

Manager Engineering

Vacancy: Manager Engineering

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: Manager Engineering

Your assignment As Head of Systems Engineering, you are a senior leader within the Technical function providing strategic direction for all systems engineering aspects of the New Nuclear Build (NNB) programme. Reporting directly to the Head of Technical, you are accountable for the identification, approval, and implementation of all relevant engineering codes and standards for the development of the Netherlands' new nuclear facilities.

You serve as the key strategic and technical interface for systems engineering across all major stakeholders—including the nuclear safety authority (ANVS), national grid operators (TenneT), technical support organizations (TSOs), and reactor vendors. Furthermore, you provide strategic direction on delivery, organizational growth, and professional development for the entire Systems Engineering team (leading approximately 10 direct and 30 indirect reports) with programme responsibility exceeding €500 million.

Your key activities include:

Strategy & Programme Delivery: Lead the overarching systems engineering strategy, ensuring delivery programmes have the technical capability, capacity, and tools required to build autonomous nuclear power facilities in the Netherlands.

Codes & Standards Authority: Establish and enforce the systems engineering codes and standards, providing a coherent framework that optimizes whole-life performance, reliability, and regulatory approval.

Design Oversight & Vendor Acceptance: Ensure the specification, technical review, and acceptance of contractor-supplied system designs and engineering artefacts are optimized for the complete plant lifecycle ahead of formal design reviews.

Capability & Team Building: Build, structure, and scale a fully capable and right-sized systems engineering department within NEO NL able to execute against demanding schedules.

Senior Technical Advisory: Act as the trusted technical authority and strategic advisor to executive leadership on complex engineering decisions, system integration, and plant architecture.

Risk & Regulatory Compliance: Contribute to managing technical, safety, and licensing risks, ensuring full compliance with national and international nuclear regulatory frameworks.

Your background and experience

- A Master's Degree or equivalent level of education in Systems Engineering, Mechanical Engineering, Electrical Engineering, Nuclear Engineering, or a related discipline.
- At least 20 years of experience within nuclear design, build, commissioning, and operations.
- 10 to 15 years of managerial and engineering leadership experience directing

multidisciplinary teams on major capital projects.

- Strong, demonstrated expertise in managing system design processes, multidisciplinary design reviews, and vendor delivery.
- Proven capability in engaging and influencing executive leadership, nuclear regulators (such as ANVS), system operators (such as TenneT), and international vendor consortia.
- Professional proficiency in English, both written and spoken.

We also value if you have:

Direct experience leading systems engineering within a greenfield nuclear new build or major nuclear power plant programme.

In-depth knowledge of international nuclear design codes and standards (e.g., IAEA, WENRA, ASME, AFCEN).

Experience developing novel engineering solutions and complex requirements architectures in collaboration with technology vendors.

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 Technical Leadership: Sets a clear, long-term engineering vision, guiding teams through complex, ambiguous technical environments with sound independent judgement.

Complex Problem Solving & Innovation: Works collaboratively with partners and vendors to resolve high-impact, non-standard engineering challenges and establish robust system solutions.

Ensuring Accountability & Delivery: Holds teams and major contractors strictly accountable for engineering quality, deadlines, and technical integrity across the entire project lifecycle.

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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