

Sellafield

**Dr Steve Hepworth FInstP,
University Lead, Sellafield Ltd**

Content

Sellafield Site and some recruitment numbers

Focus on PhD level qualifications

Introduce how we put PhD programmes together and in what subjects

Thoughts for seeding the future talent pipeline

Over 70 Years of History



1940s/50s



1960s/70s



1980s



1990s



2000s/10s



2020/50



2050/2100

Pile reactor
First Generation Reprocessing & Calder Hall Online

Magnox Reprocessing
Windscale Advanced Gas-cooled Reactor online

Thorp reprocessing plant build begins

Thorp Online: Commercial Reprocessing

Calder Hall Ceases Decommissioning accelerates

Dealing with legacy: Pile Fuel & Magnox Fuel infrastructure

Large scale decommissioning
Environmental Remediation



People

11,400 employees
~42,800 supply chain people

Budget

>£2bn annual budget
Of which ~£1.3bn spent in supply chain

Attrition and Recruitment

Attrition below the national average of 10%

We recruit: apprentices, degree apprentices, graduates, (soon PhDs), and experienced hires

Recruitment 2022

Apprentices	Degree Apprentices	Graduates	PhD Level
425	147	99	3



Recruitment of PhDs

We sponsor 60 PhDs, and have visibility to >400



EPSRC Centre for Doctoral Training
in Nuclear Energy Futures



afield Lt



Investment in PhDs

In 2022 we took on 3 onto a 'PostDoc scheme'

Some go onto grad scheme

Some support us as academics

Some go into supply chain – supporting us

We also get some very good results

Upskilling current workforce

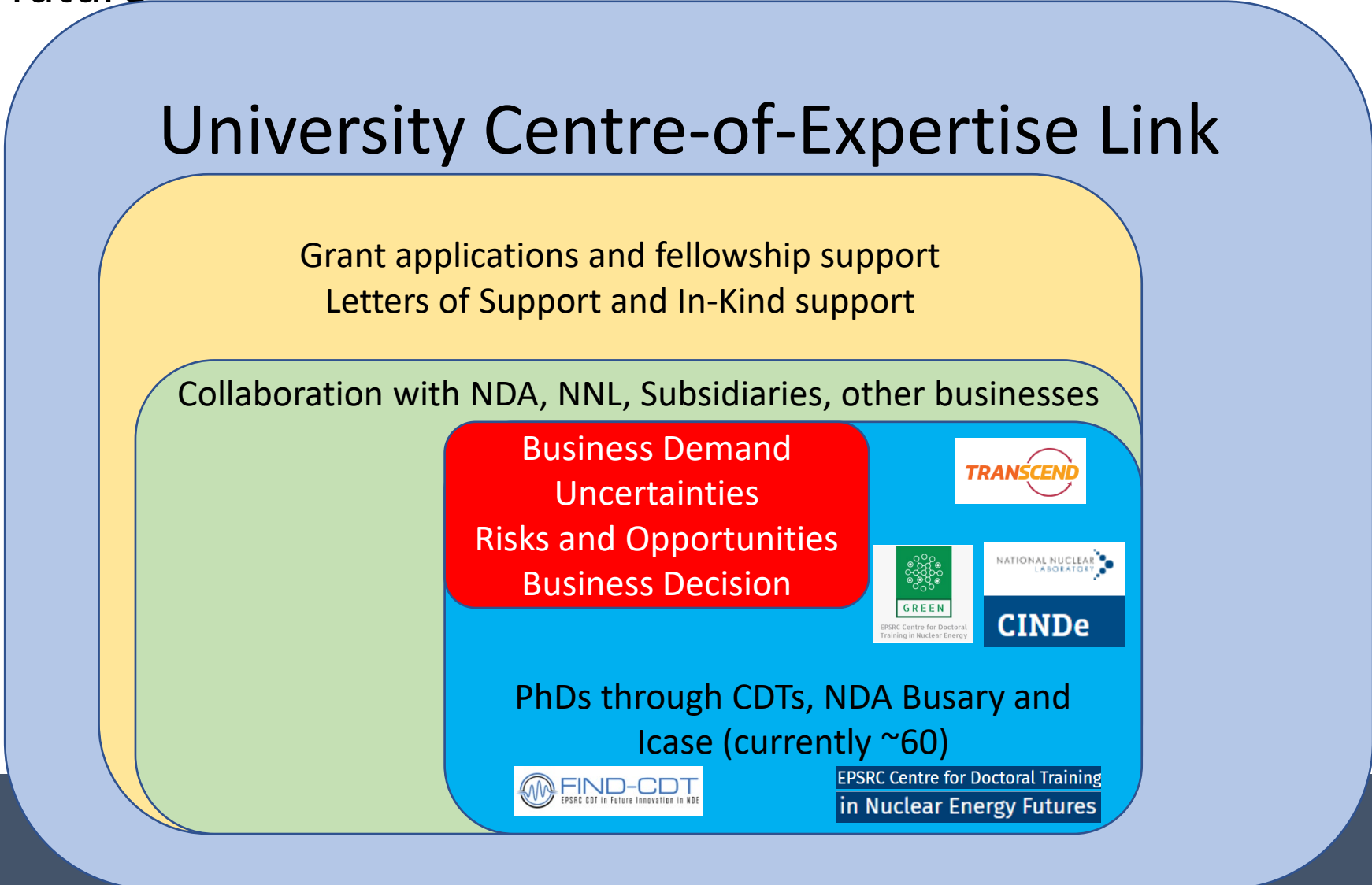
A change is happening:

Recognition of the value PhDs bring

PostDoc scheme open all year

All academic work is aligned to our technical Centres-of-Expertise

- 1. Carry out research to gain understanding
- 2. Develop people for the future

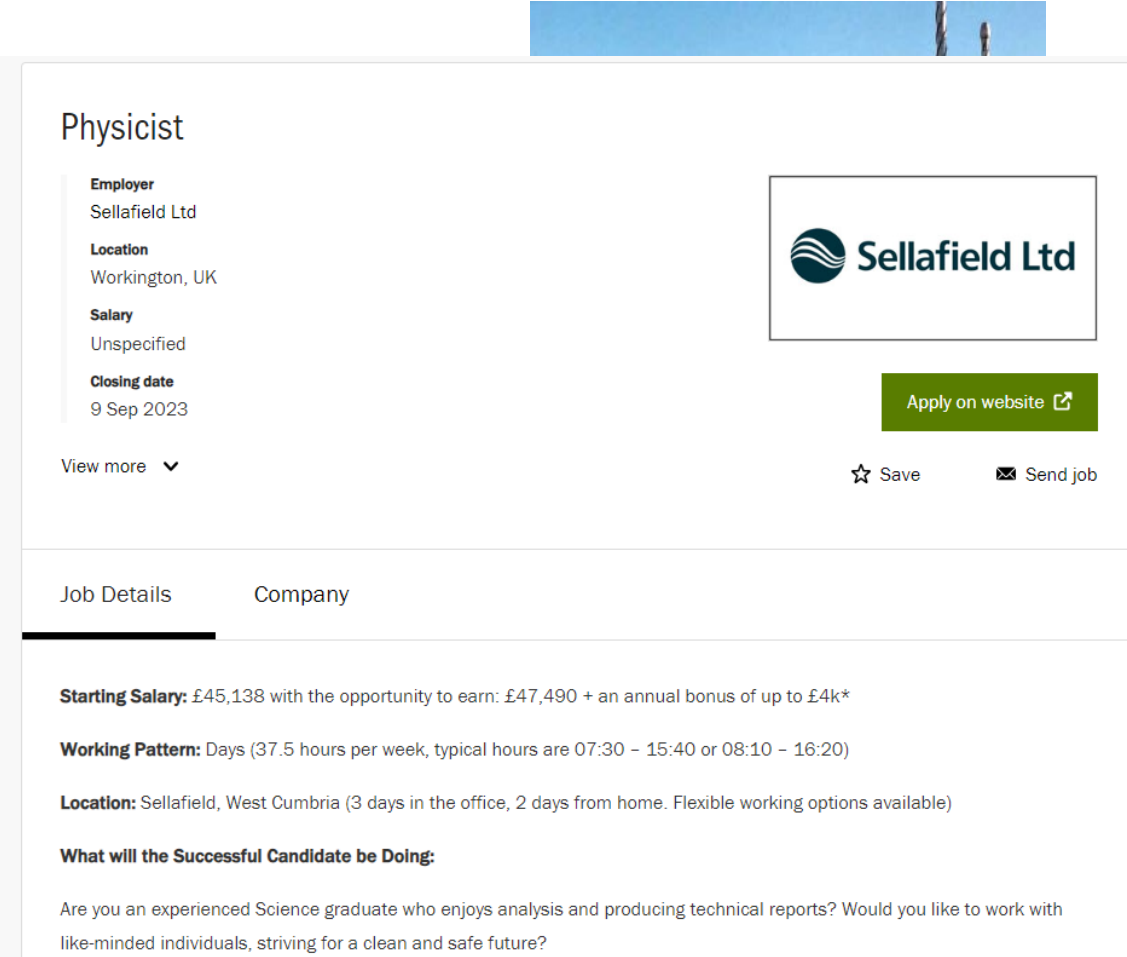




Technical Centres of Expertise (not exhaustive list)

- Characterization, radiological and non-radiological
- Management of particulates and fluids [\[LINK\]](#)
- Effluent Chemistry (Impact of mobilisation (POCO) on Plants) [\[LINK\]](#)
- Spent Fuel management
- Plutonium/Actinide Chemistry
- Uranium bearing and reactive metal waste [\[LINK\]](#)
- Ageing of containers, infrastructure and facilities including NDE
- Managing the hydrogen generated [\[LINK\]](#)
- Immobilising wastes for long term storage (encapsulation and thermal options) [\[LINK\]](#)
- Environmental management

Predicting future technical skill requirements



Physicist

Employer
Sellafield Ltd

Location
Workington, UK

Salary
Unspecified

Closing date
9 Sep 2023

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Job Details Company

Starting Salary: £45,138 with the opportunity to earn: £47,490 + an annual bonus of up to £4k*

Working Pattern: Days (37.5 hours per week, typical hours are 07:30 – 15:40 or 08:10 – 16:20)

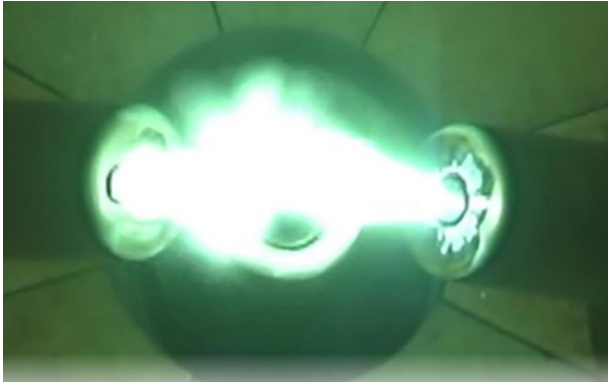
Location: Sellafield, West Cumbria (3 days in the office, 2 days from home. Flexible working options available)

What will the Successful Candidate be Doing:

Are you an experienced Science graduate who enjoys analysis and producing technical reports? Would you like to work with like-minded individuals, striving for a clean and safe future?



Plutonium disposition?



HAWTT ?



10 years+