



Ministry
of Defence

Managing Director, Warhead (SCS3)

Salary: £220,000 per annum (+ up to £100,000 performance bonus)

November 2024

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Opening message

Thank you for expressing interest in the role of Managing Director, Warhead within the Defence Nuclear Organisation (DNO).

As the international security environment continues to deteriorate, the UK faces a new nuclear age with diverse actors and increased complexity compared with the post-Cold War period. This new security environment emphasises the importance of maintaining a capable and credible nuclear deterrent. Since 1969, the Royal Navy has maintained Continuous At Sea Deterrence (CASD) with at least one nuclear-armed submarine on patrol at all times. This deterrent has protected the UK and its NATO allies from the most extreme acts of aggression and nuclear blackmail. The government is committed to delivering our nuclear deterrent and investing to sustain and renew our capabilities. The government's 'triple lock' commitment includes continuing to build four Dreadnought Class submarines, maintaining our CASD posture, and delivering all future upgrades necessary. This investment will safeguard the UK and NATO beyond the life of our current nuclear capabilities.

The Defence Nuclear Organisation (DNO) – consisting of over 800 personnel working across science, engineering, finance, policy, programme delivery and more – is responsible for provision of the nuclear deterrent. Additionally, it advises on policy, planning and international co-operation on nuclear matters. The DNO sits within a wider enterprise known as the Defence Nuclear Enterprise (DNE), which is the partnership of organisations that operate, maintain, renew and sustain the UK's nuclear deterrent. The DNE is comprised of the DNO, Submarine Delivery Agency (SDA), the Royal Navy, UK Strategic Command and AWE plc (who, on the behalf of the DNO, are responsible for the management and operation of the Atomic Weapons Establishment).

Across the DNE we are delivering a suite of hugely complex projects and programmes, including two submarine programmes in build and one in design, developing our Replacement Warhead, and delivering substantial infrastructure upgrades across our sites. This work is supported by some of the most capable engineers and scientists in the world, and we are working with our industry and training partners to recruit and retain the skilled workforce that we will depend on in the coming years.

I am looking for a collaborative, energetic, confident leader to lead the Warhead Group and oversee the vital and unique work that they do. You will be responsible for the relationship between the DNO and AWE, providing leadership across both organisations, ensuring our mission critical work is progressing accordingly. You will have direct responsibility for around 350 staff within the Warhead Group. You will need to work with drive and determination and excel at leading and building a high performing team. You will be supported by teams and individuals split across three locations – London, Bristol and Aldermaston – and you should expect to be visiting each regularly.

You will need to be able to build credibility quickly with a wide range of civilian and military stakeholders (including our international partners). You will be accustomed to working in safety-critical, complex programme environments. In return you can expect a career-defining, high-profile role leading a fascinating and meaningful portfolio that directly supports the UK's principal defence priority. If you find the challenge set out here an exciting one, have the skills and experience required, I would strongly encourage you to follow up. This is a national endeavour; you can help ensure our ability to deter our enemies and safeguard our national interests at a time of increasing inter-state competition and geopolitical ambiguity.

For a short video message from Maddy McTernan on the role, please click [here](#)



**Madelaine
McTernan CB**
Chief of Defence
Nuclear (CDN),
Ministry of Defence

The Role

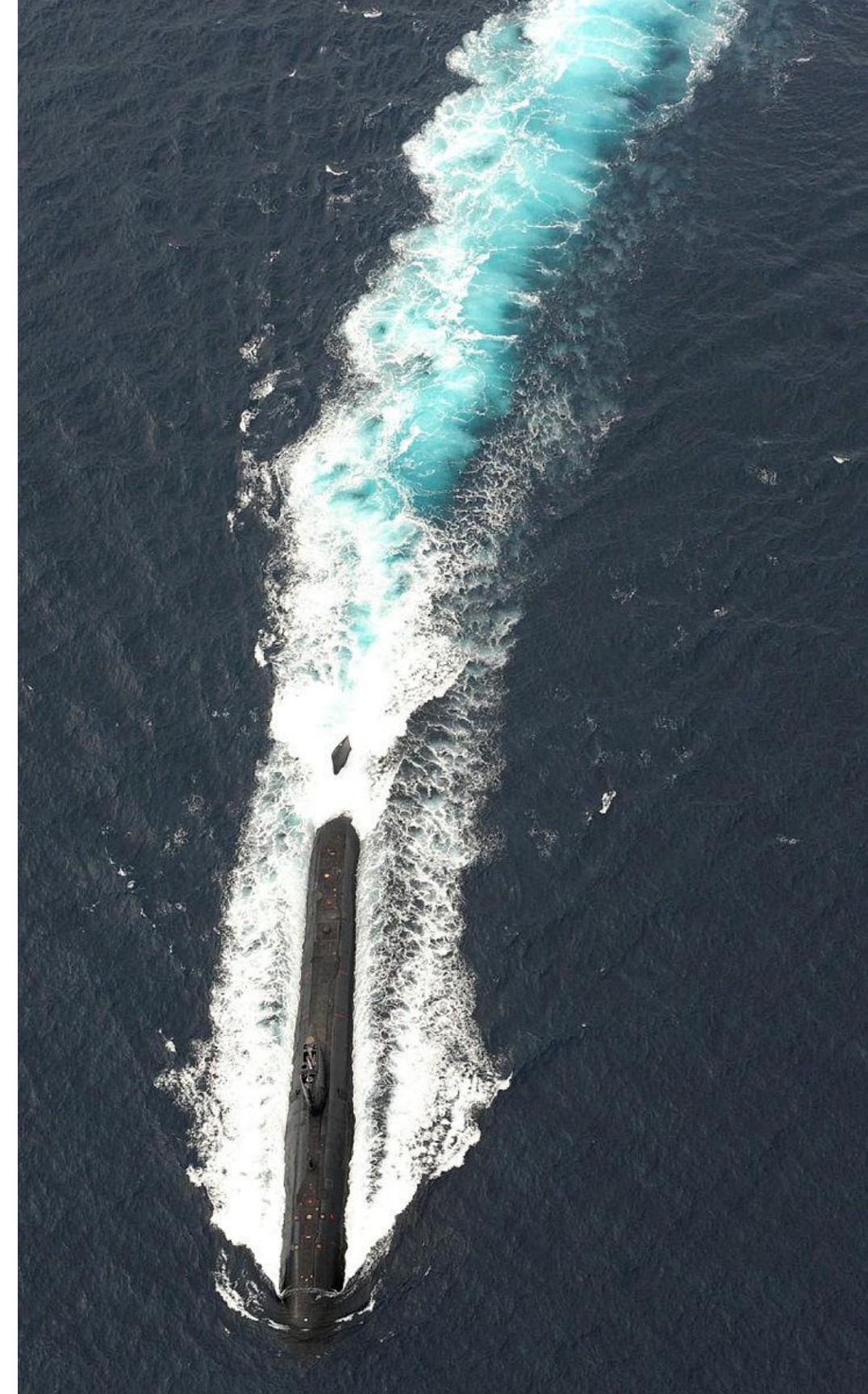
- Part of the DNO's role is to ensure the provision of warheads for the deterrent: this involves managing both the current warhead programme as well as the replacement warhead. The Government announced in 2020 that the UK will build a new generation of nuclear warheads that will maintain our ability to effectively deter threats well into the future. The MD, Warhead has oversight of the entire nuclear warhead programme, is responsible for requirement setting, maintaining relationships with key internal stakeholders, overseeing certain capability programmes, and partnering with AWE. This is one of the most complicated and critical portfolios in government.
- AWE maintains the existing warhead and designs and will manufacture the replacement warhead. Managing Director, Warhead will set and lead the relationship between the DNO and AWE, ensuring collaborative working for collective success.
- Across these high-hazard complex programmes, safety is key and the role holder will thus own the relationship with our regulators, with accountability for meeting regulatory obligations and expectations.
- The successful candidate will need to be a highly motivated, collaborative leader who can drive both a team and a wider range of stakeholders at pace. Robust technical leadership, ideally with experience of highly-regulated sectors will be essential to that. Strong people skills, strategic thinking and clear communication are also key attributes. The post holder will need to represent the warhead programme within MOD and wider government.
- This post will report to the Chief of Defence Nuclear (CDN).



Key Responsibilities

- Motivate, enable and empower a team of c350 people in DNO and play a key role in the DNE senior leadership team.
- Implement and maintain the Warhead Group Operating Model to define clear roles and responsibilities between DNO and AWE for efficient and effective working between the two organisations.
- Ensure focus on cultural change to create an inclusive, high-performing environment, setting a vision for the future.
- Develop a strong relationship with the Chief Executive Officer of AWE. Set clear demand signals and work with the organisation to create the conditions for successful delivery.
- Strategic leadership of the multi-billion pound Warhead portfolio of programmes, which are spread across all stages of the lifecycle. Oversee delivery of current programmes and develop a pipeline of activity for future ones, whilst simultaneously ensuring that all programmes have the enablers and supporting functions for successful delivery and operation.
- Lead a multi-billion pound programme of work to establish the conditions to deliver the Replacement Warhead programme on time and on budget.
- Oversee four programmes in the Government Major Projects Portfolio (Astraea, Mensa, Future Materials Campus and Teutates) and act as the controlling mind for an integrated, affordable and deliverable approach to warhead stockpile management, ensuring warheads are available at all times to meet operational requirements.
- Work closely with international partners to maintain access to shared technologies and capabilities. Identify opportunities to burden share and deepen those partnerships.
- Oversee the finances for the warhead portfolio to ensure that programmes remain within their approved limits. Ensure ongoing finance discussion between DNO and AWE and provide advice to the Chief of Defence Nuclear on future budgets and programme costs.
- Ensure the warhead portfolio is operated in a safe and secure environment, with the support of the regulatory community.

This is a 'Director General' role. If you have never worked in the Civil Service, as a general guide, each Department is headed by a Permanent Secretary, and their direct reports (usually the Departmental Board or functional leadership) are our Directors General. Although comparisons are not always straightforward, that means this role is equivalent to an Executive Committee role in the private sector. The size and shape of Director General portfolios varies by Department, but each role will have its own delivery priorities, plus a contribution to Defence Nuclear Enterprise leadership - and a broader commitment to collective leadership across the Civil Service as part of our Civil Service Leadership Group (the most senior 250 civil servants).



Experience Required

The Civil Service is open to talented people from any career background, and we will always seek to identify transferable skills from the individual's experience.

The successful candidate will have a proven track record of delivering complex, multibillion pound engineering programmes safely and securely. You will be able to operate confidently at the very highest levels of government and industry, as well as with international partners. An accomplished communicator, you will be able to build and maintain excellent relationships to attract the support necessary to get the job done.

Within your application you should be able to provide evidence of the following Core Criteria;

- A strong and effective leader who has demonstrable experience of leading large and complex organisations, business units or teams.
- Extensive history of stakeholder engagement and management, with the proven aptitude to manage interested parties from across the private and public sectors, as well as at an international level.
- A track record of creating and delivering portfolios of interdependent, complex, multibillion pound programmes.
- An excellent professional reputation gained at a senior executive level, with a history of accountability for the delivery of major portfolios, programmes and projects.
- Ability to provide oversight and challenge across safety critical businesses and programmes.
- A highly strategic thinker with the ability to set, oversee, and implement demand signals, and ensure leadership accountability by effectively challenging deviations when necessary.

Diversity is vital to the success of this role, and to the Civil Service as a whole. We actively welcome applications from candidates from all backgrounds, with different experiences and perspectives – and we are committed to ensuring that we work in an inclusive way that means everyone in the Civil Service can perform at their best.



Recruitment Process

Civil Service recruitment processes at Director General level are regulated by the [Civil Service Commission](#), and we follow clear guidelines to ensure that our recruitment is fair and open. We also design our recruitment processes to reflect our values-based approach to HR and to ensure that shortlisted candidates have the opportunity to meet key stakeholders for the role, before they join us.

We expect the process for this role to be as follows:

- **The closing date for applications will be 23:55 on Wednesday 8th January 2025**
- Longlisted candidates will be invited to meet with Russell Reynolds for a preliminary interview.
- A shortlist of the applications will take place on **w/c 3rd February 2025**
- **Between w/c 10th February and w/c 17th February** shortlisted candidates will be invited to participate in some or all of the following assessments:
 - A staff engagement panel with a selection of people from across the department
 - Undergo an Individual Leadership Assessment (ILA)
 - Meet with key stakeholders, such as a Minister or senior leader from the department
- Inputs from all of those steps will then form the basis of a panel interview, chaired by **Sarah Pittam**, Civil Service Commissioner, on **w/c: 24 February 2025**.

Other panel members at the interview will include but may not be limited to **Madelaine McTernan CB**, Chief of Defence Nuclear, and **Nick Elliott CB**, Chief Executive of AWE.

Full details of the process will be provided to shortlisted candidates and recognising that there are a number of steps in the process, we will do our best to arrange the sessions in a way that works for you. We hope that this process will be conducted in face-to-face sessions, but if you need any adjustments do let us know.

Recruitment Process

Detailed terms

- This role is being offered on a **permanent** basis.
- If you are successful and are from outside of the Civil Service, you can expect your salary on appointment to be **£220,000 per annum with the potential for up to £100,000 performance related bonus**. If you're an existing Civil Servant, your remuneration will be agreed in line with the Civil Service rules in place on the date of your appointment.
- This is a **full-time role**, but all flexible working arrangements are welcomed and will be considered (including existing job share arrangements). The role will be based in **MOD, London; MOD Abbey Wood, Bristol; AWE, Aldermaston; HMNB Clyde or another appropriate Defence Nuclear Enterprise location**. Frequent travel to all other locations will be required as well as regular international travel.

Please note that:

- **Civil Service pension** arrangements will apply and you will have the option of joining the Civil Service Alpha Pension Scheme, a defined benefit (DB) pension scheme. The current employer contribution rate for this salary level is in excess of 30% of salary as explained at [Civil Service Pension Scheme](#)
- The role includes **25 days annual leave**, increasing on a sliding scale to 30 days after 5 years' service. (This is in addition to eight public holidays and one privilege day).
- If successful you must hold, or be willing to obtain, security clearance up to **Developed Vetting (DV)** level. More information about DV clearance and the vetting process can be found [here](#)
- You will need to hold the right **immigration status and nationality requirements for this role as it is a reserved post** - please ask Russell Reynolds if you have any questions.
- Unfortunately we will not be able to reimburse you for any **expenses** incurred as part of this recruitment process.

To ensure integrity of judgements and decisions they make every day, all civil servants must make sure that no conflict arises - or could be perceived to arise - between their public duties and their private interests when joining, or leaving, the civil service. This is a requirement of our Civil Service Code and is designed to protect both individual civil servants and their employing departments. If you believe you have any interests that might be relevant (or be perceived as relevant) to your ability to undertake this role, please let Russell Reynolds know early in the process. Such interests may be financial or may be related to the relationships you have with specific individuals, organisations, or employers. The Commissioner will be able to discuss those interests with you and help work through potential next steps.

How to Apply

How to apply

The recruitment process is being undertaken by Russell Reynolds Associates (RRA) on behalf of the MoD. The closing date for applications is **no later than 23:55 on Wednesday 8th January 2025**.

Please send the following information to responses@russellreynolds.com;

- **Your CV**, with educational and professional qualifications and full employment history, including an explanation of any gaps in your employment history, and details where possible of budgets and numbers of people;
- A short covering statement of **no more than two A4 sized pages (1000 words)** explaining why this appointment interests you and how you can evidence your suitability for the role, with particular reference to the criteria in the 'what experience will you need' section;
- A **diversity monitoring form**. All applicants are invited to complete this information to assist the Civil Service with monitoring its recruitment process. All data is reported in an anonymous and aggregate format and will not be seen by anyone assessing your application. This form is available [here](#)
- A **declaration of interest form** [here](#).

Please note that references and open-source due diligence checks (including into social media accounts) will be undertaken for all short-listed candidates.

This vacancy is part of the [A Great Place to Work for Veterans](#) initiative. For further information on whether you are eligible to apply under this scheme please follow the link.

MoD 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, as outlined on page 6 of this pack. If you wish to claim a guaranteed interview, you should declare so at the point you submit your application.

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](#). 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 Sarah Vale in the DG Workforce Team, Government People Group (sarah.vale@cabinetoffice.gov.uk) in the first instance.



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