

# Integrated Management System (IMS) Lead

## 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: Integrated Management System (IMS) Lead.

## Your assignment

- As the IMS Lead, you are accountable for developing, implementing, and maintaining the Integrated Management System for a major nuclear new build program in the Netherlands.
- The focus is on implementation and embedding, not just design — ensuring the management system is understood, applied, and demonstrably effective across all program functions and partners.
- You will develop and implement the IMS aligned with nuclear regulatory requirements and international standards (e.g. IAEA GS-R, ISO 9001).
- You will define the IMS scope, structure, processes, and documentation hierarchy, ensuring the integration of safety, quality, project management, risk, configuration, and document control.
- You will lead the rollout of the IMS across the program organization and key partners, define roles and responsibilities, and develop training and change-management plans to embed the IMS.
- You will establish KPIs, audits, and management reviews to monitor IMS effectiveness and drive continuous improvement.

## Your background and experience

- Senior experience implementing Integrated Management Systems in complex, highly regulated environments.
- Demonstrated experience in nuclear new build, nuclear operations, or equivalent safety-critical industries (e.g. aerospace, defense, offshore energy).
- Strong understanding of nuclear safety culture, quality assurance, and regulatory compliance.
- Proven ability to embed management systems in large, multi-party organizations.
- Experience working with Owner organizations, EPC contractors, and regulators.
- Strong stakeholder management and communication skills at senior and regulatory level.

## We also value if you have:

- Experience with European nuclear programs.
- Familiarity with Dutch regulatory frameworks.
- Background in engineering, quality, project management, or systems management.
- Certifications in Quality, Safety, or Management Systems (e.g. ISO Lead Auditor, IRCA).

## Competencies

- Systems thinking and integration mindset.
- High integrity and strong safety leadership.
- Structured, pragmatic, and implementation-focused.
- Ability to operate in complex, matrixed organizations.
- Authority combined with collaboration.

## 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](mailto:j.faber@minezk.nl)

You can apply for this position until April 20th.

Unsolicited approaches or acquisition by recruitment agencies in response to this job posting will not be accepted.