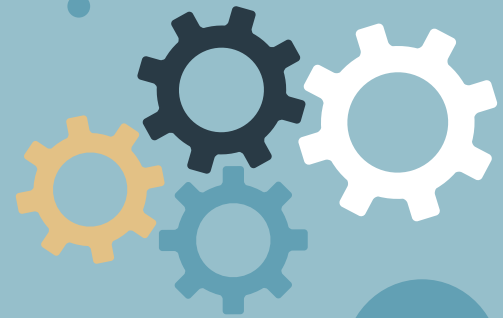


## Optimising Skills for our Nuclear Future

### Case Study: Sellafield's Next Generation Group sets its direction



Industry Sector  
Decommissioning



#### About the NSSG

The NSSG is the UK's lead strategic skills forum for the sector, and represents the Nuclear Industry Council's Skills Workstream. Its members represent both the civil and defence nuclear sectors and it is accountable for developing a nuclear skills strategy, addressing the skills infrastructure, processes and the training provision needed to secure the required supply of qualified and competent personnel.

#### About Sellafield Ltd

Sellafield Ltd is responsible for the safe and secure operation and clean-up of the Sellafield nuclear site. From cleaning-up the country's highest nuclear risks and hazards to safeguarding nuclear fuel, materials and waste, its mission is nationally important. Its purpose is to keep Sellafield safe and secure, cleaning-up the site to a defined end state. Sellafield's work demands a mix of direct employment and supply chain capability. Together they are a team of more than 11,000 nuclear experts.

Sellafield Ltd has formed a Next Generation Executive Committee which acts as a shadow to the formal Executive team and aims to bring diversity of thought and the voice of those earlier in their career, to the NDA's governance arrangements.

The Next Generation Executive has been given the freedom to find its feet, develop its working style and address issues it considers important. It is bringing the thoughts, opinions and perceptions of a new generation to the business of running Sellafield. The Group is set to challenge norms and ask questions in order to bring about positive change.



Sellafield Ltd



*“I am a bit of a fixer and recognised this was a great opportunity to do just that. I didn’t want to work here for a long time only to moan about the things that should or could be different, but rather I wanted to do something about them. We are in essence helping Sellafield Ltd become the business it wants to be.*”

*“We’re a new team of 11 people coming together to address issues in the business. We’ve quickly realised that we’re not an echo chamber, and don’t have the same views on any given topic, but that’s helped us define our operating style.”*

Rebecca Stamper (pictured), who works in Risk Management at Sellafield, Chairs the Committee and talks about her involvement

The Committee has settled on three big issues which it wants to tackle on behalf of the business:

- Social impact
- The environment
- Equality, Diversity and Inclusion.

Rebecca added:

*“Success for us means delivering for the company. We’ve got some specific targets like removing plastic cups from our offices.*”

*“We all hope that we bring a new way of working and that this is something the Executive Committee can benefit from. So far, we’ve been self-policing, meaning that we’ve looked for solutions and got on with doing them – restricting ourselves when we need to.*”

*“We’re all relatively new to our roles, and there can be a steep learning curve. But we have dived in and are quickly learning who to go to and what to discuss, to make progress.”*

Rebecca and the other 10 members of the Next Generation are also setting out to encourage similar Groups across the rest of the NDA business.

The NSSG is committed to playing a role in ensuring the sector shares best practice, useful resources and expertise around skills and people development. This learning from each other includes case studies from across the sector. We are encouraging nuclear employers to contribute by submitting such case studies which we will make available on the NSSG website. Thank you to all our contributors.



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