

Financial Controller

Vacancy: Financial Controller

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: Financial Controller

Your assignment As Financial Controller, you own technical accounting judgement, statutory reporting, and period-end close processes for NEO NL. Reporting directly to the Manager Finance & Control, you ensure all operational and project transactions are converted into complete, accurate, and compliant financial statements on schedule. You act as the primary interface for external auditors and tax advisors, while translating NEO NL's statutory financials into the specific reporting categorisations required by the Ministry of Economic Affairs and Climate Policy (EZK).

Your key activities include:

Statutory Accounts & External Audit: Lead the preparation of NEO NL's annual statutory accounts and mandatory filings, ensuring consistency with underlying records and review of bookkeeping prepared by the Finance Administrator. Serve as the primary point of contact for external auditors, preparing audit files, addressing findings, and maintaining a robust control environment.

Technical Accounting Judgement: Resolve complex accounting matters requiring professional judgement and establish accounting treatment position papers compliant with applicable standards to build into NEO NL's accounting principles manual.

Period-End Close Management: Manage the month-end, quarter-end, and year-end close schedules, ensuring timely posting and approval of journals, completion of balance sheet reconciliations, and adherence to internal and ministerial reporting deadlines.

Shareholder & Government Reporting: Translate statutory financials into the Rijksbegroting-aligned categorisation required for quarterly shareholder reporting to EZK, maintaining the chart-of-accounts mapping as the organisation expands.

Internal Control over Financial Reporting (ICFR): Design and maintain the internal control framework, ensuring segregation of duties across finance and procurement processes, maintaining delegation of authority matrices and three-way matching controls, and remediating identified deficiencies.

Continuous Improvement: Proactively contribute to the design, implementation, and optimization of financial control processes, reporting templates, and core ERP systems.

Your background and experience

- A Master's Degree or equivalent level of education in Accounting, Finance, Business Economics, or a related discipline.
- 6 to 10 years of relevant professional experience in financial control or statutory accounting.
- Background in Big Four audit and/or in-house financial control within a capital-intensive,

energy, or major infrastructure environment.

- A completed post-master accounting qualification (RA or RC) is strongly preferred.
- Proven track record in establishing accounting policies, internal controls, and financial close processes within a start-up or scale-up organisation.
- Experience supervising, reviewing, or coordinating the operational deliverables of an administration team (indirectly overseeing approximately 2 FTE).
- Excellent command of both Dutch and English, written and spoken.

We also value if you have:

Direct experience with or knowledge of Dutch state-owned enterprise

(staatsdeelnemingen) reporting and Rijksbegroting financial frameworks.

In-depth understanding of Dutch GAAP / IFRS and corporate income tax compliance.

Experience implementing or optimizing ERP software and automated internal control environments.

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:

Technical Accounting Judgement: Sound ability to deconstruct complex, non-standard financial issues, assess multiple options objectively, and establish defensible accounting positions.

Ensures Accountability & Rigour: Operates with high independence and precision under limited direction, maintaining strict standards of compliance, internal control, and reporting deadlines.

Constructive Stakeholder Engagement: Communicates with clarity, authority, and professional skepticism across internal project leadership, executive directors, external auditors, and government bodies.

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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