

Radioactive Waste Management: Roles and Salary Ranges, April 2020

Each role in RWM has a number of levels to enable progression for individuals in role. Our reward principle is to pay within the range of 80 to 120% of median market levels – this is driven by need, requirements and affordability with salary ranges consistent with those of our parent, NDA. RWM aims to be a median payer in the appropriate benchmark for our business.

Salary ranges by role level

RWM Level	Salary Min	Salary Mid-Point	Salary Max
1	£65,451	£81,814	£98,177
2	£55,374	£69,218	£83,061
3	£45,875	£57,344	£68,813
4	£38,045	£47,556	£57,068
5	£31,952	£39,978	£47,973
6	£27,359	£34,199	£41,038
7	£23,856	£29,820	£35,784
8	£22,478	£28,097	£33,716
9	£20,200	£25,250	£30,300
10	£17,040	£21,300	£25,560

Job titles and role levels

Job Title	RWM Career Ladder level
Chief Geologist	2-1
Chief Policy Advisor	2-1
Chief Scientific Advisor	2-1
Head of Disposability Assessment	2-1
Head of Disposal System Assessment	2-1
Head of Engineering	2-1
Head of Finance & Commercial	2-1
Head of HSSEQ Systems	2-1
Head of Research	2-1
Head of Sellafield Assessment	2-1
Head of Site Characterisation	2-1



Radioactive Waste Management

Chief Waste Management Advisor	3-2
Head of Communications	3-2
Head of Community Engagement	3-2
Head of Disposal Systems Specification	3-2
Head of Higher Activity Waste Programme	3-2
Head of HR	3-2
Head of Organisational Learning & Improvement	3-2
Head of Permitting	3-2
Head of Stakeholder Engagement	3-2
Post Closure Safety Manager	3-2
Principal Research Manager	3-2
Operational Safety Manager	4-3
Programme Office Manager	4-3
Project Manager GDF Siting	4-3
Project Manager HAW	4-3
Project Manager Waste Management	4-3
Project Manager, Key Projects	4-3
Senior Engineering Manager	4-3
Senior Independent Oversight Manager	4-3
Senior Research Manager	4-3
Site Selection Manager	4-3
Snr Waste Management Specialist	4-3
Transport Safety Manager	4-3
Community Investment Manager	5-4
Concept Selection Manager	5-4
Contracts & Procurement Manager	5-4
Design & Content Manager	5-4
Engineering Manager	5-4
Environmental Assessments Manager	5-4
Events Manager	5-4
Financial Accountant	5-4
Geological Investigations Manager	5-4
Independent Oversight Manager	5-4
Information and Knowledge Systems Manager	5-4
Inventory Manager	5-4
Management Accountant	5-4
Media Relations Manager	5-4
Planning Manager	5-4



Radioactive Waste Management

Post Closure Safety Specialist	5-4
Post Closure Safety Specialist/Mathematical Modeller	5-4
Project Controls Manager	5-4
Project Engineer, HAW	5-4
Quality Systems Manager	5-4
Regional Manager	5-4
Requirements Manager	5-4
Research Manager	5-4
Safety & Environmental Requirements Manager	5-4
Safety Assessment Specialist	5-4
Security Manager	5-4
Specification Manager	5-4
Stakeholder Engagement Manager	5-4
Tech Audit & Periodic Review Manager	5-4
Transport & Ops Logistics Manager	5-4
Waste Management Specialist	5-4
WP Specification & Guidance Manager	5-4
Buyer	8-6
CAD Manager	8-6
HR Advisor	8-6
Operational Safety Specialist	8-6
Personal Assistant	8-6
Planning Engineer	8-6
Team Admin Support	10-9
Entry level roles	10-9