

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 and more generally as outlined in the Scheme of delegation.
- 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 puposes and related matters;
- Senior leadership on all matters relating to Safeguards (i.e. the ‘Director of Regulation for Safeguards’)
- Ensure efficient and effective regulation delivery and enforcement¹, in consultation with Director of Regulation colleagues.

¹ Specific (routinely, licensee/dutyholder facing) regulatory decisions are matters for individual directors of regulation in accordance with the Scheme of Delegation and for which they are accountable to the CE/CNI.

- In collaboration with the Director of Policy and Corporate Affairs, coordinate engagement with senior regulatory stakeholders in the UK and internationally², 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.
- 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.
- 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.

² National and/ or international engagement on site or operator specific issues should be coordinated by the appropriate regulatory director.

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 - please make yourself aware of the Line Manager responsibilities.
- [ONR-HR-R2A2-015 Line manager role profile.](#)

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.

Work with Us

Our 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.

Security Clearance

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

Person Specification

Inclusion

We are committed to being an inclusive employer and welcome applicants from all backgrounds. We will consider reasonable adjustments to ensure the recruitment process is inclusive and barrier-free. Please contact ONR.Human-Resources@onr.gov.uk to discuss further.

We will also offer an interview to disabled people who meet the minimum criteria for applicants who opt into the guaranteed interview scheme.

We recognise we have a role to play in helping those leaving the Armed Forces and have a Veterans guaranteed interview scheme. We offer an interview to Veterans who meet the minimum criteria for applicants who opt into the scheme. Please see eligibility criteria below.

- served for at least one year in His Majesty's Armed Forces (as a Regular or Reserve).
- be in transition from, or ceased to be a member of, His Majesty's Armed Forces.
- not already be employed by ONR.

Essential Qualifications

- Educated to degree level in an appropriate subject and/or significant relevant experience.
- 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.
- 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.
- Ability to make robust, well founded, judgement through decisive but controlled decision making.

AWARDS & ACCREDITATIONS



Fair Employment
Charter Aspiring Level



Merseyside Domestic
Abuse Workplace
Scheme



UK National Equality
Standard



Disability Confident
Leader