

Cost Control Lead

A mission that matters

To achieve our climate goals, the Netherlands has committed to realizing low-carbon electricity. The Nuclear Energy Organization Netherlands (NEO NL) contributes to this by building and operating two new nuclear power plants commissioned by the government. You will likely only get a once-in-a-lifetime opportunity to work on a task of such immense scale and societal importance. At NEO NL, you will contribute to one of the largest energy projects our country has ever seen. With your work, you will make an impact that will be felt for decades. To make this mission a success, we need exceptional people. People like you.

For NEO NL, we are looking for a: **Cost Control Lead (40 hours per week)**.

Your Assignment

As the Cost Control Lead, you are responsible for building and leading the cost discipline within the PMO (Project Management Office). You will be standing up the fundamental cost structures and processes required to deliver the Project. You have functional management of the cost managers embedded in the program and ultimately ensure that NEO NL can deliver on its objectives within budget.

Your responsibilities include:

- Building and continuously improving the program's Cost control function, including strategy, execution plans, processes, hiring, and system implementations.
- Defining and owning the Cost Breakdown Structure (CBS) and control accounts structure to allocate and monitor spend.
- Holding overall responsibility for setting and reporting on the cost baseline, ensuring no funds are moved or spent without formal approval.
- Overseeing that the cost impact of any project changes or risks is calculated, and budgets are updated the moment a change is officially approved.
- Acting as a sparring partner at the MT level on the topic of cost, translating complex data into simple reports for the Board and Directors to keep the project viable.
- Managing, coaching, and leading the Cost team, and growing the team in line with program needs.

Your Background and Experience

- A Bachelor's or Master's degree (or equivalent Chartership) in Accounting, Economics, or another relevant subject.
- A minimum of 10+ years of experience in Project Controls and Cost Control in mega capital projects.
- Deep technical mastery of cost engineering, estimating, cost control, and variance analysis.
- Advanced experience with enterprise cost engineering and forecasting tools, alongside expert-level practical experience in earned value methodologies.
- Project Controls / PMO Certification such as Project Management Professional (PMP), Certified Cost Professional, APM Practitioner Certification (PMQ), or equivalent.
- Experience leading teams of cost experts.

Additionally, we appreciate it if you have

- Experience with Cost control in the nuclear sector or other high-hazard complex process industries (such as oil & gas or chemicals).

Competencies

- **Highly analytical:** You are capable of navigating high levels of complexity and uncertainty effectively.
- **Clear communication:** You easily translate complex financial data into simple, actionable reports for the Board and Directors.
- **Independent:** You work largely independently and smoothly transition from developing initial solutions to rigorous operational implementation.
- **Risk Aware:** You understand that lack of proper cost control can lead to uncontrolled budget overruns and jeopardize funding support.

What We Offer

- **A strong and committed team** – Become part of a diverse and ambitious team of professionals who share a common goal and a shared mission.
- **A culture of trust and ownership** – We believe in responsibility, collaboration, open communication, and a safe working atmosphere.
- **A dynamic environment** – Experience the energy generated by building the organization step-by-step, along with the two nuclear power plants that will propel the Netherlands forward for many decades to come.

About the Organization

NEO NL is an independent organization of which the Ministry of Economic Affairs and Climate Policy is the sole shareholder. Our mission is clear: delivering sustainable nuclear energy solutions that contribute to the Dutch ambition of climate neutrality. With unparalleled quality and safety standards, and driven by expertise and responsibility, we are building a resilient energy system and advancing nuclear knowledge for future generations.

At NEO NL, you don't just have a job. You get a once-in-a-lifetime opportunity to ensure that the Netherlands becomes less dependent on the import of fossil fuels and has access to clean and reliable energy. You will become part of an ambitious, supportive, and international team working at the intersection of policy, technology, and society.

This is your chance to write history. Join us and be part of something that lasts.

Want to know more? Contact our Talent Acquisition Manager, Jacob Faber, via j.faber@minezk.nl

More information: www.neonl.com

Unsolicited approaches or acquisition by recruitment and selection agencies are not accepted.