



Office for
Nuclear Regulation

Office for Nuclear Regulation

Deputy Chief Nuclear Inspector

Candidate Brief

Presented by:

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November 2025

Welcome

Our mission is to protect society by securing safe nuclear operations.

Dear candidate,



I would like to thank you for your interest in joining the Office for Nuclear Regulation (ONR) as our Deputy Chief Nuclear Inspector (DCNI).

ONR is the UK's independent regulator for nuclear safety, security, safeguards, and conventional health and safety across 36 licensed nuclear sites. It ensures that the nuclear industry effectively controls hazards, maintains high standards, and continuously improves. ONR's work spans operating reactors, fuel cycle facilities, waste management, decommissioning, and new nuclear construction. It also regulates the transport of nuclear materials and oversees compliance with international safeguards. Transparency, accountability, and public confidence are central to ONR's regulatory approach.

The **DCNI** is a senior executive role reporting directly to the Chief Executive/Chief Nuclear Inspector and deputising for him when required. The DCNI collaborates with the Director of Strategy and Corporate Affairs to engage with senior stakeholders domestically and internationally, supporting ONR's strategic goals. They contribute to strategy development, change management, and performance reporting, including the Annual Report and Accounts, the Chief Nuclear Inspector's report and Review of Regulation reports.

Key responsibilities will include:

- Leading ONR's Regulatory Directorates, setting strategic regulatory objectives and ensuring effective delivery and enforcement
- Oversight of ONR's regulatory approach, particularly in response to changes in the nuclear landscape.
- Undertaking resource planning, governance, risk management, and assurance across regulatory divisions
- Act as line manager to the Directors of Regulation.

We are looking for an exceptional individual who has gained substantial experience in the UK nuclear, related or regulatory industries, strategic leadership, change management, and stakeholder engagement. Strong communication, integrity, and decision-making abilities are critical, as is a commitment to ONR's values: supportive, open-minded, fair, and accountable.

ONR has just over 650 employees, working together as one team to protect the public by securing safe nuclear operations. We value and respect everyone's contribution to this, no matter what role they play. Our culture is one of continuous improvement, supportive engagement and personal accountability.

I look forward to receiving your application for this exciting opportunity.

Mike Finnerty
Chief Executive and Chief Nuclear Inspector
Office for Nuclear Regulation
November 2025



About ONR

ONR is the UK's independent nuclear regulator, with a mission to protect society by securing safe nuclear operations. It has the legal authority to regulate nuclear safety, nuclear security and safeguards, and conventional health and safety at the 36 licensed nuclear sites in Great Britain (GB). This includes the existing fleet of operating reactors, fuel cycle facilities, waste management and decommissioning sites, as well as other licensed and, in part, authorised defence sites, together with the regulation of the design and construction of new nuclear facilities. It also regulates the transport of civil nuclear and radioactive materials by road, rail and inland waterways.

ONR's nuclear security regulation covers approval of security arrangements within the civil nuclear industry and provides regulatory oversight for the security of transportation of civil nuclear materials and the management of effective arrangements for sensitive nuclear information. Its safeguards regulation serves to ensure that civil nuclear material remains accounted for and controlled, to ensure the UK maintains its safeguards obligations as set out under international treaties and agreements.

Staff are drawn from a wide range of professional backgrounds, with specialist inspectors in civil engineering, radiological protection, human factors, chemical and mechanical engineering, protective security, emergency preparedness and cyber security. Their responsibilities include assessing safety cases and security plans, inspecting nuclear sites, regulating transport, communicating our decisions, training new recruits and representing the UK and ONR within the wider international nuclear community.

Additional information

[ONR website](#)

[ONR structure](#)

[ONR regulatory structure](#)

[Working for ONR](#)

[Sites and facilities map ONR regulates](#)

[Chief Nuclear Inspector's Themed Inspection on Climate Change – Summary Report](#)



The role

Our mission is to protect society by securing safe nuclear operations.

Deputy Chief Nuclear Inspector

Location	Bootle, Cheltenham, or London
Pay Band	Equivalent SCS PB1
Directly reports to	Chief Executive/Chief Nuclear Inspector

Job Purpose

This is a senior level regulatory role, a member of the Senior Leadership Team and member of ONR Incident Management Team. Reporting directly to the Chief Executive/Chief Nuclear Inspector, with each of the Directors of Regulation reporting to this role.

About The Role

Leadership Responsibilities

- To role model Enterprise Leadership and an “ONR first” mindset, advocating ONR’s values and promoting development of ONR’s cultural shift;
- Lead the Regulatory Directorates and set the overarching regulatory objectives and approach to deliver ONR’s strategic intent;
- Act as Line Manager for the Directors of Regulation;
- On specific matters, act as the deputy to the CNI as directed by the CE/CNI;
- Oversee development of ONR’s future regulatory approach to ensure it remains effective and responsive to changes in the nuclear landscape;
- Provide advice to the CE/CNI on ONR’s overall regulatory approach across all purposes and related matters;
- Ensure efficient and effective regulation delivery and enforcement, in consultation with Director of Regulation colleagues; and
- In collaboration with the Director of Strategy and Corporate Affairs, coordinate engagement with senior regulatory stakeholders in the UK and internationally¹, to support the effective delivery of ONR’s strategic objectives securing stakeholder respect, trust and confidence.

Other Responsibilities

- In collaboration with other Director colleagues, develop and implement ONR’s new strategy;
 - Identify and drive the change management projects necessary to enhance productivity and organisational effectiveness;
 - Develop and propose to the CE/CNI and Board, an Annual CNI Report;
 - Develop and deliver an Annual Review of Regulation Report to the CE/CNI and Board;
 - Ensuring that sufficient resource is available to deliver the Regulatory objectives and plans within budget;
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- Ensuring the effectiveness of robust governance, risk and issues management, and assurance arrangements across the regulatory divisions;
- Monitoring the regulatory plans for the effective delivery of delegated regulatory functions, ensuring efficient and effective enforcement and regulation;
- Presenting regulatory performance reports to the ONR Board and SLT as appropriate and escalate relevant delivery delays to the CE/CNI in a timely manner, following ONR's change control process where corporate plan milestones are impacted;
- Support the CNI in providing assurance to the ONR Board on regulatory matters, and act on findings arising from ONR's Integrated Audit and Assurance Framework (IAAF);
- In consultation with director colleagues, set the optimal allocation of specialist regulatory resources, considering regulatory priorities, staff development, and any resource constraints; and
- In consultation with director colleagues, agree the deployment of regulatory Band 1 resources, to both support ONR's mission and our talent management and succession planning approaches.

Accountabilities

The DCNI is specifically accountable for:

- The strategic direction and leadership of the regulatory directorates;
- Chairing regulatory leadership team meetings, to co-ordinate the work of regulatory directorates including business planning, resource planning and risk management;
- Providing oversight and assurance of enforcement and regulatory decisions made on behalf of ONR and ensuring adequate assurance, review and appeals procedures are in place including escalating issues to the ONR Board, Ministers and Parliament;
- In consultation with SLT colleagues, the establishment and oversight of efficient and effective regulatory management information performance management, business assurance and administrative systems for ONR;
- The appropriate liaison with domestic and international regulators, the IAEA and the NEA, including membership of and participation in, these (and other) appropriate international bodies;
- An appropriate warranting process for ONR Inspectors and issuing warrants;
- Resolving any differences of opinion/conflicts between regulatory directors directly, and where resolution cannot be achieved, raising this with the CE/CNI; and
- The budget delegated by the CE/CNI in accordance with ONR's policies and procedures (including the Scheme of Delegation), and with consideration to value for money and public perception of spending.

Line Management Responsibilities

As part of your role, you will be responsible for managing staff.



Person Specification

Essential Qualifications

- Educated to degree level in an appropriate subject and/or significant relevant experience; and
- Membership of a relevant chartered professional body or equivalent relevant experience.

Essential Skills/Job Related Expertise

- Relevant and substantial experience of the UK nuclear, related or regulatory industries and regulatory regime;
- Visionary, effective, and resilient leader;
- Leadership of successful change management;
- Ability to work collaboratively with senior colleagues, targeting continuous improvement in organisational performance and resilience;
- Ability to challenge resistance, promoting and encouraging innovative thinking;
- Effective engagement with senior stakeholders in both the public and private sectors;
- Significant experience of blending practical hands-on expertise with a strong strategic focus and direction;
- Excellent written and verbal communication and interpersonal skills with the ability to influence effectively;
- Personal integrity, credibility, and resilience, to inspire confidence and reassurance in the role;
- Role modelling ONR's values in routine business and as a member of the SLT, ensuring that behavioural standards are met and maintained; and
- Ability to make robust, well founded, judgement through decisive but controlled decision making.

Location / Travel

This post may be undertaken from a base at any one of ONR's office locations (Bootle, Cheltenham, or London).

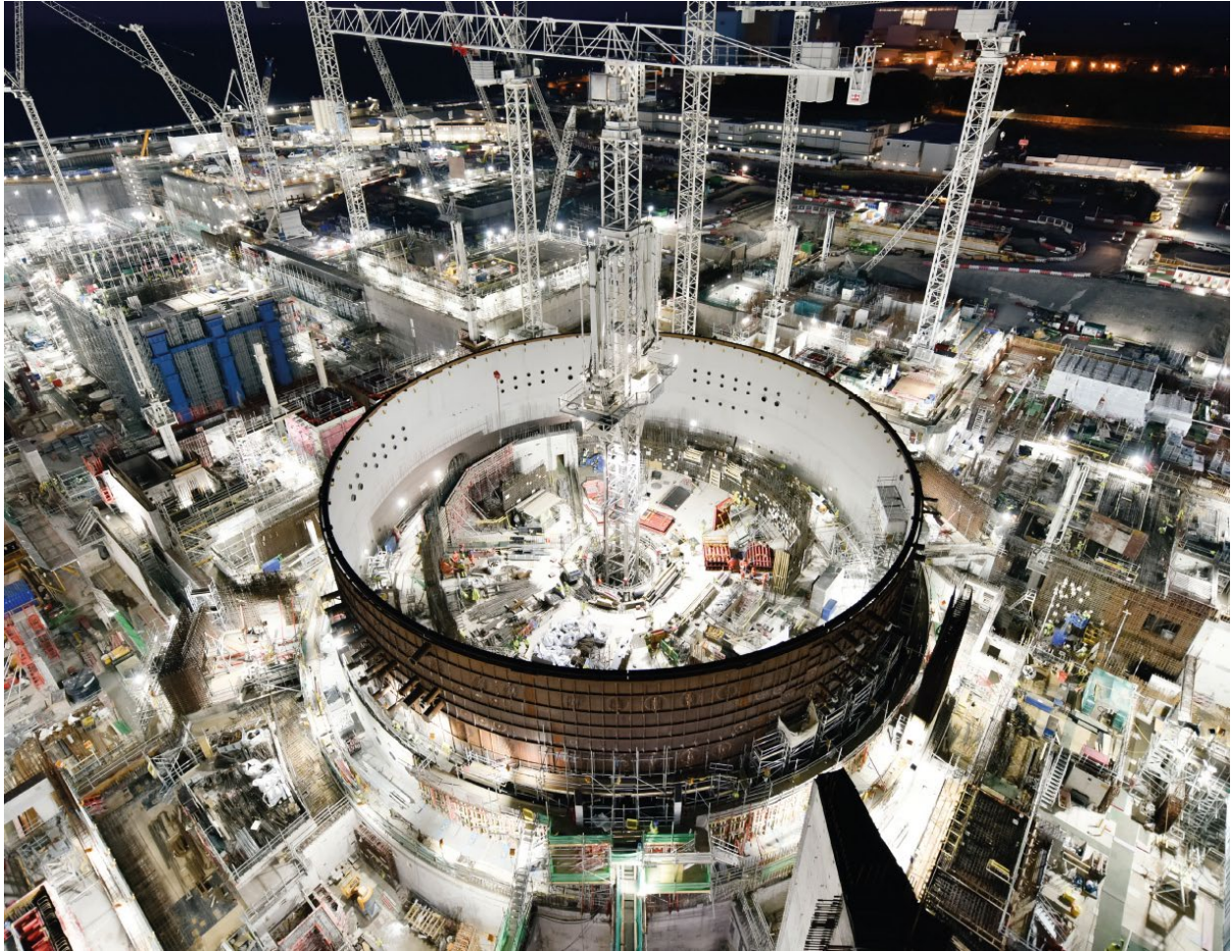
This is a high-profile role, and its national and international status means that frequent travel, including overseas, is required. In respect of the licensed estate, travel is required across Great Britain.

The successful applicant requires a full driving licence which permits the holder to drive in the UK unless reasonable adjustments can be made under the Equality Act 2010.

ONR operates hybrid working (working in the office and / or at home) as part of our flexible working policy. There is an expectation that everyone will spend some time in the office on a regular basis, recognising that some work is better done face to face. Managers will collaborate with their teams on what works best to meet individual, team, business and organisational needs to enable collaboration, as well as balancing personal choice and wellbeing.

Security Clearance

The successful candidate must hold or be able to secure Developed Vetting (DV) clearance.



Terms and conditions

Salary

A competitive salary with a generous employers' pension contribution to the civil service pension scheme.

Future pay awards will be reviewed regularly and settled following negotiations between ONR and Trades Unions and with agreement from the Remuneration Committee.

Pension Scheme

ONR offers an excellent occupational pension scheme. We offer the choice of either:

- A high quality, index-linked defined benefit pension scheme. Members contribute a percentage of their earnings, but we also make generous contributions and meet the bulk of the cost of this scheme or
- A stakeholder pension with a contribution from ourselves. Our basic contribution is based on your age, and we pay this regardless of whether you choose to contribute anything. You do not have to contribute if you do not wish to but, if you do, we will also match your contributions up to an additional 3% of pay

Full details can be found on the Civil Service Pensions website at: www.civilservice-pensions.gov.uk.

Other benefits include:

- Flexible working arrangements
- 30 days annual leave, plus public holidays and 1 privilege day in a year
- Generous maternity, paternity and adoption leave allowance; carers leave
- Occupational Health Services including counselling

Do visit [Working for ONR - Rewards and benefits](#)

Inclusion

ONR colleagues are from all walks of life with varied personal experiences and career journeys into ONR. We want the best people for our roles. As an inclusive employer we value [individuals' contributions](#), regardless of their age, gender, race, ethnicity, disability, sexual orientation, social background, religion, or belief. Our [values](#) 'supportive, open-minded, fair and accountable' are central to this. We [invest](#) in our people to build capability, resilience, and promote wellbeing in our great teams, underpinned by our inherent focus on inclusion and excellence.



To apply

The Office for Nuclear Regulation is very keen to discuss this opportunity with professionals who have gained substantial experience of the UK nuclear, related or regulatory industries and possess the skills and resilience as well as the relationship building and inspirational leadership capabilities to undertake this challenging opportunity.

It's a very exciting time for the Office for Nuclear Regulation. If you would like to play a valuable part in the future of the organisation, we would very much like to hear from you.

Application is by CV and covering letter. Your letter, which should be no more than 2 pages in length, should explain both why you are interested in the post and why you think you would be an excellent candidate for ONR. Please also include details of your current remuneration package.

To confidentially discuss the role in further detail, please contact:

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Campaign dates

Closing date:

First round of interviews (Virtual)

ONR interviews

25th November 2025

2nd and 3rd December 2025

W/C 15th December 2025

The above dates are subject to change

