

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.



Essential & Desirable Criteria for Success

Essential

- Proven experience leading large-scale, complex programmes with full accountability for delivery, ideally in highly regulated environments (e.g. defence, nuclear, aerospace or infrastructure).
- Strong strategic leadership capability, with the ability to translate organisational objectives into executable plans and deliver measurable outcomes.
- Demonstrated ability to influence and engage at senior levels, building trusted relationships across a diverse and complex stakeholder landscape.
- Track record of delivering through others, including leading, developing and motivating high-performing, multidisciplinary teams.
- Expertise in programme governance, risk management and financial control, ensuring delivery to time, cost, quality and safety standards.
- Relevant professional accreditation or equivalent experience in programme and project management (e.g. Chartered status, MSP, PRINCE2, APM or equivalent).

Desirable

- Experience delivering major transformation or change programmes, particularly within complex organisational or government environments.
- Accreditation within the Government Project Delivery Profession (or willingness to achieve).
- Experience working within, or alongside, national security or defence-related programmes, with an understanding of associated constraints and operating environments.
- Strong commercial and supplier management experience, including working with external partners to deliver large-scale programme outcomes.



Remuneration & Benefits

- Basic salary up to £132,000
- 10% annual on target bonus
- 208 hours annual leave + Bank Holidays (270 hours in total)
- Nine-day working fortnight (one week we work 41 hours, the following week we work 33 hours)
- Relocation assistance (T&C's apply)
- A £2,520 credit in the voluntary benefits portal to spend on voluntary (non-contractual) employee benefits for you to choose from according to your needs.
- AWE Pension Scheme Summary: The scheme boosts your retirement savings by adding a significantly higher employer contribution based on what you choose to pay in. Contributions scale up, with AWE paying between 9% and 13%, capped at the top tier.



AWE's Behaviours



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 Sunday 14th 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	Sunday 14 th June 2026
Shortlist	Friday 26 th June 2026
Panel Interviews (face to face in London)	Thursday 2 July 2026
Final Stage (On-Site Aldermaston)	W/c 13 th 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
- Or
- stephen.womersley@veredus.co.uk

