

UK Atomic Energy Authority, Non-Executive Director

Candidate Pack

Closing date: 9th May 2023 at 23:55



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Introduction

Thank you for your interest in the role of Non-Executive Director for the UK Atomic Energy Authority (UKAEA).

The challenges of climate change are some of the most urgent and demanding issues that the world is facing. We need to work now to deliver solutions for the long term. Fusion has the potential to be the ultimate clean power solution, representing a low carbon, safe, continuous, and sustainable source of energy. The UK is widely recognised as a world leader in the most promising fusion technologies. We have the potential to capitalise on our vast scientific and technical expertise and lead the future commercialisation of fusion energy.

The UKAEA is vital in realising the UK's high potential and delivering the UK government's ambitious fusion energy programmes. It is the largest fusion organisation in the world and one of the world's leading fusion research laboratories. It aims to amplify the scientific and economic benefit of fusion R&D for the UK.

UKAEA is at a crucial turning point in its history with the record-breaking JET facility approaching decommissioning, the transfer of the STEP fusion power plant programme into a new subsidiary limited company, and the implementation of an ambitious set of opportunities to develop the fusion sector in the UK. These are challenging, multi-year programmes that require an exceptional leader to guide UKAEA as it delivers on its mission.

Introduction (cont'd)

We are looking for individuals with a keen interest in fusion energy who can provide strategic challenge, guidance, and support to the organisation. This is a tremendous opportunity to be involved in leading a world leading research and development organisation.

We are looking for someone with a keen interest in fusion energy, and world-leading experience across science, technology, and R&D related sectors who can provide strategic challenge, guidance, and support to the organisation.

My Ministerial colleagues and I are committed to fair and open recruitment processes across all public appointments that we make. We proactively welcome applications from individuals of all backgrounds, including those from under-represented groups.

Should you need any further assistance, my officials would be happy to talk to you about this and other senior roles in the public sector. If you believe you have the experience and qualities we are seeking to contribute to this important organisation, we very much look forward to hearing from you.

Andrew Bowie MP

Minister for Nuclear and Networks

The UK Atomic Energy Authority (UKAEA)

The UK Atomic Energy Authority (UKAEA) is an executive non-departmental public body of the Department for Energy Security and Net Zero (DESNZ). The UKAEA leads the UK fusion programme at the Culham Centre for Fusion Energy (CCFE), which is one of the world's leading fusion research laboratories. UKAEA works with partners around the globe to lead commercial development of fusion energy and related technologies, with the aim of positioning the UK as a world leader in sustainable nuclear energy.

UKAEA's mission is to:

- 1 - Maintain the UK's position as a world leader in fusion research & development;
- 2 - Enable economic growth & new high-tech jobs in UK industry;
- 3 - Grow the UK's nuclear technology capability;
- 4 - Design the first fusion power plants; and
- 5 - Develop Harwell and Culham sites as Science and Innovation Centres.

The Role

Our Non-Executive Directors (NEDs) support the effective governance of the UKAEA. They ensure high standards of propriety and promote efficient and effective use of staff and other resources throughout the organisation.

They also advocate on behalf of UKAEA across the nuclear and technology sectors and to the general public and help to secure sustainable funding to support the UKAEA's work.

Key responsibilities of the NEDs will be:

- To oversee the strategic aims and objectives of UKAEA consistent with its overall strategic direction and within the policy and resources framework determined by the Secretary of State.
- To ensure that effective arrangements are in place to provide assurance on risk management, governance and internal control.
- To maintain the reputation and profile of UKAEA, including in aspects relating to values, equality, diversity and inclusion.
- To serve the interests of stakeholders, both internal and external, and to bring independent judgement to issues of strategy and performance.
- Advocacy on behalf of UKAEA across the nuclear and technology sectors and to the general public.

Considerations

Diversity: The appointing parties are committed to increasing the diversity of publicly appointed boards and bringing in talent, regardless of background. We particularly welcome applications from candidates with protected characteristics as they are currently underrepresented on the Committee.

Appointments will be made on merit on the basis of fair and open competition.

Arrangements for candidates with a disability: As a Disability Confident leader, we guarantee to interview anyone with a disability whose application meets the essential criteria for the post. More details on the criteria can be found in this pack. If you wish to apply through the Disability Confident scheme, you will need to tick that option on the Diversity Monitoring form that you will submit alongside your application.

Adjustments: All candidates are entitled to request reasonable adjustments at any stage of the application process. If you would like to discuss reasonable adjustments prior to submitting your application, please contact publicappointments@beis.gov.uk

Criteria

Essential Criteria:

- LEAD CRITERIA: It is expected that you will have previously held a senior role in a science or R&D-oriented organisation.
- Experience working in large international collaborations.
- Ability to think logically and objectively in analysing complex financial and non-financial (such as scientific) information to identify key issues/implications and make balanced judgments and effective decisions.
- Strong analytical skills, with the ability to communicate complex issues clearly.
- Ability to exercise judgement across a broad spectrum of policy and management issues.
- An ability to build relationships with executive colleagues and a clear understanding of the differences between roles of executives and non-executives.

Desirable Criteria:

- A strong network within the UK and international scientific, research, technology, and/or engineering communities and experience of joint programmes between science-oriented organisations.
- A track record in increasing diversity and inclusion within an organisation
- Experience of industrial innovation, and/or the development and use of Intellectual Property and technology transfer.
- Strong support for fusion R&D, and interest in the transfer of fusion technology expertise to adjacent sectors.
- Management experience and knowledge of effective governance at a senior level in complex organisations in the private, public or voluntary sectors.

Terms of appointment

- **Term:** Three-year term, with this possibility of reappointment for a further term, subject to Ministerial approval.
- **Remuneration:** £15,000 per annum.
- **Time commitment:** 12 days per annum.
- **Location:** At the Culham site and occasionally at Rotherham site. Remote attendance may be possible.
- **Nature of appointment:** This is a Public Appointment by the Secretary of State for Energy Security & Net Zero. The post holder would be an officeholder and not be an employee of the Department or the UK Atomic Energy Authority.
- **Availability:** Successful candidate/s will be encouraged to take up their appointment as soon as possible, following the successful completion of pre-appointment checks and security clearance (at BPSS level).

How to apply

Your application is submitted in two parts.

Both parts must be submitted **by 23:55 on 09 May 2023** in order for your application to be considered complete. Applications received after this date will **not** be considered.

Part one: CV and Statement of Suitability

- **One document combining a two-page statement of suitability and two-page CV** (no more than four sides of A4 in total). The key to a good application is to give the reader specific information about how you meet the criteria for appointment. Think about your knowledge, skills, experience and personal attributes, and take full advantage of the space available. Provide practical evidence that best demonstrates how you meet the essential criteria.
- Save the document as 'Surname, First initial – URN1199 – UK Atomic Energy Authority
- Send to publicappointments@beis.gov.uk with URN1199 – UK Atomic Energy Authority

Part two: Diversity Monitoring and Conflict of Interest Form.

- Complete this [form](#).

For queries about your application or the recruitment process, please email publicappointments@beis.gov.uk

Assessment panel and timeline

The members of the Advisory Assessment Panel are:

Panel Chair and UKAEA Representative: David Gann, Chair of the UKAEA

Departmental Representative: David Sandford, Deputy Director, Fusion Energy Team

Independent Panel Member: Rosemary Varley

The timeline for this campaign is indicative and subject to change.

Advert closes	09 May 2023 23:55
Panel sift	w/c 15 May 2023
Panel interview	w/c 30 May 2023
Announcement	June/July 2023

Annex A: Conflicts of Interest and Due Diligence

Public Appointments require the highest standards of propriety, involving impartiality, integrity and objectivity, in relation to stewardship of public funds and the oversight and management of all related activities. This means that any private, voluntary, charitable or political interest that might be material and relevant to the work of the body concerned should be declared.

It is important that those appointed as members of public bodies maintain the confidence of Parliament and the public. If there are any issues in your personal or professional history that could, if you were appointed, be misconstrued, cause embarrassment, or cause public confidence in the appointment to be jeopardised, it is important that you bring them to the attention of the Assessment Panel and provide details of the issue(s) in your application. In considering whether you wish to declare any issues, you should also reflect on any public statements you have made, including through social media. The Panel may explore issues with you before they make a recommendation on the appointment.

As part of our due diligence checks we will consider anything in the public domain related to your conduct or professional capacity. This will include us undertaking searches of previous public statements and social media, blogs or any other publicly available information. This information may be made available to the Panel and they may wish to explore issues with you, should you be invited to interview.

Annex B: The Seven Principles Underpinning Public Life

In 1995 the Committee on Standards in Public Life defined seven principles for public life. All candidates are expected to demonstrate a commitment to, and an understanding of, the value and importance of the principles of public service which are:

1. Selflessness
2. Integrity
3. Objectivity
4. Accountability
5. Openness
6. Honesty
7. Leadership

Further information on the principles of public life can be found [here](#).

Annex C: Complaints Procedure

If you feel you have reason to complain you should direct your concerns in the first instance to the Public Appointments team (publicappointments@beis.gov.uk) who will make every effort to deal with these and respond to you within 48 hours.

If your complaint is not dealt with satisfactorily, you can find information about the steps you can take under BEIS Complaints Procedure [here](#).

The Commissioner for Public Appointments is the independent regulator of public appointments. The Commissioner's primary role is to provide independent assurance that public appointments are made in accordance with the [Governance Code on Public Appointments](#). The Commissioner also investigates complaints and may conduct an inquiry into the policies and practices followed in relation to appointments processes which he regulates. The Commissioner will not investigate complaints relating to non-selection unless it appears that the appointments process has breached the Governance Code on Public Appointments.

You can contact the Commissioner by email at publicappointments@csc.gov.uk or by post, as follows:

The Commissioner for Public Appointments
Room G/8, 1 Horse Guards Road
London, SW1A 2HQ

Further information on the role of the Commissioner or the appointments process is available at: publicappointmentscommissioner.independent.gov.uk.