

Vacancy

Head of Projects – Sellafield

Location: Sellafield, Cumbria
Reporting to: Board of Directors



Role Purpose

To provide operational leadership and oversight across all Sellafield-based projects and frameworks, ensuring safe, compliant, and efficient delivery against contractual commitments and performance KPIs. The role will hold project managers to account, proactively manage risk and change, and support alignment with Group Strategic Plan, JV partners and client expectations.

Key Responsibilities

Project Oversight and Delivery

- Lead the delivery of all Sellafield-based projects and frameworks.
- Ensure projects are delivered safely, on time, within budget, and to the required quality standards.
- Monitor progress against programme and contractual milestones, escalating issues early.

Leadership and Accountability

- Line manage all site-based Project Managers across Shepley and PPS.
- Set clear expectations and hold teams accountable for performance, behaviours, and delivery.
- Foster a culture of ownership, collaboration, and continuous improvement.

Performance and KPI Management

- Track and report on all framework and contract-related KPIs (e.g. safety, schedule adherence, earned value, client satisfaction).
- Lead monthly internal project reviews and support client-facing meetings as required.

Risk, Change, and Commercial Control

- Oversee risk management, change control, and contract management processes.
- Ensure early identification and resolution of commercial issues before escalation.
- Maintain strong governance and compliance with client and JV requirements.

Resource Planning and Support

- Lead resource planning across Sellafield projects, ensuring optimal deployment of personnel.
- Support recruitment and onboarding of project delivery staff in collaboration with HR and delivery leads.

Strategic Alignment and Stakeholder Engagement

- Provide input to strategic planning and portfolio alignment across Shepley and PPS.
- Represent the delivery function in governance forums and client engagements where appropriate.

Quality, Assurance and Compliance

- Ensure engineering assurance, quality control, and regulatory compliance are embedded in project delivery.
- Champion best practice and lessons learned across the portfolio.

Internal Vacancy

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Required Qualifications and Experience

Essential

- Proven experience in leading complex infrastructure or nuclear projects, ideally within the Sellafield environment.
- Strong understanding of NEC contracts and framework delivery models.
- Demonstrable track record in managing project teams, driving performance, and delivering against KPIs.
- Deep knowledge of project controls, risk management, change control, and commercial governance.
- Experience in resource planning and supporting recruitment for project delivery roles.
- Excellent communication and leadership skills, with the ability to influence across multiple stakeholders.
- Familiarity with Sellafield site standards, safety protocols, and assurance requirements.

Desirable

- Chartered status (e.g. CEng, MAPM, MRICS) or equivalent professional recognition.
- Experience working within JV environments or multi-party delivery structures.
- Exposure to strategic planning and portfolio management.
- Understanding of engineering assurance and quality systems in regulated environments.

Key Competencies

- **Leadership & Influence** – Able to lead diverse teams, set direction, and drive accountability across multiple projects.
- **Commercial Awareness** – Strong grasp of contract terms, risk exposure, and proactive issue resolution.
- **Strategic Thinking** – Capable of aligning project delivery with broader business goals and client expectations.
- **Decision-Making** – Makes timely, informed decisions under pressure, balancing risk and opportunity.
- **Communication** – Clear, concise, and confident communicator across all levels of the organisation.
- **Problem Solving** – Analytical and pragmatic approach to resolving delivery challenges.
- **Collaboration** – Builds strong relationships with internal teams, JV partners, and client stakeholders.
- **Resilience** – Maintains focus and composure in high-pressure environments and complex delivery landscapes.
- **Continuous Improvement** – Champions innovation, learning, and performance enhancement across the portfolio.