

Head of HR

Vacature: Head of HR

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 looking for a **Head of HR (36-40 hours per week)**

In a nuclear new-build project, HR goes far beyond talent acquisition and retention strategies. Many of the key elements for successful delivery—such as fostering a strong safety culture, ensuring regulatory compliance, providing targeted training and certification programs, and safeguarding critical knowledge over the long term—are embedded in robust HR policies and processes. In this environment, HR becomes a key driver of success for a rapidly growing organization.

Your mission

As Head of HR, you will play a pivotal role in further shaping and developing our HR function. At its core, this means:

- Finding the right people for the job
- Enabling those people to grow
- And keeping them healthy, happy and engaged

Over the next two years, your focus will be on:

- Achieving our growth targets (approximately 100 FTE per year)
- Implementing our nuclear workforce plan and developing key capabilities
- Building a strong company culture, embedding our core values (safety, responsibility, and collaboration) in everything we do
- Establishing a learning and development programme that meets ANVS requirements and international standards
- Designing and further developing a performance management system
- Developing key enablers, such as implementing an HR information system and establishing strategic partnerships with external providers
- Further professionalising HR policies, processes, and the use of HR data and analytics

In this role, you will lead a team of 10 HR professionals: a Talent Acquisition Manager and two Corporate Recruiters, three HR Officers, two Compensation & Benefits Specialists, an HR Project Manager, and an HR Business Partner. You will report to the Director Corporate Professions.

Your background and experience

- Master's degree (or equivalent)
- At least 10 years of leadership experience in HR
- Experience in fast-growing organizations
- Solid and up-to-date knowledge of relevant HR legislation and regulations
- Full professional proficiency in both Dutch and English (written and spoken); English is our primary working language

Additionally, we value

- Experience in the energy sector (or a similarly regulated industry); experience in the nuclear sector is a plus
- Experience in an international working environment

Competencies

- **Learning agility.** Demonstrates the willingness and ability to continuously acquire and apply new knowledge and skills. Leverages experience and feedback to enhance performance, develop improved ways of working, and adapt effectively to changing circumstances.
- **Collaboration.** Proactively seeks collaboration and contributes constructively to the formulation and achievement of shared goals.
- **Responsibility.** Takes ownership of commitments, accepts associated risks, and is

accountable for outcomes. Does not attribute unmet objectives to others or external circumstances.

- **Communication.** Communicates clearly and effectively, listens actively, and demonstrates strong interpersonal skills. Understands the impact of one's behaviour on others and adapts accordingly.
- **Leadership.** Provides direction, inspires others, and secures commitment and action to achieve strategic objectives. Drives effective and timely decision-making.
- **Structured working.** Applies a structured and disciplined approach to work, consistently monitoring progress against objectives and ensuring delivery of results.

What we offer

- **A strong and supportive team** – Join a diverse, ambitious group of around 80 professionals who share a common goal and purpose.
- **A culture of trust and ownership** – We believe in responsibility, collaboration, open dialogue, and doing what's right, always safely.
- **Dynamic environment** – Experience the energy of building a new organization from the ground up.

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