energy

NASDAQ: XE



Director, Nuclear Fuel & Commodity Risk Management

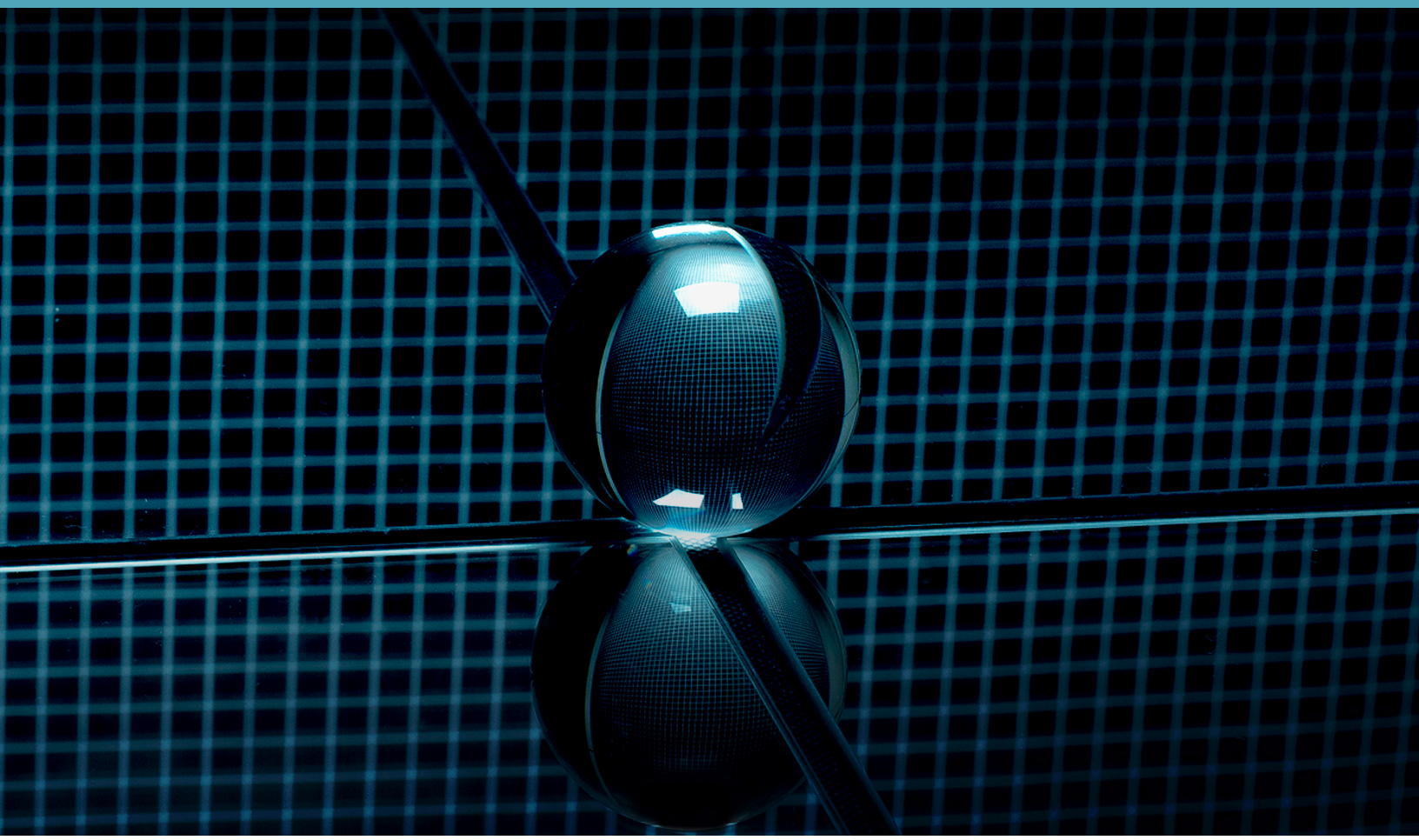
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ABOUT X-ENERGY

X-energy, Inc. (NASDAQ: XE) is a leading designer of advanced nuclear reactor technology and a manufacturer of advanced nuclear fuels. Headquartered in Rockville, Maryland, X-energy's flagship product is the Xe-100, an 80 MWe small modular high-temperature gas-cooled reactor (HTGR) engineered for scalable, four-pack and multi-unit deployment, paired with TRISO-X, the company's proprietary TRISO-based fuel. Following its highly successful April 2026 initial public offering, X-energy has built a global development pipeline of roughly 144 Xe-100 reactors representing approximately 11.5 GWe of advanced nuclear capacity, alongside continued expansion of its TRISO-X fuel fabrication capabilities. X-energy is advancing this pipeline through the U.S. Department of Energy's Advanced Reactor Demonstration Program, commercial partnerships with utilities and industrial off-takers, and international licensing efforts, with the mission of making it easier, faster, and more affordable to bring advanced nuclear power to market globally.



THE OPPORTUNITY



Position Summary

X-Energy (XE) is in an exciting phase of growth as they are actively commercializing and constructing their Xe-100 SMR and TRISO-X fuel fabrication platform on behalf of a variety of flagship customers including Amazon/Energy Northwest, Dow, and Centrica, with more on the way. In the XE business model their customers will own and operate the reactors, but securing fuel across the cycle is a first-of-a-kind challenge, and XE will play a central enabling role in helping customers source commodity and services at one or more stages. To facilitate this capability, XE is now seeking a Director of Nuclear Fuel & Commodity Risk Management. This newly created position owns that fuel-cycle commercial and risk-management capability — with particular emphasis on enrichment/HALEU (SWU) and, most critically, fabrication through TRISO-X. This is a senior commercial leadership role best filled by someone who has done fuel contracting and commodity-risk work at scale inside a nuclear-owning utility's fuel group, or a relatable environment, and can adapt that discipline to XE's supplier/enabler posture.

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Key Responsibilities

Fuel-cycle enablement for customers

Structure and support the arrangements that allow Xe-100 customers to secure fuel across the cycle — front-end feedstock (U_3O_8), conversion (UF_6), enrichment/SWU with an emphasis on HALEU, and fabrication via TRISO-X — through direct XE agreements, facilitated third-party contracts, or hybrid structures as each deal requires.

Fabrication commercial ownership

Serve as the commercial lead for TRISO-X fabrication supply — pricing, term structure, capacity allocation across the customer base, and alignment of fabrication commitments with deployment schedules.

HALEU / enrichment strategy

Develop XE's position on securing and de-risking HALEU/SWU supply for the fleet's customers — supplier engagement, term vs. spot posture, and management of availability, trade-restriction, and capacity-ramp risk in a nascent HALEU market.

Commodity risk management

Build the framework for managing price, volume, and delivery-timing exposure across the cycle — hedging and coverage strategy, inventory/positioning logic, and the allocation of risk between XE and its customers under various contract structures.

Supply security & diversification

Establish a diversified, resilient supplier base; manage counterparty concentration, origin/enrichment-restriction compliance, and continuity-of-supply risk for a first-of-a-kind fuel form.

Portfolio strategy & analytics

Build demand forecasts tied to the customer deployment pipeline; model cost curves, coverage ratios, and scenario/sensitivity analyses to inform commitment and risk decisions.

Governance & controls

Bring utility-grade rigor — approval frameworks, risk limits, exposure reporting, and audit-ready documentation. Partner with Finance, Legal, and internal committees on commitment approvals.

Market intelligence

Maintain a current view of global fuel markets — capacity, pricing, and regulatory/trade developments (enrichment restrictions, HALEU availability) — and translate it into commercial guidance for leadership and customers.

Cross-functional & customer-facing leadership

Interface with engineering, licensing, project delivery, and customer commercial teams to align fuel arrangements with reactor deployment schedules and customer contract structures.



Ideal Candidate Experience / Attributes

- Significant experience in nuclear fuel supply/procurement, with direct responsibility for fuel-cycle contracting and commodity/market-risk management. Utility fuel-group background (or relatable environment) strongly preferred.
- Demonstrated command of the entire nuclear fuel cycle — front-end through fabrication and back-end.
- Proven track record structuring and negotiating term supply agreements and managing a fuel portfolio through market volatility.
- Working fluency in the commercial mechanics of uranium, conversion, and enrichment markets — pricing conventions, delivery terms, and standard risk-management tools.
- Strong analytical and modeling capability; comfort presenting risk positions and recommendations to executive audiences and governance committees.
- Experience standing up or maturing a fuel procurement/supply function.
- Familiarity with NRC, DOE, and trade/export regulatory frameworks affecting fuel supply.
- Comfort operating in an ambiguous, build-it environment with first-of-a-kind commercial dynamics and a supplier/enabler (rather than plant-owner) posture.



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