



Your energy empowers our future.

Whether in technology, planning, IT or system management, you'll find exciting and empowering job prospects at 50Hertz.

Ready to keep the lights on?

Welcome to 50Hertz. We run the electricity transmission system in the north and east of Germany, and are expanding it to meet the needs of the energy transition. With over 10,000 kilometres of transmission lines, we make sure electricity is delivered safely and affordably to the people who need it: to over 18 million of them, now and in the decades to come. Our goal is to create a reliable, sustainable infrastructure by 2032 – ready for a green future powered by 100% renewable energy.



Want to go digital? No problem! All the details and information on current vacancies are available here:

career.50hertz.com



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ABOUT US

Energy is evolving – shape the future with 50Hertz.

The energy sector is going through an exciting transition, and 50Hertz is playing a key role in shaping this change. What we do goes far beyond just expanding the grid.

We integrate renewable energy into the electrical grid in real time – from wind farms in the Baltic Sea to the cities of Hamburg, Berlin, Leipzig, and beyond.

As a transmission system operator, we manage the grid, steer load flows, build onshore and offshore connections, and drive the digital transformation of our infrastructure forward. Our top priority is to guarantee security of supply, system stability, affordability, and seamless market connectivity.

Excitement guaranteed.

At 50Hertz, you'll take on real responsibility, playing a key role in creating a more sustainable tomorrow. For a successful energy transition, we need more than



just wind, solar and hydro power. We need a power grid to go with it. And that's exactly what we're building at 50Hertz. We're deploying our technical expertise and comprehensive understanding of the system and have a clear goal: to create an intelligent grid that is fully geared towards green electricity.

Teamwork makes the dream work.

At 50Hertz, every job is as unique as the 2,400+ individuals who drive our company forward. That's why our culture is built on respect, expertise and genuine team spirit. Are you an innovative thinker with a strong sense of responsibility who thrives on the energy of a diverse team? Then we'd love to work with you.

OUR RESPONSIBILITIES

We drive the energy transition forward.



Transmission system operator
Providing the electricity grid infrastructure for today and tomorrow.



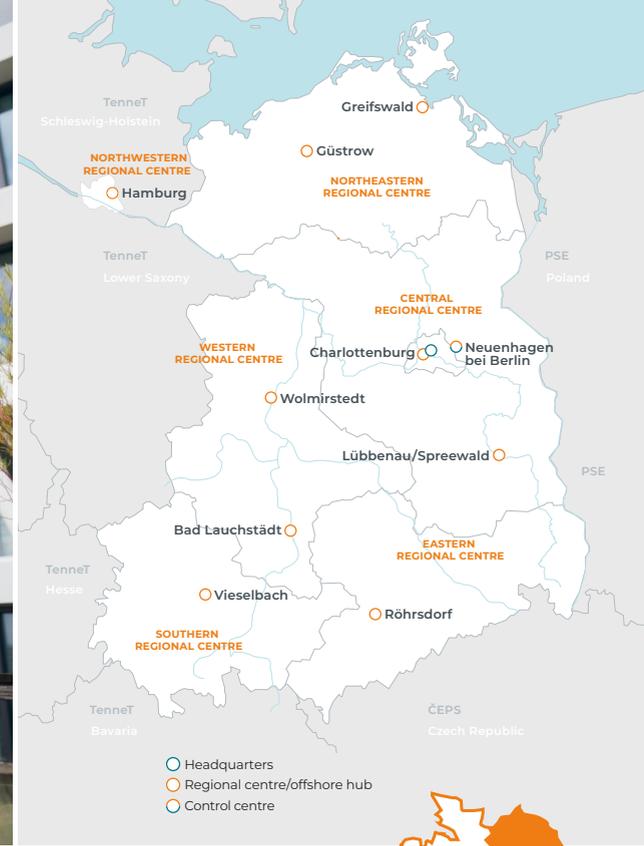
System controller
Keeping the electricity system in balance.



Trustee
Integrating renewable energies into the market in a transparent manner.



Market facilitator
Actively shaping the integrated European energy market.



There's only one thing longer than our transmission lines: our to-do list.

Making the energy transition successful requires total commitment, which means our colleagues at 50Hertz have their hands full. We transport electricity over vast distances at up to 380 kilovolts, delivering a stable supply around the clock. We integrate wind and solar energy, plan large-scale projects, build cross-border power lines and work with the European grid to ensure the continued stability of the energy market.

We also handle statutory levies on behalf of the German government, including the German Renewable Energy Sources Act (EEG) levy – ensuring clear regulations, fair cost sharing, and paving the way for a fair energy future. Sounds complex? It is. And that's exactly what makes working for 50Hertz so exciting and empowering.

A wide range of exciting opportunities across a variety of fields awaits you.

50Hertz and Elia Group

Together with Elia Group, we operate a 19,200-kilometre grid and guarantee the electricity supply for 30 million people and offer international careers.



74%

of electricity from renewable sources consumed over the year

27%

women in the company

Over **2,700**

employees (forecast for 2026)

Approx. **18** million

people in our grid area

10,838 km

of transmission lines

51

nationalities

As at: 2024/2025



Individual talents and collaborative approaches shape everything we do.

OUR VALUES

Sustainability shapes our thinking and guides our actions.

Here at 50Hertz, taking responsibility is like making a promise: to society, to the environment and to everyone who works for us. We're driving forward the energy transition and creating an environment where people truly enjoy coming to work. Because if you're aiming to achieve great things, you also need space to grow. Our

vision of a successful energy transition for a sustainable world guides everything that we do every day. We are united by a common goal: to work together responsibly, skilfully and with mutual respect – in a company that sees diversity as a strength and fosters interactions built on equality.



“We don’t just work on power lines – we create connections. Between regions, people and a shared, sustainable future that’s worth living in.”

Sylvia Borcharding
Chief Corporate Services (CCO)



Innovative

We are driving forward the energy transition with pioneering technologies and creative solutions. We are already thinking beyond tomorrow and are ready to break new ground.



Responsible

We are responsible for the reliability of the electricity supply and the sustainable development of the electricity grid. It goes without saying that to achieve this, we also have to take responsibility for each other.



Diverse

Our organisation welcomes people from different cultures and with wide-ranging talents, who can work together to achieve great things. We always see diversity as opportunity.



Collective

Our strong sense of community and mutual respect ensure that we succeed in our mission. That's why we actively encourage our employees to develop their individual strengths and interests and support their personal development.



130 metres up the career ladder? Welcome to the 50Hertz team.

100

%

renewable energy by 2032 – that's our goal!

We are actively developing our extra-high-voltage grid to lay the foundations for a sustainable electricity supply in Germany and Europe.

OUR VISION

Green energy needs measurable targets – and people like you.

The energy transition is a long-term project. That's why sustainability is integral to the 50Hertz mission: preparing the electricity grid to switch to 100 % renewable energy by 2032.

Our vision:

“A successful energy transition in a sustainable world”

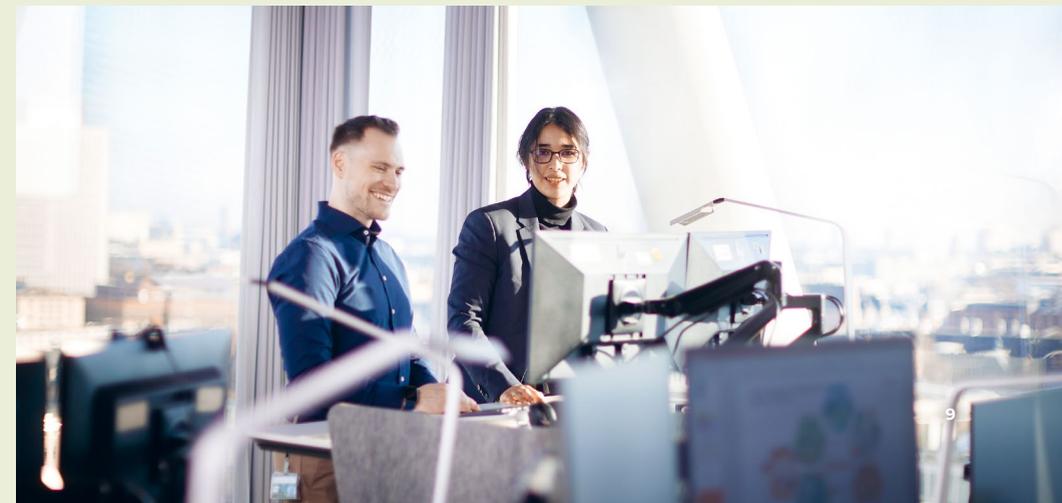
In our charter, we pledge our commitment to maintaining high standards with regard to labour, safety, environmental protection, human rights and integrity – in line with the principles of the UN Global Compact. Our strategy is based on the United Nations' Sustainable Development Goals (SDGs). Our five key areas of action also derive from the SDGs: climate protection, biodiversity, occupational safety, diversity and inclusion, and good corporate governance.

We take “ACT NOW” literally.

As part of our Europe-wide ACT NOW sustainability programme within the Elia Group, we set specific targets, work with fixed schedules and measure our progress in a transparent and accountable manner. With these values to guide us, we are developing the most advanced electricity system in Europe – ecological, economical and social.



Working together for a greener future.



BENEFITS

Your benefits at 50Hertz.

At 50Hertz, we offer you much more than a job: you'll have meaningful work in a future-proof environment, with room to grow, real development opportunities and a workplace that suits your way of life.



Fair collective bargaining agreement

In addition to flexible working hours, you'll benefit from a 37-hour working week, a long-term leave account and flexitime (where your role allows). This ensures you'll have a good work-life balance.



Healthy lunches

Driving the energy transition really builds up an appetite! So we provide delicious meals at all our sites – and a meal allowance.



Company pension scheme

You can join the company pension scheme voluntarily and after two years at the company you'll receive an employer contribution from 50Hertz.



We want you to stay healthy

So we provide digital coaching via the Humanoo app, confidential advice on mental health, healthcare options, legal matters and finance, and will reimburse up to €300 of healthcare costs per year.



30 days of holiday to take time for yourself

You are entitled to 30 days' annual leave per year, and you won't work on 24 or 31 December. Up to five days of paid leave per year can be taken for personal reasons. Bridging days between public holidays and weekends must also be taken off – you can use annual leave or flexitime for this.



Extensive onboarding

In your first month at 50Hertz, you'll take part in our one-week onboarding programme. You will also be allocated a buddy who will guide you through the first few months, answer all your questions and support you throughout your induction.



A job with meaning and responsibility

You'll be part of the energy transition, helping us to deliver a stable, affordable and climate-friendly electricity supply to 18 million people and driving forward the needed development of the power grid.



We support remote working

If it fits with your role, you can work remotely. You can work out the details with your manager.



Additional social benefits

Holiday bonus? Daycare? Public transport? You'll have €1,100 (gross) per year to use on social benefits. Alternatively, this amount can be paid to you or transferred to your long-term leave account.



Learn all you need to know with our in-house academy

There's no end to what you can learn at 50Hertz. The "My Academy" learning platform enables you to access free training, e-learning sessions, seminars and courses – both online and in person.



Company bike included

Want to cycle to work? No problem! Lease a traditional bike or an e-bike complete with accessories – worth up to €4,999 (including accessories).



Your 50Hertz Corporate Benefits

Our Corporate Benefits platform gives you access to exclusive discounts and offers at a range of partner companies. All you have to do is register and start enjoying the rewards.



A wide range of exciting opportunities in different fields await you.

YOUR START WITH US

Bring your energy to 50Hertz.

Are you an experienced professional, a newcomer to the industry, looking for an apprenticeship or wanting to do a dual study programme? At 50Hertz, what matters is what you are capable of.

We value your qualifications and your commitment. And we offer you the chance to help push the energy transition forward as part of a great team.

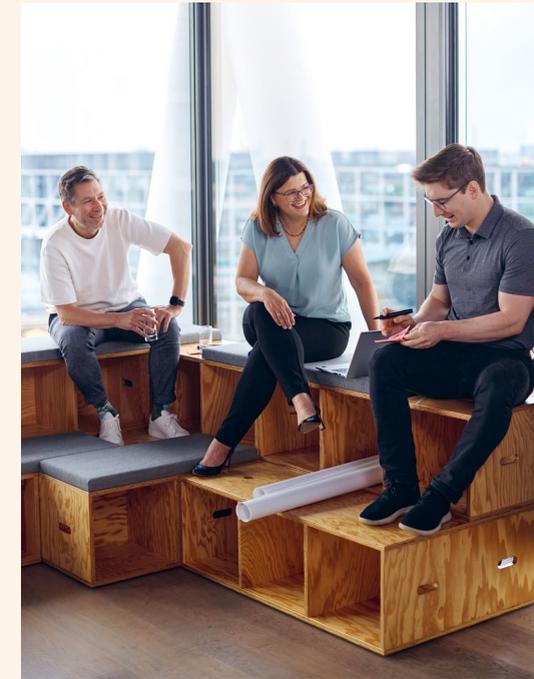
When you leave school	Alongside your studies	Starting a career after apprenticeship or studies	With professional experience
Apprenticeship	Thesis project / internship	Direct entry	Management role
Dual study programme	Working student placement	Trainee programme	Project work / specialisation

BUSINESS AREAS

You have the talent – we have the job for you.

Whether you work in technology, project management, IT, communications, nature conservation or other fields, at 50Hertz your job will really make an impact.

The overview below shows current opportunities – from specialist roles to management positions. Scan the QR code, take a look at our vacancies and find jobs where you'll be able to put your energy to the best possible use.



Got career goals? We can help you on your way.

- IT / Digitalisation
- Electrical Engineering (with degree)
- Electrical Engineering (with vocational training)
- Offshore Jobs
- Construction Engineering / Route Planning
- Systems Management
- Project Management
- Legal / Human Resources
- Project Management Office
- Purchasing / Logistics / Facilities
- Nature Conservation / Permits
- Grid Industry / Energy Market
- Business Development
- Finance / Regulatory Affairs
- Assistant Roles
- Public Relations / Policy

Detailed vacancies for roles in each category can be found here:



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APPLICATION PROCESS

Ready to shape the future of energy? Here's how to apply.

Whether you're a skilled professional, a newcomer to the industry or looking for an apprenticeship, it's easy to submit a digital application to 50Hertz including your CV and qualifications.

You'll find detailed information about the application process on our careers page: karriere.50hertz.com. If you have any more questions, just email us at work@50Hertz.com.



Step 1:
Apply using the online form.

- You'll receive an email confirming your application has been received.



Step 2:
Your application will be reviewed.



Step 3:
First interview, usually via video call.

- Your appointment will be confirmed by telephone.



Step 4:
Second interview, usually on site and involving a job-specific task plus assessment for management roles.

- Your appointment will be confirmed by telephone.



Step 5:
Job offer

- Contractual offers will be issued by telephone/email.



Mission accepted? Welcome to the energy transition control centre.

The energy transition is one of the biggest and most exciting challenges of our time. And at 50Hertz, you will be right at the heart of the action. You will have real responsibility and join a diverse team, working on solutions that will have a lasting impact. Want to make a difference? Then it's time to get started. Join us now.



Energize your future.



career.50hertz.com

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Design

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Printing

Druckteam Medien

Version

January 2026

50hertz.com

