

GIS Engineer

Vacancy: GIS Engineer

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: GIS Engineer

Your assignment

As our Sr. GIS Engineer, you will play a pivotal role in establishing and developing our geo-information landscape from the ground up. Because our GIS environment is still largely in its infancy, you will have the unique opportunity to shape the overarching GIS strategy, data structures, and info-provision systems that form the foundation for site development, licensing, engineering, and critical project decision-making.

Additionally, you will serve as a strategic sparring partner for project managers within the non-nuclear 'owner scope', providing vital spatial insights to streamline permit processes and spatial integration.

Your key activities include:

GIS Infrastructure & Strategy: Design, build, manage, and maintain robust GIS databases and spatial information systems that safeguard long-term project data.

Data Integration & Validation: Collect, validate, and integrate complex geographical datasets from government bodies, research institutes, grid operators, and international project partners.

Spatial Analysis & Visualization: Develop high-impact maps, dashboards, and spatial analyses to translate complex technical datasets into clear, understandable insights for management, directors, and external stakeholders.

Constraint Mapping: Identify and visualize spatial preconditions, opportunities, and constraints—including environmental/nature reserves, water management, geotechnical/soil aspects, grid connections, land use, and ownership boundaries.

Project & Permitting Support: Actively support location studies, alternative considerations, Environmental Impact Assessments (EIA), systems engineering, and requirements management by providing detailed spatial contexts.

Cross-functional Collaboration: Partner closely with technical specialists, permit experts, environmental scientists, and project managers to mitigate data gaps and project execution risks.

Your background and experience

- A Bachelor's (HBO) or Master's (WO) degree in Geography, Geo-information, Spatial Planning, Civil Engineering, Earth Sciences, or a related discipline.
- 6 to 8 years of work experience with large, complex logistical infrastructure, energy, or large-scale area development projects.
- Proven track record of active involvement (minimum 2 years) in at least one major infrastructure project with a capital volume of €50–100 million or more.

- Advanced, hands-on experience with ArcGIS Pro, ArcGIS Online, and comprehensive geodata management.
- Excellent command of both Dutch and English, written and spoken.

We also value if you have:

- Direct experience in setting up and scaling a GIS environment from scratch (*greenfield* phase) within a complex project organization.
- Demonstrable experience with GIS governance, data modeling, and defining standardized geo-information processes.
- Strong knowledge of Dutch spatial planning, environmental frameworks, and public permitting processes.
- A natural affinity for data analysis, process automation, and advanced data visualization.

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:

Analytical & Conceptual Thinking: The ability to quickly fathom complex, multi-layered spatial issues, identify data dependencies, and translate them into structured strategies.

Stakeholder Alignment & Translation: Exceptional skills in bridging the gap between highly technical spatial data and corporate/political decision-making, ensuring clarity for non-technical audiences.

Solution-Oriented Initiative: A proactive, "builder" mindset that thrives in an ambiguous start-up environment where systems and processes still need to be defined.

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 Specialist, Dominique Pichard,

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For more information, visit: www.neonl.com

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