



The Nuclear Decommissioning
Authority group

NDA Group Chief Executive Officer

Candidate briefing pack
October 2025



Contents

- 3** NDA Chair welcome
- 6** Who we are
- 7** What we do
- 11** Leading with purpose
- 12** The role
- 17** Candidate specification
- 18** Terms of appointment
- 19** How to apply



Dounreay Fast Reactor (DFR)

NDA Chair welcome

Thank you for your interest in the role of Group Chief Executive Officer at the Nuclear Decommissioning Authority (NDA). This is a nationally significant opportunity to lead one of the world's most complex and important environmental programmes.

The NDA is a Non-Departmental Public Body (NDPB) sponsored by the Department for Energy Security and Net Zero (DESNZ). Its mission spans 120 years and involves the decommissioning and clean-up of 17 former nuclear sites across the UK; facilities that once supported national defence and electricity generation, the most significant of which are Sellafield and Dounreay. The NDA is also responsible for creating long-term, safe and secure storage for current and future nuclear waste in the form of a Geological Disposal Facility, which is essential to the future of nuclear power in the UK and the country's transition to greener, sustainable energy.

The NDA group directly employs some 19,000 people and is supported by a large and skilled supply chain. The group includes four main subsidiary operating companies, Sellafield Ltd, Nuclear Restoration Services (NRS), Nuclear Waste Services (NWS) and Nuclear Transport Solutions (NTS), each with distinct responsibilities and, together, they collectively tackle the UK's nuclear legacy. The group is home to some of the UK's most challenging technical problems as well as world-class engineering expertise.

As NDA Group Chief Executive Officer, you will lead the NDA group in delivering its mission safely, efficiently and responsibly. As NDA Group CEO you will be accountable to the NDA Chair and Board, and ultimately to government ministers, for the performance and governance of the organisation. You will also hold the role of Accounting Officer, accountable to Parliament, responsible for ensuring that public funds are used appropriately, effectively, and with full transparency. The NDA group's annual funding is more than £4bn, and as Accounting Officer, the NDA Group CEO is responsible for ensuring that this investment delivers maximum public value, balancing mission acceleration, safety, sustainability and fiscal responsibility.

The NDA's mission continues to grow. Following revised arrangements with EDF Energy, the NDA is now responsible for the decommissioning of the UK's fleet of seven Advanced Gas-cooled Reactor (AGR) stations. These sites will transfer to the NDA once defueling is complete, with the first site set to transfer in 2026.

In addition to its core mission, the NDA plays a strategic role in supporting the UK's future energy ambitions. Under the Energy Act, the NDA is required to release land for beneficial use. This includes working with government and industry partners to explore opportunities, including for new nuclear development and clean energy

NDA Chair welcome continued

projects on NDA-owned land. The CEO will be expected to lead engagement with stakeholders including Great British Energy – Nuclear, local authorities and communities, and developers to ensure that land reuse aligns with mission needs and national energy policy.

This role demands exceptional leadership and strategic vision, a commitment to public safety and environmental responsibility, and ensuring long-term value for the taxpayer. You will work closely with the Board, subsidiary operating companies, government, industry partners and stakeholders to ensure effective and efficient delivery of the mission, strengthen organisational culture, build capability, and unlock opportunities for future use of our sites.

There is a significant international element, working and leading relationships with peers and partners in the USA, Canada, Japan, France and Germany and the IAEA, amongst others. You will also lead relationships with other partners and stakeholders in the UK including regulators, His Majesty's Treasury, devolved governments, the Ministry of Defence, the Atomic Weapons Establishment and the UKAEA, as well as other government

departments and constituency MPs.

We are committed to building a diverse and inclusive organisation and welcome applications from candidates of all backgrounds, particularly those from under-represented groups.

If you believe you have the experience, leadership qualities and strategic insight to guide the NDA through this long-term mission, we look forward to hearing from you.

Yours sincerely,

Peter Hill CBE
Chair, NDA





Who we are

The Nuclear Decommissioning Authority (NDA) is a Non-Departmental Public Body sponsored by the Department for Energy Security and Net Zero (DESNZ). We were established under the Energy Act (2004) to lead one of the most complex and nationally significant environmental programmes in the world. For over twenty years, we have been responsible for the safe, secure and cost-effective decommissioning of the UK's 17 earliest nuclear sites and associated facilities.

The NDA group brings together the organisations responsible for delivering our mission. It comprises the NDA and its four operating companies: Sellafield Ltd, Nuclear Restoration Services (NRS), Nuclear Waste Services (NWS) and Nuclear Transport Solutions (NTS). Together, we form a group with a shared purpose: to deliver one of the most important programmes in the country.

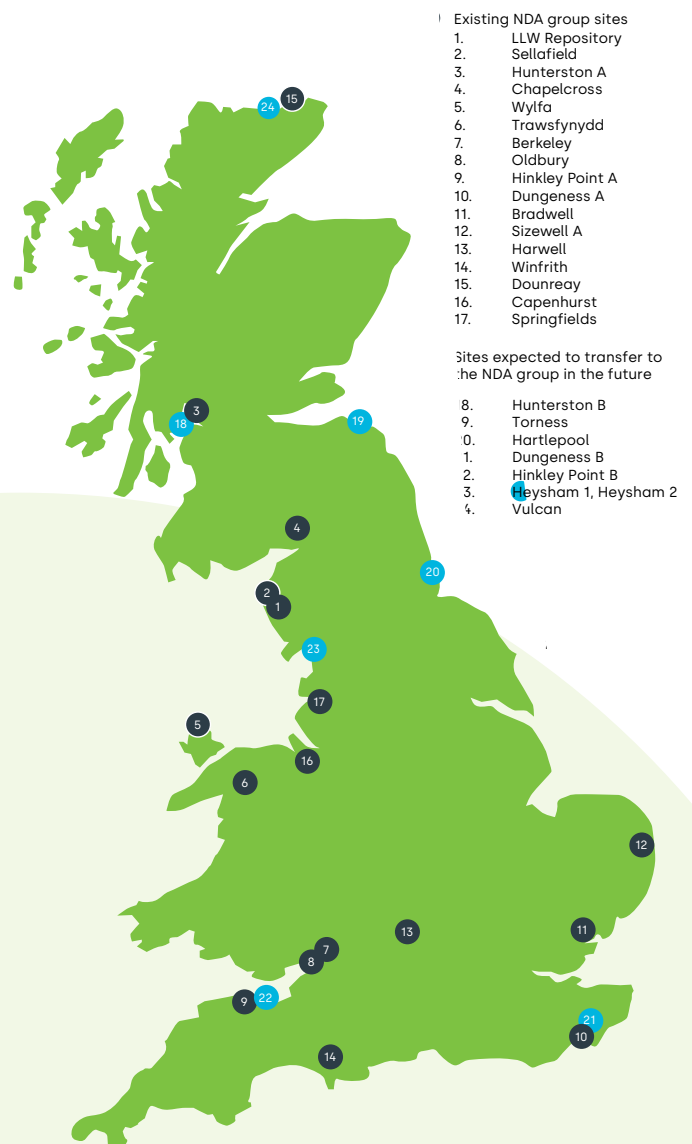
Our 19,000 strong skilled workforce is central to our success. We are committed to creating great places to work, where everyone is respected, included and empowered to perform at their best. Alongside them, our extensive and highly capable supply chain plays a critical role in delivering our mission, bringing specialist expertise and innovation to some of the most complex nuclear and environmental challenges in the world.

17
nuclear sites
across the UK

19,000
employees across
the group

946
hectares of
designated land on
nuclear licensed
sites

800+
buildings to be
demolished



What we do

The UK's nuclear legacy began in the post-war period, with sites and facilities established to support the nation's nuclear deterrent. Many of these became nuclear power stations, supplying electricity to homes, hospitals, schools and industry across the nation. Today, the NDA is charged with the clean-up and long-term stewardship of the sites that were once central to the UK's defence and energy infrastructure. This is a mission of national importance.

The NDA sets the strategic direction and is responsible for securing multi-billion-pound funding, overseeing delivery, and assuring performance

across the group. Our operating companies are the expert delivery arms of this mission. They execute strategy on the ground, applying world-class technical capability, innovation and operational excellence to some of the most challenging industrial and environmental tasks in the world.

Together, we are focused on collaboration, innovation and continuous improvement. This integrated approach enables us to deliver enhanced value for money for the taxpayer, improved performance and sustainable outcomes, and a more inclusive and high-performing culture.



Sellafield

Sellafield Ltd

The Sellafield organisation oversees the management of Europe's most complex nuclear site, Sellafield itself. It leads the safe and secure decommissioning of facilities that were once the birthplace to the UK's nuclear defence and energy programmes. The site holds one of the largest inventories of untreated nuclear waste in the world and includes some of the most hazardous nuclear facilities.

Sellafield's legacy stretches from the production of plutonium for the UK's nuclear deterrent to the launch of the world's first commercial nuclear power station. Today, the company faces the immense challenge of cleaning up that legacy, work that is critical to national safety, environmental protection and public confidence in nuclear stewardship. It is one of the most important industrial missions in the country, and Sellafield is leading it with world-class expertise, innovation and commitment.



Dounreay

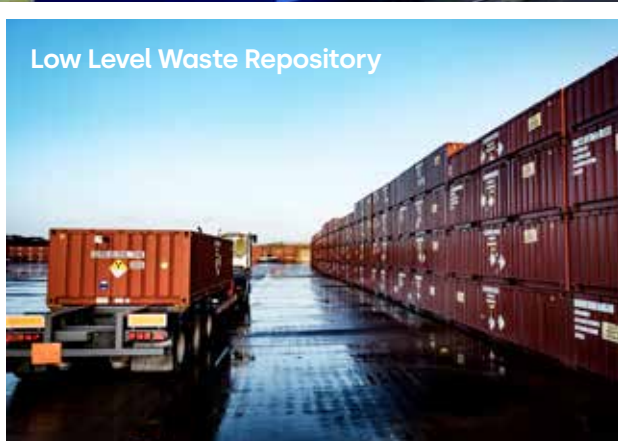
Nuclear Restoration Services (NRS)

Established in 2023, NRS brings together the expertise of Magnox and Dounreay to lead the decommissioning of the UK's first generation of nuclear sites. This includes the country's first generation of commercial nuclear power stations and pioneering research facilities. NRS is responsible for 13 sites across England, Scotland and Wales, comprising of 12 Magnox sites and Dounreay, once the centre of the UK's fast reactor programme and now one of the most complex decommissioning challenges in Europe.

As part of its expanding remit, NRS is preparing to take on the decommissioning of EDF Energy's fleet of Advanced Gas-cooled Reactors (AGRs), with the first site expected to transfer in 2026.



Low Level Waste Repository



Nuclear Waste Services (NWS)

NWS was established in 2021, to bring together expert capability in nuclear waste management. It is responsible for operating the Low-Level Waste Repository in Cumbria and is at the forefront of the UK's programme to identify a suitable site and willing community for a Geological Disposal Facility (GDF). The development of a GDF, intended for the permanent disposal of higher-activity radioactive waste, represents one of the UK's most significant environmental and infrastructure undertakings. Uniquely, the site selection process is based on community consent, with a right to withdraw at any stage prior to a formal test of public support.

Nuclear Transport Solutions (NTS)

NTS is the world's most experienced provider of safe, secure and reliable nuclear transport. As part of the NDA group, it plays a critical role in supporting the UK's nuclear mission, moving spent fuel, returning reprocessed materials to international customers, and enabling the transport of high-security nuclear cargo across the globe.

With operations spanning the UK, France and Japan, NTS delivers rail and shipping services through Direct Rail Services (DRS) and Pacific Nuclear Transport Ltd (PNTL), building on decades of specialist expertise. Beyond its core mission, NTS generates commercial income by providing transport, packaging and licensing solutions to a diverse customer base.

The NDA group also includes NDA subsidiaries: NDA Archives Ltd, NDA Properties Ltd, Rutherford Indemnity Ltd and Energus.

A mission that makes a difference

The NDA group is delivering one of the most important public missions in the UK, safeguarding the future by responsibly managing the past. Our work is central to national energy security, environmental protection, and the transition to net zero.

Our work underpins the civil nuclear sector by maintaining public confidence in nuclear operations, preserving specialist skills and infrastructure, and releasing land for future use. We play a vital role in enabling stations to continue generating electricity through our receipt and management of spent fuel, helping to keep the lights on across the country.

As our remit expands, we are preparing to take on the decommissioning of EDF Energy's fleet of Advanced Gas-cooled Reactors (AGRs), with the first site expected to transfer in 2026. We are also working with government and

industry partners to unlock clean energy opportunities on NDA-owned land in support of the government's ambition for energy security and achieving net zero.

We invest around £15 million annually in local communities, supporting education, skills and regeneration initiatives, while attracting millions more in leveraged funding. This commitment to social value and sustainability is embedded in everything we do, from creating high-quality jobs and apprenticeships to enabling long-term economic renewal in the areas we serve.

We are trusted across government, industry and internationally, where we share knowledge and collaborate on global challenges. With a mission that spans more than a century, we are guided by long-term vision and a commitment to public safety, environmental protection and public value.



The NDA group's Maentwrog hydroelectric power station

Leading with purpose

Leadership across the NDA group is not left to chance, it's shaped by a clear, award-winning standard that defines what great leadership looks like in one of the UK's most complex and high-impact public missions.

Our Leadership Standard is the group's 'north star', a shared framework that sets clear expectations for how leaders inspire, deliver and collaborate across diverse operating environments. Recognised as a silver winner at the Learning Awards 2022, it applies to leaders across our group of organisations, each with its own distinct culture, values and challenges.

This is more than a statement of intent, it's backed by investment. Our Leadership Academy equips current and future leaders with the tools, techniques and mindset to lead high-performance teams in high-stakes environments. It's a cornerstone of our strategy to build a strong, resilient pipeline of top-tier leadership talent.

Together, the Leadership Standard and Academy are driving a consistent, collaborative and performance-focused culture across the NDA group. They are helping us shape modern, inclusive workplaces where people know what to expect from their leaders, and where leadership is a catalyst for transformation.



The role

Following the announcement that David Peattie will step down as the NDA Group Chief Executive Officer in March 2027, the NDA has initiated a search to find his successor. This is an exciting time to join the NDA. There is a significant opportunity to deliver on the Board's vision and mission: to safely, securely and sustainably clean up the UK's nuclear legacy and to be the world leader in nuclear decommissioning. More broadly, the NDA group will play an intrinsic role in supporting the UK's ambition on energy security and achieving net zero.



The role continued

Role purpose

The NDA Group Chief Executive Officer is responsible for delivering on the priorities and commitments of government as our shareholder, ensuring that the NDA delivers on the key mission, including the deliverables specified in the Energy Act 2004 and the NDA Strategy. The NDA Group CEO will ensure the organisation maintains the capacity and capability to deliver the mission safely and securely, whilst maximising value for money for the UK taxpayer. In addition, as Accounting Officer (AO), the NDA Group CEO is directly accountable to Parliament for the handling and use of public funds.

The NDA Group CEO is responsible for the day-to-day operational management of the NDA and the performance of the executive management team. Additionally, the NDA Group CEO represents the NDA group, His Majesty's Government, and the UK nuclear sector on a regional, national and international stage to build trust and inspire confidence in the NDA and the UK's global leading expertise in nuclear decommissioning. This is especially the case with key international partners, including the United States, Japan and France.

Strategic priorities

- Safely and securely deliver the mission of the NDA group – to decommission the legacy nuclear sites across the UK demonstrating value for money for the UK taxpayer.
- Drive efficiency and excellence through the NDA group model - continuous improvement across mission delivery, optimising efficiency, effectiveness and functional excellence.
- Ensure maximum utilisation of assets, whilst focusing on performance, identifying the root causes of mission delivery challenges and driving innovation and solutions.
- Build trust and confidence in key stakeholders, including government, politicians and the communities in which our 17 sites are based.
- Develop the role of the Nuclear Decommissioning Authority as a global leader in nuclear decommissioning and in support of the government's ambition for energy security and achieving net zero.

The role continued

Key accountabilities

- Lead the organisation's strategic direction with a compelling vision for the nuclear decommissioning mission.
- Drive the transformation of the organisation and our capability to deliver the NDA mission and our commitments.
- Engage the Board, Executive, senior leadership, our people and stakeholders in the organisation's vision and operational delivery.
- Lead the organisation, leadership team and operating company CEOs.
- Communicate on behalf of the organisation, safeguarding and developing its reputation and its influence within the nuclear sector and across the wider government landscape.
- Develop, manage and influence senior stakeholder relationships and expectations (i.e. shareholder, central and local government, regulatory, public, wider interest groups, supply chain, partner organisations and sector networks).
- Accountable for organisational decision making and performance, achievement of commitments, outcomes and targets.
- As the Accounting Officer, manage the financial resources delegated to the NDA, and maintain an open and transparent relationship with DESNZ, UK Government Investments (UKGI) and HM Treasury, including through ensuring appropriate sharing and reporting of data.
- Provide the Board and relevant stakeholders with management assurance for the organisation, and appropriate risk assessment and management.
- Drive supply chain performance and capability to deliver the required outcomes for the organisation.

The role continued

Accounting Officer Responsibilities

The Accounting Officer (AO) for the NDA group is responsible for safeguarding the public funds held by the Company and for ensuring propriety, regularity, value for money and efficiency in the handling and use of public funds. As AO, the NDA Group CEO will ensure that NDA is run following the principles, rules, guidance and advice set out in 'Managing Public Money' and the supporting guidance on spending controls produced by the Cabinet Office, other than where alternative arrangements are detailed in the Framework Document or have otherwise been agreed between government and the NDA. In particular, as AO, the NDA Group CEO must:

- Act if the Board is contemplating a course of action involving a transaction which the AO considers would infringe the requirements of propriety or regularity, or does not represent prudent or economical administration, efficiency or effectiveness, is of questionable feasibility, or is unethical.
- Give evidence where required to the National Audit Office, the Public Accounts Committee or relevant Select Committees

on their oversight of the NDA's stewardship of public funds.

- Publish an Annual Report and Accounts under company law and International Financial Reporting Standards, in line with Government Financial Reporting Manual (FRoM).
- Ensure that proper records are kept relating to any financial data for consolidation in the Department Annual Report and Accounts and provide any necessary statement to that effect.
- Produce a statement of the AO's responsibilities as support to the Department Annual Report and Accounts.
- Sign a governance statement regarding the system of internal control, as support to the Department Annual Report and Accounts.
- Receive and act in accordance with a budget delegation each year from the Department that is in accordance with the DESNZ funding.

The role continued

Health, safety and security

The NDA Group CEO is accountable for delivery and governance of the regulatory requirements across the NDA group, providing leadership, interpretation and support as appropriate.

- Embed health, safety and security as the first imperative across all areas of responsibility.
- Engage and collaborate with the wider business, supply chain and other stakeholders to promote health, safety and security.
- Chair the Cyber Security Oversight Group on behalf of the wider sector for DESNZ.
- Lead the evolution of a culture that follows fair rules effectively, welcomes opportunities to learn from incidents and near misses, taking appropriate remedial action and holding people to account when necessary.

Financial and commercial authority

The NDA Group CEO is accountable for all capital investment, operational expenditure and related commercial decisions. The NDA Group CEO has contractual and financial authority as outlined annually in the AO's delegation letter, including compliance with Board, shareholder and government budgetary, financial and commercial guidance, including:

- Establish sound governance arrangements, which make clear who is accountable for decisions and delivery of business plan commitments at all levels.
- Ensure that all investment appraisal decisions are made in accordance with the appropriate frameworks and effective scrutiny.
- Ensure that performance data, milestone targets and key performance indicators agreed with DESNZ are actively monitored and reported.
- Ensuring that contracts are monitored against business deliverables and budget allocations and comply with the terms and conditions of contract.

Candidate specification

Essential criteria

- Leadership at CEO, MD or equivalent level of an organisation/business unit of comparative scale and complexity.
- Financial literacy, analytical capability and acumen to fulfil the Accounting Officer role.
- Background in safety-critical, multi-divisional industrial businesses or organisations.
- A demonstrable track record of developing an inspiring vision and executing it. An ability to think strategically and to lead a sizeable workforce safely, efficiently and effectively, whilst driving a culture of innovation and continuous improvement.
- A strong communicator, comfortable working in a high-profile position, with an ability to engage strongly and convincingly both internally throughout the organisation and externally with multiple stakeholders including Ministers, supply chain, international partners and communities.
- Experience of organisational development whilst driving cultural improvement, change and transformation. Development of workforces and senior leaders is equally key. Evidenced belief and success across driving diversity and sustainability within organisations.
- A commercial mindset with an understanding of the requirements needed to deliver significant capital investment projects and programmes - on time and to budget.
- UK based and a British national with an ability to obtain Developed Vetting security clearance.

Desirable criteria

- Experience of working in regulated businesses or organisations.
- Experience of working with or within government organisations and with Ministers.
- Engineering qualification or experience working within complex engineering organisations.
- Nuclear sector experience is not required but would be beneficial.

The NDA is committed to the value that diversity brings to the Board and to the organisation as a whole. We welcome candidates from all backgrounds who match the essential requirements of the role.

Terms of appointment

Position	Group Chief Executive Officer
Salary	£420,000 - £450,000 plus performance-related bonus and LTIP
Location	This role will require significant travel across the UK, including to NDA offices in London, Warrington and West Cumbria.

The final appointment will be made by the Board of the NDA, subject to the approval of the Secretary of State for Energy Security and Net Zero in consultation with Scottish Ministers, and successful completion of vetting processes.

Timetable

Timings are indicative and further details will be provided in due course.

Application deadline	20/02/2026
1st round interviews	16/03/2026 (14.00 – 17.00) 17/03/2026 (14.00 – 17.00) 19/03/2026 (14.00 – 17.00)
2nd round interviews	01/04/2026

Selection panel members

The panel is currently expected to include:

- **Clive Maxwell CB CBE** - Interim Permanent Secretary of Department for Energy Security and Net Zero (DESNZ)
- **Peter Hill CBE** - Chair of the NDA
- **Harriet Kemp** - NDA Non-executive Director (Chair of the Group Remuneration Committee)
- **Catriona Schmolke CBE** - NDA Non-executive Director (Senior Independent Director of the NDA Board)

How to apply

To apply

To apply for this position, you will need to submit your application by no later than midnight on 20 February 2026. All applications should be submitted to: **responses@russellreynolds.com**

You will need to submit the following:

A CV setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.

A Statement of Suitability (no longer than two pages) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the criteria in the candidate specification.

Please contact responses@russellreynolds.com if you have any questions. Failure to submit both documents will mean the panel only has limited information on which to assess your application against the criteria in the person specification. Please ensure that both documents contain your full name.

It's a very exciting time for the NDA group and the nuclear sector in the UK. If you would like to play a valuable part in the future of the organisation, we would very much like to hear from you.

Equal opportunities

The NDA group is committed to encouraging equality, diversity and inclusion in our workplace. If you are a suitably qualified applicant, we'll welcome your application whatever your gender, race, disability, religion, belief, sexual orientation, marital status or age. Any candidate with a disability will not be excluded unless it is clear that the candidate is unable to perform a duty that is intrinsic to the role, having taken into account reasonable adjustments. Reasonable adjustments to the recruitment process will be made to ensure that no applicant is disadvantaged because of their disability.