

UK Atomic Energy Authority, Non-Executive Director

Candidate Pack

Closing date: 24/01/2025

If you have any questions, require further information, or would like this candidate pack in alternative format, please contact partnerships@energysecurity.gov.uk



UK Atomic Energy Authority

13 December, 2024




UK Atomic
Energy
Authority


Department for
Energy Security
& Net Zero

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Ministerial Foreword



Dear Candidate,

Thank you for your interest in the role of Non-Executive Director for the UK Atomic Energy Authority (UKAEA). This candidate pack sets out the UKAEA's purpose and details of the role.

Fusion energy aligns closely with the government's priorities to kickstart economic growth and make Britain a clean energy superpower – creating high quality jobs in Britain's industrial heartlands and leading on international climate action based on our domestic achievements. It has the potential to transform both global energy production and energy security – providing safe, low-carbon, baseload energy using fuel that is practically limitless and readily available worldwide.

The UK is recognised internationally as a global leader in fusion and has unique capabilities, skills and facilities based on decades of delivery at UKAEA, and strong collaboration between public and private fusion sectors. This puts us in a prime position to capture long-term economic benefits of fusion (the global fusion on market is estimated to be worth \$3-12 trillion by 2100), as well as growth in the near term in high-tech jobs, inward investment and commercialisation of spin out technologies across the UK.

If you believe you have the experience and qualities we are seeking, we very much look forward to hearing from you. We welcome applications from individuals of all backgrounds, including those from under-represented groups.

Kerry McCarthy
Minister for Climate

The UK Atomic Energy Authority

The UK Atomic Energy Authority (UKAEA) is one of the world's leading fusion research laboratories. UKAEA works with partners around the globe to lead the development of sustainable fusion energy and related technologies.

To achieve this, the UKAEA aims to:

1. **Solve** challenges of sustainable fusion energy - from design through to decommissioning - with world-leading science and engineering.
2. **Enable** partners to design, deliver, and operate commercial fusion power plants.
3. **Drive** UK economic growth and a thriving industry that exports fusion technology around the world.
4. **Create** clusters that accelerate innovation in fusion and related technologies.
5. **Develop** the talented, diverse people needed to deliver fusion energy.

Further information about the UKAEA can be found [here](#).

The Role

Non-Executive Directors (NEDs) ensure effective governance of the UKAEA. They promote high standards of propriety, providing oversight of UKAEA's activities and offering support and challenge to UKAEA executives.

Responsibilities of UKAEA NEDs include, but are not limited to, attendance at the UKAEA Board, which meets 6 times a year. NEDs provide views on Board and committee papers and other strategic UKAEA documents and reports, working both inside and outside Board and committee meetings as required. NEDs bring independent judgment to strategic and performance issues. Working in support of internal and key external stakeholders, NEDs serve to maintain UKAEA's reputation and advocate for the organisation in fusion and related technology sectors.

In addition to their general responsibilities, the successful candidate for this role is expected to Chair the People and Remuneration Committee. This involves leading discussions on reviewing and making recommendations on remuneration policies to both senior UKAEA officials and the Department for Energy, Security & Net Zero (DESNZ). The Committee advises on remuneration payments and packages and maintains an overview of the UKAEA's People Strategy and plan. The work of the Committee enables the organisation to attract, develop and retain the talented people it requires to deliver its mission.

Criteria

Essential Criteria:

- Experience in contributing effectively to a board in a large, complex environment
- Experience at Board level in human resource matters
- Experience of remuneration committee business
- Ability to contribute to strategic discussions in organisations undergoing rapid development
- Evidence of being an excellent communicator

Desirable Criteria:

- Some understanding of public sector senior management practices
- Experience of modern human resource practices in complex knowledge driven activities

Diversity

We are committed to increasing the diversity of our boards and bringing in talent, regardless of its origins. We encourage applications from all candidates regardless of ethnicity, religion or belief, gender, sexual orientation, age, disability or gender identity. We particularly welcome applications from people with ethnicity, gender and disability characteristics currently underrepresented on our Boards.

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 partnerships@energysecurity.gov.uk

Terms of Appointment

- **Appointment Term:** An initial period of 3 years
- **Remuneration:** £15,000 per 12 days per annum. Remuneration and expenses are taxable.
- **Time Commitment:** 12 days per annum.
- **Location:** Mostly at Culham Science Centre, Oxfordshire. Meetings take place at the Culham Site or occasionally at sites in South Yorkshire or North Nottinghamshire.
- **Nature of Appointment:** This is a Ministerial Appointment by the Secretary of State for Energy Security and Net Zero. This is also a regulated Public Appointment. The post holder would be an officeholder and not be an employee of the Department or 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 SC level).

How to Apply

In order to apply you will need to [create an account](#) or [sign in](#).

Once you are logged into your account, click on 'apply for this role' and follow the on-screen instructions

To apply, all candidates are required to provide:

- a Curriculum Vitae (CV)
- a supporting statement
- equality information
- information relating to any outside interests or reputational issues

We will ask you to check and confirm your personal details to ensure your application is accurate.

You will also have the opportunity to make a reasonable adjustment request or apply under the disability confident scheme before you submit your application.

Assessment Panel, Process and Timing

The members of the Advisory Assessment Panel are:

- **Panel Chair and DESNZ Representative:** David Sandford (Deputy Director of Fusion Energy team, DESNZ)
- **Partner Organisation Representative:** Bernard Taylor (Chair of the Board, UKAEA)
- **Independent Panel Member:** Dame Julie Maxton DBE

The timelines for this campaign is indicative and subject to change. Please check the advert for any updates.

Advert Closes	24th Jan
Panel Sift	3rd Feb
Panel Interview	24th February
Candidates notified of the outcome	24th March
Appointment confirmed	21st April

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.

If you have any queries or would like to discuss further, please contact partnerships@energysecurity.gov.uk

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 for 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 (partnerships@energysecurity.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 the Department for Energy Security and Net Zero's 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.