



UK Atomic
Energy
Authority



Department for
Energy Security
& Net Zero

UK Atomic Energy Authority (UKAEA)

Department for Energy Security and Net Zero

Non-Executive Director Information Pack

Closing Date: 9am - Monday the 22nd of June

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



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Ministerial Foreword

Dear Candidate,

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

UKAEA's mission is to lead the delivery of sustainable fusion energy and maximise the scientific and economic benefits. 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 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 in the future), as well as growth in the near term in high-tech jobs, inward investment and commercialisation of spin out technologies across the UK.

The 2026 UK Fusion Strategy, backed by over £2.5 billion of Government investment over five years, confirms UKAEA's role as the UK's National Fusion Laboratory, sustaining excellent research and development while working with partners to support STEP and the delivery of commercially viable fusion capability. This is supported by UKAEA Group's [2026–2030 Strategy for the national fusion laboratory](#) and the Strategy of UKAEA Group's subsidiary company, [UK Fusion Energy Ltd](#).

We are looking for two 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.

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

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.

Lord Patrick Vallance
Minister of State for Science, Innovation, Research and Nuclear

The UK Atomic Energy Authority (UKAEA)

About the UK Atomic Energy Authority (UKAEA)

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 Roles

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 six times a year. NEDs are expected to become members of at least one Board committee. 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 commercial, 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.

There are two NED roles being advertised for this campaign, each with a specific committee skills requirement set out below.

Criteria

Essential

- A clear understanding of the work, priorities and challenges of the organisation and the context within which it operates.
- A strong track record of delivery at Board level of large project driven activities within the private, public or voluntary sectors.
- Relationship building ability to build strong stakeholder relationships, including with Ministers and Senior Government officials and external stakeholders.
- Strong communication and interpersonal skills within organisations undergoing rapid change, with the ability to listen, accept challenge and constructively challenge others in strategic discussions with clarity and respect.
- Effective decision-making skills with the ability to critically analyse a wide range of information to make clear and objective evidence-based recommendations to support the delivery of the organisation's objectives.
- Ability to work closely with the executive board and other key stakeholders, providing support, constructive challenge and assurance as appropriate.
- Committee experience (role-specific):

Role 1: Experience of Board Committee work relevant to people, remuneration, or similar committees.

Role 2: Experience of working in finance and/or risk management, and able to ensure effective governance and risk management frameworks are in place.

Desirable

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

Terms of Appointments

Appointment Term: 3 - years

Remuneration: £15,000.

Time Commitment: 12 days per annum.

Location:

Meetings take place at the Culham Science Centre, Oxfordshire, and 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

Please also specify which role/s you intend to apply for.

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 Timings

The members of the Advisory Assessment Panel are:

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

Advert closes: 9am Monday the 22nd of June

Panel sift: June 2026

Panel interviews: July 2026

Candidates notified of outcome: September 2026

Appointment confirmed: October 2026

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 publicbodies@energysecurity.gov.uk

The Seven Principles of 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](#).

Complaints

If you feel you have reason to complain you should direct your concerns in the first instance to the Public Appointments team (publicbodies@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.