

POWERING  
A DIVERSE  
NUCLEAR  
FUTURE<sup>o</sup>







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02

## ABOUT WESTLAKES

Smarter, faster, more agile- we are a nuclear pure play and the sectors go to business for diverse, end-to-end, people solutions.

We deliver recruitment, search and consultancy services to the global nuclear market, from our headquarters in Cumbria, UK.

Our products add value by delivering nuclear specific people solutions, powered by diversity, financial innovation and cutting - edge technology.

Westlakes Recruit was founded in 2011 by Claire Wilcock; Claire sought balance between motherhood and an insatiable entrepreneurial spirit, following a lifetime of belonging to a community of one of Europe's largest nuclear sites.



FOUNDED IN  
2011

Claire & Mark Wilcock now run the company together and nearly a decade on, we have provided 1,000s of people to design, build, commission and operate nuclear facilities, UK wide.

We are incredibly proud of the work we do, helping people create relationships that make a difference to their lives, careers and businesses.

But, as a family business, it's our family values and what we stand for that will always be the strength of our business.



**SMARTER.**  
**FASTER.**  
**MORE**  
**AGILE.**

## **NUCLEAR PURE PLAY**

**01**

Smarter, faster, more agile - we have a laser focus on nuclear, with deep sectoral knowledge. We develop nuclear talent pools around specific sector requirements, before you know you need them!

## **NUCLEAR END-TO-END**

**02**

We do Nuclear. We only do Nuclear. We do all of Nuclear.

## **NUCLEAR FAMILY**

**03**

Family ownership offers unique agility and an unerring commitment to innovation in our products, finance and technology. To beat our corporate competitors - we need to outthink them.

04

## VALUES AND GUIDING PRINCIPLES

We are incredibly proud of the work we do, helping people create relationships that make a difference to their lives, careers and businesses.

But, as a family business, it's our family values and what we stand for that will always be the strength of our business.

- **DIVERSITY**
- **ACCOUNTABILITY**
- **RESPECT**
- **EXCELLENCE**
- **FAMILY**

LEAD WITH  
VALUE.

05

COMPETE WITH  
COURAGE AND  
INTEGRITY.

02

SIMPLIFY  
EVERYTHING.

03



## 05 **DIVERSITY**

Diversity is a core value for Westlakes Recruit, it is who we are and underpins our vision to power a diverse nuclear future.

The nuclear industry has been very kind to us at WR, as our business continues to grow, we are becoming more present on a national and global level. And with it, we are becoming more accessible to many diverse people from global society.

“ ”

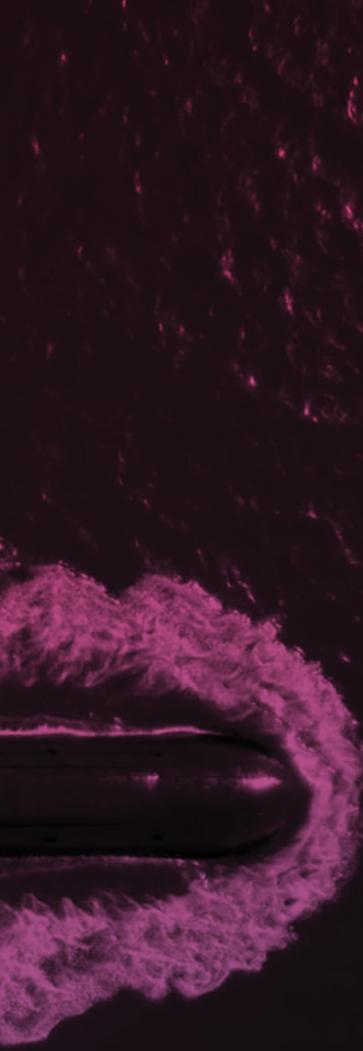
I'm particularly interested in helping Westlakes Recruit achieve their ambition of helping the sector become more diverse though attracting and offering candidates new to the sector or changing role within it. More diverse teams are happier, more productive and stay longer. Why wouldn't we want that?

**ADRIÈNNE KELBIE**

We strongly believe that diverse thinking with inclusive cultures can drive greater decision making and organisational agility. There is a world of talent, some close to home, that can't access Nuclear. We want to make a positive change.

We are deeply committed to ensure that the next generation of the global nuclear workforce is more diverse than the last and that the little atoms of the future have equal opportunity.





ATOM



ENERGY



BASE



REACT

EXECUTIVE SEARCH



COACHING



# 07 OUR PRODUCTS

Our products add value by delivering nuclear specific people solutions; powered by diversity, financial innovation and cutting edge technology. If your project doesn't quite fit into these solutions, don't worry! We're a flexible team and can build a custom solution for you.

## ATOM<sup>°</sup>

Atom offers you discounts for multiple hires so you can save as you scale and draw on Westlakes expertise as a nuclear specific people solutions partner.

## BASE<sup>°</sup>

Cash Flow & Pay – discounted rate

## EXECUTIVE SEARCH<sup>°</sup>

A suite of executive search services for the nuclear industry; interim and short term, advisory services, NED's and board level appointments.

## ENERGY<sup>°</sup>

Energy is unlimited hires, a talent package that is a monthly subscription with a 90-day replacement guarantee.

## REACT<sup>°</sup>

Mutual exclusivity. React comes with a promise: we find the right person for your vacancy within 24 hours or less.

## COACHING<sup>°</sup>

With focus on diversity and inclusion, our coaching programmes offer unprecedented expertise in strategic direction, coaching and development support.

08

# WHAT WE DO

We provide a complete nuclear workforce, covering blue and white collar through the whole life cycle of nuclear projects from feasibility stages, through to decommissioning and dismantling.



## PHASES

- FEASIBILITY
- ENGINEERING
- PROCUREMENT & SUPPLY CHAIN
- CONSTRUCTION
- COMMISSIONING
- PRE-OPERATIONS
- OPERATIONS
- DECOMMISSION & DISMANTLE

## DISCIPLINES

- COMMERCIAL
- PROJECT CONTROLS
- STAKEHOLDER MANAGEMENT
- PROJECT MANAGEMENT
- RISK MANAGEMENT
- PROGRAMME MANAGEMENT
- WASTE MANAGEMENT
- HR, TRAINING, COMMS



The lifetime management and decommissioning of legacy nuclear sites – £117 billion over 120 years

Decommissioning costs are currently around £3 billion annually



The UK generates about 20% of its electricity from nuclear

Almost half of current capacity is to be retired by 2025

Nuclear power can run 24 hours, 7 days per week #Nuclearpower24/7

Nuclear power isn't susceptible to the wind not blowing or the sun not shining

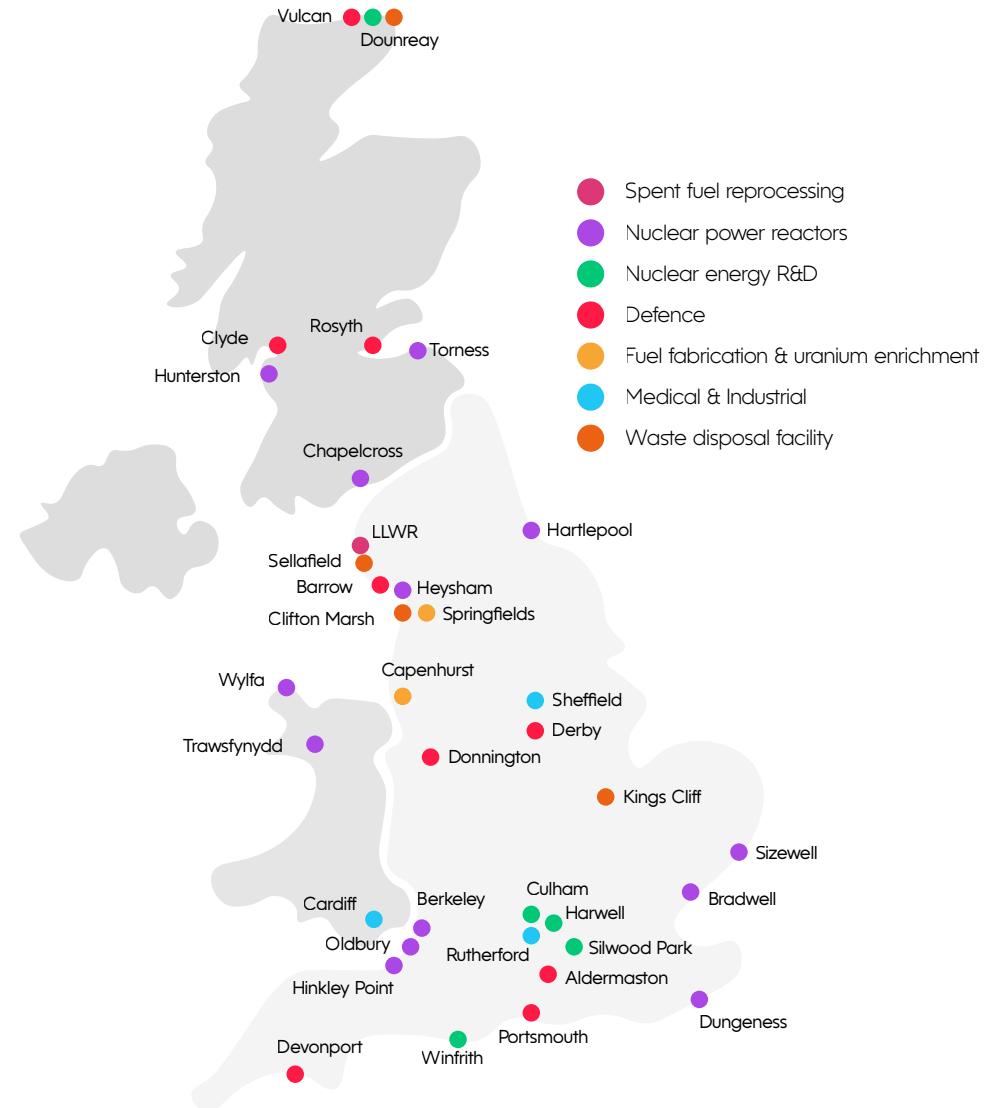


Dreadnought submarine programme – £31 billion

Key sites – Barrow, Devonport, AWE, Derby

# 60,000 HIGHLY SKILLED PEOPLE

**WE ADD  
SUSTAINABLE  
VALUE  
THROUGH  
PURPOSEFUL  
AND DIVERSE  
EMPLOYMENT**



11

# CANDIDATES

Westlakes Recruit take pride in being smarter, faster and more agile.

This is why we offer fully compliant, automated and paperless recruitment solutions to our candidates. As a family business which is growing every day, our online correspondence capabilities offer fast, easy and accurate access for both national and international candidates. At Westlakes Recruit we deal with individuals and businesses globally, and it is important to protect the personal information and data of all our clients and candidates.

Our recruitment process ensures that we are complaint with GDPR, so we can continue to provide excellence in powering a diverse nuclear future.



“ ”

From the moment I contacted Westlakes Recruit, to the moment I found the perfect job for me, the service I received from Westlakes Recruit was nothing short of fantastic, keeping me informed at every turn.

This is the first recruitment agency I have worked with where I felt that they genuinely had my interests at heart.

## PROGRAMME MANAGER

Our reputation is a vital asset and it depends on our people doing the right thing, every day. That's why our values and guiding principles aren't just a set of "rules" – they are an approach to working that challenges us always to do the right thing. Our commitment to this way of working, is our commitment to excellence for all our customers.

# 12 **CUSTOMER EXCELLENCE**

Our business is built to enhance yours: we use our values, guiding principles and the power of customer insight to save you time, money and increase happiness.

## **COLLABORATION**

**5**

A key starting point is creating an inspiring and inclusive relationship with our customers, built on shared values and an unrelenting commitment to understand the key issues contributing to their happiness as a customer of WR.

## **INSIGHT**

**02**

We are powered by data; collecting a wealth of insight about customer preferences to drive insight led services across our chosen nuclear markets.

## **EXCELLENCE**

**03**

We combine our collaborative behaviour and focus on insight led services to develop continual efficiencies in the way our customers attract their single most important asset: people.

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## A WORD FROM OUR CLIENTS



Member of the SNC-Lavalin Group



Jacobs



James Fisher and Sons plc  
Marine Services Worldwide



“ ”

Westlakes Recruit have also been actively innovating in the way that they collaborate with us and that has given even more valuable access to enable us and potential candidates to understand each other, enabling both parties to make a more informed decision. We value this relationship highly, Westlakes Recruit are a key stakeholder in ensuring our future growth.

**CONTRACTS MANAGER**

“ ”

Westlakes Recruit have provided support with the recruitment of project controls professionals for our nuclear operation. The team worked hard to understand the specific requirements and align candidates to closely match that brief. Establishing interviews and obtaining feedback was smooth.

Westlakes Recruit have successfully placed half a dozen candidates over the last 14 months.

**DIVISIONAL DIRECTOR**

“ ”

For the past 3 years I have been dealing with Andrew at Westlakes Recruit in order to fulfil the labour resource requirements of the project and have always found them easy to work with and receptive to the requirements of the business.

I would not hesitate in using Westlakes Recruit again for our labour requirements on future projects that I am involved with.

**LOGISTICS MANAGER**



**CATCH UP ON ALL THE LATEST  
NEWS AND INSIGHTS ACROSS OUR  
NUCLEAR COMMUNITY,  
WITH OUR MONTHLY BLOG POSTS.**

WE BELIEVE THAT THE POWER OF TOGETHERNESS, THROUGH COMMUNITIES,  
CAN CHANGE THE WORLD AND INFLUENCE AN ENERGY TRANSITION, TO CLEAN ENERGY.

VISIT: [WWW.WESTLAKESRECRUIT.CO.UK/NUCLEAR-COMMUNITY](http://WWW.WESTLAKESRECRUIT.CO.UK/NUCLEAR-COMMUNITY)

**01900 829183**

**CONTACT@WESTLAKESRECRUIT.CO.UK**

**WESTLAKESRECRUIT.CO.UK**



**WESTLAKES RECRUIT**



**@WESTLAKES\_RECRUIT**



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**REC** | Corporate Member



**MATRIXDIAGNOSTICS**