

Finance Lead Commercial

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: Finance Lead Commercial (40 hours)

Your assignment

As the Finance Lead Commercial, you are the financial conscience and the right hand of the Commercial Director. You safeguard the commercial and financial coherence between Contracting, Contract Management, Investment Analysis, and Supply Chain in service of the new-build project objectives. Furthermore, you act as the critical linking pin to the rest of the finance function (including Corporate Finance and Project Control) and the project organization. In this dynamic business partnering role with no line management responsibilities, you will:

- Make the essential strategic, tactical, and operational translations needed for project delivery within our stage-gated development process.
- Prepare RACI frameworks defining who is responsible, accountable, consulted, or informed for key decisions across the commercial departments.
- Set up a logical, lightweight operational cadence (weekly, monthly, per gate) between departments to minimize ad-hoc work.
- Develop a clear view on leadership and team direction, driving a culture of delegated responsibility.

Ensure a consistent financial dataset to align reporting cycles and prepare for future system integration.

Your background and experience

- You are a resilient financial business partner who maintains an overview in complex project environments.
- Extensive experience in senior financial or commercial roles within large-scale (infrastructure or energy) projects.
- Strong understanding of contract strategies, supply chain management, and complex financial modeling.
- Proven ability to act as a bridge between technical, commercial, and financial stakeholders, establishing clear financial frameworks.

We also value if you have:

Experience working within stage-gated project environments and large international tendering processes.

Competencies

- **Analytical Rigor:** You quickly grasp the financial consequences of strategic choices in contracting and supply chain, providing a foundation for solid decision-making that meets our nuclear safety and quality standards.
- **Collaborative Leadership:** Without formal line management, you naturally step up to unite diverse departments, create alignment, and foster a shared integrated commercial vision.
- **Structured Precision:** You excel at creating order, defining frameworks (like RACIs), and

establishing predictable operational cadences in a pioneering environment where accuracy is non-negotiable.

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 For more information, visit: www.neonl.com

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