



EXECUTIVE SEARCH

Securing senior leaders who deliver in complex, high-risk environments

Senior leadership for environments
where failure isn't an option.



rullion.co.uk

● Market Insight

Leadership in regulated infrastructure is under real pressure

Across nuclear, energy, transport, and major capital programmes, organisations are operating in a more exposed environment than at any point in recent decades. Investment is accelerating at the same time as regulatory oversight tightens. Programmes are running longer and under greater scrutiny with less tolerance for leadership missteps.

At the same time, a significant proportion of experienced senior leaders are reaching retirement, while the pipeline behind them remains uneven.



Narrower pool of proven executives



Longer hiring cycles



Higher risk from misaligned senior hires

What we're seeing across the market

- Leaders now overseeing build, life-extension, and decommissioning at the same time
- Competition for executives across nuclear, defence, energy, and data infrastructure
- Greater scrutiny of leadership decisions from regulators, investors, and the public eye
- International hiring shifting from option to necessity
- Little room for senior leaders to learn on the job

Key leadership delivery risks

- Appointing leaders with strong technical backgrounds but limited regulatory exposure
- Programme momentum slowing while critical leadership roles remain unfilled
- Increased compliance, safety, and reputational exposure when leadership transitions are rushed



In regulated infrastructure, leadership quality directly impacts delivery, safety and public trust. There is far less margin for error than in most sectors.

**Asif Salam, Practice Director
Executive Search**



- Why choose us

A perspective shaped by regulated delivery experience

Our executive search offering is shaped by long-term involvement in nuclear and critical infrastructure programmes. Working in these environments has given us a practical understanding of what effective leadership looks like under regulation with safety oversight and complex delivery demands.

That insight influences how we search, who we engage, and how we assess senior leaders:

Leaders with regulated delivery experience

Searches focus on executives who have already led in regulated, safety-critical environments and understand the decisions and trade-offs that come with it.

We don't wait for the market to move

Senior leaders are identified and engaged directly, with relationships built over time rather than relying on visible or active candidates.

Discreet engagement with proven performers

Senior appointments often carry risk and sensitivity. Searches are managed accordingly, protecting confidentiality and engaging candidates in a way that reflects the sensitivity of the appointment.

International search where experience is scarce locally

When the right leadership capability isn't available locally, searches widen internationally, with the practical complexity of cross-border hiring managed end to end.

Assessing against real delivery challenges

Conversations and assessments are centred on how leaders handle compliance, operational pressure, stakeholder oversight, and complex programmes.



● How we can support you

Executive Search built for regulated delivery realities

Rullion's one of the UK's largest and established providers of nuclear workforce solutions

For over 50 years, we've placed over 2,200 professionals into the nuclear sector each year and have supported organisations across every stage of the nuclear lifecycle.

That long-term presence gives us visibility into leadership communities, succession pressures, and emerging capability gaps that short-term search activity doesn't reach. It also shapes how we understand leadership in regulated environments, where compliance, safety culture, and long-term delivery must work together.

Leadership roles and disciplines we support

- Chief Executive and C-suite
- Board and Non-Executive Directors
- Engineering and Technical Directors
- Operations and Site Leadership
- Programme and Major Project Leadership
- Safety, Quality, and Regulatory Leadership



Helping the nuclear sector **get work done.**

 AtkinsRéalis

 Balfour Beatty

 Babcock

 BECHTEL

 Cavendish
nuclear
part of Babcock International Group

 EDF ENERGY

 NG Bailey

 Sellafield Ltd

 Sizewell C
The power of good for Britain

 Urenco
The Energy to Succeed

 Westinghouse

 dalkia
GROUPE EDF

- Our proposition

You power the world. We help you build the workforce to keep it moving.

Creating workforce solutions for critical infrastructure companies.

We're one of the UK's largest workforce solutions providers in critical infrastructure. From training new talent to managing outsourced recruitment processes like Recruitment Process Outsourcing (RPO) or Managed Service Programmes (MSP), every solution is grounded in people-first values and a strong commitment to inclusion.

For us it's about more than just delivering a service; it's about building lasting partnerships that help you get work done and build diverse, future-ready teams.

Four ways we help you get work done:

FIND	DEVELOP	DELIVER	PROCESS
RPO on Demand	Train to Deploy	Statement of Work	MSP
Executive Search	Early Careers	Project Delivery	RPO
Embedded Resource			Total Talent
Permanent Recruitment			Services Procurement
Temporary Recruitment			Background Screening

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Rullion is more than a recruitment partner; they are an extension of our team...

They're friendly and enthusiastic, and they always translate insight into what really matters for our organisation.

Primary Stakeholder

National Energy Provider






Rullion delivers senior leadership for complex, regulated environments.

If you're facing upcoming leadership changes, delivery pressures, or capability gaps, we can help map the market and identify experienced leaders before risk escalates.

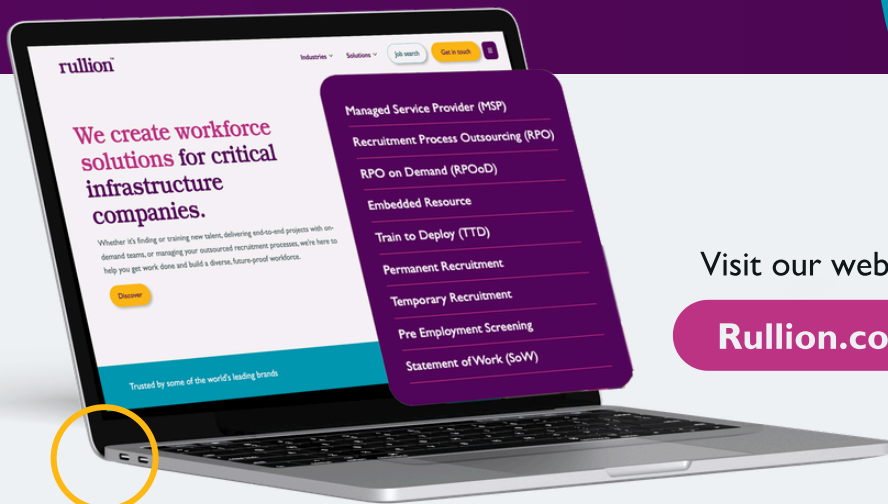
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 Connect with Asif



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#GetWorkDone