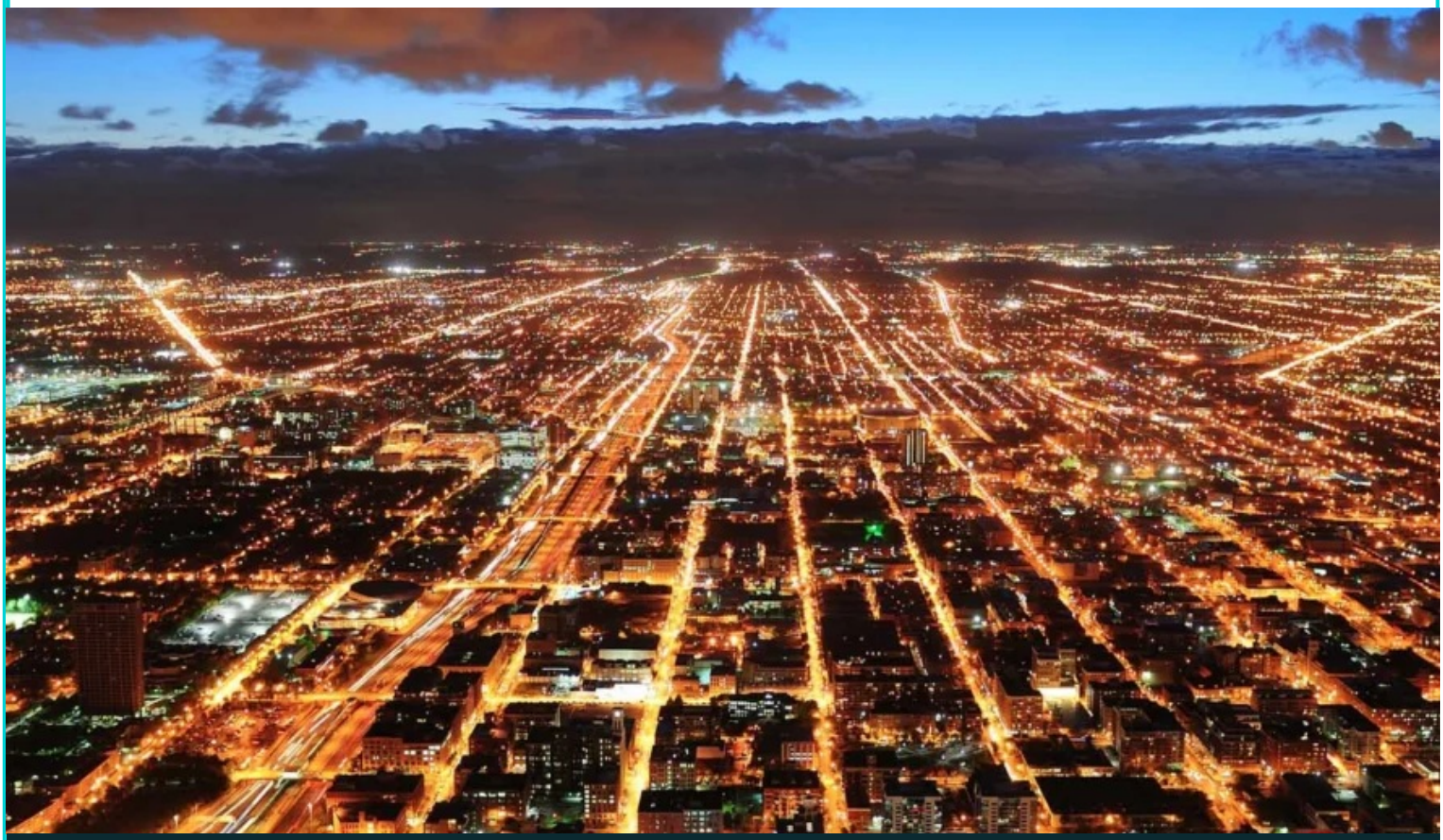
TRISO

A wholly owned subsidiary of X-energy



Vice President, Projects

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About TRISO-X and X-energy

TRISO-X is a wholly owned subsidiary of X-energy, established over nine years ago to supply proprietary TRISO nuclear fuel to the broader commercial market, not solely to X-energy's own reactors.

X-energy is a leading advanced nuclear reactor and fuel company, founded in 2009 and headquartered in Rockville, Maryland. It is developing the Xe-100, an 80 megawatt electric high-temperature gas-cooled reactor: a helium-cooled, pebble-bed design running above 750 degrees Celsius on circulating fuel pebbles loaded with TRISO particles, one of the most robust nuclear fuel forms ever developed. Amazon anchored an approximately $500 million investment in October 2024, and in April 2026 X-energy completed an initial public offering on Nasdaq that raised more than $1 billion, the largest nuclear IPO on record.

For most of its history TRISO-X operated in a research capacity, refining its patented fabrication process at a pilot demonstration facility hosted at Oak Ridge National Laboratory since 2016. It has since pivoted to commercial-scale execution, and is now building the nation's first commercial, purpose-built High-Assay Low-Enriched Uranium fuel fabrication campus on a 110 acre site at the Horizon Center Industrial Park in Oak Ridge, Tennessee. In February 2026 the U.S. Nuclear Regulatory Commission issued a 40 year Special Nuclear Material license covering the campus.

> To change the world through innovative and implementable energy solutions, and to be the world's leader in the development of high temperature gas cooled reactors and the fuel that supplies them.

$950M	$1.4B	110	40 yr
TX-1, UNDER CONSTRUCTION	TX-2, IN DESIGN	ACRE OAK RIDGE CAMPUS	NRC SPECIAL NUCLEAR MATERIAL LICENSE



The Opportunity

X-energy's growing order book for the Xe-100 has expanded the TRISO-X vision from two co-located Oak Ridge facilities to as many as nine production facilities across multiple, potentially international, geographies. The Vice President, Projects will build the organization behind that fleet.

Three capital projects are active at Oak Ridge today. TX-1, the first commercial fuel fabrication facility, runs approximately 250,000 square feet at roughly $950 million and is under construction, with capacity for up to 700,000 fuel pebbles a year, enough to fuel eleven Xe-100 reactors. TX-2, a co-located second facility roughly twice that size at an estimated $1.4 billion, is in design. A dedicated research and development facility, TXL, is finalizing design and under construction.

This is a builder's mandate. The successful candidate inherits a small organization focused almost entirely on a single facility, and is charged with standing up the people, governance, tools, and delivery methodology needed to carry a portfolio from three Oak Ridge projects today to a global fleet, developing TRISO-X's own body of knowledge as it matures from first-of-a-kind to nth-of-a-kind delivery.

The work is funded and moving, and the parent company completed the largest nuclear IPO on record in April 2026 with Amazon among its backers. TRISO-X uses a subcontract delivery model for construction and intends to remain a project management organization rather than a construction company.

The position reports into TRISO-X senior leadership and serves as a strategic advisor on delivery strategy at both the individual-project and enterprise-fleet level. It is a durable corporate leadership role based in Oak Ridge, home to Oak Ridge National Laboratory and part of the greater Knoxville metropolitan area, where small-community quality of life meets big-city access against the backdrop of the Great Smoky Mountains.

Lead the delivery organization building America's first commercial advanced-reactor fuel supply, the fuel that will power a new generation of clean, reliable nuclear energy.



The Role

This position drives the strategic direction of TRISO-X's project and program delivery organization: the standards, processes, organizational model, stakeholder engagement, and risk management needed to deliver consistently against safety, quality, budget, and schedule across a growing portfolio of capital projects.

KEY RESPONSIBILITIES

- Develop the overall TRISO-X delivery strategy, including organizational structure, people, processes, and procedures, to deliver projects successfully at both the individual and fleet level.
- Build and lead a Project Management Organization with the governance, tools, and metrics needed to manage a growing portfolio rather than a single facility, and implement TRISO-X's proprietary delivery methodology as the company moves from first-of-a-kind to repeatable rollout.
- Oversee delivery of all active capital projects, currently TX-1 in execution, TX-2 in design, and a research facility under construction, to achieve cost, schedule, safety, and quality commitments.
- Recruit, develop, and retain a multi-layered delivery organization of project managers, deputy project managers, and project controls staff, with repeatable onboarding and training programs to scale the department efficiently.
- Lead the long-term supply chain and delivery-partner strategy, preparing EPC and construction partners for fleet-wide execution, and lead early planning, permitting readiness, and community engagement for future locations.
- Establish project governance, reporting cadence, and portfolio-level risk management, and serve as a trusted advisor to company leadership on delivery strategy.

LEADERSHIP PRIORITIES

Stand Up the PMO

Implement a mature Project Management Organization, with documented governance, policies, procedures, and tools, within the first 12 to 18 months.

Close Out TX-1, Ramp TX-2

Deliver TX-1 to close-out while bringing TX-2 into full execution, with no disruption to cost, schedule, safety, or quality.

Solve the Talent Gap

Fill the open project management roles for TX-2 and TXL, triple Project Controls within two years, and build a succession pipeline.

Ready the Supply Chain

Build the partner relationships and readiness needed for multi-geography fleet execution, a function that does not exist today.

The Ideal Candidate

TRISO-X is prioritizing depth and breadth of capital project leadership experience over deep nuclear-technical expertise, which can be developed on the job alongside the existing engineering and research leadership team. Candidates are evaluated against the following, in order of priority.

- Capital project leadership, the highest priority. Ten or more years leading large, complex capital projects, ideally including experience at approximately $1 billion in individual project scale. Mega-project experience above $5 billion is not required, nor is prior experience managing a parallel, multi-project portfolio, since building that capability is the mandate of this role.
- Breadth of project management experience. A long runway across multiple projects and organizations, with enough exposure to what strong, weak, and failed delivery looks like to inform the lessons learned and best practices this leader will build into TRISO-X's program. This is a seasoned-leader hire, not a developmental placement.
- Organizational and institution-building experience. Demonstrated success designing project governance, procedures, and tools, not simply operating within an existing PMO but building one.
- Nuclear project experience, a strong preference rather than a hard requirement. Experience delivering projects within a nuclear or other highly regulated, safety-critical environment is strongly preferred. Deep technical fluency in nuclear fuels or high-temperature gas-cooled reactor technology is not required and can be developed in partnership with TRISO-X's engineering and research leadership.
- Stakeholder and customer engagement. Ten or more years in a complex stakeholder engagement or customer-facing capacity, particularly with delivery partners, contractors, and local community and permitting stakeholders.
- International and multicultural leadership. Experience leading multinational or multicultural teams is a plus, given TRISO-X's long-term global expansion plans.
- Education and certification. A bachelor of science in a STEM discipline is required. An advanced degree and PMP certification, or equivalent demonstrated project management expertise, are preferred.



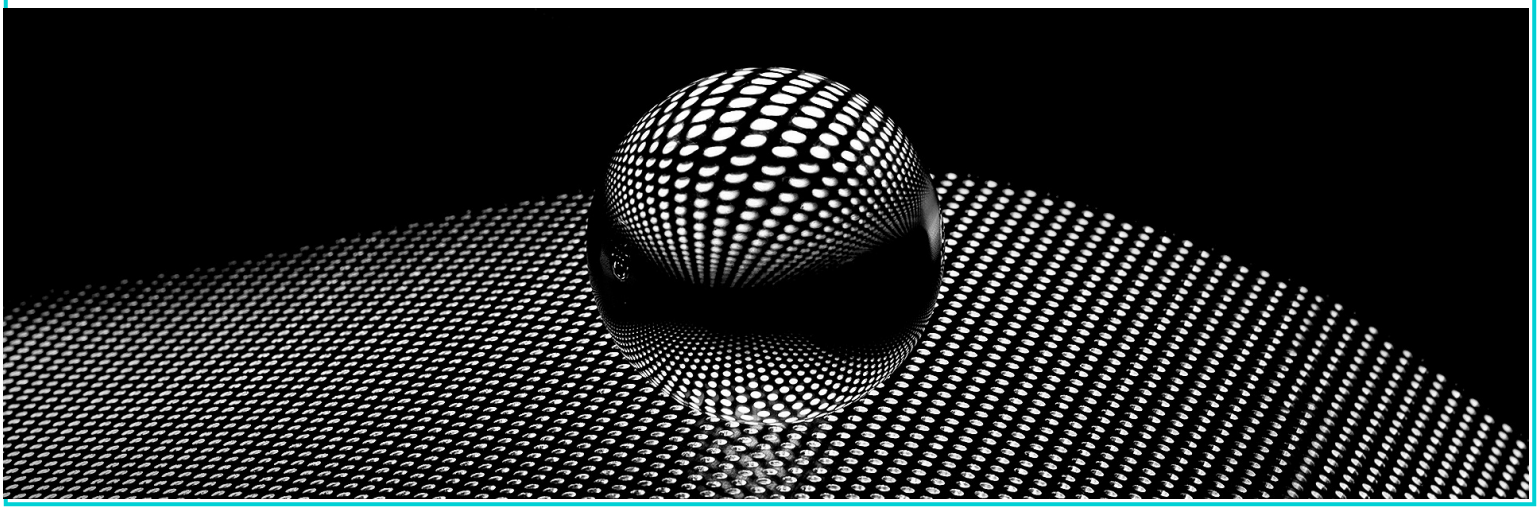
Experience and Qualifications

PROFESSIONAL QUALIFICATIONS

- Builds organizations, not just projects. Comfortable creating governance, tools, and process from scratch rather than operating within an already mature PMO.
- Portfolio-minded strategic thinker, able to balance immediate project execution against long-term fleet-level planning.
- Talent builder who recruits, develops, and retains project management talent, and builds the training and onboarding infrastructure to scale a department quickly.
- Strong external relationship builder, particularly with EPC and construction delivery partners and with local community stakeholders.
- Executive presence and advisory credibility with senior company leadership.

PERSONAL CHARACTERISTICS

- Collaborative and consultative, explicitly not a command-and-control or old-school construction management style.
- Entrepreneurial and hands-on, able to operate without a large support infrastructure and equally credible on a job site and in the boardroom.
- Energized by building from a blank slate, and willing to personally build the tools and processes the department lacks.
- Ready for the next step: wanting to build and lead the program and the people behind many future projects rather than move from project to project.
- Drawn first to the mission of advancing clean, reliable nuclear energy.





The Search Team

CarterBaldwin Executive Search is honored to partner with TRISO-X and X-energy on this search. Inquiries, applications, and nominations are welcomed in confidence.

Chris Guiney
PARTNER
678.448.0017
cguiney@carterbaldwin.com

Greg Hart
CONSULTANT
678.448.0006
ghart@carterbaldwin.com

TRISO-X intends to offer a competitive compensation package, inclusive of long-term incentive and equity consistent with its newly public parent company.

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