

# Lead Talent Acquisition

## **Vacature: Lead Talent Acquisition**

### ***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 **Lead Talent Acquisition**

### **Your mission**

As Lead Talent Acquisition, you will be responsible for developing, professionalizing, and executing NEO NL's Talent Acquisition strategy. You will operate in an environment where Talent Acquisition is still in its early stages and where speed, quality, and stakeholder management are critical.

You combine strategic thinking with a hands-on mindset and will build a recruitment function that is ready to support the rapid growth of the organization in the years ahead.

- Lead the TA team, advise on the future build-up of the recruitment team and organizational capability
- Further develop and implement the Talent Acquisition strategy for NEO NL
- Optimize the end-to-end recruitment process (permanent and interim hiring)
- Advise on sourcing strategies, recruitment tools, and ATS solutions
- Actively recruit for critical positions within: Corporate functions, Engineering, Licensing & Permitting, Nuclear safety, Construction, Project controls, Procurement
- Build talent pipelines across the nuclear sector, energy infrastructure, and international megaproject environments
- Further develop NEO NL's employer branding and EVP
- Improve the candidate journey and overall recruitment experience
- Develop recruitment campaigns and labor market positioning strategies
- Advise hiring managers and senior leadership on labor market developments, hiring strategy, and workforce planning
- Collaborate with external suppliers, recruitment partners, and international networks
- Contribute to strategic workforce planning within a rapidly growing organization

In this role, you will report to the Head of HR and lead a team of 2 Corporate Recruiters, you will work closely with hiring managers, senior leadership, suppliers, and government stakeholders to attract scarce technical and nuclear talent.

### **Your background and experience**

- Bachelor's or Master's degree in HR, Business Administration, Psychology, Engineering, or a related field
- Minimum of 8–10 years of experience in technical recruitment, including several years in a leading role
- Proven experience building or professionalizing recruitment functions in a scale-up, project organization, or fast-growing environment
- Experience within the energy, infrastructure, industrial, or nuclear sector is a strong advantage
- Experience recruiting internationally and sourcing scarce technical talent
- Strategic mindset combined with a hands-on and operational approach
- Familiarity with compliance topics such as GDPR, contractor regulations, and working in regulated environments
- Affinity with sustainability, the energy transition, or large-scale infrastructure projects
- Excellent command of both Dutch and English

### **Competencies**

- Entrepreneurial and results-driven

- Strong stakeholder management and collaboration skills
- Analytical and data-driven mindset
- Organizationally sensitive and able to operate in a complex environment
- Hands-on mentality with a strong sense of ownership
- Ability to bring structure into a rapidly growing organization
- Strong communication and influencing skills

#### **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 (a.i.), Jacob Faber, at [j.faber@minezk.nl](mailto:j.faber@minezk.nl)

For more information, visit: [www.neonl.com](http://www.neonl.com)