner

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: Senior HR Business Partner

Your assignment As Senior HR Business Partner, you provide strategic and operational HR leadership during the critical establishment and scaling phase of NEO NL. Reporting directly to the HR Director, you act as a strategic bridge between organizational strategy and execution, serving as a trusted sparring partner to the management team while translating strategic priorities into pragmatic HR solutions.

NEO NL is undergoing rapid growth—scaling from approximately 150 employees towards 300 within a few years—and preparing for its transition into an independent entity. In this role, you drive core HR pillars including strategic workforce planning, leadership and culture development, learning & development (L&D), and HR governance. You play a key role in building solid, future-proof HR foundations within a high-stakes, internationally oriented, and highly regulated environment.

Your key activities include:

Strategic HR & Organisational Development: Translate NEO NL's strategic priorities into an actionable HR agenda. Advise and coach senior leadership on organizational design, team dynamics, leadership capability, and culture development.

Workforce Planning & Capability Development: Formulate and maintain strategic workforce plans and a forward-looking L&D strategy, ensuring NEO NL attracts, develops, and retains the critical capabilities required for its multi-decade mandate.

Organisational Build-up & Transition: Help prepare NEO NL for its transition into an independent organization by establishing robust HR processes, policies, governance models, and people frameworks from the ground up.

HR Governance & Performance Management: Establish structured HR governance mechanisms and collaborate with Finance on monthly business reviews, enabling data-informed decision-making across headcount, budget, and organizational milestones.

HR Policy, Advice & Employee Support: Provide expert counsel to managers and staff, develop clear HR policies aligned with Dutch labor law, and ensure HR operations comply with statutory regulations and organizational objectives.

Stakeholder Management: Represent the HR function across internal governance bodies, ministerial forums (such as the Ministry of Climate and Green Growth / KGG), and external industry networks.

Your background and experience

- A Bachelor's Degree or Master's Degree in Human Resource Management, Business Administration, Organisational Psychology, or a related discipline.
- Over 10 to 15 years of relevant HR experience, with proven success operating as a Senior HR Business Partner advising senior leadership.
- Demonstrated track record in organizational development, strategic workforce planning, and capability building.
- Comprehensive knowledge of Dutch employment legislation, labor relations, HR policies, and modern HR governance frameworks.

- Proven experience building or scaling HR structures, processes, and policies within a fast-growing, start-up, or scale-up organizational environment.
- Excellent communication and stakeholder management skills in both Dutch and English (English is the primary working language; Dutch is essential for legal and local stakeholder alignment).

We also value if you have:

Direct experience in the energy sector, major capital infrastructure projects, or another highly regulated industry.

International or cross-cultural HR experience.

Experience navigating organizational transformations or corporate transitions toward standalone statutory entities.

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 Partnering & Trusted Sparring: Acts as a credible, assertive advisor to senior executives, challenging constructively and balancing business goals with people interests.

Navigating Ambiguity & Agility: Thrives in a dynamic, evolving environment where structures and processes are still being formed; able to prioritize effectively and deliver concrete outcomes amidst changing parameters.

Constructive Influence & Organisational Sensitivity: Bridges diverse perspectives across internal disciplines, employee representatives, and ministerial stakeholders with diplomatic acumen and clarity.

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 Partner, Dominique Pichard at d.pichard@minezk.nl For more information, visit: www.neonl.com

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