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Commercial Implementation Manager

Role title	Commercial Implementation Manager	Salary Range	£53,040 - £62,400 (depending on skills & experience)
Function	Commercial & Business Development	Role Level Range	6-7
Base Location	Flexible – Herdus House, West Cumbria, Hinton House, Warrington; London or Harwell, Oxfordshire Hybrid working available with 40% of time in an NDA office	Role Type	Permanent
Reports to	Lead Commercial Programme Manager	Closing Date	7th December 2026

You will be responsible for managing the implementation and delivery of specified commercial activities / projects across existing contracts with Springfields Fuels Ltd and Urenco. Providing support to the Lead Commercial Programme Manager in respect of key commercial, programme and performance matters – utilizing your experience of managing commercial contracts and delivery of programmes/projects.

Key Accountabilities:

- Provide specialised contract/commercial management across the suite of complex contracts for Springfields and Capenhurst, related to key Site Development projects – covering assurance of proposed long term site development projects that have arisen (and which may arise), plus compliance and assurance of key contractual deliverables relevant to those site development projects.
- Provide specialised programme/project management for the NDA's Hex Programme at Capenhurst – focussing on the safe storage and re-packaging of Hex, cylinder washing and disposal. This includes scope assurance and approvals, performance monitoring (cost, schedule etc), stakeholder management and internal reporting and coordination.
- Supports (as part of a team) the management of the contractor performance via regular planned performance reviews and risk reviews. Interrogates relevant contractor reports/documentation to ensure that the contractors meet their performance/contractual obligations and establish plans to ensure NDA meets its own contractual obligations. Ensure

that relevant reports and issues are appropriately escalated to the Lead Commercial Programme Manager and the Head of Commercial Contracts.

- Conducts reviews of contractor delivery and undertake detailed assurance of contractor submissions (e.g. scopes of works) covering scope, costs/prices, schedules, risks and all other contract/programme deliverables. Monitoring risk, opportunities, issues and change control, as necessary.
- Prepares high quality stakeholder and approval papers to support NDA internal governance processes for nominated areas of responsibility as directed by the Lead Commercial Programme Manager/Head of Commercial Contracts.
- Represents the NDA at relevant meetings with contractors for key areas of responsibility, covering strategy, programme scope, cost/schedule, risk etc., and associated commercial implications.
- Plays a lead role in coordinating, reviewing and assimilating complex data sets for relevant area of work. This is likely to focus on Site Developments at Springfields and the Hex Programme at Capenhurst to inform and support NDA forward plans for nominated sites on a routine and annual basis.
- Manages relationships with external stakeholders (relevant key people on both sites, DESNZ, regulators etc) and key internal stakeholders (NDA Commercial, Legal, Finance, Strategy), to develop cross-functional and collaborative working arrangements and to support site funding arrangements.
- Manages day to day contract deliverables in a timely manner from nominated sites and ensure that accurate records and correspondence are maintained.
- Takes responsibility for own continuous professional development, undertaking all mandatory training.

Knowledge, Skills and Experience required:

- Significant relevant experience in the development and management of high value and high complexity contracts and of programme/project delivery - demonstrating a thorough understanding of commercial and programme concepts in a relevant commercial field
- Strong relationship and interpersonal skills relevant to management of complex/high profile contracts and programme/projects.
- Ability and significant experience in producing high quality performance reports and approval documentation
- Ability to demonstrate clear and concise presentation and communication skills
- Strong awareness of and ability to manage the needs and requirements of key internal and external stakeholders





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- Ability to represent NDA in an external environment in a highly professional manner
- Is trustworthy and possesses a high level of drive and personal integrity
- Shares and demonstrates the NDA values of, Respect, Openness, Collaboration, Performance and Creativity
- Good degree or appropriate equivalent qualifications in a relevant commercial topic
- Knowledge of a relevant industry is essential and experience in the nuclear industry would be desirable

What we offer:

- Generous performance based annual bonus scheme.
- Defined benefit Civil Service pension scheme (please find more information here).
- 30 days annual leave per year, plus 8 statutory public and bank holidays (pro-rata for part-time employees).
- A range of family-friendly flexible working options.

All applicants from the NDA Group of companies may be eligible for protection of certain elements of their T&Cs when voluntarily taking up employment with another NDA Group Company. If successful in your application, your existing Group Employer's HR team will collaborate with the new Group Employer's HR team to ensure that the appropriate protections are implemented into your contract offer. For further details, please contact a member of your current HR team.

We value the unique differences that each of our colleagues bring to work every day and are committed to creating an environment where everyone feels respected, included and able to perform at their best. At NDA, we are committed to creating a workplace that is diverse and inclusive. We value the diversity of our people and actively seek to have a workforce that represents the rich diversity of the communities we support.

Currently, we are underrepresented in some areas, and would particularly welcome applicants from Women, Black, Asian and Ethnic Minorities, LGBTQ+ and candidates who have a disability.

NDA is a member of the disability confident scheme, when requested we will make reasonable adjustments to the recruitment process and we guarantee to interview all candidates who have a disability who meet all of the essential criteria for the vacancy.

We are happy to discuss flexible working. We will also make workplace adjustments for disabled employees if these are needed to help them perform at their best in the role, and we are happy to discuss this once a job offer has been made.

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