

A photograph of three Environment Agency staff members in high-visibility yellow jackets and hard hats (white, blue, and yellow) standing in an industrial setting, likely a power plant or refinery. They are engaged in a conversation. The background shows large industrial buildings, pipes, and a tall chimney stack under a cloudy sky. A green geometric overlay is present in the bottom-left corner.

**Appointment of
Deputy Director, Nuclear
Regulation (OBRZL) &
Deputy Director, Nuclear & RSR
Strategy (OBRZM)**

May 2026

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Nuclear: EA's role

The Environment Agency is the independent environmental regulator for the nuclear industry in England, playing a critical role in protecting people and the environment while supporting the UK's energy resilience, sustainable growth and net zero ambitions.

Our responsibilities span the full lifecycle of nuclear activity - from the design and construction of new nuclear power stations, through operation, radioactive waste management and environmental monitoring, to decommissioning and long-term stewardship. We regulate radioactive substances activities through environmental permitting, oversee radioactive waste disposals and discharges to air and water, and ensure operators apply the best available techniques to minimise environmental impact. The Environment Agency works closely with the Office for Nuclear Regulation (ONR), the Department for Energy Security and Net Zero (DESNZ), the Nuclear Decommissioning Authority (NDA), Great British Energy – Nuclear (GBE-N), Natural Resources Wales (NRW), local authorities, developers and site operators across some of the UK's most nationally significant infrastructure programmes, including Hinkley Point C, Sizewell C and the development of advanced nuclear technologies and Small Modular Reactors (SMRs).

The UK nuclear sector is entering a period of substantial transformation and renewed national focus, driven by priorities around energy security, decarbonisation, economic growth and national resilience. Government has identified nuclear energy as critical to achieving long-term net zero ambitions, supporting

future electricity demand and strengthening the UK's strategic and industrial resilience. Alongside the expansion of new nuclear infrastructure, the sector is also managing complex decommissioning and radioactive waste challenges at sites including Sellafield and the Low Level Waste Repository.

The Environment Agency is closely engaged in the Nuclear Regulatory Taskforce (NRTF) and wider Nuclear Regulation Review (NRR) reforms commissioned by government to modernise and strengthen the UK's nuclear regulatory system. These reforms aim to create a more proportionate, streamlined and effective regulatory framework that supports timely delivery of nationally significant nuclear infrastructure while maintaining robust environmental protection and public confidence. Key areas of reform include improving coordination between regulators, reducing duplication, enabling more risk-informed decision making, modernising environmental permitting and supporting innovation and advanced reactor technologies.

Working in partnership with ONR through the Generic Design Assessment (GDA) process and with wider government and industry stakeholders, the Environment Agency will play a central role in shaping the future regulatory landscape for nuclear and radioactive substances regulation in the UK. Both Deputy Director roles will contribute directly to this significant programme of organisational, regulatory and cultural transformation.

Read more about some of the varied work we do here: [Nuclear sites: environmental regulation - GOV.UK](#)

The roles

We are looking to recruit two Deputy Director roles: Deputy Director Nuclear Regulation & Deputy Director, Nuclear & RSR Strategy to join the Environment Agency.

To hear more from Jo Nettleton about the roles [click here](#).

Job purpose:

Regulation sits at the very heart of the Environment Agency's mission, a high-profile, high-impact responsibility that safeguards people, communities and the environment while enabling sustainable growth. The lead for Nuclear Regulation and the lead for Nuclear and Radioactive Substances Regulation (RSR) Strategy represent two of the organisation's high-profile senior roles, each critical to ensuring that the Environment Agency remains resilient, proportionate and future-focused during a period of transformation and growth. Both roles will stand at the forefront of one of the most critical areas of our work.

The **Deputy Director for Nuclear and RSR Strategy** will be pivotal in leading strategic direction across nuclear industry and sectors using radioactive substances, such as hospitals, academia and across a wide range of industries. You and your team will be developing and implementing strategies and plans, to shape the high-profile programme of nuclear regulation. You will forge and maintain strong relationships with senior leaders across EA, government, industry and other stakeholders.

The **Deputy Director for Nuclear Regulation** is a role where operational delivery makes a direct difference. You and your team will be delivering our vital and high-profile programme of nuclear regulation. You will work with senior leaders from across EA, Industry, government and other stakeholders to ensure our regulation is effective and proportionate, enabling sustainable growth, whilst protecting people and the environment.

Your strategic direction will ensure that the Environment Agency's regulation is effective and proportionate, enabling sustainable growth, whilst protecting people and the environment. You will lead work to ensure our nuclear regulation and radioactive substances regulation is resilient, through sound people and financial leadership and management.

Both roles:

As a visible leader, you will inspire innovation and forward leaning attitudes and behaviours, champion inclusivity, and empower a diverse team with varied experiences, backgrounds and approaches. You will be responsive and flexible to changing priorities with high emotional intelligence and resilience, a collaborative "can-do" attitude, and commitment to creating an inclusive culture.



Deputy Director for Nuclear and RSR Strategy

As Deputy Director for Nuclear and RSR Strategy, you will lead one of the Environment Agency's most strategically significant and high-profile regulatory functions during a period of transformation and growth.

Reporting to the Chief Regulator and sitting on the Chief Regulators Group Leadership Team, you will shape the strategic direction of nuclear and radioactive substances regulation across civil and defence nuclear sectors, healthcare, academia and wider industry.

Key Responsibilities and Activities

- Lead the strategic direction, policy and regulatory reform for the Environment Agency's nuclear and radioactive substances regulation programmes
 - Develop and implement long-term strategies, delivery plans and regulatory frameworks across civil and defence nuclear sectors, and wider radioactive substances industries
 - Provide expert strategic advice and technical leadership across the full regulatory cycle, supporting operational teams and senior leaders
 - Lead and inspire a multidisciplinary team of approximately 30 specialists, with 5 direct reports, fostering innovation, inclusivity and high performance
 - Lead and contribute to the Environment Agency's response to the Nuclear Regulatory Taskforce (NRTF) and wider Nuclear Regulation Review (NRR) reforms, helping to shape the future strategic direction, transformation and modernisation of nuclear and radioactive substances regulation in support of proportionate, effective and resilient regulation.
- Manage significant people, financial and programme resources, including accountability for a budget of approximately £6 million
 - Oversee resource prioritisation, governance and performance to ensure effective, proportionate and efficient regulatory delivery
 - Build and maintain strong partnerships with senior stakeholders across the Environment Agency, Government, Ministers, Defra, DESNZ, ONR, Parliament, industry and international partners
 - Represent the Environment Agency confidently in high-profile external settings, including media, parliamentary and professional forums
 - Lead strategic responses to emerging challenges including nuclear new build, decommissioning, radioactive waste, net zero, energy security and national resilience
 - Undertake incident response or business continuity responsibilities as required

Deputy Director for Nuclear Regulation

As Deputy Director for Nuclear Regulation, you will provide strategic and operational leadership for one of the Environment Agency's most high-profile and critical areas of work. You will guide the delivery of a national programme of nuclear regulation, ensuring it remains effective, proportionate, and responsive to a rapidly evolving sector.

Reporting to the Chief Regulator and sitting on the Chief Regulators Group Leadership Team, you will contribute to corporate strategy.

Key Responsibilities and Activities

- Provide strategic and operational leadership for the Environment Agency's nuclear regulation function
 - Lead the delivery of a national programme of nuclear regulation, ensuring it is effective, proportionate, and responsive to sector changes
 - Shape regulatory approaches that support sustainable growth while protecting people, communities, and the environment
 - Provide leadership through a period of significant regulatory and organisational transformation arising from the Nuclear Regulatory Taskforce (NRTF) and wider Nuclear Regulation Review (NRR) reforms, supporting the development of more streamlined, proportionate and effective approaches to nuclear regulation while maintaining robust environmental protection and public confidence.
- You will lead and inspire a large, multidisciplinary team, fostering innovation, inclusivity, and high performance, while ensuring strong governance, financial oversight, and organisational resilience.
- The role will manage around 5 reports, with a team size of approximately 100 staff comprising of nuclear specialists, operational and support staff. You will have accountability for a budget of around £11m.
- Work collaboratively with senior leaders across the Environment Agency, government, industry, and wider stakeholders
 - Lead, develop, and inspire a large, multidisciplinary team, promoting innovation, inclusivity, and high performance
 - Ensure strong governance, financial oversight, and organisational resilience, including accountability for a significant budget
 - Contribute to corporate strategy as a member of the Chief Regulator's Group Leadership Team
 - Represent the Environment Agency at senior levels, including engagement with ministers, parliament, and external partners
 - Act as a visible leader, championing inclusive culture and forward-looking behaviours
 - Undertake an incident response or business continuity role as required



Person specification

The successful Deputy Directors will possess:

Experience/Skills Required

- Demonstrable knowledge, understanding and experience of the challenges around the nuclear industry and wider uses of radioactive substances is required.
- Ability to engage at a senior level with demonstrable success in developing and delivering strategies and delivery plans.
- Proven experience of crisis management, re-prioritising resources, working under pressure and at pace during national situations
- Experience of providing strategic guidance to senior leaders within a large and complex organisation
- Able to make strategic and long-term decisions by assessing incomplete and disparate information/evidence
- Will have an ability to translate strategy into action and ensure that vision is grounded in an organisational context
- Will have proven communications ability to a wide range of staff and stakeholders and to use external engagement and voice to drive partnerships
- Ability to present strategic corporate position to senior stakeholder such as Government, Ministers, Parliamentary Committees, the media and professional audiences in a confident and articulate manner.
- Experience of working in a regulated environment. For an exceptional leader we would consider experience of regulation in other major hazards industries.

Chief Regulators Group - Our role and priorities

The Chief Regulators Group provides the leadership framework that shapes how the Environment Agency regulates across all sectors. Its purpose is to strengthen the regulatory profession, set standards and ensure regulation evolves to meet emerging national challenges such as climate adaptation, net zero, water resilience and circular economy ambitions. The CRG is built around three core functions:

- **Leading the profession** – building, championing and representing the Environment Agency’s regulatory profession, ensuring regulators have the capability, skills and credibility to operate effectively.
- **Setting the standards** – defining regulatory strategy, assurance and evaluation frameworks, so regulation is transparent, high quality, proportionate and consistent across all areas.
- **Designing the future** – driving innovation, digital transformation and external engagement so regulatory systems remain adaptive, modern and capable of regulating new technologies and future environmental pressures.

The Chief Regulators Group’s priorities are:

- **Supporting sustainable economic growth while protecting the environment**
The CRG enables compliant businesses to thrive, invest and innovate, while ensuring environmental safeguards remain robust. This includes supporting clean growth, decarbonisation, permitting reform and regulation that provides certainty for investment.
- **Building a strong regulatory profession**
Developing highly skilled, future-ready regulatory teams, improving capability, leadership and consistency across the organisation.
- **Regulating effectively and fairly**
The CRG increases public and stakeholder confidence by ensuring regulation is evidence-based, transparent and proportionate, while also taking firm enforcement action against serious non-compliance, illegal activity and poor performers.
- **Transforming regulation for the future**
Digital transformation, improved customer services, better data use and modernised regulatory systems are core priorities. This includes preparing for emerging sectors such as hydrogen, carbon capture, nuclear expansion and climate resilience.

Diversity & inclusivity

Our commitment

We value difference and welcome everyone. We aim to create a diverse workforce reflecting the UK population and are committed to equal opportunities. We particularly welcome applications from underrepresented groups including BAME communities, people with disabilities, LGBTQ+ individuals, women, and those from lower socio-economic backgrounds.

Our culture: how we do things

- One team, one mission: create a better place
- Focus on outcomes and deliver commitments
- Think big, act early, be visible
- Seek partnership, show leadership, take responsibility
- Innovate, move fast, stay agile
- Value difference, include everyone
- Be kind, stay safe and grow

Disability Confident Employer: The EA is an accredited 'Disability Confident Employer' under the government's Disability Confident Scheme which denotes organisations that have a positive commitment towards disabled people.

We guarantee to interview anyone with a disability whose application meets the minimum criteria for the role. If you wish to claim a guaranteed interview, you should declare so at the point you submit your application.

Reasonable Adjustments:

Available during interviews and employment.

Disability Leave: Supporting management of health conditions

Zero Tolerance: For bullying, harassment and discrimination

Employee Networks: Supporting BAME, Disability, LGBTQ+, Faith, Gender Equality, Mental Health, and more

Flexible working: We consider flexible working patterns for all positions, including job sharing.
We recruit based on merit through fair, open and equal selection processes.

Watch the video below to hear from some of our employees, and hear about their experience with us: [Value difference: include everyone - YouTube](#)



Terms of appointment

Both roles are permanent appointments.

Salary and benefits

Join us in this role and you will enjoy the following benefits:

Grade Rate: c£81,000 - £113,000(pro-rata - if part time) if an existing civil servant looking to do the role on secondment your terms will be the same.

Location: The nature of the roles require travel abroad and to remote parts of the country. For the Nuclear and RSR Strategy DD role candidates will need to be able to get to London approximately once a week. National travel to other EA locations will be required - Bristol, Birmingham, Warrington, Leeds, Nottingham, Reading, Sheffield, Exeter.

Hours of work: 37 hours

Leave entitlement: Your leave allowance in this role will be 200 hours (27 days) or equivalent, depending on working pattern, plus bank holidays. Your allowance will be pro-rata if you work part time. Your entitlement depends on your grade, your contracted hours, and your length of

continuous service.

In addition to this you may be entitled to up to 133 hours (18 days) flexi-time per year.

We offer up to two days paid environmental outcome days each year. These give you the opportunity to take part in community activities with a clear environmental outcome for people and wildlife.

Enhanced maternity, adoption and paternity leave, and sickness absence provisions are available.

Additional paid leave is available for employees taking part in public duties, trade union activities, special/trained forces and for health and safety representatives.

Work/life balance

We support and encourage flexible working hours and practices at all levels to help you achieve a good balance between your work life and your personal life. We will encourage you to keep developing your skills and professional knowledge throughout your career.

Pension

We will enrol you into the Environment Agency Pension Fund (EAPF) on commencing employment if your employment contract is for 3 months or more. The EAPF is part of the Local Government Pension Scheme (LGPS). It is a career average scheme, which means you will build up benefits based on your pay each scheme year rather than your final salary.

We will base your pension contributions on your actual pay and you will receive tax relief on your contributions. The pension contribution rates currently range between 5.5% to 12.5%. Whilst you are in the scheme, we will pay an employer contribution into your pension pot. We currently pay 19%, so this is a very generous scheme.

Location

If you are contractually based in one of our eligible locations, you will receive a London Weighting allowance.

Additional benefits

Personal Development	Health & wellbeing	Finance
<p>Performance management Individual performance plans, learning and development matched to your agreed career objectives and progression plans.</p> <p>Learning and development A range of training courses, leadership development initiatives and access to learning and development materials are available, covering technical, managerial and personal skills.</p> <p>Examination leave Paid leave for exams and revision for approved studies.</p> <p>Professional subscriptions* We will pay the membership fees for one relevant professional association.</p> <p>Mentoring and coaching Access to support development and career progression.</p>	<p>Occupational health Access to occupational health advisory service.</p> <p>Eye care Free eye tests.</p> <p>Employee assistance service Access to Workplace Wellness available to you and your family.</p> <p>Sports and social club Opportunity to benefit from a wide range of subsidised events and discounts.</p> <p>Health discount Optional discounts provided by several external providers and health clubs.</p> <p>Local benefits These vary from region to region.</p>	<p>Interest free loans* For season tickets, bicycles and safety equipment.</p> <p>Financial education club Providing guidance on how to manage your finances including information on credit scores, pensions, buying your first house and getting debt-free.</p> <p>Tenancy deposit loan scheme* For employees directly employed by the Environment Agency, access to an interest free loan to pay for some, or all of a deposit on a privately rented home. The loan can be paid back over a period of up to 12 months, directly from the monthly salary.</p> <p>The following benefit is only applicable to eligible roles:</p> <ul style="list-style-type: none"> • Free Car Parking <p>*May be subject to completion of probationary period.</p>



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Environment Agency on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **OBRZL** (Deputy Director, Nuclear Regulation) & **OBRZM** (Deputy Director, Nuclear & RSR Strategy).

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is midday on **Monday 1st June 2026**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

Further information

Eligibility to apply and continuity of employment

Employment agency workers and contractors are considered external candidates and should therefore only apply for positions that are being advertised externally. They are not eligible to claim continuity of employment should they be successful in securing a position with the Environment Agency.

If you have been a member of a Regional Flood and Coastal Committee (RFCC) in the last 12 months, we will not be able to continue with your application based on agreed appointment rules related to employing ex-RFCC members. We would welcome an application from you once the 12-month period have passed.

For applicants who currently work in local government or other bodies listed in the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999, you may be eligible for continuous service for the purpose of calculating any future redundancy payment.

In addition, if you can demonstrate that you have worked at the Environment Agency immediately before joining the Civil Service and are now being re-employed by the Environment Agency within a period of three years of leaving, you may also count your Civil Service employment for the purpose of calculating your service-related entitlements as outlined above. If you are unsure of your status, you should contact your own HR Team.

Right to work and eligibility for employment

Before applying, it is the responsibility of all candidates to ensure they have the correct right to work documentation. If you require sponsorship, please ensure that the position you apply for meets the UK Visa & Immigration (UKVI) requirements. If selected, your appointment would be subject to you obtaining and maintaining the relevant work visa terms and conditions set for you by UKVI.

Pre-employment checks

We apply the Baseline Personnel Security Standard (BPSS) check when recruiting employees to our posts. This includes a basic criminal records check.

For the great majority of roles in the Environment Agency this will be sufficient and only certain roles will require a higher level of clearance. Should this be necessary, you will be advised of this during the recruitment process.

Positions based at our London office or roles that require frequent travel to London require Counter Terrorist Check (CTC) level security clearance. This will be confirmed to you during the recruitment process.

Want to find out more?

To find out more about what it's like to work at the Environment Agency, please visit: environmentagencycareers.co.uk/working-here

