

OFFICIAL

AWVE NUCLEAR SECURITY
TECHNOLOGIES

V E R E D U S

We play a crucial role in nuclear defence. We are at the forefront of nuclear technology and innovation - always delivering to keep our nation safe and secure.

Programme Management Leadership

START





Protecting the UK through nuclear science and technology

For 75 years, AWE has supported the UK Government's nuclear defence strategy and the Continuous At Sea Deterrent (CASD). Our primary mission in keeping the nation safe is to design, manufacture, develop and maintain the warheads for Trident, the UK's deterrent. A team of world-renowned scientists, engineers, programme managers and specialists undertake critical work, providing and maintaining warheads for Royal Navy submarines – everything from design and manufacture to in-service support and decommissioning. With unique nuclear skills and expertise, we also provide intelligence and support to the UK Government by developing innovative solutions to combat nuclear threat, terrorism and nuclear proliferation. Our main site is on the former RAF Aldermaston with major facilities at Burghfield, Blacknest and RNAD Coulport.

Today, AWE is recognised as a centre of scientific, engineering and technological excellence, equipped with some of the most advanced research, design and production facilities in the world. AWE plc was until 2021 owned by a consortium of Lockheed Martin, Jacobs and Serco. From that date AWE has been an 'arm's-length body' wholly owned by the Ministry of Defence.

What we do is unique and so are the people who work here. We are a team of around 9,000 people and proud to be part of such an important mission and proud of our

responsibilities to the Ministry of Defence. We have some of the best in the business and the skills of AWE people are considered a national asset. We work tirelessly to ensure we attract, motivate, develop and retain the best talent and equip our people with the right skills for the future.



Message from Nick Elliott, Chief Executive Officer and MD



It is a great privilege to lead an organisation of critical national importance, and I am extremely proud to be the CEO at such a significant stage in the development of the UK's future deterrent capability. My focus is to continue the impressive momentum that has been built in this complex and challenging endeavour.

Since 1969, AWE has protected the UK through nuclear science and technology via support for the Continuous at Sea Deterrent (CASD). We deliver our products to our end user, the Royal Navy, and ensure in-service support to assure the effectiveness of our deterrent, whilst also protecting the safety of our service people on all UK submarines. Since our establishment, we have successfully delivered several generations of products, significantly enhanced our scientific capabilities and kept the British people safe to nuclear incidents via our Nuclear Threat Reduction capability.

We have secured funding for our Future Materials Campus (FMC), which will provide the plant, equipment and processes required to deliver the Replacement Warhead (RW) programme. This will create jobs in the thousands during construction and across the supply chain nation-wide.

AWE's mission therefore has both immense strategic and economic benefits. The continuation of CASD and investment in infrastructure of this magnitude are achievements we should be proud of.



Role Outline

This high-profile role will lead a major programme of work at AWE. The programme is a part of the nationally significant, multi £billion, replacement warhead programme in support of the UK's Continuous at Sea Deterrent.

The position demands excellent influencing and leadership skills to effectively navigate the complex network and array of internal and external stakeholders which include AWE Executive, AWE Board, Defence Nuclear Organisation, International partners, suppliers and the Ministry of Defence.

You will be accountable for developing all aspects of the programme's strategic direction (commercial, technical, economic, people/capability), leading the broader organisational functions and multi-discipline teams to meet the national and corporate objectives to deliver required capability outcomes.

As a senior leader, you will ensure the team deliver the individual projects within the programme from concept selection phase through development, execution and into successful and sustained operations. Balancing the individuals' needs against overall programme and capability outcomes will be a critical success factor.

Success in the role will be born out of experience gained from delivering on a series of complex major projects or programmes; navigating the development of the required capability whilst balancing risk and regulatory impacts. Experience of working with industry partnerships to develop technologies will also positively impact the role.

This is an instrumental leadership role working on a strategically important programme for the UK, which is critical to AWE's mission & purpose.



Skills and Experience

You will be an experienced and seasoned delivery focused individual who has led a major complex defence, aerospace or nuclear new systems introductions, through the early stages of the life cycle into full execution.

A deep understanding of complex systems engineering and operations is essential to navigate and balance technical requirements with cost, schedule and risk; developing the required capabilities whilst balancing stakeholder needs and meeting the requirements of the various regulatory authorities is an essential facet of the role.

The candidate should have knowledge of working with tier 1 and tier 2 industry partners to develop technologies with a strong commercial acumen.

A thorough understanding of UK HMG (cabinet office and treasury) assurance and governance arrangements and working knowledge of NISTA (formerly IPA) and industry.

The candidate should be recognised leader who commands the necessary gravitas to take this pivotal programme forward.



Skills and Experience

The successful candidate will

- Drive delivery excellence by hitting major milestones & budgets across a complex programme.
- Provide inspirational leadership, setting the pace and vision for delivery in a highly technical, multi-disciplinary environment.
- Shape strategic intent into action, translating long-term goals into clear, achievable delivery plans.
- Lead and develop leaders, building a high-performing delivery organisation. Influence at every level, creating strong, trusted relationships with internal and external stakeholders.
- Own the programme business case and outcomes, ensuring measurable benefits are realised and sustained.
- Strengthen governance & assurance, applying a rigorous, risk-based approach to decision-making.
- Align delivery with organisational priorities, escalating critical issues with clarity & impact.
- Oversee strategic risk, resources & financial controls, ensuring resilience & accountability.
- Champion a culture of excellence, prioritising safety, quality, performance and continuous improvement.
- Inspire and motivate widely across the AWE business, energising teams across the organisation.
- Play a key role in the AWE P3M function and the ASTRAEA senior leadership team, collectively driving the success of the programme.



Our Customer – The United Kingdom Government

- In its 2020 Annual Report to Parliament, and in subsequent parliamentary questions, the MOD confirmed that:
- The warhead will be designed, developed, and manufactured in the UK.
- The warhead will be housed in the US Mk7 aeroshell, which will also house the US W93 warhead. The Mk7 aeroshell will be procured from the US along with some other non-nuclear components under existing nuclear treaty arrangements. The UK's replacement programme has since been designated the A21/ Mk7/ Astraea programme.
- The UK will continue to work with the US to ensure that the warhead remains compatible with the Trident missile system.
- The Replacement Warhead Programme is currently in its concept phase, which is the first phase in any MOD procurement project, having gained Cabinet Office approval of its Strategic Outline Case in September 2021



Ministry
of Defence



Defence Nuclear Organisation

[Replacing the UK's nuclear deterrent: The Warhead Programme - House of Commons Library](#)



International Partner – The United States of America



In February 2020 the US Commander of United States Strategic Command, Admiral Charles Richard, revealed during an evidence session of the Senate Armed Services Committee that work on its new W93 warhead was being conducted in parallel with a UK programme for a new replacement warhead:

The Nuclear Weapons Council has established a requirement for the W93/Mk7 warhead. This warhead will provide USSTRATCOM and the Navy a means to address evolving ballistic missile warhead modernization requirements, improve operational effectiveness, and mitigate technical, operational, and programmatic risk in the sea-leg of the triad.

This effort will also support a parallel Replacement Warhead Program in the United Kingdom whose nuclear deterrent plays a vital role in NATO's overall defense posture. Without a coordinated, joint effort to develop and field the W93/MK7 as a system, the bulk of our day-to-day deterrent force will be at increased risk in the early 2040s due to aging legacy systems.



AWE – UK Mission alignment



In March 2024 the Government published the Defence Nuclear Enterprise Command Paper which stated that AWE has commenced work on a sovereign replacement warhead, as part of an evolutionary cycle that ensures we have an in-service warhead that can be safely assured from design to disposal. The Replacement Warhead has been designated the A21/Mk7, and the programme is now known as Astraea.

A world without nuclear weapons ▶

We are committed to a world without nuclear weapons as soon as possible: **disarmament is a core part of our deterrence policy**. We take our responsibilities as a nuclear weapons state seriously, and are fully committed to our international treaty obligations under, and the full implementation of, the Treaty on the Non-Proliferation of Nuclear Weapons (NPT). ▶

Maintaining and renewing our nuclear deterrent is fully consistent with, and does not diminish, the UK's commitment to **our long-term goal of a world without nuclear weapons**.

As a nuclear-weapon state (NWS) that supports the international rules-based system, the UK is working for the **preservation and strengthening of effective arms control**, disarmament, and non-proliferation measures – a position reinforced by the SDR.

However, the security environment is extremely challenging, and the UK will maintain our nuclear deterrent for as long as it is required.

The UK has taken a **consistent and leading approach** to disarmament, but the steps that we have taken in recent decades have not led others to follow suit. We are the only NWS to operate a single sovereign delivery system, and our stockpile remains the smallest of any NWS.

We will continue to work constructively towards eventual disarmament, and believe this will be best achieved through the framework of the NPT in a step-by-step, transparent, verifiable, and irreversible manner, with **undiminished security for all**.



ASTRAEA – a part of the Nuclear Deterrent

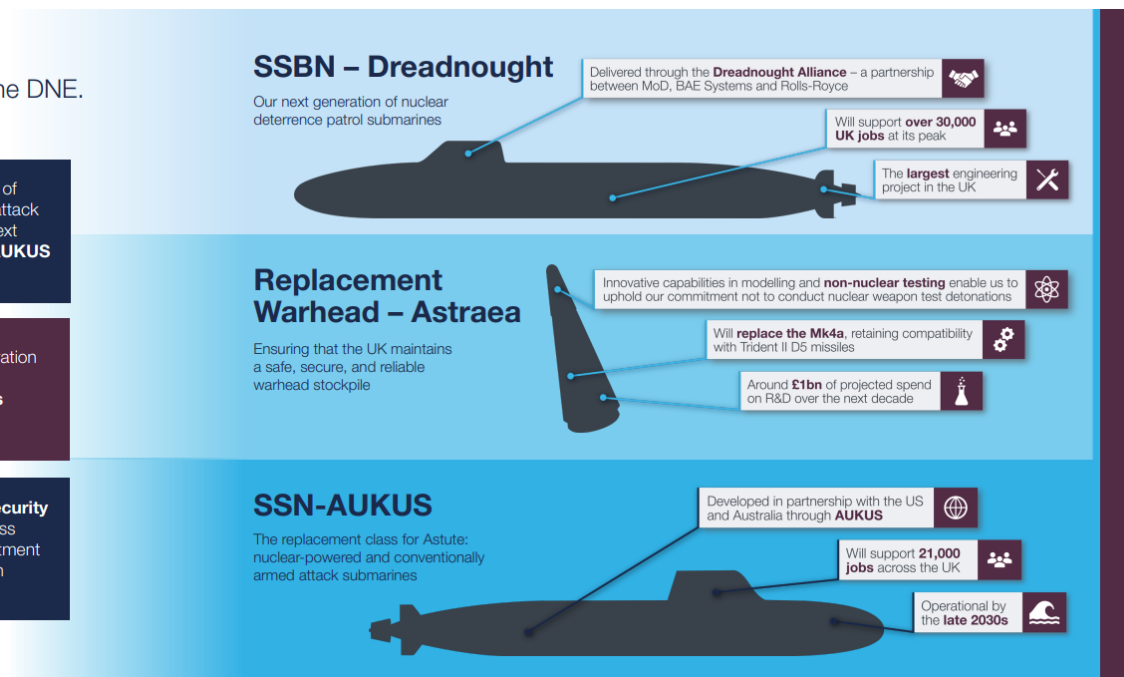
The 2025 Strategic Defence Review (SDR) made clear, a modernised nuclear deterrent will remain the cornerstone of the UK’s defence, and our commitment to NATO and global security – deterring the most extreme threats we and our NATO Allies face.

Our nuclear deterrent ‘triple-lock’ will safeguard our nation for generations to come, keeping Britain secure at home and strong abroad, its credibility underpinned by continued strong levels of public and cross-parliamentary support



The SDR made clear the need for **sustained investment** across the DNE. As part of the renewal programme, we are:

Investing £15bn this Parliament in our sovereign warhead programme, supporting over 9,000 jobs. This includes delivering our replacement warhead programme: Astraea .	Completing the Astute Class programme of nuclear-powered, conventionally-armed attack submarines (SSN), and working on the next generation successor capability – SSN-AUKUS – growing our SSN fleet to up to 12.
On track for final disposal of HMS SWIFTSURE in 2026, using a world-first approach to the complete dismantling of a nuclear-powered submarine, enabling around 90% of its structure and components to be reused or recycled.	Delivering the next generation of UK SSBNs through the Dreadnought Class programme .
Recapitalising critical elements of our infrastructure, modernising our naval bases and manufacturing processes, and expanding our capabilities in order to deliver the increase in submarine production rate announced in the SDR.	Helping to secure UK energy security and resilience , by working across government to co-ordinate investment and more closely collaborate with the civil nuclear sector .



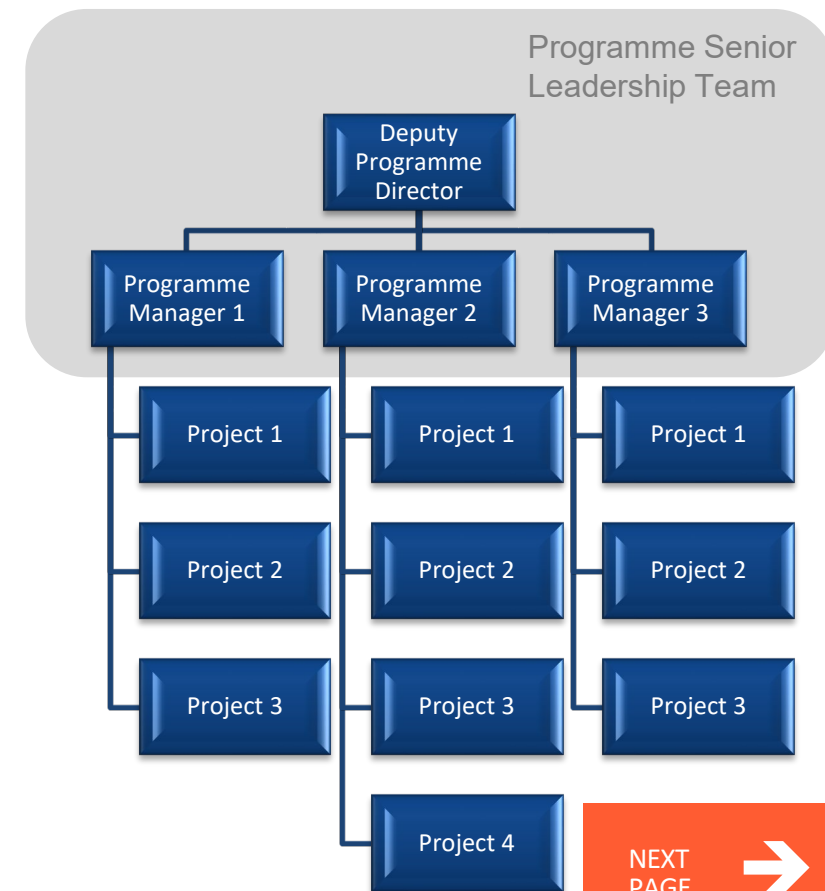
The ASTRAEA Programme



The replacement of the UK warhead is a major long-term national programme, driving significant modernisation across AWE, HMNB Clyde and EPURE in France.

As Programme Manager for the high-profile Delivery workstream within the ASTRAEA programme, you will lead the end-to-end delivery of complex, multi-disciplinary projects that underpin the nation's next-generation nuclear capability.

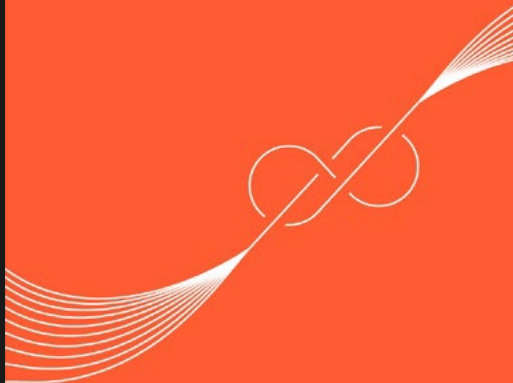

This pivotal role involves setting strategic direction, managing major projects as an integrated programme of work, ensuring milestones and budgets are met, and translating the overarching business case into measurable outcomes. You will orchestrate delivery across technical, operational and organisational boundaries, engaging stakeholders at all levels to ensure products meet strategic intent, user needs and regulatory expectations.



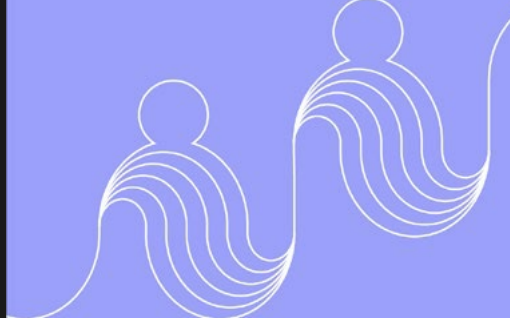

AWE's Behaviours



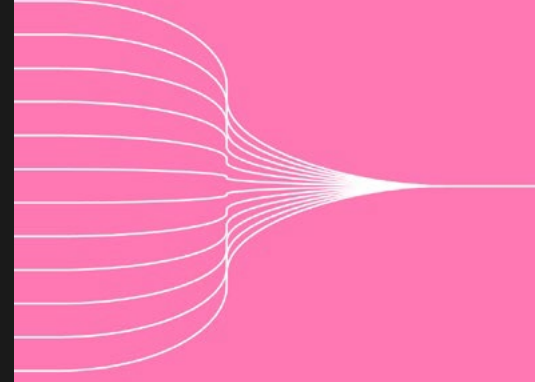

We are safe and secure



We keep our promises



We connect with respect



We embrace simplicity

AWE's ambition is to create workplaces where we recognise and celebrate differences, encourage diverse contributions and our employees feel able to be themselves at work. We are striving to create a genuine culture of openness and inclusion at AWE and encourage diverse applicants. Any inclusion information you provide us will be used to encourage and support you through the application process and will be held only for this purpose in accordance with GDPR.



How to Apply

AWE has appointed Veredus as an executive search firm for this appointment and they will manage the campaign.

This is an external competition, to apply for this post, you will need to submit the following documentation through the Veredus website at www.Veredus.co.uk quoting reference **1230** under opportunities, by no later than 23:59 BST on **Thursday 11 June 2026**

- A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps.
- A **Supporting Statement** (approximately two pages of A4) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to essential criteria in the person specification.

Failure to submit both a CV and Statement of Suitability will mean the panel only have limited information on which to assess your application against the criteria in the person specification. Please ensure that both documents contain your full name.

On the Veredus website you will see the following forms that also need completing:

- A completed **Diversity Monitoring Form**. All monitoring data will be treated in the strictest confidence, will not be provided to the selection panel and will not affect your application in any way. If you do not wish to provide a declaration on any of the particular characteristics, you will have the option to select 'prefer not to say'.
- A completed **Candidate Supporting Information Form**

On application via the Veredus website you should receive an “on-screen” acknowledgement. If you do not see this “on-screen” confirmation, please contact Veredus us at centralgovernment@veredus.co.uk.

Should you encounter any issues with your online application please contact:

James.Griffin2@veredus.co.uk

At Veredus, we take care to protect the privacy of our candidates and clients. To read more about how we collect, store and share your data please read our privacy notice which can be accessed here: <https://www.veredus.co.uk/privacy-and-cookies>



Timelines

Please find an indicative timeline below. We will try and offer as much flexibility as possible, however it may not always be possible to offer alternative dates for interviews. Please note these dates may be subject to change:

	Indicative timelines
Closing Date	Thursday 11 June 2026
Shortlist	Thursday 25 June 2026
Panel Interviews (face to face in London)	Thursday 2 July 2026



Further Information

If you have any questions about the role or would like to discuss the post further, please contact our advising consultant at Veredus:

- James.griffin2@veredus.co.uk
- stephen.womersley@veredus.co.uk

