



NUCLEAR NEW BUILD

Delivering a Workforce the Sector Depends On

Workforce delivery must work across years and phases,
not procurement cycles.



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Contents

- 03** A workforce partner for the long journey
- 04** Proof of Programme Scale
- 05** Our Experience in Numbers
- 06** A Template for the Future
- 08** The Delivery Challenge
- 09** Delivery Risk Landscape
- 10** ESG Supply Chain Delivery Goals



● About Rullion

A workforce partner for the long journey

We are one of the largest - if not the largest - civil nuclear workforce agency in the UK, having worked in the sector for over 40 years. We help companies get work done through a mix of different services, whether it is by finding people to fill the vacancies, training new people, managing the workforce processes or delivering the projects ourselves.

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			Services of Procurement
Temp & Perm Recruitment			Background Screening

We have a team of 44 specialists across regulated construction and infrastructure delivery, each with deep experience. In 2025 alone, we delivered 1,456 placements into nuclear and construction roles, underpinned by long-standing talent pools and active workforce care.

This enables rapid mobilisation without compromising safety, compliance or continuity.



Roles we deliver

- Civil construction
- Mechanical, Electrical and HVAC
- Nuclear and technical disciplines
- Project management and controls
- Commercial and finance
- Health, safety, environment and quality
- Workforce planning and early careers
- IT and professional services



● Proof of Programme Scale

A long-term workforce partner for UK nuclear new build

We are already delivering across UK nuclear new build projects (nnb), at Hinkley Point C, Sizewell C and STEP. Our scale and compliance-first model are designed for long-term programme delivery.



NUCLEAR NEW BUILD EXPERIENCE

10+ years

Supporting projects and their supply chains

600+ workers

on NNB projects

Built for sustained programme delivery

Embedded in the local, regional and national nuclear networks

long-term regional presence supporting local labour and supply chains, with established relationships across project ecosystems.

Programme-scale capability

600+ permanent nuclear hires per year across £100m–£47bn projects.

Compliance-first delivery

IR35-safe and audit-ready.

End-to-end discipline coverage

Civils, MEH, engineering, HSEQ, project controls and nuclear assurance.



Multiple clients supported across NNB programme supply chains

Balfour Beatty

 **Westinghouse**

GALLDRIS

 **edvance**
GROUPE EDF

 **VULCAIN**
ENGINEERING GROUP

 **dalkia**
GROUPE EDF

VPI

Jackson

CTS
LOGISTICS

 **Clancy**

 **affini**

 **igne**

- Working in the Nuclear Infrastructure sector

Our experience in numbers

2015

started supporting the NNB sector

100%

IR35 compliance

60

“excellent” hiring manager Net Promoter Score

1300+

placements delivered

650

graduates and apprentices placed

100%

perfect supplier audit score

22%

women in engineering in 2025



Roles we delivered

- Project management
- Construction management
- Project controls
- Quality control
- HSEQ
- Commercial
- IT
- Administration
- Civils
- MEH
- Welding
- Scaffolding
- Lifting
- Radiation protection



We have a trusted, two-way dialogue. When I bring a complex challenge, we work it through together as partners - we always find a way forward. Without Rullion, we wouldn't have been able to deliver what the business needed at a critical moment.

- Working in the Nuclear Infrastructure Sector

What we have learned and how this translates to future delivery

Over the past decade, the UK's nuclear new build sector has been revitalised, now with a clear and active project pipeline. Rullion's experience supporting these programmes over the last 10 years has shown that there are strong parallels between the current projects and the next generation of nuclear new build, particularly in how workforce demand evolves over time.

Across the lifespan of these large, complex mega-projects, workforce requirements, risk profiles and critical skills needs shift repeatedly as projects move from development through construction and into operation. Our role is to provide continuity through that change — maintaining capability, adapting workforce strategies at each phase, and ensuring that lessons learned on current projects can be applied to future programmes to reduce risk and support more efficient delivery.

1

Early mobilisation

Working with clients, we have previously developed targeted attraction campaigns, including dedicated microsites explaining the realities of nuclear new build work and the long-term opportunities available. Pages ranked highly on Google for project specific job searches, creating sustained interest rather than short spikes in response.

In one campaign, digital activity reached over 45,000+ people, allowing pipelines to be built before demand peaked. Within the first 12 months of delivery, around 180 workers were mobilised by Rullion, giving the programme early momentum.

2

Sustained delivery at scale

As phased delivery moves into full construction, the challenge shifts from attraction to reliability of supply.

As a strategic partner to a key nuclear project, Rullion supplied around 100 new contingent roles each year, maintaining an average on-site population of around 350 workers across civils, mechanical, electrical, EC&I, HVAC, commissioning, project management, planning, commercial, quality, safety, environmental and radiation protection.

A dedicated account team, with over 100 years' combined nuclear experience, allowed demand to be planned and pipelines maintained, even as competition for skills increased.

These same pressures will intensify across the sector as other nuclear programmes draw from the same labour pool.

Within the first 12 months, around 180 workers were mobilised...



3

Retention and stability

As the programmes mature, retention becomes a safety and productivity issue, not just a people concern.

We put permanent on-site support in place, alongside structured engagement, payroll and compliance help, and access to mental health support. Regular stay interviews helped surface issues early, before they turned into attrition.

This reduced disruption in safety-critical roles and supported more stable delivery. Most large scale constructions projects will face similar retention pressures as workforce numbers grow.

4

Redeployment and transition

Over project life spans, skill requirements will change. Rather than allowing experienced workers to leave as scopes complete, Rullion support redeployment and re-skilling into emerging roles through targeted training with specialist partners.

This protected site knowledge, reduced backfill risk and helped maintain productivity through phase changes. It will be a key lever as projects move through civils into MEH and commissioning.

5

Local engagement

Alongside national nuclear labour pools, we supported local engagement through job fairs, schools, colleges and initiatives to boost awareness of careers in the sector.

This balanced approach helped clients increase local employment while retaining access to scarce specialist skills. Rullion can support at a local level across the UK, a key area of focus as workforce demand continues to rise on any NNB project.



Permanent on-site support. Structured engagement. Payroll and compliance embedded.

● The Delivery Challenge

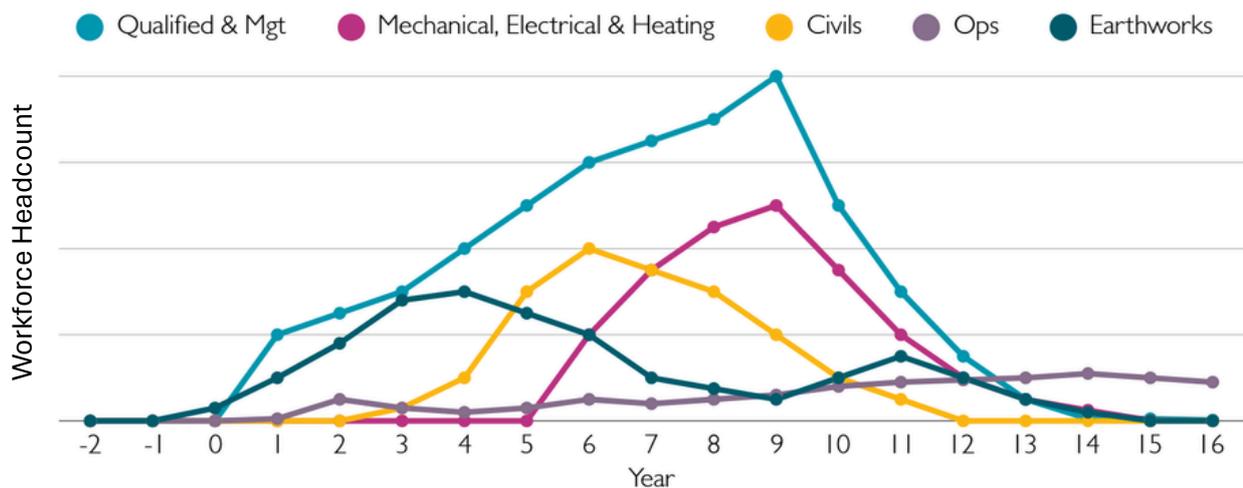
Delivering the workforce the sector depends on

All projects have a phased delivery model, defined by scale, duration and regulatory intensity. Workforce delivery is not a supporting activity, it is a core programme enabler and a core programme risk.

Projects often plan to have up to 10,000 people working each day, with numbers fluctuating as phases move through the delivery timeline. As a project progresses, workforce demand will not rise smoothly.

Demand moves through pronounced peaks and troughs. Early demand is driven by earthworks and civils. This rises sharply during Mechanical, Electrical and Heating as phases overlap, before tapering as construction completes and the workforce transitions into a smaller, steady operational team.

Phased workforce for project delivery



For you, workforce delivery must work across years and phases, not procurement cycles.

This means addressing a connected set of pressures that will intensify over time:

- Scaling the workforce fast enough to meet demand
- Closing critical capability gaps in safety-critical roles
- Supporting worker transitions between phases
- Managing regional labour constraints while creating a local legacy
- Protecting productivity, safety and reputation as delivery scrutiny increases
- Maintaining compliance security and assurance without delaying mobilisation



The market reality you are operating in



Demand is rising faster than labour supply

Recent investment in the sector means a huge mobilisation of construction workforces across the UK. Project peaks coincide with other major nuclear, infrastructure and clean energy programmes competing for the same people.



Competition for transferable capability

Engineers, supervisors, skilled trades and project controls are nationally constrained. Their ability to move between sectors increases competition and places a premium on certainty, speed and confidence.



Ageing workforce and experience risk

A large proportion of nuclear-experienced workers are approaching retirement. Early careers pipelines matter, but they do not replace delivery experience in regulated environments in the short term.



Regional labour constraints

The local labour markets cannot meet peak demand alone. Inward mobilisation increases reliance on contingent labour and makes housing, transport, onboarding and retention operational risks.



Regulatory and onboarding complexity

Security clearance, competence assurance and right-to-work checks extend lead times. Without proactive planning, compliance friction becomes schedule risk.



Supply chain workforce resilience

Delivery depends on a multi-tier supply chain operating under uneven skills pressure and variable nuclear experience.



Reputational exposure

As a nationally visible project, any workforce disruption translates quickly into cost, delay and reputational impact.

What this means in practice

Transactional recruitment models are not designed for nuclear new build.

You need workforce partners who understand:

- Peak-demand planning
- Compliance-led mobilisation
- Workforce continuity across phases
- Supply-chain variability
- Long-term capability building alongside immediate delivery



● Environmental, Social and Governance

Workforce delivery aligned to ESG Frameworks

Many clients value their supply chain against ESG frameworks, with clear expectations around measurable impact and long-term legacy. As an embedded workforce solutions partner across Nuclear New Build, we deliver against these frameworks as established practice.

Our operating model, regional footprint and programme experience are already aligned to the standards that you expect from the supply chain. For organisations working across the industry, partnering with our team strengthens workforce capability, while reinforcing ESG performance across the areas that carry weight in procurement evaluation.

Through structured delivery, regional investment and measurable workforce impact, we help you get work done responsibly, locally and at scale.



Building Nuclear Capability That Lasts

Nuclear new build requires long-term workforce capability, not short-term labour supply. With an established local presence to large scale projects and national mobilisation capability, delivery is embedded on site across major nuclear programmes.

- UK-owned, family-founded business with 100% UK-based account teams
- Established offices in London, Manchester, Oxfordshire, Ipswich and Cumbria
- Delivery partner for the Early Careers Programmes across the sector
- 650+ graduate, apprentice and industrial placements delivered
- Long term partnerships with schools and colleges supporting 500+ students
- Active participation in structured mobilisation and Train-to-Deploy pathways



Raising Standards Through Workforce Integrity

Increasing diversity and ensuring fair access to opportunity are core to responsible nuclear delivery. Structured, bias-mitigated recruitment methodologies are embedded across governance and account delivery.

- 60% female Board representation and 50:50 account team balance
- Anonymised CV screening and gender-decoded adverts
- Mandatory bias-mitigation training and structured assessment criteria
- Network of 30+ inclusive employment partners
- Ethical supply chain due diligence



Delivering Sustainable Impact

Projects expect suppliers to reduce environmental impact while strengthening local communities. We contribute through regional investment, local hiring strategies and accredited environmental management systems.

- Prioritised local candidate sourcing to reduce commuting impact
- Remote-first operating model reducing unnecessary travel
- ISO-accredited management systems
- Ecovadis sustainability benchmarking and Active Carbon Management Policy
- Digital onboarding and compliance processes reducing paper usage



Let's get work done together



John Shepherd
Client Services Director, Rullion

 John.Shepherd@Rullion.co.uk

 [John Shepherd](#)

John is Client Services Director at Rullion, supporting major UK Energy and Infrastructure programmes with a focus on workforce strategy, supply chain engagement and delivery. Extensive experience working across nuclear new build projects and skills initiatives, translating workforce demand into practical, scalable solutions that support long-term project delivery.

Accreditations and standards



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