

How can I be sure I'm in the best role at every stage of my career?



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DIRK WELLENS,

- ELECTRONICS ENGINEER
- ELIA EMPLOYEE SINCE THE COMPANY WAS FOUNDED IN 2000

I used to work for Elia's predecessor CPTÉ. In the first few years, I mostly worked in IT, dealing with all the technical aspects of national dispatching. When they asked me to take over as head of the regional dispatching centre, I felt completely outside my comfort zone. After that, I had the opportunity to work in the Infrastructure Division and in the field with Assets. All these changes meant that I got to know different Elia departments very well. It gave me a complete overview of the company. My latest challenge is setting up the Assets New Technologies Implementation Department. We're responsible for ensuring that Assets has the skills and expertise needed to launch and manage new technologies. My career to date has been extremely varied. But is that true for other colleagues too?



**MARIANNE CELIS,
BUSINESS PARTNER AT ELIA**

"At Elia, we have a system of career and competency management that encourages people to develop as individuals and thereby improve their performance. They work with their line managers to identify the right training for them. We also discuss their short- and longer-term career ambitions. Our talent team promotes mobility among executives to ensure cross-functionality and cross-fertilisation between divisions. This is a win-win for both Elia and its employees, who get to experience a range of roles and can continue to learn and evolve throughout their career with us. This system creates a special dynamic within the company."

1,350 _____
COLLEAGUES (ELIA)

2,343 _____
COLLEAGUES (ELIA GROUP)