

Head of Supply Chain, Nuclear New Build

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:

Head of Supply Chain, Nuclear New Build

Your assignment

You build and lead the supply chain function for the nuclear new build programme, on the owner's side. Everything that will eventually be installed in the two plants passes through a supply chain that has to be qualified, traceable and auditable, from design and licensing through construction and commissioning. You set the standards suppliers are held to, you oversee how the vendor and the main contractors run their own nuclear-grade supply chains, and you make sure that what has been engineered arrives on site on time and demonstrably fit for nuclear service. The role sits at the centre of the owner's organisation and works closely with Engineering, QA/QC, PMO, Construction and the key contracting partners. You work in close partnership with the procurement and contracting function, for which you define the supply chain and supplier quality requirements.

- **Supply chain strategy.** You develop and implement the supply chain strategy for the programme, and you align it with the Integrated Management System and the programme governance structure.
- **Oversight of the vendor supply chain.** You monitor and challenge how the vendor and the main contractors manage their nuclear-grade supply chains, and you establish the governance, policies and procedures that hold them to nuclear regulatory and quality requirements.
- **Supplier qualification and approval.** You define and implement supplier pre-qualification and approval processes, and you determine which suppliers are fit to deliver items and services important to nuclear safety.
- **Supplier quality and assurance.** You make sure suppliers meet nuclear-grade quality, safety and traceability standards, you own the audit, surveillance and performance management programme that demonstrates it, and you put in place the controls that keep counterfeit, fraudulent and suspect items out of the supply chain.
- **Long-lead and safety-critical components.** You keep sight of global capacity for heavy forgings and other safety-critical equipment, and you make sure the programme secures what it needs long before it is needed on site.
- **Logistics and delivery assurance.** You oversee logistics, expediting and delivery assurance for critical components, including heavy and abnormal transport, customs, and export control and sanctions screening.
- **Interfaces with engineering and construction.** You keep engineering requirements, work packages and the construction schedule aligned, so that what is specified is what is delivered.
- **Supply chain risk.** You monitor risk across the supply chain, from single points of failure to supplier financial health and continuity over a multi-decade asset life, and you develop the mitigations.
- **Supplier development.** You build supplier capability in the Netherlands and in Europe, so

the programme has an industrial base it can rely on for the lifetime of the plants.

- **Building the organisation.** You define roles, competencies and staffing for the supply chain team, you implement the tools and systems for supplier performance tracking, and you promote a strong safety, ethics and compliance culture throughout the supply chain.

Your background and experience

- You bring senior leadership experience in supply chain for large, complex capital projects.
- You have worked in nuclear new build, or in another highly regulated industry with comparable quality and traceability demands.
- You have established supply chain organisations and governance from the earliest project phases.
- You know how nuclear quality frameworks work in practice, such as ISO 19443 or ASME NQA-1, and you know how to apply a graded approach to items important to nuclear safety.
- You have managed major supplier ecosystems and the interfaces with main contractors.
- You combine commercial awareness with a firm grip on quality and regulatory requirements.
- You are at ease with stakeholders across technical, commercial and regulatory environments.

We also value if you have:

- Experience with European nuclear programmes.
- Familiarity with Dutch regulatory frameworks.
- A background in engineering, construction or project delivery.
- Experience with long-lead and safety-critical equipment.
- Experience with supplier development or industrial participation on a major infrastructure programme.

Competencies

- **Strategic thinking.** You think in system terms and translate a long-term strategy into structured execution.
- **Questioning attitude.** You keep asking until the evidence is in front of you, in line with a strong nuclear safety culture.
- **Integrity.** You act from a compliance mindset and expect the same throughout the supply chain.
- **Collaborative authority.** You lead through others but hold the line where nuclear safety and quality are at stake.
- **Composure in complexity.** You operate calmly in a multi-party environment of contractors, regulators and public stakeholders.

What we offer

- A strong and committed team – Become part of a diverse and ambitious team 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 on fossil 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.

Work location: The Hague, Carel van Bylandtlaan 5.

Want to know more? Please contact our Corporate Recruiter, Abel Willemse, at a.willemse@minezk.nl. For more information, visit: www.neonl.com.

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