

Elia secures the Top Employer label

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Elia has just been awarded the Top Employer 2018 label, identifying it as one of Belgium's 64 best employers and one of the three best employers in the energy sector. This is excellent news in view of the energy transition, as Elia is set to play a major role in the changes ahead and needs to attract new talent and cultivate its in-house expertise in response. The Belgian transmission system operator currently has around 60 vacancies to fill.

A professional HR policy to further the energy transition

Energy and electricity are the subject of much debate throughout society today. The energy transition and the growing use of renewable energies have thrown up enormous challenges for the energy sector. This directly impacts the Belgian transmission system operator, which is adjusting its HR policy and corporate culture to reflect the changes.

"Bolstered by its expertise and key position in the energy sector, Elia aims to play a leading role in the developments ahead while ensuring that the community's interests always come first. With that in mind, we need talented employees who have the right skills and fully endorse our corporate culture. The Top Employer label consolidates the work we have been doing over the past few years, but we need to keep the momentum going." Peter Michiels, Head of HR at Elia.

"We are currently looking for around 60 new employees. Most of our vacancies are for employees with technical profiles, but we also have positions for employees with other specialisms, like business analysts, program managers and customer relations advisers. All in all, we have a wide range of jobs available for people who want to make a difference. Elia's key position in the sector means that our employees have a unique opportunity to shape the energy system of tomorrow." Shanna Jacobs, Recruitment Manager at Elia

New employee induction programme singled out for praise

While the analysis identified many positive features, the Top Employers Institute was especially impressed with Elia's performance management system and high-quality induction programme for new employees. Elia's HR department has just launched a new multi-stage programme to support new employees from the moment they sign their employment contract right through to their first days working at Elia. Among other things, Elia has developed a brand-new application, the Welcome App, especially for new employees. The app is an interactive way for new hires to learn about the company, its mission and objectives, Elia's various departments, and much more besides.

Top Employer label

The Top Employers Institute is internationally renowned, with activities in 114 countries. The aim of the Top Employer label is simple: it sets out to spotlight the companies that offer excellent employee conditions, thus enabling their employees to work as effectively as possible. The assessment procedure is comprehensive and assesses companies on multiple aspects of their HR policies, including talent development, opportunities for career progression, team management, induction of new employees, training opportunities, the employee review process, and the compensation and benefits policy.

About Elia

The Elia Group comprises two electricity transmission system operators (TSOs): Elia Transmission in Belgium and (in cooperation with Industry Funds Management IFM) 50Hertz Transmission, which is one of Germany's four TSOs and is active in the north and east of the country.

With more than 2,300 employees and a grid comprising around 18,300 km of high-voltage connections serving 30 million end users, the Elia Group is one of Europe's top five system operators.

It efficiently, reliably and securely transmits electricity from generators to distribution system operators and major industrial consumers, while also importing and exporting electricity from and to neighbouring countries. The Group is a driving force behind the development of the European electricity market and the integration of energy generated from renewable sources.

In addition to its transmission system operator activities in Belgium and Germany, the Elia Group offers businesses an extensive range of consultancy and engineering services via Elia GridInternational (EGI).

The Group operates under the legal entity Elia System Operator, a listed company whose core shareholder is the municipal holding company Publi-T.