
SCS2 Clyde Transformation Director Candidate Pack

Reference: #1318

Closing Date: 23:55 Friday 30 October 2026



Ministry of Defence



Introduction and Role Overview

Role Overview

Location

Glasgow, with regular travel to HMNB Clyde (Faslane/Coulport) and MOD London/Abbey Wood. There is an expectation that a minimum of 60% of working time will be spent in the office. All work-related travel and subsistence costs will be reimbursed except when travelling to your base location in line with departmental policy.

Salary

This is an SCS Pay Band 2 role. The successful candidate should expect to earn up to £175,000 per annum. Existing Civil Servants on level transfer will retain their existing base salary. Candidates on promotion will have their substantive base salary increased by 10% or start on the minimum of the SCS PB2 scale of £105,000 per annum; whichever is higher.

In addition to salary, we are able to offer a performance related bonus of up to £25,000.00 per annum. Existing Civil Servants will remain on current Civil Service performance pay arrangements.

Contract Type

This role is being offered on a 3-year fixed-term or loan basis. The successful candidate is expected to return to their previous organisation/business unit once their appointment is over. For MOD employees applying on promotion, this role will be offered on temporary promotion only.

Security Clearance

The successful candidate will need to hold, or obtain Developed Vetting level in order to take up the post. Further details can be found [here](#).

Nationality

This is a reserved post. This job is broadly open to Sole UK Nationals - applications from dual nationals will be considered on a case by case basis.

For further information on whether you are eligible to apply, please visit Gov.UK.

This role is NOT open to applications from those who require sponsorship under the points-based system.

Benefits of Working for MOD

Pension

Your pension is a valuable part of your total reward package where our pension contribution rates are currently up to **28.97%**. Visit www.civilservicepensionscheme.org.uk for more details.

Leave entitlement

25 days annual leave, rising one day per year, to 30 days upon completion of five years' service. This is in addition to your 8 public holidays. Generous paid maternity and paternity leave which is notably more than the statutory minimum offered by many other employers. Minimum of 15 Days Special Leave for military or emergency service volunteering reserve commitments.

Childcare Support Schemes

You may be eligible for tax free childcare or have access to on-site nursery or childcare, depending on location.

Flexible Working

Flexible working patterns and access to Flexible Working Schemes allowing you to vary your working day as long as you work your total hours.

Onsite Facilities

Most sites have free car parking, gym, on site shops & subsidised canteen.

Sick Pay

MOD offers a comprehensive occupational sick pay scheme for senior civilians, alongside statutory sick pay, providing financial stability during periods of ill health. This reflects our commitment to duty of care, wellbeing, and supporting leaders to recover fully and return to work sustainably..

Season Ticket & Bicycle Loan

Interest-free loans allowing you to spread the cost of an annual travel season ticket or a new bicycle.

Additional information can be found in '[Discover my Benefits](#)' and '[Civil Service Employee Benefits](#)' links to understand what support and benefits are available to you.

Role Details and Person Specification

The Role – Overall Purpose

This is a rare opportunity to take on a **career-defining leadership role** at the heart of the UK's nuclear enterprise: shaping how a nationally critical base is transformed for the next generation, while maintaining safe, secure, uninterrupted operations today.

The Clyde Transformation Director will lead the client-side delivery system for the Clyde Transformation Programme (CTP), connecting strategy, investment, governance, assurance and execution across MOD, the Royal Navy, delivery partners and regulators.

His Majesty's Naval Base Clyde (HM Naval Base Clyde) is a nationally critical asset operating in a highly regulated, high-security environment. CTP is a **multi-decade, multi-billion pound, enterprise-scale programme** that must deliver major infrastructure and organisational change while sustaining safe, secure, continuous operations.

The Clyde Transformation Director is the senior client-side delivery leader for the transformation of HM Naval Base Clyde, accountable for **designing, establishing and leading the Client Delivery Model** to enable effective, integrated and assured delivery of the programme - translating strategic intent and investment decisions into credible plans, disciplined execution, robust assurance and sustained client capability.

The Role - Responsibilities

Working closely with the Senior Responsible Owner (SRO) and senior leaders across the Defence Nuclear Enterprise, the Transformation Director will set direction, create the conditions for delivery, and hold the integrated system to account—balancing pace with safety, security and assurance. The current responsibilities of the role include:

Portfolio integration and delivery leadership (client-side)

- Integrate delivery organisations across the Defence Nuclear Enterprise and wider MOD to bring the six programmes together as a single coherent delivery system.
- Translate SRO-approved objectives into sequenced delivery strategies, credible milestones and dependency-managed roadmaps.
- Drive delivery performance across safety, schedule, cost, quality and operational readiness, escalating decisions and trade-offs to the SRO and Sponsor Board with clear options and evidence.

Major infrastructure and operational interface management

- Lead on an organisational-wide transformation and change programme across an operational military site inclusive of major infrastructure (e.g. nuclear facilities, waterfront/marine, utilities, accommodation, security and enabling works).
- Maintain a single integrated masterplan that manages site access, operational continuity, safety-case constraints, enabling works and commissioning.
- Embed whole-life value, maintainability and operational resilience into investment and design decisions.

Nuclear safety, security and regulatory alignment (client role)

- Demonstrate visible leadership of nuclear safety culture and high-consequence risk management across the delivery enterprise.
- Assure alignment of plans and delivery execution to regulatory expectations, licence conditions, safety cases and configuration control.
- Lead engagement with regulators and assurance bodies in the context of transformation and delivery and strengthen the evidence quality required for governance and approvals.

Commercial strategy implementation and partner integration

- Advise, and where appropriate implement, the agreed commercial and delivery model (alliances/frameworks/enterprise arrangements as applicable).
- Integrate delivery partners and suppliers into a single operating system with clear performance expectations, incentives, data transparency and escalation routes.
- Strengthen supply chain resilience (capacity, capability, productivity, nuclear-qualified resources, long-lead items).

The Role - Responsibilities

Controls, data transparency and performance management

- Establish a “single source of truth” for portfolio reporting and decision support (schedule, cost, risk, benefits and delivery confidence).
- Set and enforce rigorous disciplines: baseline integrity; change control; risk/opportunity; early warning; performance reviews.
- Prepare for independent assurance activity and embed improvements so that findings are addressed and sustained.

Organisation, workforce and change leadership

- Build, lead and coordinate multiple delivery organisations across the MoD, integrating military, civil service and embedded partner capabilities to operate cohesively.
- Define, drive and deliver a client capability roadmap that supports talent pipelines, retention, succession planning, training and culture across diverse stakeholder groups.
- Lead enterprise-wide change initiatives to harmonise ways of working, governance and behaviours, ensuring sustained delivery capability over decades within a complex, multi-organisation environment.

Stakeholder leadership and communication

- Represent the client as the senior delivery leader with senior military leadership, MOD functions, regulators, delivery partners, local authorities and communities.
- Handle sensitive issues (disruption, workforce pressures, environment, reputation) with professionalism and transparency.
- Sustain confidence and alignment through a clear narrative and evidence-based progress reporting.

Person Specification – Essential Criteria

- Degree or equivalent experience in engineering, infrastructure, nuclear, programme delivery or a related discipline.
- Enterprise-scale programme leadership: a track record leading interdependent, multi-£bn programme across phases and funding cycles, with complex interfaces and delivery risk gained in the public or private sector (or in a role with equivalent commercial accountability, delivery pace and supplier management).
- Candidates with public sector backgrounds are welcome and all candidates should demonstrate substantial experience working with (or within) private-sector delivery organisations, including commercial governance, contractual mechanisms and performance management.
- Capable client / owner model design: experience designing and running client-side delivery organisations (governance, decision rights, controls, integration and assurance), ideally alongside complex supplier landscapes.
- Regulated major infrastructure delivery: senior delivery leadership in safety-critical and/or high-security environments, delivering change while sustaining operations.
- Commercial and partner integration: shaping and implementing long-term commercial/delivery models and integrating partners and supply chain performance at scale.

Leadership Context and Organisational Background

About the Ministry of Defence

We work for a secure and prosperous United Kingdom with global reach and influence. We will protect our people, territories, values and interests at home and overseas, through strong armed forces and in partnership with allies, to ensure our security, support our national interests and safeguard our prosperity.

One Defence: Four Areas

Defence operates through four Areas, each with clearly defined accountabilities and responsibilities that are mutually supporting. These Areas work collaboratively to create an integrated system that achieves outcomes beyond the capabilities of any single Area. The four Areas are:

- Department of State (DOS):
- Military Services Head Quarters (MSHQ)
- Defence Nuclear Enterprise (DNE)
- National Armaments Directorate Group (NAD Group)

MOD is a ministerial department, supported by 24 agencies and public bodies. Click [here](#) for more information.

About DNE

The Defence Nuclear Enterprise (DNE) brings together the organisations responsible for operating, sustaining and renewing the UK's nuclear deterrent – one of the most critical and enduring responsibilities of UK Defence. The DNE exists as a distinct enterprise to provide clearer accountability, stronger leadership and long-term focus over the nuclear mission. Led by the Chief of Defence Nuclear, it spans policy, delivery, safety, regulation and operational expertise, working across Defence, wider government and industry partners. For candidates, the Defence Nuclear Enterprise offers the opportunity to work in an environment where strategic importance, technical complexity and national responsibility come together – with work that has lasting significance for the UK and its allies.

People join the Defence Nuclear Enterprise because they want to work on work that truly matters – where the stakes are high, the responsibility is real, and the impact is national and global. Roles within the DNE offer exposure to some of the most complex engineering, safety, policy and programme challenges in government. Candidates are drawn by the opportunity to work with highly specialised professionals, engage with world-class industry partners, and contribute to programmes that demand rigour, integrity and long-term thinking. The DNE is also an environment for people who value professionalism, accountability and purpose. For those motivated by safeguarding the future, managing complexity responsibly, and contributing to the UK's ultimate security guarantee, it offers a uniquely meaningful career.

Great Place to Work

As a senior leader in Defence, you will operate at true enterprise scale, helping to shape direction, set culture and role-model a One Defence mindset. You will break down silos, enable collaboration across complex systems, and deliver strategic outcomes with pace and agility, drawing on the capability, commitment and diversity of Defence's people.

The Ministry of Defence is one of the UK's largest and most complex organisations. With defence spending of £60.2bn in 2024/25, a national footprint of around 131,000 UK Regular Forces and nearly 60,000 civilian staff across 500+ locations, MOD operates at a scale and significance few organisations can match. Sustained increases in defence investment—including a commitment to reach 2.5% of GDP, with an ambition of 3%—underline the importance of strong strategic leadership, clear prioritisation and effective delivery.

Working in Defence offers a rare opportunity to lead complex, high-impact programmes and system-level change that directly contribute to national security and public service outcomes. The work is challenging, often fast-paced, and deeply meaningful. For many of us, the sense of purpose connected to Defence is a powerful motivator—bringing pride, job satisfaction and the knowledge that our work protects the nation and makes a tangible difference.

MOD is committed to being an exemplar employer on inclusion. Inclusive leadership is seen not as an add-on, but as essential to organisational performance, resilience and trust. We aim to maximise the potential of everyone who works with us, supported by clear diversity and inclusion strategies, active leadership engagement, and strong accountability at Executive and Board level.

We believe work should be engaging, positive and welcoming for everyone, regardless of background or life experience. We actively seek out and value different perspectives, encourage challenge and constructive debate, and embrace choice in how we work, expecting leaders at all levels to role-model these behaviours.

Application, Selection and Assessment

How to Apply and Assessment Process

Application

To apply for this post, you will need to complete the online application process accessed via the Veredus website at the following link: [Opportunities | Veredus](#) quoting reference #1318. This should be completed no later than **23:55 on Friday 30 October 2026** and will involve providing the two documents which are weighted equally:

- A **CV** (no more than 2 pages) setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
- A **Personal Statement** (no more than 2 pages) **providing tangible examples** that clearly evidence how you meet the essential criteria for the role.

Selection Panel

Susan Lapworth, a Civil Service Commissioner, will chair the process. The Civil Service Commission has two primary functions:

Providing assurance that selection for appointment to the Civil Service is on merit on the basis of fair and open competition. For the most senior posts in the Civil Service, the Commission discharges its responsibilities directly by overseeing the recruitment process and by a Commissioner chairing the selection panel.

More detailed information can be found on the [Civil Service Commission website](#).

Susan Lapworth will be supported by Second Sea Lord, V Adm Paul Beattie and at least one additional panel member. The panel will be constituted to reflect a diverse range of perspectives. In line with the Civil Service's Inclusive Boards approach, we are committed to inclusive and objective decision-making, helping to reduce bias and ensure fair, high-quality assessment at senior level.

Longlist and Shortlist

The panel will assess applications against the Person Specification to identify candidates best suited to the role. Candidates selected for longlisting will be invited for to an interview with Veredus to further explore their skills and experience. Following the completion of all the preliminary interviews, the panel will meet again to further assess candidates on the longlist, utilising the additional insight provided and will agree a shortlist for interview.

How to Apply and Assessment Process

Assessment

Shortlisted candidates may be asked to take part in a series of assessments which could include a staff engagement exercise. These assessments will not result in a pass or fail decision. Rather, they are designed to support the panel's decision making and highlight areas for the panel to explore further at interview.. More information on Assessments in the Senior Civil Service can be found here: [SCS Assessments](#)

Informal Chats with Hiring Manager

You may also have the opportunity to speak to V Adm Paul Beattie prior to the final interview to learn more about the role and the organisation. Please note this is not part of the formal assessment process.

Interview

A short presentation is likely to form part of the interview. Shortlisted candidates will be given full details in advance of interview.

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' on the Veredus application portal.

Should you encounter any issues with your online application please get in touch with us via laura.spurgin@veredus.co.uk

Expected Timeline

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments or interviews. You are therefore asked to note the below timetable, exercising flexibility through the recruitment and selection process, to meet the dates given. Please note that these dates may be subject to change. If you anticipate any difficulties attending, please alert People-CivHR-SCSCandidateSupport@mod.gov.uk upon application.

Advert Close – 23:55 Friday 30 October 2026

Longlist w/c 9 November 2026 and Shortlist w/c 30 November 2026 (Preliminary interviews with longlisted candidates expected to take place w/c 16 and 23 November)

Assessments – w/c 7 December 2026

Panel Interviews – w/c 14 December 2026

It is expected that interviews will be conducted in-person in MOD Main Building, London, however this will be confirmed during the shortlisting process and successful candidates will be informed accordingly.

FAQs and Additional Information

Frequently Asked Questions

Is this role suitable for part-time working?

This role is available for full-time or flexible working arrangements.

Will the role involve travel?

Regular travel to sites within the UK and possibly internationally, will be required. Unfortunately, relocation costs will not be reimbursed for moving to where the role is based.

Can I request reasonable adjustments if I have a disability?

Yes. We want every candidate to be able to perform at their best. If you require a reasonable adjustment at any stage of the process or would welcome a confidential conversation about your individual requirements, please contact laura.spurgin@veredus.co.uk in the first instance.

What should I do if I think that I have a conflict of interest?

Candidates must note the requirement to declare any interests that might cause questions to be raised about their approach to the business of the Department. If you believe that you may have a conflict of interest, please contact laura.spurgin@veredus.co.uk before submitting your application.

Do you operate under the Disability Confident Scheme?

Yes. As a Disability Confident employer, we are committed to fair and inclusive recruitment. Disabled candidates who meet the minimum criteria for the role will be offered an interview. This does not mean that all disabled candidates will automatically be invited to interview. Applicants must meet the minimum requirements for the role, as outlined in the Person Specification. If you wish to apply under the scheme, please select the Disability Confident option on the Diversity Monitoring form when applying.

Will this role be overseen by the Civil Service Commission?

Yes. As the role is one of the more senior posts within the Civil Service, a Commissioner will oversee the recruitment process and chair the selection panel.

More detailed information can be found on the [Civil Service Commission website](#).

The law requires that selection for appointment to the Civil Service is on merit on the basis of fair and open competition as outlined in the Civil Service Commission's Recruitment Principles.

Additional Information

Will I be subject to any Pre-Employment Screening?

Prior to a formal offer of employment, the successful candidate will be subject to standard pre-employment screening. This includes verification of identity, nationality and right to work, employment history (or full-time education), and unspent criminal convictions. As part of these checks, a search will be conducted against the Internal Fraud Database (IFD). Any candidate identified on the IFD will not be eligible for appointment.

Assignment Durations for permanent Senior Civil Service (SCS 1 and 2)

This role is a fixed-term appointment and is not subject to assignment durations.

Civil Service Code

All Civil Servants are subject to the provisions of the Civil Service Code that details the Civil Service values, standards of behaviour and rights and responsibilities. For further information, visit Gov.UK

A Great Place to Work for Veterans initiative

This vacancy is part of the A Great Place to Work for Veterans initiative, for further information please see here <https://www.civil-service-careers.gov.uk/great-place-to-work-for-veterans/>

SCS Probation Period

External candidates who join the MOD and are new to the Civil Service will be subject to a six-month probation period.

If you have any questions or would like to know more, please contact: laura.spurgin@veredus.co.uk

Our work is regulated by the Civil Service Commission where necessary.

If you feel your application has not been treated in accordance with the Recruitment Principles, and you wish to make a complaint, you should contact People-CivHR-SCSCandidateSupport@mod.gov.uk in the first instance. If you are not satisfied with the response you receive from the Department, you can contact the Civil Service Commission [Civil Service Commission - Recruitment](#)