



Chief Nuclear Inspector

Information pack for potential applicants

September 2017

Contents

Welcome from our Chair.....	3
About ONR.....	4
Our Regulatory Role.....	4
The Role of the Chief Nuclear Inspector.....	5
Person Specification.....	8
Package, Location and Tenure.....	9
Eligibility.....	9
How to Apply.....	11



A Message from Nick Baldwin CBE, ONR Chair

I am delighted that you are interested in the role of Chief Nuclear Inspector for the Office for Nuclear Regulation (ONR).

The ONR has a mission to “provide efficient and effective regulation on the nuclear industry, holding it to account on behalf of the public”. To deliver this, we aim to be an exemplary regulator that inspires respect, trust and confidence.

ONR has a world class reputation, gained in an ever changing economic and social landscape, which has required the ONR to work effectively with stakeholders in both the public and private sectors. Our staff face complex challenges in delivering their regulatory objectives in the context of major organisational change and against a backdrop of a global nuclear industry that is also responding to new challenges and increasing demands.

This role is essential to ensuring the success of ONR’s work and being the world-class regulator that we need to be. This will require exemplary corporate leadership of an organisation that is undergoing a programme of modernisation and change, and which is growing a new generation of regulator. We seek someone who can bring their significant regulatory and technical expertise to this high profile role and to ensure effective enforcement and independent regulatory decision-making in particular cases.

As the authoritative regulatory head of ONR’s regulatory functions, you would provide independent advice to Ministers, and represent ONR in Parliament and with varied domestic and international stakeholders.

Having the personal integrity, credibility and resilience to undertake this role under significant public scrutiny will be essential, as will being a strong team player who is comfortable with significant personal authority.

This is no easy role, and the demands will be great, but for the right candidate with a great attitude, it will be hugely rewarding, given its public importance and impact.

We value the individual contributions that people from different backgrounds can bring and welcome applications from people irrespective of age, gender, disability, race, religion, belief or sexual orientation.

Nick Baldwin CBE
Chair, ONR

About ONR

ONR was established as a statutory Public Corporation on 1 April 2014, and is now engaged in an ambitious programme of modernisation and separation from its previous host, the Health and Safety Executive.

ONR has around 570 staff drawn from a wide range of disciplines (nuclear and non-nuclear specialists, programme managers and administrative staff). The majority of our staff are located in our corporate office in Bootle, Liverpool, but we also have staff based in our offices in Cheltenham and London.

We have an annual budget of c£70m and have grown in recent years as our remit has widened to reflect an increasing regulatory demand from changes and continued investment across the nuclear sector. This has been reflected in the growth of our staff within ONR (10% increase in our nuclear specialist cadre in 2016-17) and we are continuing to recruit and look to have an increasingly diverse workforce.

As we look to grow, we are also focused on creating a sustainable, high performing organisation with an emphasis on getting the best out of our people and creating a great place to work.

Our Executive Management Team (EMT) and Regulatory Management Team (RMT) work together to provide the strategic and corporate leadership to enable ONR to meet its strategic objectives. Details of the composition of the EMT and RMT and the corporate governance within ONR can be found on our website (www.onr.gov.uk)

Our Regulatory Role

The nuclear industry is undergoing rapid change, so our regulatory role is vital in ensuring new nuclear facilities are designed, built and operated to the highest standards, and in a manner that improves public confidence without compromising safety or security.

Our mission is 'To provide efficient and effective regulation of the nuclear industry, holding it to account on behalf of the public'. Our regulatory rigour, diligence, intelligence and independence help us make a positive impact on the protection of society, and achievement of our strategic intent.

The Energy Act 2013 formally established ONR and our framework of responsibilities and the powers of the organisation. Other legislation that underpins the legal framework for the nuclear industry includes:

- Health and Safety at Work Act 1974 - Employers are responsible for ensuring the safety of their workers and the public.
- Nuclear Installations Act 1965 (NIA) - A site cannot have a nuclear plant unless the user has been granted a site licence by ONR. Only a corporate body can hold such a licence.
- Ionising Radiations Regulations 1999 - Provides for protection of workers in all industries from ionising radiations and by the general health and safety regulation which ONR also enforces at nuclear sites.

- Nuclear Industries Security Regulations 2003 - ONR Civil Nuclear Security (CNS) conducts its regulatory activities, approving security arrangements within the industry and enforcing compliance under the authority of these regulations.

We have a duty to ensure that the nuclear industry controls its hazards effectively, has a culture of continuous improvement and maintains high standards. We independently regulate nuclear safety and security at 36 nuclear licensed sites in Great Britain, through consideration of safety cases and assessment/inspection of licence condition compliance.

Our work spans generic design assessment of new build applications, operating civil and defence reactors, and de-commissioning sites, along with regulating transport and ensuring that safeguards obligations for the UK are met.

We take pride in working with international regulators and bodies to set national regulatory standards and influence international nuclear safety standards.

More information can be found in our Strategic and Corporate Plans, available on our website www.ONR.gov.uk.

The Role of the Chief Nuclear Inspector

Accountabilities and Strategic Relationships

You will be an Executive Member of the ONR Board, contributing to Board strategy and decisions, and leading improvement across ONR.

The key relationships in the discharge of your obligations will include:

- The ONR Board Chair and other (Executive and Non-Executive) Board members
- The Chief Executive (who is also our Accounting Officer)
- As a member of our Executive Management Team and Chair of our Regulatory Management (Deputy Chief Inspectors) Team
- Senior Regulatory inspectors (just below SCS)
- Senior industry figures
- Government – Ministers and Senior Civil Servants with a regulatory interest eg BEIS, MoD and Environment Agency
- Other GB/UK regulators – in particular the HSE, Environment Agency and Scottish Environmental Protection Agency, the Defence Nuclear Safety Regulator, Fire and Emergency Services
- Non-governmental organisations and media with an interest in nuclear safety and security
- International bodies including International Atomic Energy Agency, the OECD Nuclear Energy Agency and other nuclear regulators

Resources

We anticipate increasing to around 600 staff by the end of 2018 with continued growth within our regulatory specialist staff. Within this cadre we have over 23 key disciplines with some world class experts in areas such as: structural integrity, mechanical and electrical engineering; chemists and security.

Our nuclear specialists are supported by a range of corporate professionals (eg Policy, Communications, Finance, HR, IT) and regulatory support staff who are crucial to delivery of our regulatory programme.

Around 80% of our staff work within the Regulatory Directorate (RD) which is led by the CNI. S/he is supported by 5 Deputy Chief Inspectors who each lead a Regulatory Division and report directly to the CNI. The Regulatory Management Team comprises the CNI and DCIs, as the primary regulatory decision making and leadership team.

Each Division has clear regulatory objectives and milestone plans, that contribute to an demanding corporate programme which reflects all regulatory demands ranging from operating facilities, through to new build, security and decommissioning.

Principal Accountabilities and Responsibilities

As Chief Nuclear Inspector (CNI), you will have a strong corporate leadership role, and be the authoritative regulatory head of ONR's regulatory functions, with personal accountability for effective and independent regulatory case decisions and ensuring appropriate enforcement action.

This will include ensuring delivery of effective regulation by suitably qualified and experienced inspectors, providing independent and authoritative expert advice to Ministers, Parliament and others, leading modernisation of our regulation, and working with colleagues to ensure that ONR can sustain improved effectiveness and efficiency for years to come.

You will:

- a) Lead by example to develop a positive ONR climate and culture
- b) Lead and manage our Deputy Chief Inspectors, ensuring that they can play a full part in corporate planning and delivery, strategy formulation, and the development of a healthy high performing organisation, delivering to plan and budget
- c) Grant nuclear site licences and attaching such conditions as considered appropriate in accordance with the relevant legislation; rescinding licences when seen fit to do so
- d) Provide oversight and assurance of all enforcement and regulatory decisions made on behalf of the ONR and ensuring adequate assurance, review and appeals procedures are in place including escalating issues to the ONR Board, Ministers and Parliament

- e) Provide independent authoritative expert advice on nuclear safety and security to Ministers and Senior Officials of the UK Government and Devolved Administrations
- f) Ensure effective, efficient and evidence-based nuclear regulation, in line with our enabling philosophy, by suitably qualified and experienced inspectors
- g) Develop robust internal resource planning, risk management, and corporate leadership and management development plans
- h) Warrant ONR Inspectors
- i) Represent the public interest within ONR, and by explaining the work that we do, and our decisions to public interest groups and the media, through pro-active digital channels, timely media and enquiry responses and 'plain English' drive through all published documents
- j) Drive/support directorate and corporate projects to improve the calibre of our leadership, efficiency and effectiveness.

Person Specification

It is absolutely essential that your application demonstrates examples of proven experience and ability against the person specification criteria.

Essential Experience and Skills

It is essential that the successful candidate can demonstrate

1. Significant senior-level experience of the nuclear sector and its regulatory requirements
2. Demonstrable track record of
 - a) ensuring informed and effective regulatory judgements, balancing the various technical, regulatory and other factors such as value for money;
 - b) assurance of regulatory decisions; and
 - c) communicating those decisions in a way that engenders public trust in nuclear regulation
3. Understanding of, and contribution to, international nuclear safety and security regulation policy and practice
4. Successful stakeholder liaison (central government, industry, NGOs and media) that inspires confidence in the integrity and credibility of competent and transparent decision-making in an environment of significant public scrutiny
5. Demonstrable commitment to transparency, openness and working in the public interest
6. Effective strategic and corporate leadership that delivers sustained change and improved performance in a technically-oriented organisation.
7. Top team-level experience of developing strategy, corporate and directorate plans, and risk management.
8. Effective team leadership that gets the best out of people in the long term and develops capability at every opportunity
9. The character to tackle negative cultural issues and behaviours.

Professional Qualifications

- a) Honours degree or equivalent in an appropriate scientific or engineering subject
- b) Fellowship of a relevant chartered professional body
- c) Appropriate leadership/management qualification or substantial senior leadership development undertaken

Package, Location and Tenure

The salary offered is up to £140,000 per annum and annual up-to-10% non-consolidated performance bonus. This post is offered on a five year fixed term contract, with the possibility of a two year extension.

You will be eligible to join one of two Civil Service pension schemes (more details at www.civilservice-pensions.gov.uk):

- **alpha.** This is a high quality, defined benefit occupational pension scheme that currently has a member contribution rate of 7.35%. As your employer we also make a substantial contribution (approx. 24.3% of pay) or
- **partnership** pension account. This is a stakeholder pension with a contribution from us. How much we pay is based on your age. We pay this regardless of whether you choose to contribute anything. You do not have to contribute but, if you do, we will also match your contributions up to 3% of your pensionable earnings. The contributions are in addition to the age-related employer contribution mentioned above.

The post is based at our corporate office in Bootle, Liverpool and involves regular travel and overnight stays within the UK and internationally. Bootle is two miles north of Liverpool city centre. If you move home to take up this appointment, re-location expenses will be available, subject to discussion at the point of offer.

Future pay awards will be determined by ONR's Remuneration Committee taking regard to public sector pay guidance. This has been 1% per annum for some years.

Other Benefits include

- 30 days annual leave and 8 days public holidays plus 1 privilege day in a year (pro rata for part timers);
- Maternity, paternity and adoption leave allowance; carers leave; and
- A range of occupational health services to support wellbeing.

Eligibility

Nationality

This role is defined as a reserved post, therefore only UK nationals may be considered.

Security Clearance

The successful applicant will require National Security Vetting to enhanced "developed vetting". We expect to undertake this during the working of notice period with current employer.

Conflicts of Interests

Shortlisted candidates will be asked to declare any interests that might be perceived to conflict with this role, or to raise questions about their approach to the business of the ONR. This will include business interests, shareholdings, positions of authority, retainers, consultancy arrangements or other connections with commercial, public or voluntary bodies, both for themselves and their spouses/partners.

The successful candidate will be required to give up any conflicting interests and his/her other business and financial interests may be published.

Disability

We recognise that people with disabilities are under-represented in the workplace and we are committed to work to increase their number. Help will be available if you have any special access, communication or other requirements in applying for this post.

Equal opportunity

There will be no direct or indirect discrimination against any applicant on the grounds of gender, marital status, race, colour, ethnic or national origins, sexual orientation, age, religion/belief or disability, or for any other reason.

How to Apply

Please submit a full CV and covering letter to through this link to the [ONR recruitment portal](#) by 29 September 2017.

Your **CV** should include your full employment history, professional and higher education qualifications, leadership development, professional memberships and two referees who may be approached at the point of interview.

Your cover letter should demonstrate your interest and suitability for the role against the principal responsibilities and person specification criteria, and detail your current salary. You should also specify any current notice period you are subject to.

Only this information will be used to determine our shortlist, so a failure to address any or all may affect your application.

Informal Discussion

Applicants who are shortlisted for interview will be offered an opportunity to discuss the role, team and organisation with the ONR Chief Executive.

Panel Interview

Regrettably, this date is fixed, and no alternative may be offered. The panel will comprise: Nick Baldwin CBE, ONR Chair, Adrienne Kelbie, ONR Chief Executive, a senior Government official, and a nuclear sector stakeholder.

Ministerial Interview

This post is an ONR Board appointment, subject to Ministerial endorsement.

Stage	Timescale
Closing date for applications	29 September 2017
Sift	Week commencing 2 October 2017
Informal chat with Chief Executive	Week commencing 9 October 2017
Panel interview, London	24 October 2017 (tbc)
Ministerial interview	November

Expenses

Travelling expenses will be reimbursed in line with ONR policy.

Complaints

The ONR's recruitment processes are underpinned by the principle of selection for appointment on merit on the basis of fair and open competition as outlined in the Civil Service Commission's Recruitment Principles which can be found at www.civilservicecommissioners.org. If you feel your application has not been treated in accordance with the Principles and you wish to make a complaint, you should contact **David Caton, ONR HR Director** (david.caton@onr.gov.uk) in the first instance.