



NTS

Nuclear Transport
Solutions

Non-Executive Director (NED)
Nuclear Transport Solutions

Role and Person Specification
November 2021

Executive Search Services

 GatenbySanderson

Nuclear Transport Solutions

NTS brings together NDA's transport capabilities to create the leading global provider of safe, secure and reliable nuclear transport solutions.

Context

The NDA is an executive non-departmental public body responsible for cleaning up the UK's earliest nuclear sites safely, securely and cost-effectively with care for people and the environment. As part of wider efforts to simplify and strengthen structures across the NDA group, we have brought our extensive transport and logistics capabilities together to create Nuclear Transport Solutions (NTS).

Building on decades of experience of providing safe, secure and reliable transport solutions, NTS's core objective is to support the NDA mission through a range of activities including transporting spent AGR fuel from UK power stations to Sellafield, moving irradiated fuels from Dounreay, the return of reprocessing products to customers overseas, and packaging and licensing support to the NDA group.

As well as safely transporting materials to, from and between NDA sites, NTS also uses its world-leading expertise to deliver commercial activities for a range of customers in the UK and overseas. For example, its unique high-security shipping capabilities support UK and global security goals and make the world a safer place.

NTS also provides transport services outside of the nuclear sector. For example, it operates Direct Rail Services who provide a number of intermodal rail freight services in consumer goods and general freight markets.

As well as traincrew, seafarers and engineers, NTS is home to experts in package design and licensing, transport operations, complex project management, international nuclear law, stakeholder relations, security and resilience, health & safety, emergency response, contract management and commercial services, and much more.

Maintaining and developing this knowledge and experience is key to securing our unique nuclear transport capabilities for the UK and the rest of the world.

The Board and the Role of the NED

The role of the Board

- Define the priorities for the business in safety, security and environmental compliance, risk and hazard reduction, operational delivery, efficiency and effectiveness in project delivery, and those actions required to deliver them e.g., workforce reform and capability development
- Sign off short- and medium-term plans reflecting both outcomes and enablers.
- Set the incentivisation framework for all Employees.
- Ensure appropriate delegation of authority from the Board to the CEO and Executive Directors and provide oversight and assurance of the appropriate application of such delegation.
- Hold the Executive to account for the delivery of plans.
- Hold the Executive accountable for upholding the highest standards of integrity and probity in line with the Code of Responsible Business Conduct.
- Provide oversight and direction to the CEO with regard to safety (including nuclear safety), security and environmental matters, championing best practice in these areas.
- Maintain a clear view of enterprise level risks and risk management activities.
- Maintain an enabling strategic relationship with regulators.
- Approval of matters reserved for the Board.
- Approval of submissions outside of the delegated authority of the Board for onward submission to the UK Government.
- Operate an effective set of sub-committees to make best use of the Board expertise.
Likely to include:
 - a. Executive committee (The CEO and their team).
 - b. Audit and risk assurance.
 - c. Nominations.
 - d. Remuneration.
 - e. Safety, including nuclear safety (advisory).
 - f. Security, including nuclear security (advisory).
 - g. Assurance (project and programme delivery assurance – status to be determined).

The role of the Non-Executive Director

1. Set the expectation and pace for change and improvement, challenging the executive to achieve consistent continuous improvement and development.
2. Challenging how the organisation performs against organisational objectives.
3. Clear understanding of the role of the NED and role in engagement in policy, planning and strategic direction, not in day-to-day management of the organisation.
4. Carry out duties of a director as laid down in the Companies Act.
5. Active participation at Board meetings and committees.
6. Contribution to other meetings, working groups, subsidiary and advisory Committees as allocated or requested.
7. Advising the Chief Executive and Executive Directors on general and specialist matters and constructively challenging the Executive Directors about decisions. This includes having the strength to bring about new perspectives to discussions.
8. Work on policy and strategy development, including the preparation and presentation of specialist papers and briefings as required.
9. Represent the organisation to customers, suppliers, Government, regulators, and the community, as needed.
10. Representing NTS at events and conferences as appropriate
11. Report as required to the NDA on NTS Governance, management and on the performance requirements and expectations of the Executive Team.
12. Ensuring that the Executive take due cognisance of the public sector environment within which the NTS mission is delivered.
13. Ensuring effective communication (alongside and in conjunction with the relevant Executive Directors) with the NDA and key stakeholders on strategic aspects of NTS progress and performance.
14. Through effective governance within the organisation, ensure that requests and reports issued to the NDA are of the required, high quality and timeliness.

Accountabilities

The Non-Executive Director will comply with the requirements of the Companies Act 2006 with regard to the discharge of both the general duties contained in the Act and the statement of Directors' duties codified in sections 172 to 177.

Person Specification

The successful candidate must be able to demonstrate substantial relevant experience and achievements in order to show their competence for this role.

When completing your application, please ensure you provide evidence against the criteria below, against which your application will be assessed. Please note that you do not need to respond to part two in your written application; these qualities and attributes will be tested at interview.

- Demonstrable ability to shape the strategic direction of an organisation in a non-executive role, providing effective support and constructive challenge to the executive team in an evolving context.
- Significant leadership experience in a complex, safety critical group environment.
- Will have undertaken senior position(s) in Shipping in an Operations and/or Sales & Marketing role(s). This is an essential requirement given the role of the Board in supporting the organisational strategy.
- Experience of Shipping in a nuclear or dangerous goods capacity is highly desirable, but not essential.
- A track record of supporting the development, identification, and delivery of new business opportunities in a commercial environment.
- Substantial track record of delivering successful, transformational, cultural, and operational change within a commercially focused organisation that has ambitions for growth, development and successful transformational change and continuous improvement.
- Ability to maintain independence and command the confidence of a diverse range of stakeholders across the private sector with an appreciation of how to successfully operate within this environment.
- Strong understanding of and commitment to enabling diversity, equality, and inclusion and a track record of supporting positive outcomes in this area.

The NED must possess a range of personal qualities and attributes, including:

- the ability to coach new board members and Executive Directors and act as a sounding board
- absolute honesty, integrity and probity with the highest ethical standards
- sound judgement
- handling debates with skill
- consistency and fairness
- commitment to diversity and inclusion
- the capacity to effect behavioural change

Terms of Appointment

Time commitment and salary

The expected time commitment for this role is 20-25 days per annum. The daily chargeable rate is £1068.

Given the requirements of the role the ability to flex around other commitments is very important as well as the availability to attend in person Board Meetings and Sub Committee meetings.

Contract

The appointment will be for a period of three years, renewable by mutual agreement.
Appointment 31 January 2022 (or before).

Location

When not held remotely the Board meetings are generally held 2-3 times a month in the North West of England, and over the course of a year the Non-Executive Director would be expected to visit NTS's sites across the region.

How to Apply

GatenbySanderson has been appointed as employment agency adviser to assist with this appointment.

To apply for this post, you will need to complete the online application process by no later than noon 13 December 2021. All applications must be submitted using the link <http://www.gatenbysanderson.com/job/GSe80559>

You will be asked to submit the following:

1. A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years
2. A **Statement of Suitability** (no longer than three pages) explaining:
 - a. Your motivation for applying for this role
 - b. How you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the criteria in the person specification

Failure to submit both documents 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.

Should you encounter any issues with your online application or are unable to apply online please contact christina.pipe@gatenbysanderson.com

For a confidential discussion please contact our recruitment advisers at GatenbySanderson:

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Indicative Timetable

The indicative timeline highlights critical milestones, and all shortlisted candidates will be advised of the outcome as soon as possible thereafter.

Campaign launches

Monday 15th November

Campaign closes

Monday 13th December

Sift

w/c 13th December

Longlist

w/c 20th December

Preliminary interviews

w/c 3rd & 10th January

Shortlist

w/c 17th January

Informal Conversation

24th January

Interviews

w/c 31st January