



Department for
Energy Security
& Net Zero



Photo: Horizon Nuclear Power

Brief for the appointment of

NON-EXECUTIVE DIRECTOR

Great British Energy – Nuclear (GBE-N)

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MESSAGE TO APPLICANTS

from Ed Miliband, Secretary of State for Energy Security and Net Zero

Dear Candidate,

Thank you for your interest in the non-executive member role on Great British Energy – Nuclear’s (GBE-N) Board.

This is an exciting time for the Department for Energy Security and Net Zero (DESNZ), as we press ahead with our mission to make the UK a clean energy superpower by achieving clean power by 2030 and accelerating to net zero.

The Department is delivering on a clear plan to protect billpayers, reduce the UK’s emissions, enhance our energy security and create high quality British jobs by generating economic growth. The development of new nuclear through GBE-N is an essential part of this plan. The organisation was established as the government’s expert nuclear delivery body and is leading the pioneering Small Modular Reactor (SMR) programme.

This is a great opportunity for exceptional individuals to use their expertise and experience to drive forward the UK’s nuclear programme, and have a real, tangible impact on the UK’s journey to energy security and net zero.

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

If you believe you have the experience and exceptional qualities we are seeking to contribute to this important organisation, we very much look forward to hearing from you.

The Rt Hon Ed Miliband

Secretary of State at the Department of Energy Security and Net Zero

ABOUT THE DEPARTMENT FOR ENERGY SECURITY AND NET ZERO

The Department for Energy Security and Net Zero (DESNZ) is the lead department delivering the Prime Minister's Clean Energy Superpower Mission, which has 2 pillars:

- **Clean Power by 2030**
- **Accelerating to net zero**

DESNZ is responsible for delivering the security of energy supply, ensuring properly functioning energy markets, encouraging greater energy efficiency, and seizing the opportunities of net zero to lead the world in new green industries.

The Department's priorities are to:

- Enhance energy security.
- Protect bill payers.
- Create economic growth in the UK and generate and protect jobs.
- Reduce the UK's greenhouse gas emissions.

For more information about the department please visit the Department for Energy Security and Net Zero page on [GOV.UK](https://www.gov.uk).



ABOUT GREAT BRITISH ENERGY – NUCLEAR (GBE-N)

Nuclear power, as one of the most reliable, secure, low-carbon sources of electricity, is and will continue to be an essential part of Britain’s journey to net zero by 2050.

The government’s plans for nuclear can unlock billions of pounds of investment and can be an engine for innovation and growth in the UK, with extensive export opportunities, supporting skills, supply chains and communities, whilst securing thousands of good, skilled jobs.

Great British Energy – Nuclear (GBE-N) is a UK Government arm’s length body established to deliver the UK’s nuclear programme to support its energy security and net zero agenda. The organisation began operating in March 2023, with a priority to run the Technology Selection Process (TSP) for Small Modular Reactors (SMRs). Following a robust, two-year procurement process, GBE-N has selected Rolls-Royce SMR as its preferred bidder to partner with to build the UK’s first SMRs, subject to government approvals and contract signature.

With the aim of deploying to the grid in the mid-2030s, an SMR project delivered within the scope of the contract could provide up to 1.5 GW of low carbon electricity, which would power the

equivalent of up to 3 million of today’s homes whilst also supporting up to 3,000 jobs at peak construction. The Government is making available over £2.5 billion across the Spending Review period for this programme. The Government’s long-term ambition is to bring forward one of Europe’s first SMR fleets.

Whilst GBE-N is currently focussed on SMRs, it has a broader role, working with DESNZ, industry, and appropriate stakeholders to help deliver the wider nuclear programme. This includes working alongside DESNZ to provide a pathway for privately led advanced nuclear technologies.

GBE-N is aiming to create a more agile, programmatic and faster delivery approach than has been achieved previously, drawing on infrastructure and project expertise from both the UK and abroad. The organisation will support projects from the earliest stages of securing investment right through the construction phase to operations.



KEY RESPONSIBILITIES

The Board is accountable to Ministers and, as a Body Corporate, has statutory fiduciary duties. The Key Responsibilities expected of Non-Executive Directors as members of the Board are as follows:

- The GBE-N Board will direct the strategic development of GBE-N as it helps scale up the UK's nuclear energy programme, with an initial focus on Small Modular Reactors (SMRs).
- Non-executive members will hold the GBE-N executive team, including the CEO, to account and are responsible for the institutional health of GBE-N, long-term planning, custody of assets, and overall programme prioritisation and integration.
- As a collective, and under the leadership of the Chair, the Board is expected to establish a close and effective working relationship with the CEO and the executive team of GBE-N, and be available to provide them with advice and support as required. The Board will assist in the further development of a world-class management team as GBE-N progresses to deliver the UK's SMR programme.
- Non-executive members bring their expertise, knowledge, and experience, and engage collectively as part of the Board. A willingness to engage in a breadth of Board topics is essential. Non-executive members are expected to provide not only oversight but also insight and foresight into a variety of issues. Members are expected to support programme integration assurance as GBE-N's work evolves over time.
- It is expected that non-executives will typically be members of Board committees, and you may be asked to chair either GBE-N's Audit & Risk Committee or its Nominations & Remuneration Committee.
- Non-executive members are expected to both challenge and support the executive and Chair in defining and delivering the Board's strategy. It is particularly important that the Board is equipped with an understanding of managing and financing major projects and is able to assess these in terms of underlying risks and assurance, so that it can evaluate and challenge proposals in the interests of GBE-N and the taxpayer.
- The Board will support the Chair in leading GBE-N's engagement with its key stakeholders, including industry (both in the UK and internationally), Parliament, and HM Government – including Ministers and officials in the Department for Energy Security and Net Zero (DESNZ), HM Treasury, Great British Energy (GBE), UK Government Investments (UKGI), and the Welsh Government. Additionally, the Board will support engagement with external entities such as the Office for Nuclear Regulation (ONR), local stakeholder groups, and the supply chain. The Board will work in conjunction with the CEO and other senior executives to ensure that GBE-N proactively engages with and maintains the right profile with its stakeholders.

PERSON SPECIFICATION

We are seeking four Non-Executive Directors, who bring credibility in organisations of scale and complexity. It is anticipated that two of the successful candidates will have Committee Chairing responsibilities, namely the Audit & Risk and Nominations & Remuneration Committees.

Person specification

The successful applicant must be able to demonstrate how they meet the following **essential criteria**:

Essential criteria

- Prior experience on the board of a complex organisation in the public or private sector.
- Experience with major programmes in the energy, nuclear, or infrastructure sectors.
- Experience of shaping and implementing strategy, and delivering transformational change.
- Strong communication skills, including an ability to offer challenge in a constructive, straightforward and open manner, as well as acting as an external ambassador for GBE-N.
- Strong stakeholder management skills, with the ability to navigate a complex and diverse stakeholder environment in support of government strategic priorities.

We are looking for two of the appointable candidates to have previous committee chairing credentials, in addition:

- **For the Audit & Risk Committee Chair:** Experience of complex financial leadership, with a relevant financial qualification, or an understanding of governance requirements in public bodies.
- **For the Nominations & Remuneration Committee Chair:** Understanding of government processes or HR related topics including remuneration, grading and organisation design.

Desirable criteria

- Experience of working directly with government, particularly with respect to major projects, including on governance and cross-Whitehall approvals.
- Knowledge of the global nuclear market and GBE-N's activities.
- Experience in funding and financing major infrastructure programmes, or in the construction of major projects, including familiarity with a variety of contractual models and alliancing.
- Knowledge and experience of working in a highly regulated, high-hazard industry.
- Understanding of cyber and information security.



TERMS OF APPOINTMENT

Appointment term

Members will be appointed for a term of between 3-5 years, with the possibility of re-appointment for a further term.

Any re-appointment is subject to satisfactory annual appraisals of performance during the first term in the post. There is no automatic presumption of reappointment. In most cases, the total time served in post will not exceed more than two terms or ten years in any one post.

Anticipated time commitment

Members are expected to commit approximately 3 days per month to GBE-N business.

This figure is provided as a guide only to help members manage their time alongside other positions they hold. Given the nature of the work of the department, its changing priorities, and the availability, expertise, and interests of individual members, it is likely the actual work and time committed will vary. We also ask members to be willing to participate in activities at short notice or during emergencies.

Remuneration arrangements

Members will be eligible to receive an annual honorarium in recognition of their commitment to GBE-N. The annual honorarium payment is £38,754.00.

Reasonable travel and subsistence expenses will also be paid to those who incur costs whilst acting in their capacity as a GBE-N member.

Location

GBE-N is headquartered in Warrington, with the requirement to attend Board meetings in both Warrington and London.

Nature of appointment

Appointments to GBE-N are unregulated Public Appointments. Appointments will be made by the Secretary of State for the Department for Energy Security and Net Zero. The post holder would be an office holder and will not become a member of the Civil Service or be subject to the provisions of employment law.

This appointment does not attract any benefits under any Civil Service Pension Scheme. You will not be eligible for redundancy pay as you are not an employee. No other arrangements have been made for compensation upon the end of your term of appointment because an office holder who is appointed for a limited duration would have no expectation of serving beyond that period.

Availability

Successful applicants will be encouraged to take up their appointments as soon as possible, following the successful completion of pre-appointment checks and security clearance at required level in line with the Civil Service guidelines.

HOW TO APPLY

The application deadline is **23:59 on Sunday 28th September 2025**.

The preferred method of application is online: please visit www.odgers.com/93986

If you are unable to apply online, please email: asha.karia-briggs@odgers.com

How to apply: application stage

In order to apply you will need to provide:

- 1** A **Curriculum Vitae** which provides your contact details, details of your education and qualifications, employment history, directorships, membership of professional bodies and details of any relevant publications or awards.
- 2** A **Supporting Statement** (no longer than two pages) setting out your motivation for applying and how you meet the criteria for appointment, as set out in the person specification for the role. Please note that the Supporting Statement is an important part of your application and is as much the means by which you will be assessed as your CV.
- 3** A completed **Diversity Information and Conflicts of Interest Form**.
- 4** **Disability Confident**. If you wish to be considered for the Disability Confident scheme, then please state this at the beginning of your Supporting Statement.

Shortlisted candidates may be required to complete and return a separate form in relation to referees.

Disability Confident Scheme

We are a member of the Government's Disability Confident scheme. We use the Disability Confident scheme symbol, along with other like-minded employers, to show our commitment to good practice in employing people with a disability.

The scheme helps recruit and retain disabled people. As part of implementing the scheme, we guarantee an interview for anyone with a disability whose application meets the minimum criteria for the role and who has asked that their application is considered under the scheme. Indicating that you wish your application to be considered under the scheme will in no way prejudice your application. By 'minimum criteria,' we mean that you must provide evidence which demonstrates that you meet the level of competence required under each of the essential criteria, as set out in this document. If you wish to be considered under the Disability Confident Scheme, then please state this in the first sentence of the supporting statement.

Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/ application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

OVERVIEW OF THE APPLICATION PROCESS

This competition is based on a written application, followed by interviews (if candidates are successful at sift stage).

Those interested in this appointment are asked to submit a CV and Supporting Statement, and completed Diversity Information and Conflicts of Interest Form before the closing date. After the competition closes, the panel will assess your application to select those demonstrating the best fit with the role by considering the evidence you have provided against the criteria set out in the 'person specification' section.

If you are shortlisted, you will be asked to attend a panel interview to have an in-depth discussion of your previous experience and professional competence. This could be in relation to any of the criteria set out in the vacancy description, including key responsibilities detailed in the role description and criteria listed in the person specification.

Prior to interview, you may have the opportunity for informal conversations with key individuals to improve your understanding of the organisation. Full details of the assessment process will be made available to shortlisted candidates.

The Secretary of State will approve any final appointment following completion of the recruitment competition.

Longlisting is expected to take place during the **week commencing 29th September**, followed by shortlisting in the **week commencing 20th October**. Final panel interviews are anticipated to be held in the **first two weeks of November 2025**.

Please note: Due Diligence searches will be undertaken on shortlisted candidates and references may be taken up prior to interview.

Interview panel

- Panel Chair: John Staples, Director New Nuclear Strategy and Fusion Energy
- Simon Bowen: Interim Chair, GBE-N
- Susan Jee: Interim Non-Executive Director, GBE-N
- Julie Nerney: Non-Executive Director, UK Industrial Fusion Solutions

Final assessment panel composition is subject to the permanent GBE-N Chair recruitment outcome.

Security Clearance

The successful candidate will be required to complete national security vetting at the Security Check (SC) level. Additional Security Clearance may also be required. However, where this applies, candidates will be notified during the appointment process.

Full guidance on National Security Vetting clearance levels can be found on the GOV.UK website [here](#).

The roles will be offered on a conditional basis until the successful applicants have passed all checks.



ANNEX A: CONFLICTS OF INTEREST AND DUE DILIGENCE

We 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 Expert Committee concerned should be declared. It is important that those appointed as members maintain the confidence of the Department 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 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.



ANNEX B: THE SEVEN PRINCIPLES OF PUBLIC LIFE

Members are expected to act in accordance with the [Seven Principles of Public Life](#) (also known as the Nolan Principles):

- **Selflessness** – Members should act solely in terms of the public interest.
- **Integrity** – Members must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
- **Objectivity** – Members must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.
- **Accountability** – Members are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
- **Openness** – Members should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
- **Honesty** – Members should be truthful.
- **Leadership** – Members should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

ANNEX C: HOW TO COMPLAIN

We aim to process all applications as quickly as possible and to treat all applicants with courtesy. Please contact us if you would like to make a complaint regarding your application by emailing partnerships@energysecurity.gov.uk



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gov.uk/government/organisations/department-for-energy-security-and-net-zero



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