

# Lead Spatial Planning & Permitting

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### *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 a Lead Spatial Planning & Permitting**

### Your assignment

Your objective is to strategically shape and lead NEO NL's preparation for- and execution of the project procedure towards a successful, timely and legally robust project decision and permit applications necessary to commence the construction phase. During the preparation phase you will focus on developing project procedure strategies (in cooperation with our Technical Support Organization), providing project procedure and permitting advice to NEO NL management and engage with key stakeholders internal and external to the organization (i.e. the Ministry, competent authorities, and internal stakeholder management). During the planitwerkingsfase, you will execute on the project procedure strategy, oversee execution of the Project MER and permitting related works and provide advice to NEO NL management. You will (continue to) build and lead a team of spatial planning, permitting, environmental and related disciplines (e.g. legal office, engineering, stakeholder management). Additionally, you will strategically coordinate our Technical Support Organization (NEXUS NL) to successfully deliver your objective.

### Your background and experience

- A master's degree in a relevant field (e.g. spatial/environmental planning, permitting)
- 10+ years of experience in leadership position or project management.
- Experience in nuclear energy projects and/or complex infrastructure projects.
- Proven experience in project and team leadership within complex infrastructure or energy projects.
- Proven experience as a strategic advisor in complex and politically sensitive environment.
- Expertise in the Dutch Omgevingswet/ project procedure (or similar procedures), spatial planning, mer/IEA-studies, permitting, and regulatory processes, ideally in the nuclear or highly regulated sectors.
- Strong analytical skills, with experience in assessing risks, preconditions, and stakeholder dynamics.
- Experience with stakeholder management and advising on complex multi-party projects.
- Ability to contribute to strategic planning and organisational development in early-phase projects.
- A good understanding of Dutch and English, both in writing as verbal.

### We also value if you have:

- Experience in this role within a nuclear project is considered a strong advantage.
- Experience working in multi-disciplinary teams on projects with significant societal or environmental impact.
- Experience working in a scale-up and/ or dynamic environment.

### 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:

- Strong analytical and conceptual thinking skills, enabling you to quickly grasp and navigate complex technical and regulatory issues.
- A strong set of core competencies, including:
  - Leadership
  - Collaboration
  - Accountability
  - Creative and pragmatic problem solving
  - Strategic and structured thinking
  - Program and project management
  - Communication and negotiation skills

### 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 Corporate Recruiter, Dominique Pichard, at [d.pichard@minezk.nl](mailto:d.pichard@minezk.nl)

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

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