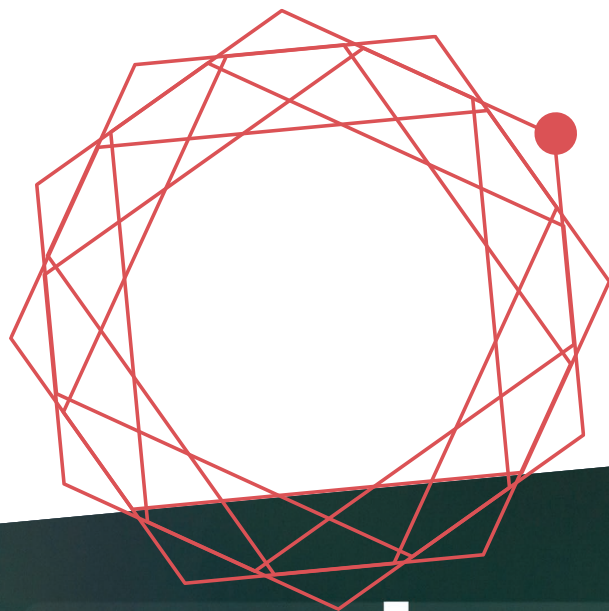


Nuclear Institute



Strategy: 2025 and beyond

January 2025

*The professional membership
body dedicated to nuclear.*



Introduction from the President

Professor Fiona Rayment OBE FREng FNucl

Welcome! I am delighted to introduce our new strategy for 2025 and beyond – a strategy that will enable the Institute to build on its strong foundations and become even more relevant and impactful as the industry moves into an exciting new era.



This strategy represents the collective efforts of our trustees, volunteers, members, and staff and leads with the core ambition to grow and widen our offering, becoming the anchor institute for the industry by offering development, guidance, knowledge, and networking for all members.

From the very beginning, it was clear that we are building from a position of strength. Our members told us they want the Nuclear Institute to take the lead in professional recognition for the nuclear workforce, to raise the profile of our Institute, and to amplify our collective voice within the sector. It is equally vital to embrace our heritage and our key strengths, while becoming an organisation that is more embracing across the entirety of our nuclear community.

In our initial discussions, we focused on the Institute's biggest strength – our successful events. These are invaluable for benchmarking, sharing best practice, personal development, and networking, and they will continue to be a cornerstone of our activities. However, to grow our membership, make a meaningful impact on the professional development of our members, and amplify our voice and relevance, we have reconsidered and revised our value proposition.

This journey began with the creation of a new vision, mission, and purpose – each carefully aligned to complement one another. At the heart of these is a clear objective: to place the Nuclear Institute at the centre of a growing nuclear community while creating a sustainable future for everyone.

Our refreshed member value proposition now contains four strategic ambitions, each supported by a set of key drivers – and while these ambitions will remain a long-term constant, the key drivers are designed with the immediate future in mind, laying the foundation for enhancing the value we offer our members. As we progress, these drivers may evolve to meet the changing needs and aspirations of the nuclear workforce as it seeks to drive excellence, foster public trust and deliver a deeper understanding of the nuclear sector.

Now is the perfect time to be part of the Nuclear Institute. We are an organisation that recognises, celebrates and champions the expertise of our members in all sectors of nuclear, from energy to defence, medicine to space. We add genuine value to the career journey of every individual and, as a collective, we are a highly valued and respected network, ready to capitalise on opportunities ahead as the industry enters the biggest growth period in its history.

Together, let's build a stronger, more inclusive, and impactful nuclear community.

Introduction from CEO

Robert Gofton

Our new strategy marks a significant shift in our membership offering and the values we uphold as the Nuclear Institute. At its heart is a commitment to put our members first, building and recognising individual expertise while fostering a strong sense of community and belonging.



There has never been a more exciting time to be part of this sector. As the professional membership body dedicated to nuclear, we are here to support everyone's career progression, provide enhanced development opportunities, and ensure the Nuclear Institute is well positioned to meet our members' ever-evolving needs in these changing times.

When I joined the Nuclear Institute, it was clear there was work to be done to develop a new strategy that could deliver on the ambitions of our Trustees and meet the changing needs of our evolving industry. Thanks to the leadership of our President, the Board of Trustees, and the invaluable contributions of our volunteers and members, we now have a strategy that sets us on the path to achieving our goals.

I look forward to seeing this strategy come to life and working alongside all of you to make it a reality.

Together, we will establish the Nuclear Institute as the number one destination for every nuclear professional. And who wouldn't want to be a part of that...

Our history

The Nuclear Institute was established on 1 January 2009, through the unification of two different nuclear institutions, the Institute of Nuclear Engineers (INuCE) and the British Nuclear Energy Society (BNES) – but its origins actually pre-date that by over 60 years when the UK was one of the first countries with homegrown nuclear energy.

After the two organisations were amalgamated, the Nuclear Institute became a member of the UK Science Council, Engineering Council and the Society for the Environment and, as such, is licensed to provide charterships, member, and fellowships.

Our Young Generation Network (YGN) is a vibrant and active group who are shaping the future of our sector, facilitating knowledge transfer between generations, promoting STEM careers and engaging with society on the role of nuclear energy.

With over 5000 members, the Nuclear Institute has a strong number of Special Interest Groups (SIGs), encouraging knowledge dissemination within areas such as technology, Artificial Intelligence, and underpinning policy development. Every UK region also has its own Branch, connecting members in the area through networking events, site visits, dinners and mini seminars.

Career support is also core to our offering and we encourage members to participate in CPD activities. The Engineering Council's online professional development system, **mycareerpath®** is available to anyone who holds a membership and is accessible through MyNI for the recording of CPD.

Recent years have been transformative for the Nuclear Institute and as we look to the future, we should be excited about the possibilities that lie ahead. The nuclear industry is entering a new era of growth and innovation, and the Institute is poised to play a crucial role in shaping that future.



Our new vision, mission and purpose

Vision:

A connected community of nuclear professionals delivering a sustainable future.

Mission:

Driving the professional standards for the nuclear community.

Purpose:

To promote nuclear professionalism and excellence, and to enhance public trust and understanding in nuclear.

The four strategic ambitions

Developing (our membership)

1

Expanding and diversifying the Nuclear Institute membership base to be more inclusive of the entire nuclear sector.

We will foster a truly inclusive and representative membership base that reflects the full spectrum of expertise, skills, and stakeholders across the nuclear sector by:

- 1 Recognising and supporting our members' desire for personal and professional development.
- 2 Expanding partnerships and collaborating with underrepresented groups to spread more diverse messaging to our members.
- 3 Providing tailored offerings through exclusive membership and merchandise benefits that cater to different career stages, disciplines, and locations.

Amplifying (our voice)

2

Increasing the profile of the Nuclear Institute and more effectively communicating with key stakeholders.

We will establish the Nuclear Institute as the go-to authority for professional insight on nuclear issues, utilising the incredible talent and expertise pool of our members to:

- 1 Drive thought leadership and influence key stakeholders.
- 2 Build relationships and collaborate with policymakers, industry leaders, academia, and the public to shape the future of nuclear.
- 3 Advocate for our members and their direct interests as part of the nuclear community.

Membership Growth

Excelling (through professionalism)

3

Evolving our professional accreditations, governance, and operations to deliver core business functions and enhanced value.

We will build a resilient, agile, and innovative organisation that delivers unmatched value to members while upholding the highest standards of governance and operations by:

- 1 Enhancing professional development and recognition by expanding accreditation schemes, certifications, and training opportunities.
- 2 Strengthening and simplifying our governance frameworks to ensure transparency, accountability, and adaptability to future challenges.
- 3 Beginning our digital transformation through investment in digital platforms, tools and processes to improve operational efficiency and member experience.

Connecting (members)

4

Providing opportunities for networking, sharing best practices, and celebrating member achievements.

We will create a thriving, engaged, collaborative and connected community of nuclear professionals to share knowledge, build relationships and celebrates achievements by:

- 1 Providing excellent networking opportunities through regional and national conferences, webinars, and meetups that facilitate meaningful connections.
- 2 Developing platforms for sharing best practices, case studies, digital assets and innovations within the nuclear sector.
- 3 Recognising and celebrating our members and volunteers through awards and appreciation programmes that honour outstanding contributions and achievements.

Key Drivers to deliver each Strategic Ambition

1 Developing

Personal and Professional Development:

- We are committed to offering our members dynamic and ongoing learning opportunities to enhance their skills, knowledge, and professional growth through our Continuous Professional Development (CPD) initiatives. These include workshops, seminars, webinars, and courses designed to cover the latest advancements, emerging trends, and best practices in the nuclear industry.
- We continue to provide industry insight through our member publication, Nuclear Future, and will expand its content to broaden sector coverage and provide a greater focus on leadership, skills, and personal development.
- Our mentoring pathway provides tailored support, fostering personal and professional development through guidance from experienced professionals.
- One of our core aims is to provide support and guidance to ensure our members remain not only competent but also highly competitive and forward-thinking in their field, equipping them to excel in a rapidly evolving sector.

Niche Awards and Qualifications:

- Through our work with partner organisations and businesses, we aim to offer specialised qualifications and awards that focus on building nuclear awareness, leadership and business skills, including project management, financial acumen, and strategic planning.
- We will develop and support initiatives that are designed to build engagement with the nuclear sector, including scholarships, internships, and competitions that recognise and reward exceptional young talent.
By investing in the development of nuclear professionals, we aim to create meaningful programmes and opportunities that will nurture the leaders of tomorrow. This involves equipping professionals with essential skills and empowering them to effectively manage projects, drive innovation, lead and inspire teams, contribute to the strategic goals of their organisations and ultimately help shape the future of the nuclear industry.



Interactive Learning Platforms:

- We are establishing new ways to deliver our initiatives through online platforms that offer engaging and interactive learning experiences. These include virtual classrooms, discussion forums, and collaborative projects, allowing members to connect with the content and each other in real time.
- E-Learning Modules: We will create a library of e-learning modules covering a wide range of topics relevant to the personal and professional development of the nuclear workforce. These will include online certification programmes that members can complete at their own pace, offering formal recognition of skills and knowledge to help advance careers and meet the nuclear professional standard.
- Virtual Events: The continued hosting of regular webinars, virtual workshops, and hackathons will focus on current topics and emerging trends in the nuclear sector. These events will feature industry experts and provide members with opportunities to ask questions and participate in meaningful discussions.

Workforce Support:

- Our structured mentoring programme supports knowledge expansion up and down the professional ladder. It connects experienced professionals with those in the earlier stages of their careers, helping them to gain valuable

industry insights and expand their professional networks. It also connects experienced leaders with younger industry members, to help them better understand incoming trends and approaches. Through mentoring we can accelerate time to experience.

- Our welfare programmes, mentoring opportunities, and initiatives prioritise equality, diversity, and inclusion (EDI), ensuring that all members have access to the support they need.
- Partnerships will be formed with key EDI-focused organisations, reinforcing our commitment to an inclusive and supportive professional community.
- The existing job exchange and careers board will be maintained, supporting members in exploring new opportunities, advancing their careers, and fostering workforce mobility to contribute to the growth of the sector.

Member Benefits:

- Members will have access to exclusive benefits, and branded merchandise, helping to foster a sense of belonging and pride in being part of the Nuclear Institute.
- We will develop a referral programme that encourages existing members to recommend the Nuclear Institute to their colleagues and friends, helping to grow our community and strengthen our network.

2 Amplifying

Advocacy and Influence:

- We will grow and enhance our volunteering network by providing members with key resources and toolkits to actively engage with the sector and the public. This will create greater consistency and amplify the impact of their involvement.
- An advocacy programme will be introduced, including media training for sector specialists (e.g. YGN, Security, Digital, AI4Nuclear), while our collaboration with government on nuclear skills strategies will drive professional and workforce development at the national level.
- Strategic partnerships, alliances, and collaborations will be forged within the nuclear sector and beyond, both nationally and internationally, to create outreach opportunities and deliver greater value for our members.

- We will raise the profile of the Nuclear Institute, YGN and our Special Interest Groups by leveraging our leadership in workforce development and membership support to enhance visibility, recognition and influence across the industry.

Championing Workforce Needs:

- We will actively support and develop campaigns that advocate for the interests of the nuclear workforce, acting as a voice and champion for their needs and concerns.

Planning for Tomorrow:

- Forward-looking connections with all stakeholders will be fostered to seize new opportunities and tackle emerging challenges, ensuring the nuclear sector's sustainability and continued growth for the future.



3 Excelling

Professional Accreditation and Standards:

- Our professional accreditations and qualifications will uphold and promote high standards and integrity within the nuclear sector, ensuring that industry practices remain world-class.
- Fellowships, chartered status, and an ambassador programme will be offered to support members' professional development, strengthening their credentials and positioning them as leaders within nuclear.

Sector Governance:

- We will ensure that everyone in the nuclear sector can enjoy safe, high-quality work and career experiences and receive the support they need to achieve their goals in a positive and inclusive environment.
- A quality endorsement programme will be introduced to recognise organisations that exemplify a strong commitment to workforce engagement, training, and development, setting a benchmark for excellence in the sector.

Celebrating The Sector:

- A comprehensive historical archive will continue to be developed to identify, acknowledge and preserve the milestones and achievements that have shaped the nuclear sector. This will allow us to celebrate key anniversaries and reflect on our progress and the nuclear sector's impact.
- We will carry out meaningful community engagement, and proactive media outreach to elevate the profile of the nuclear industry, showcasing its value, contributions, and achievements.
- Evolving and innovating our business operations:
- Our performance will be regularly analysed against key performance indicators (KPIs) to ensure objectives are met effectively and efficiently while ensuring we remain relevant and responsive to the needs of our members.
- We will foster a culture of creativity across our members and volunteers, capturing and developing new ideas to continuously improve and leveraging technology to drive innovation in our offerings.
- A comprehensive volunteer directory will be introduced, along with an induction and support programme, ensuring volunteers are seamlessly integrated and receive ongoing support throughout their journey with the Nuclear Institute.

4 Connecting

Networking:

- We will host (and record, where feasible) an increasingly wide variety of events, seminars, workshops, and Special Interest Group (SIG) meetings, helping to facilitate professional connections and outreach across the sector.
- New technologies will be introduced to enhance forums, networking, and information-sharing at events, enabling seamless member engagement.
- Ongoing support and development of the Young Generation Network (YGN) and our Branches will continue, nurturing their growth and engagement. Additional targeted events and networking groups will be created, offering both social and professional opportunities for individuals and organisations to connect at a range of levels.

Benchmarking & Sharing Best Practices:

- A comprehensive digital library will be developed alongside insightful industry publications to share and promote best practices across the sector.
- Academic collaborations and workforce research will be fostered to stay at the forefront of industry trends and innovations.

Recognition & Rewards:

- We will organise events and award ceremonies to recognise and celebrate the achievements of individuals and organisations in the nuclear sector.
- An awards programme will be introduced to honour those who have made significant contributions to the sector, recognising their dedication and impact. These opportunities will be taken to celebrate our collective impact, reflecting on the positive difference our members and volunteers have made both within the sector and beyond.



Our Strategic Enablers

Strategic enablers are the critical resources, skills, systems, and processes that support the successful execution of the Nuclear Institute's strategy. They act as the foundation or 'building blocks' that enable us to translate our vision into actionable outcomes.

Our enablers

- **Volunteers and Staff**

We will invest in the growth, skills, and leadership of our volunteers and staff, ensuring they have the tools, training, and resources needed to excel in their roles.

Why This Matters: Building capability empowers our teams to drive innovation, deliver value to members, and foster a culture of excellence in support of the Nuclear Institute's mission.

- **People-led**

Our members, supporters, and volunteers will have an active voice in shaping the Institute's direction and ensuring that our mission reflects their needs and ambitions.

Why This Matters: Engagement fosters a sense of belonging and ownership and ensures our strategy aligns with the collective vision of our stakeholders.

- **Partnerships**

We will cultivate impactful alliances with businesses, academia, professional bodies, and international organisations to expand our influence and amplify our impact.

Why This Matters: Partnerships unlock new opportunities for collaboration, knowledge-sharing, and the promotion of nuclear excellence on a global stage.

- **Government**

We will champion the interests of our members, supporters, and volunteers by engaging with policymakers and ensuring our collective voice shapes the nuclear agenda.

Why This Matters: Strong advocacy ensures the expertise and priorities of our professional community can influence policies critical to the future of the nuclear sector.

- **Technology**

We will leverage technology to enhance communication, improve member services, streamline operations, and ensure efficiency and adaptability.

Why This Matters: Strategic use of technology drives our innovation, improves stakeholder engagement, and strengthens our operational capabilities.

- **Good governance**

We will uphold the highest standards of governance, adhering to best practices and exceeding the expectations of the voluntary and community sector.

Why This Matters: Strong governance builds trust, ensures accountability, and positions the Nuclear Institute as a leader in ethical and effective operations.

Habits – What is important to us?

Habits are the consistent behaviours, practices, or routines embedded into the Nuclear Institute’s culture and operations. They serve as the foundational actions that reinforce and sustain the execution of this strategy over time.

Why habits matter?

- 1 They drive consistency – ensuring the Nuclear Institute remains aligned with our goals through repetitive, intentional actions.
- 2 They promote culture – reflecting the Nuclear Institute’s values and helping to embed our mission into our operations.
- 3 They enable progress – through small, consistent actions we can build momentum towards our strategic outcomes.

Our behaviour and habits:

- **Recognition**
We share and celebrate member successes and create a fun environment.
- **Innovative**
We strive to do things differently, be creative and never accept the status quo.
- **Building our community**
We operate an inclusive organisation that is altruistic, caring and works collectively for the benefit of everyone, over and above our own needs.
- **Credible**
We carry out our actions in ways that gain trust and recognition for our work, ensuring our experience as experts is celebrated.
- **Professional**
We are always honest, respectful, consistent, trustworthy and dependable.
- **Responsible**
We take individual, and collective ownership for ourselves, our organisation and our environment and do not expect others to take this on for us.
- **Empowering**
We encourage everyone who works with us to have the freedom to take responsibility, experiment, test, and learn.
- **Communication**
We provide clear, effective and timely communication so everyone feels included and informed.

NI Membership Value Proposition – in a sentence


***The professional membership body
dedicated to nuclear***

Further Information

If you have any questions or enquiries, please don't hesitate to contact the NI Team:

03303 410570

nuclearinst.com

 [nuclear-institute](https://www.linkedin.com/company/nuclear-institute)

 [nuclearinstitute](https://www.instagram.com/nuclearinstitute)

 [Nuclear Institute](https://www.youtube.com/NuclearInstitute)

