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the magazine for defence equipment and support



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inside the carriers**

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NORTHROP GRUMMAN

cover image



HMS Prince of Wales carrier at Rosyth
Picture: Andrew Linnett

desider

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FOREWORD

By Tony Douglas, CEO

This month I would like to start off by paying tribute to all of you who helped make our Families Days such a tremendous success.

This wonderful initiative has only been going four years, but we have already had more than 10,000 people take advantage and visit MOD Abbey Wood.

I attended my first ever Families Day on August 5 in glorious sunshine, and particularly enjoyed the bottle rockets and vehicle displays. It was wonderful to see so many children and adults enjoying themselves, looking around what there was on offer and devouring a burger or an ice cream.

Talking of successes, as all of you will know by now, one of the mantras I put forward when arriving at MOD Abbey Wood was that DE&S needed to "get better at being better."

Recently I was delighted to hear of a perfect example.

The determination of Lieutenant Colonel Richard Garbutt and his DE&S Puma2 Gazelle Project Team to fix a problem has saved the taxpayer around £15 million.

They refused to accept changes could not be made to the Gazelle helicopters operating at the British Army Training Unit (BATUS) in Canada after it was declared they did not offer suitable medical care.

Working alongside their colleagues, the team transformed six Gazelle helicopters so they met the stringent medical requirements and avoided the need for a lengthy and costly civilian contract.

DE&S apprentices have also continued to impress.

Congratulations to all those of you who took part in the Tom Nevard Awards at Shrivenham last month. It is great that apprentices from Abbey Wood, Devonport, Beith and Gosport were given the opportunity to work, alongside each other and industry apprentices, in such a creative environment.

I was also delighted that DE&S apprentices from Devonport took time out to help transform a local primary school's neglected wildlife garden. It's another excellent example of how DE&S wants to play its part in enhancing the community.

Back on the business front, you can read in this month's magazine about the £184 million contract we awarded to ensure the UK's new F-35B Lightning II jets are equipped with the latest air-to-air missile, and how we have now ordered a third record breaking cutting-edge Zephyr -S Unmanned Aerial Vehicle (UAV) as part of a £13 million contract.

Finally, it's an exciting time for industry, and especially Small and Medium Sized Enterprises (SMEs) and entrepreneurs, with both Unmanned Warrior and the Army Warfighting Experiment on the horizon. Both events, run by DE&S in conjunction with our Armed Forces, will take a close look at the innovative ideas industry has to offer and demonstrate our commitment to providing the best possible equipment to our Armed Forces.

SENIOR LEADER COMMENT

- 06** Alan Peter, Director Commercial Operations, talks about his pride in supporting the Armed Forces, his love of mentoring and how transformation will help drive his team forward

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inside this month

SEPTEMBER 2016

Alan Peter, Director Commercial Operations, talks to Desider about his 40 years in the MOD, his satisfaction in supporting staff and the difference transformation is making in his area



Picture: Ed Low

— “ —

Throughout the years I have been very fortunate and had some great opportunities to work with exceptional people. It has been a fantastic career

Alan Peter,
Director Commercial Operations

— ” —

I have been in defence procurement since I left school when I was 17-years-old, joining as an E2 clerical assistant and working my way up to my appointment as a 2 star Director last year. I have worked in the Defence Procurement Agency (DPA) and the Ministry of Defence Procurement Executive (MOD(PE)), serving the MOD for about 40 years. Other than a brief sojourn in finance, I have always had roles doing commercial work.

Throughout the years I have been very fortunate and had some great opportunities to work with exceptional people. It has been a fantastic career: the opportunities at the MOD are, I believe, second to none. Serving the Armed Forces is something I really enjoy and I am fiercely proud of the fact that I am able to play a role in helping procure the equipment and support that helps keep the country safe.

In my current post I am responsible for all things related to commercial delivery. I don't deliver the individual components of the deal

but I make sure that it is coherent and that we learn lessons across the business, sharing good and avoiding bad practice to make sure that we continue to get better at getting better. In a nutshell, I provide the “business glue” from a commercial perspective. I also help the heads of commercial in the operating centres to get the best possible commercial outcomes and deliver real taxpayer value.

As much as I get a buzz out of doing a good commercial deal, my favourite part of the job is the people. I have about 900 commercial staff in my area and their professionalism surprises me every single day. It always gives me great satisfaction to help someone through support, mentoring or guidance – being there for them if they need a figurative arm around their shoulders. I love to achieve quality commercial outcomes and to see commercial people growing in stature when they deliver them. I am not here to mark their homework, but to encourage them to achieve their full

potential and I really enjoy it. I'd like to think people aren't afraid to come to me and explain why they are going to give something a go. I'm always open to innovative thinking and happy to be persuaded to give something a try even if it might seem a bit off-the-wall, as I certainly don't have a monopoly on good ideas!

My key priorities for the next year are making transformation work and making commercial leadership more transparent - so people in the business understand what we are doing and how the commercial function fits into the balanced matrix of the wider organisation.

I am happy to say that my area is already benefitting from some of the outcomes of transformation. Under spirals 1 and 2 we are applying a standard set of processes and practices, which will make a huge difference and will allow us to be more efficient. I look forward to the exciting journey ahead.

Not all fast computers reach Mach 2

Eurofighter Typhoon

Gazelle helicopters conversion saves £15m

A DE&S project team has saved in the region of £15 million by converting Gazelle helicopters so they can offer life-saving treatment to soldiers injured during high intensity training.

Gazelle helicopters started offering casualty evacuation shortly after the aircraft were first introduced into service back in 1972. However, no medical treatment was able to be administered on board.

Last summer, an audit by the Defence Medical Services deemed that the six Gazelle helicopters which operate at the British Army Training Unit Suffield (BATUS) in Canada did not offer suitable medical care because of the nature and frequency of injuries sustained on the training ground.

As such, the Executive Committee of the Army Board (ECAB) were asked to endorse a civilian-operated helicopter service at a cost of between £1.5 and £2 million each year.

But Lieutenant Colonel Richard Garbutt, of the DE&S Puma2 Gazelle Project Team, was determined to address the problem and was sure a more cost effective solution could be found.

Leading an ad-hoc team he formed from the Medical Project Team, 1710 Naval Air Squadron, Defence Medical Services, the 677 (Development and Trials) Squadron and the Release to Service Authorities (RTSA), six modified Gazelle Helicopters meeting the stringent requirements were entered into service just seven months later.

It now means up to four medical evacuation (MEDEVAC) Gazelle helicopters can be launched at any one time at BATUS. This means soldiers injured during training can be treated and transported to hospital far quicker than if they were reliant on outside help.

Lt Col Garbutt said: "I went to BATUS and met with the Officer Commanding 29 Flight Army Air Corps and the doctors to discuss what could be done to make the Gazelle an effective MEDEVAC platform. We came up with a concept of turning the stretcher around, putting in a false floor into the front of the aircraft and a guard to protect the flying controls from the patient.

"Then we added a computerised patient monitoring system, an airway suction machine, a defibrillator, blood and fluid warmer, and bags for medical waste. This all meant we could generate a Gazelle MEDEVAC capability at a significantly lower cost.

"I convinced Commander BATUS and ultimately Joint Helicopters Command (JHC) that I could develop the capability by the start of the next Exercise Season."

The plans were enough to stop the ECAB looking into other options and on April 25 this year the capability was delivered into service on time and at a total cost of just £50,000.

"With the Gazelle in service until 2025 we estimate this will save at least £15 million," he added.

Since coming into service there have been four severely injured casualties evacuated from BATUS using the new



Picture: Paul Griffin

Above: Lt Col Richard Garbutt

Gazelle capability that otherwise could not have been moved by air.

"They were seriously injured but due to this capability were transported to hospital a lot faster and a lot more safely than they otherwise would have been," Lt Col Garbutt told Desider.

"That, of course, makes me very proud. But it was a huge team effort where there was a real desire to make this happen.

"We were able to get everybody together and do a lot of the hazard analysis at every stage of the design, allowing us to identify the risks early and eliminate them.

"Working in collaboratively like this allowed us to deliver effectively in a very short space of time."

Below: An Army Air Corps Gazelle helicopter at the British Army Training Unit Suffield (BATUS) in Canada



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NEWS IN BRIEF

FINAL MERLIN MK2 UPGRADED

The Ministry of Defence (MOD) has taken delivery of the 30th and final upgraded Merlin Mk2 helicopter from industry.

Lockheed Martin UK joined representatives from the Royal Navy and the MOD for a ceremony to mark the handover of the airframe at Leonardo's facility in Yeovil, Somerset.

The Merlin Mk2s have new radars, sonar systems, and infra-red cameras as well as large flat panel displays, giving pilot's greater situational awareness. Since being in operation with the Royal Navy, the Merlin Mk2s have been pivotal in the rescue of migrants in the Mediterranean and on operations in Sierra Leone helping fight the Ebola epidemic.

For the last 10 years, employees from both Lockheed Martin and Leonardo have been involved in the design, development and manufacture of the Merlin Mk2 as part of the



Merlin Capability Sustainment Programme (MCSP).

More than 1,000 jobs have been

sustained throughout MCSP in Havant, Yeovil and Culdrose, where the helicopters are based.

NEW DIRECTOR HELICOPTERS

Air Vice Marshal Graham Russell has taken over as Director Helicopters. AVM Russell's previous role was as Air Officer A4 in Air Command, where he was responsible for operational engineering and logistics, and, as the A4 Force Commander, commanded the RAF's high-readiness deployable Air Combat Service Support Units.

In that role, a key element of his responsibilities was as Air Command's senior point of contact for Logistics and Engineering for a number of the DE&S Operating Centres. He has spent the past 20 years either working in DE&S or in the Customer Organisation in a DE&S-facing role.

AVM Russell, who took over as

D Hells on August 1, said: "I have always been impressed by the dedication and commitment of all DE&S personnel who, I know, work extremely hard to deliver and support front line operational capability. I particularly wanted to return to DE&S because I am excited by the strategic opportunities that transformation provides, not only in terms of enhancing our performance and output to our customers, but also developing more rewarding, longer term career opportunities for all our personnel."



CVRT TO LATVIA

Staff from the DE&S Disposal Services Authority and Armoured Vehicle Programme attended the opening ceremony of the Latvian Armoured Mechanisation Capability.

They travelled to Eastern Europe in support of the sale of Combat Vehicle Reconnaissance (Tracked) (CVRT) to the Republic of Latvia.

Mr Raimonds Bergmanis, Latvia Minister of Defence, led the

celebrations at Ādaži Military Base, Riga, on July 27.

DE&S have so far delivered 26 of the required 123 CVRT vehicles, which will be used by Latvia to upscale their Armed Forces.

Apart from delivering receipts from the disposal of surplus assets, it has also provided business opportunities for UK industry whilst supporting UK/Latvia Defence engagement.

HMS FORTH REVEALED



The first of a fleet of new offshore patrol vessels (OPVs), HMS Forth, has been revealed by BAE Systems and is ready to be launched in Glasgow.

DE&S awarded a £348 million contract with BAE Systems in 2014 to build three new OPVs for the Royal Navy. The ships will be used to support counter-terrorism, counter-piracy and anti-smuggling operations in the waters around the UK and will protect other UK interests abroad.

With a length of 90 meters, the OPVs, which feature a redesigned flight deck to operate the latest Merlin helicopters, will be able to reach a maximum speed of 24 knots. They will be able to accommodate 60 people for 35 days, and will have a range of over 5,000 nautical miles.

The other two ships in the class are HMS Medway and HMS Trent. HMS Forth is due to enter service in 2017.

BEN ACHIEVES HIGHEST LEVEL

DE&S employee Ben Fitzgerald has become the first person in the country to have achieved the highest level of a Certified Professional Cost Engineer.

Ben, of the Cost Assurance and Analysis Service (CAAS), achieved the prestigious position ahead of a number of other candidates interviewed by the Association of Cost Engineers (ACostE), who award the certificate.

Part of the MOD since 1996, Ben, who is currently leading the cost discipline of the newly-forming project controls function, has played key roles in multiple projects during his time

at Abbey Wood, including the Queen Elizabeth Carrier.

DE&S Director General Resources Michael Bradley (left in picture) was in attendance to present the certificate at CAAS Headquarters in Manchester.

He said: "Ben's expertise was crucial in providing us ammunition for the carrier negotiations, so he is definitely the right man for this award."

The achievement of Certified Professional sets the benchmark of where it is hoped all project controls staff will aspire.



H ROWBOTHAM MEMORIAL AWARD

Jez Lenman, who works with the DE&S Ajax team, has been awarded the H Rowbotham Memorial Award for outstanding contribution to Human Factors Integration (HFI).

The annual "H" award, now in its fifth year, celebrates individuals who have demonstrated an outstanding contribution to the field of HFI.

Jez, who works with Atkins, received the accolade for his work on the Ministry of Defence's Ajax Armoured Fighting Vehicles Programme.

Addressing HFI in relation to Ajax is essential to achieve a human-centric

design that preserves the safety of the operators while maintaining the vehicles usability and 'fightability'.

DE&S Director Technical, Air Vice Marshal Mike Quigley (far right in picture), said: "I was delighted to present this award, which recognised not only Jez's considerable expertise in Human Factors Integration, but his exemplary commitment to the Ajax programme and his close, cooperative working with the stakeholders to achieve a better outcome for the British Army."



ASRAAM for F35B

A contract worth around £184 million has been awarded by the MOD to ensure the future of the F-35B Lightning II's air-to-air missile capability, securing around 400 UK jobs in the process.

The deal will see MBDA manufacture an updated version of the ASRAAM heat-seeking air-to-air weapon, which will be integrated into the F-35 for use beyond 2022, when the current variant goes out of service.

This additional stockpile of the missile will be developed at MBDA's new £40 million facility in Bolton, further maintaining 200 jobs at the company's sites in Bristol and Stevenage, as well as 200 more across

the supply chain.

ASRAAM is currently being used in operations over Iraq and Syria in the fight against Daesh as part of the RAF Typhoon and Tornado jet fleet, with the updated version of the missile expected to enter service on Typhoon aircraft from 2018.

Minister for Defence Procurement Harriett Baldwin said: "Wholly designed and built in the UK, this air-to-air missile on our F-35 aircraft will secure cutting-edge air power for the UK for years to come."

"This contract will sustain around 400 jobs across the country and is part of the MOD's £178 billion Equipment Plan which is backed by a Defence budget that will increase every year from now until the end of the decade."

ASRAAM, which uses a sophisticated infra-red seeker, is designed to enable UK pilots to engage and defend themselves against other

aircraft.

DE&S Chief Executive Officer Tony Douglas said: "ASRAAM will provide vital offensive and defensive options for UK F-35 pilots against a wide range of air-to-air threats."

"The project to update the weapon and integrate it with the F-35, the world's most advanced combat aircraft, provides a clear example of the MOD and UK industry working effectively together to provide our UK Armed Forces with the best equipment possible."

This is the second contract awarded to MBDA by the MOD in recent months, following the announcement that SPEAR 3, a brand new missile for the F-35 Lightning II, will be developed over the coming years and is expected to enter service in the mid-2020s.

Below:
CGI image of the
F-35B armed with
two ASRAAM
missiles



LTPA

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Ajax facility visit

Chief of Materiel (Land), Lieutenant General Paul Jaques, paid his first visit to the new Ajax facility in Merthyr Tydfil last month.

Having visited Pendine ranges earlier in the day to see Ajax test firing, Lt Gen Jaques was then given a guided tour of the Assembly, Integration and Test (AIT) facility.

Following a £390 million contract with General Dynamics (GD), secured by DE&S on behalf of the Ministry of Defence (MOD), the former forklift truck factory will soon be home to the Army's first fully digitised Ajax vehicle.

GD are in the process of transforming the factory into a state-of-the-art armoured vehicle hub for the assembling and testing of Ajax to begin in 2017.

Set in the South Wales Valleys, the new site will create 250 highly skilled jobs. Workers will have access to a new production area, offices, conference rooms, shower and changing facilities, along with a fully refurbished canteen and reception area.

During the visit, Lt Gen Jaques toured the factory and was given a continued progress update on the Ajax Programme.

He said: "I am very impressed by what General Dynamics have done to the office and technical areas, including the sheer quality of the production capability."

"I had in my mind that the site wouldn't be in as such good condition as it appears and General Dynamics have got some good plans for it."

The Ajax programme, which is currently in demonstration phase, will deliver 589 Armoured Vehicles to the British Army.

Commenting on the project, Lt Gen Jaques added: "Ajax is going to deliver a world class fighting vehicle, not only well armed and protected, but it will also have the ability to assimilate and pass information on the battlefield to a standard that we have never seen before."

Accompanying Lt Gen Jaques during the tour was Major Dion Cousins who will be the officer commanding the Ajax Acceptance and Testing Team based at Merthyr Tydfil.

In total 26 additional Army posts will be created at the factory and they will test the vehicles before releasing Ajax to the military, to ensure they are fit for purpose.

Speaking about his new role Maj Cousins said that it is an exciting and challenging prospect for the team and wider Army.

"Ajax is a multi-billion pound project and this type of equipment doesn't come along very often, so it is definitely a great opportunity for all involved," he said.



Above: Lt Gen Paul Jaques talks to Maj Dion Cousins

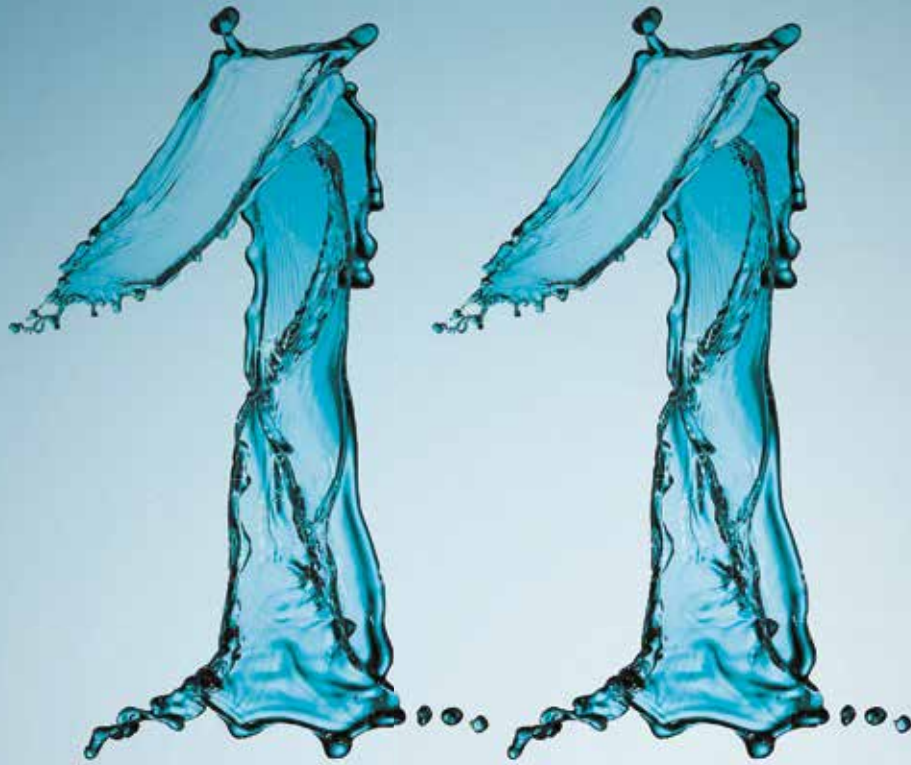
— “ —
Ajax is going to deliver a
world class fighting vehicle

Lt Gen Paul Jaques

— ” —

Below: Lt Gen Paul Jaques tours the new Assembly, Integration and Test (AIT) facility





...we make it happen

Tom Nevard Memorial Competition

More than 50 engineering apprentices from DE&S descended on Shrivvenham to take part in the prestigious Tom Nevard Memorial Competition.

They joined apprentices from Babcock and Defence Science and Technology Laboratory (DSTL) to take part in the five-day event which has been staged since 1952.

This competition features three awards: one for individual first year apprentices, one for individual second year apprentices and a final award where teams comprising first, second and third year apprentices work together to meet their goal.

Philip Rotherham, DE&S senior engineering apprentice development manager, told Desider: "I think this competition gives apprentices new opportunities and gets them excited about engineering again. Sometimes I am amazed by their ideas and by the quality of their work."

For the 2016 competition the first year apprentices were asked to design a cross bow and firing mechanism and second year students were given components to build an electronic skateboard.

Third-year teams were asked to design an unmanned aerial vehicle (UAV) that could drop paint balls on targets, and, in addition, had to produce accompanying documentation of their workings.

Phoebe Loveridge, 18, a first year apprentice at Devonport, said: "It's really enjoyable and you get to meet lots of other apprentices. You get thrown in at the deep end but it definitely helps you develop new skills. I have definitely not built a crossbow before."

Graeme Sim, 20, a second year apprentice at Beith, said: "I came last year and it's a terrific chance to meet other apprentices from places like Gosport and Abbey Wood and develop your skill set."

Team D2L2B featured Luke Sullivan and Luke Bessell from Abbey Wood, Dan Renshaw and Dan Shilson from Devonport, and Beth Warner from DSTL.

Beth said: "It was a daunting challenge but we soon realised that we all had something different we could offer to solve problems we came across. Having to document what we are doing has certainly helped us work together – much like a project team would."

In conjunction, this year saw the Sir Henry



Above: Air Vice Marshal Mike Quigley, DE&S Director Technical, talks to a group of apprentices

Royce Award run alongside the competition with apprentices being asked to craft, using classic techniques such as welding and milling, a foldable shovel that could save a soldier's life by allowing them to dig a trench and shelter from artillery fire.

Matthew Sullivan, a DE&S apprentice in Gosport, said: "It's an experience that will help me develop and one that I will remember fondly."

Kelly Davis, of the DE&S Engineering Skills Development Team, said: "It's a terrific competition that allows apprentices to network with their peers and develop their skills."

On the final day, awards were presented by DE&S Director Technical Air Vice Marshal Mike Quigley.

He said: "The ingenuity of the apprentices at the Tom Nevard Memorial Competition is truly impressive and underlines why Defence and DE&S are right to invest in our future workforce."

“

The ingenuity of the apprentices at the Tom Nevard Memorial Competition is truly impressive and underlines why Defence and DE&S are right to invest in our future workforce

Air Vice Marshal Mike Quigley

”

Tom Nevard Phase 1 Individual

Winner – Luke Lawrence (DE&S Abbey Wood)

Runner Up – Gavin Hamilton (DM Beith)

Tom Nevard Phase 2 Individual

Winner – William Palmer (DM Gosport)

Runner Up – Daryl Reis-Day (DE&S Abbey Wood)

Tom Nevard Team Event

Winners– Team 3 (Blimpy McBlimpface)

Keith Wells (Colchester)
Grant Johnstone (Abbey Wood)
Chris Swanborough (Abbey Wood)
Nathan Monk (DE&S Devonport)
Alex Amos (Abbey Wood)

Runners Up – Team 1 (Big D.I.C)

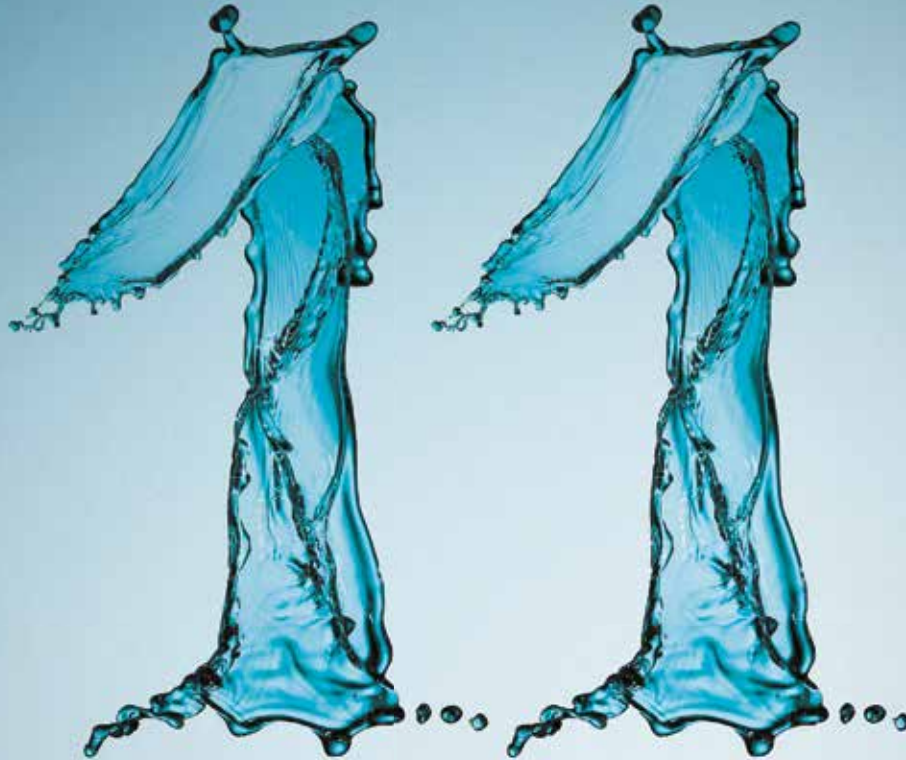
Thomas Willson (DM Gosport)
Dan Trotter (DE&S Abbey Wood)
Jacob Badcock (DE&S Abbey Wood)
Aaron Critchell (Babcock DSG Bovington)
Ryan Gaiger (DE&S Abbey Wood)

Sir Henry Royce

Winner – Jake Jefferies (DE&S Devonport)

Runner Up – Callum Partridge (DE&S Abbey Wood)

See page 24: DE&S apprentices from Devonport transform wildlife garden at local primary school →



11 SUBMARINE ARRAY HANDLING SYSTEMS TO 3 NAVIES

A proven track record in underwater defence technology.
In the last 6 years:

**11 Submarine Array Handling Systems to 3 navies
and...**

27 Towed Arrays to 5 navies

7 Unmanned Surface Vehicle Systems to 4 navies

26 Harbour Protection Systems to 5 nations

'We don't just talk about exports... we make it happen.'

Unmanned Warrior



More than 40 companies have signed up to take part in Unmanned Warrior so they can showcase their innovative ideas to the Royal Navy.

Unmanned Warrior will allow companies to demonstrate how their unmanned systems could integrate into current and future operations.

The event, held on islands off the west coast of Scotland, will see companies demonstrate technology addressing five themes: hydrographic and oceanographic data gathering, anti-submarine warfare, mine countermeasures, surveillance, and control of autonomous systems.

Unmanned Warrior is the brainchild of former First Sea Lord Admiral Sir George Zambellas. It will run in October alongside Exercise Joint Warrior - a bi-annual UK tri-Service multinational exercise that involves numerous warships, aircraft, marines and troops.

Organisations taking part range from big hitters like BAE Systems, Boeing, Babcock and Leonardo, to a number of small and medium-sized enterprises (SMEs). In addition, the exciting venture has attracted institutions including Marine Scotland and the Met Office.

Fleet Robotics Officer, Commander Peter Pipkin, said: "One of the key objectives of Unmanned Warrior is being able to understand and explore how the Royal Navy and indeed defence can better and more quickly leverage technological advances that are developing in the industry, commercial and academic worlds.

"Unmanned systems are going to be a big part of everybody's future and Defence, in particular the Royal Navy, needs to understand how we can best exploit that to our advantage."

Cdr Pipkin added: "Unmanned Warrior is a large exercise and it's really challenging, but that's why it's so exciting. To deliver Unmanned Warrior requires a lot of work and pulling together a large number of participants from academia, small and medium enterprises and multinational defence primes is one of our biggest challenges.

"Maritime autonomous systems have the potential to revolutionise the conduct of maritime and amphibious warfare. This transformation could be as dramatic as the move from sail to steam, the invention of the submarine or the advent of naval aviation."

Philip Betson, from the DE&S Tech Office, has been working hard to

sort out the logistics for Unmanned Warrior.

He said: "Unmanned Warrior has been months in the planning and now that it is on the horizon the excitement around the concept is really starting to build.

"We have been delighted with how industry, including SMEs, and academia, has engaged with the initiative and we look forward to seeing their unmanned systems in action."

“

Unmanned Warrior is a large exercise and it's really challenging, but that's why it's so exciting

Fleet Robotics Officer, Cdr Peter Pipkin

”

See page 26: Industry given opportunity to showcase their products to British Army →

Below:

Naval personnel deploying an IVER3 Unmanned Underwater Vehicle (UUV) from the optionally manned RNMB Hazard Vessel



Rosyth - Carrier update



Picture: Andrew Linnett

desider

Carrier completion gets closer

With the completion of the Queen Elizabeth Carriers coming ever closer, Desider paid a visit to Rosyth to meet some of those driving the project forward.

Ever since civil engineers Easton, Gibb & Son started work in Rosyth in 1909, the large naval dockyard on the Firth of Forth has been synonymous with the word pride.

Although now smaller than it once was, and now run by Babcock International, that pride in the history of the site is still acutely evident.

While the dockyard's bread and butter has always been the refitting and maintenance of the Royal Navy's fleet, a far bigger task is currently occupying the workforce.

Rosyth, just 30 minutes north of Edinburgh city centre, was chosen as the base to assemble the Queen Elizabeth Class carriers – the largest and most advanced warships ever built for the Royal Navy.

Each 65,000 tonne carrier now sits in the dockyard dwarfing other vessels and the thousands of dock workers busy ensuring they meet the rigorous standards of the Royal Navy.

Inside HMS Queen Elizabeth – the first carrier – a huge sign tells the workforce: 'Take pride in your work, deliver quality and be part of history.'

It underlines that the huge project, worth £6.2 billion, has injected a healthy dose of excitement into Rosyth, with those involved keen to laud what it means for the area.

Steve Perry is part of the Aviation Team on HMS Queen Elizabeth. He started as an apprentice in the dockyard back in 2006 and finds himself back in Scotland after a stint at Abbey Wood.

In 2006 he worked in the HMS Queen Elizabeth modelling office, where he developed a keen interest in the carriers programme.

Now back, he is responsible for signing off elements including aviation electrics, the hangar, ski jump from which F-35B Lightning II will launch, the weapons handling system and the enormous lifts which can transport two fully loaded aircraft from hangar to flight deck in a matter of minutes.

"As soon as I heard there were jobs available here, I applied," Steve, from the Delivery Acceptance Team (DAT), said.

"It's been a good move and I consider myself very lucky. It's a massive project and everybody

dedicates a lot of time and effort to ensure they meet requirements.

"The carriers will be the flagships of the Royal Navy, so we all know how important it is to get them absolutely right. We are literally a part of history."

He added: "Being here in the heart of it is a huge benefit, because we can have weekly or daily conversations with the end user – the Royal Navy – who are located just across the road from us."

Steve's colleague Douglas Pollock is the DAT Lead with responsibility for HMS Queen Elizabeth's hull and outfit.

"When I started, the carrier was literally just bits and I have watched it all come together, which has been very special," he said.

"For me, this is the pinnacle, but even the young guys working on this project are unlikely to ever work on anything of this scale again.

"When she goes out to sea trials next year, it is going to be a very moving day for all of us."

In a building just a 100 metre walk away from Steve is Drew Hunter, the DE&S lead for the Prince of Wales DAT.

While Steve and Douglas are in the process of handing over parts of HMS Queen Elizabeth to the Royal Navy, Drew is just starting the task on HMS Prince of Wales, although he will be joined by others once HMS Queen Elizabeth is formally handed over in its entirety.

Drew's job is to ensure all 3,013 compartments of which the carrier is constructed are built to specification and are fit for purpose. These compartments range from a ship cabin to fresh water tanks, machinery space or the enormous hangar space which is split into four sections.

"There is a real sense of pride in Rosyth

for the project," Drew, who grew up in neighbouring Clackmannanshire, said.

"There is a proud history in Rosyth but this is the first time a ship has actually been constructed here – collaborative working with the Alliance, combined with the sheer size of this project also contributes to the experience."

"The carrier project has been a shot in the arm not only for employment but hopefully for Rosyth's reputation as well.

"Having a deadline to meet is the driving force for me. Each day I see the carrier grow and it reminds me of the importance of what we are doing here. It's very special to be part of this project."



Above: Crew bunks



Above: Inside the Carrier's aircraft hangar





Captain Stephen Thompson (RN) is deputy head in DE&S Ships Acquisition at Rosyth, a member of the Alliance Programme Leadership Team, and is responsible for deciding when the two carriers are safe to operate, have met the Royal Navy's

requirements, and are ready to go.

"DE&S's relationship with industry and the Royal Navy are fundamental in making the carrier project a success," he said.

"The Aircraft Carrier Alliance (ACA) is, technically, everyone in the MOD, DE&S,

Royal Navy, and Navy Command HQ - even the RAF and Army - and the three industrial participants BAE Systems Naval Ships, Babcock International and Thales. This is a national endeavour and it is only by working collectively that we will succeed.

"My team very much has a sense of pride in what they do. In fact, pride is a good word to describe most people in the Alliance. This truly is an iconic programme and one that definitely passes the 'so granddad, what did you do?' test."

Capt Thompson added: "Having spoken with members of the Royal Navy, they are very impressed with the way the carriers have been designed to make aviation the very centre of everything.

"They also like how the good bits of the Invincible class have been adopted, such as the two and five deck layouts and the way the galleys and accommodation are positioned within the ship.

"The two crews simply can't wait to make them 'their ship'. For the 600 plus members of HMS Queen Elizabeth, this will be a reality next year. The 50 plus members of HMS Prince of Wales will have to wait a little longer, but even her delivery date in late 2018/early 2019 will soon be here."



Above: Douglas Pollock, HMS Queen Elizabeth Delivery Acceptance Team (DAT) lead



Above: Drew Hunter, HMS Prince of Wales Delivery Acceptance Team (DAT) lead



Above: Steve Perry, HMS Queen Elizabeth Delivery Acceptance Team (DAT)



See over for the views of graduates and members of the Royal Navy at Rosyth

Why Graduates come to Rosyth



**Meirion Jones, 23 –
Delivery Acceptance Team
on HMS Queen Elizabeth**

“I came here because the HMS Queen Elizabeth carrier was a big project and I thought it would be interesting,” he said.

“I also spoke to others who had done it before and they told me it was a great opportunity.

“In my time here, I am being shown the different phases of acceptance right from the first inspection until it is signed off and handed over to the Royal Navy.

“There is definitely a feeling that you are part of something important and you are aware that signing off on a compartment is a huge responsibility.

“I got up in a cherry picker way above the flight deck to get above the long range radar and was the last person to say what I was seeing was fine. That was pretty amazing.

“I speak to my friends who are working in London in a finance role and I can say I am helping to build the biggest Aircraft Carrier the Royal Navy has ever owned – that’s pretty cool.”



Below:
Munitions loading area



**Michael Brasted, 24 –
Delivery Acceptance Team
on HMS Prince of Wales**

“I chose to do my placement with the aircraft carriers because it sounded exciting and there is so much happening with them.

“When I came here I was astounded by the scale of the carriers. The more I learn about the project, the more I realise how huge it is.

“When you are dockside, you realise you are part of something huge. When you are on board in the hangar, you realise actually you are part of something enormous.

“My role is to make sure equipment is where it needs to be in the production chain. We get a three month look ahead at what is needed and we make sure it appears on time.

“There are thousands of things like security cabinets, mattresses, gym equipment or dental equipment: I need to make sure they come through the chain when needed so they can be installed.

“It’s a very interesting and unique project and is rightly getting a lot of attention. A lot of companies are working together to get it right.”



Carriers - what the Navy think



Petty Officer Anthony Colling – IT administrator – HMS Prince of Wales

"I was in Rosyth when HMS Queen Elizabeth was in sections. The next time I came back it had been built and it took my breath away.

"Previously I was on a Sandown-class mine hunter, which you could probably fit into the hangar of HMS Prince of Wales, so it was just incredible to see."

PO Colling added: "We have been on HMS Queen Elizabeth. The scale of the carriers is breath taking and you can definitely get lost on board.

"I have also seen some of the finished compartments and the junior ratings sleeping quarters in particular were extremely impressive.

"It is so exciting watching HMS Prince of Wales come together, as is the prospect of going on board."



Lt Cdr Anthony Cocks – Senior Air Engineer Officer – HMS Queen Elizabeth

"What impresses you most about the carriers is the scale, because they are so vast," he said.

"They have been designed so cleverly, with the correct departments in the correct place and the layout and systems are very efficient. It is certainly a step change from our previous aircraft carriers.

"I have come from serving on board HMS Ark Royal, HMS Illustrious and HMS Ocean, so it's a massive change, most noticeably the incredible amounts of space on deck and in the hangar."

He added: "There is no doubt that the general vibe is that we are very excited to be part of history.

"The capabilities it gives us are unbelievable. We all cannot wait to get on board."



Pictures: Andrew Linnett

Apprentices answer call from the community

DE&S apprentices from HM Naval Base Devonport rolled up their sleeves to help transform an overgrown wildlife garden at a local primary school.

The 12 apprentices volunteered to work on the garden at Drake Primary School in Plymouth as part of the community project aspect of their training, before they take up their placements on the dockyard.

The garden has now been rebuilt and has an environment which stimulates the school children's science education, with a 'bug hotel' and rotting wood habitat installed by the apprentices. A path and steps have also been built, allowing safer access to the area that can now be used for outdoor teaching.

Lorna Stubbs, DE&S Apprentice Development Manager at Devonport, said: "It is important that the local community can see how MOD personnel can contribute to their community, and in wider terms, it is essential that we engage young children within the science, technology, engineering and maths initiative.

"If we can capture their imagination early, they may be our future apprentices."

DE&S apprentice James Cooke, a team leader in the project, said: "This was very rewarding. You only had to see the faces of the children when they saw what we had done - it gave us all a lot of job satisfaction.

"The teachers were also very appreciative. This tested our leadership skills and how we work together. It was very hands-on and we literally got our hands dirty, which was great."

Second Sea Lord Vice Admiral Jonathan Woodcock visited the apprentices working on the garden, and said the project both helped apprentices broaden their skills and assist the community.

He added: "I am sure they will be a great asset to the MOD and Navy in the

years ahead."

Joe Roberts, Headteacher of Drake Primary School, praised the work of the apprentices, adding: "They worked very hard and were a pleasure to have on the premises. We don't have the funds for the labour, so they have done that for free for which we are very grateful to the MOD.

"The children can't wait to make the most of the environmental area which they have transformed."

— “ —
It is important that
the local community
can see how MOD
personnel can
contribute

Lorna Stubbs, DE&S Apprentice
Development Manager at Devonport

— ” —



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Army warfighting experiment

A new initiative giving industry and innovators the opportunity to showcase their products to the British Army has been launched.

Army Warfighting Experiment 2017 (AWE17) is open to major companies, Small and Medium-sized Enterprises (SMEs) and even 'innovators who work from their garden shed'.

The venture, managed by the DE&S Technology Office on behalf of Army's Head of Capability Combat, will give the Ministry of Defence (MOD) a wider insight into what type of systems, technology and equipment are available and will help inform Army HQ when it comes to future procurement decisions.

The AWE advert in the Defence Contracts Bulletin (which closes September 23) has highlighted to industry a number of military requirements to see if suitable solutions to meeting them could be provided.

These range from measures to Counter Unmanned Air Systems (CUAS) to looking at systems to accurately monitor the health of dismounted soldiers whilst on the move.

Industry first have to progress through a 'Dragon's Den' style phase, where they have 10 minutes to pitch the benefits and capabilities of their

product to a Military Judgement Panel (MJP).

Those successful will then have their equipment or system tested by experts from the Army's Trials and Development Units (TDUs), the Royal Air Force Regiment, the Royal Marines and also a squad from the US Army. This operationally representative exercise will take place on Salisbury Plain over a six week period early next year. Finally, at the end of March, a VIP day will be held to give industry and their products/systems visibility to senior members of the British Army.

James Morris, Land Head of the DE&S Tech Office, said: "As an organisation, DE&S must continue to seek innovative ways to ensure an operational and technological advantage is maintained. The aim of AWE is to create the conditions where innovation can thrive within the widest possible supplier base. By looking at not only new technologies but novel ways of exploiting existing Commercial off the Shelf (COTS) technologies into a military context, we hope to be able to improve the delivery of affordable yet effective battle winning equipment to the front line."

AWE 17 replaces the successful URBEX (URBan EXperimentation) programme which mainly focussed

on Dismounted Close Combat.

It will be significantly bigger than URBEX, with armoured vehicles used alongside troops, and members of the British Army will be joined by US troops who will also test the equipment and its ability to work alongside their own.

URBEX had notable successes, including the discovery of the Black Hornet Nano UAV – a tiny military Unmanned Air Vehicle that was used extensively in Afghanistan – and AWE aims to build on these.

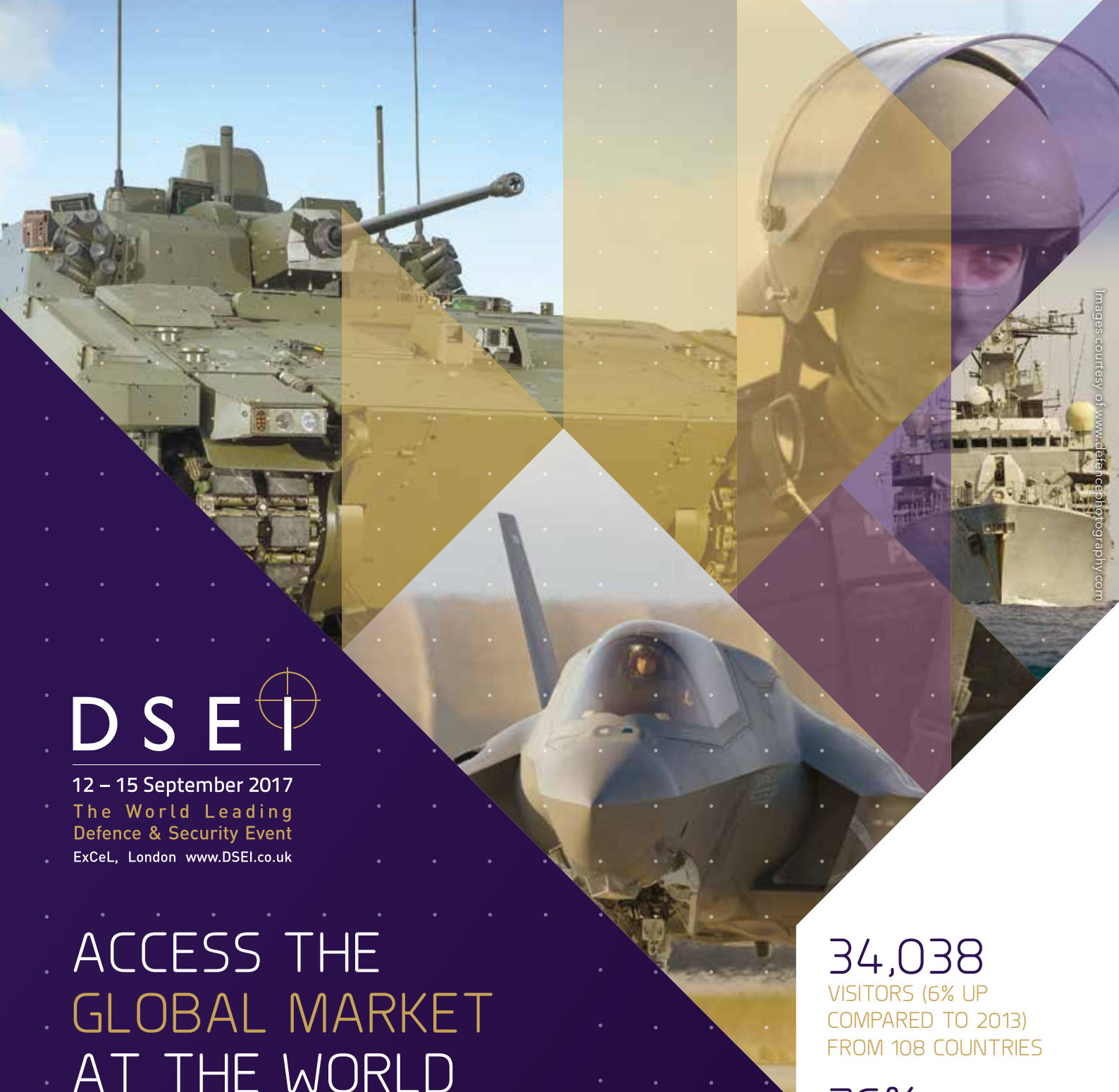
Major Adrian Havelock, from the Infantry Trials and Development Unit, said: "AWE is a huge opportunity and the perfect vehicle to ensuring the best equipment on the market is placed into the hand of the user. There are already some really exciting companies that have registered to be part of the experiment. AWE will give the Army the evidence to enable it to potentially procure some of the most up to date equipment for its soldiers and keep them at the forefront of technological advancement."

For more information please see the AWE advert at Defence Contracts Online (DCO) www.contracts.mod.uk or contact the AWE commercial team at DESTech-COMRCL-TEAM@mod.uk for a submitters pack.

Below: Royal Marines wearing VIRTUS combat equipment



Above: A volunteer gets stuck in



Images courtesy of www.defencephotojournalism.com

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SPECIFIERS (DSEI 2015)

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EXHIBITORS
REPRESENTING THE
WHOLE SUPPLY CHAIN

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INTERNATIONAL
PAVILIONS

Families Days

MOD Abbey Wood welcomed 3,000 visitors last month who enjoyed exciting, interesting and informative equipment displays as part of its hugely successful Families Days.

Families of employees were invited to attend the site on August 5 and 19.

The numbers of visitors this year mean more than 10,000 people have now come to Abbey Wood for Families Days since their inception in 2013.

This year outdoor displays included a Forward Operating Base and kitchen; paint balling, mock-up minefield and a range of vehicles. Also on display was the tri-service

field gun team, aircraft snow plough and de-icer, PAC 24 and a glider simulator.

Neighbourhood displays, amongst many others, included a parachute trainer, jet ejection seat, dragon runner, Type 45 Lego model, life raft and various uniforms. Reserves were also on site hoping to recruit volunteers and explain their role in support to the services.

A climbing wall was a new stand this year, the birds of prey and racing car proved very popular, as did the band music provided to accompany the barbecue.

The crowds also enjoyed a fly past by a Royal Navy Merlin which swooped over

the piazza and, most importantly, plenty of money was raised for charities supported by DE&S.

Lynn Green, DE&S infrastructure Business Manager, said: "The atmosphere and the weather were great and it was lovely to see the enjoyment of both staff and families and showcase both our site and organisation in the best light. I felt incredibly proud!"

Sally Wilkins, head of DE&S Infrastructure, said: "This was a tremendous effort from both my team and the operating centres who put in so much hard work."



Pictures: Andrew Linnett and Paul Griffin





Third cutting-edge Zephyr ordered by MOD

A third Zephyr-S Unmanned Aerial Vehicle (UAV), capable of flying for a record-breaking 45 days at a time, has been ordered by DE&S, on behalf of the Ministry of Defence (MOD), as part of a £13 million deal.

The additional cutting-edge, ultra lightweight UAV joins two others previously bought by the MOD in February.

Airbus Defence and Space (ADS) will be developing Zephyr-S, which is referred to as a High Altitude Pseudo-Satellite (HAPS), because it performs more like a satellite than a conventional UAV.

Running exclusively on solar power, it is hoped that Zephyr will save thousands of tonnes of fuel each year, as UAVs currently in operation rely on conventional power.

Despite this, it still has the capability to reach twice the altitude of commercial aircraft at 70,000 feet and above weather systems that can inhibit airborne devices.

DE&S Chief Executive Officer, Tony Douglas, said: "Zephyr utilizes a wide range of innovative technologies with the aim of delivering a world leading disruptive capability.

"Purchasing a third airframe demonstrates how the MOD, through DE&S, can create a positive and collaborative partnership with industry, vital for both the UK economy and for

our Armed Forces."

Zephyr, the only UAV of its type to have flown above the stratosphere, can provide imagery over 400km to the horizon. Flying at a lower altitude enables Zephyr to produce high-resolution real-time images and video 24/7, with the help of infra-red technology.

Defence Secretary Michael Fallon said: "Zephyr is a cutting-edge, record-breaking piece of kit that will be capable of gathering constant, reliable information over vast geographical areas at a much greater level of detail than ever before.

"They are part of our plan for stronger and better defence, backed by a budget that will rise each year of this decade. That means more ships, more aircraft, more troops available at readiness, better equipment for special forces, more being spent on cyber – to deal with the increased threats to our country."

The three Zephyr-S will now form part of next year's Operational Concept Demonstrator (OCD), a four-month long programme run by the DE&S Technology Office to determine whether the platform's capability can, among other things, be sustained indefinitely.

—“—

Purchasing a third airframe demonstrates how the MOD, through DE&S, can create a positive and collaborative partnership with industry, vital for both the UK economy and for our Armed Forces

DE&S Chief Executive Officer, Tony Douglas

—”—

Dülmen closure

The operation to return stock to the UK from DE&S Dülmen in Germany has been achieved five months ahead of schedule.

A decision was taken to close the Dülmen Depot, known as Tower Barracks, as part of the drawdown of British Forces Germany (BFG) following the 2010 Strategic Defence & Security Review (SDSR).

Work commenced in August 2014 and a target date of December 2016 was set to return all stock to the UK and hand over the depot to the German federal authorities.

But in just under two years 722 loads have been returned to the UK from the 105 acre site, with a further estimated 500 disposed of locally.

The hard work of the Logistics Delivery Operating Centre (LDOC) and the project teams at Abbey Wood, from DE&S Customer Support Team (Air), Project Hercules and Land Equipment, have been crucial in supporting the operation and ensuring that it was achieved in full, ahead of schedule and on budget.

The depot had been operated by the LDOC, part of DE&S, and employed 202 DE&S staff – most being locally employed German civilians. Since opening in 1974, the site had received, stored, maintained and distributed non explosive materiel on behalf of the UK's Armed Forces.

Mark Snell, Head of Programme Management for LDOC, was a leading figure in the delivery of the drawdown and hailed the quick transfer of stock as “a fantastic achievement.”

He added: “This major project was completed five months ahead of schedule and significantly under budget due to the fantastic ‘one team’ working mentality by the project team and the



Germany based staff. All loads were returned safely to UK storage without issue and with a £300 million reduction via inventory disposals to boot.”

As the last lorry was loaded and driven out of the site on July 27, a celebratory event was held at the barracks to recognise the achievements of the project team to deliver before the target date, with the Mayoress of Dülmen acknowledging the role that the site has played in the local community.

All buildings and warehouses on the site are now empty, with the depot now in the hands of the Defence Infrastructure Organisation (DIO).

Above: Local community leaders join LDOC in bidding a fond farewell to the last load to leave Dülmen

“

This major project was completed five months ahead of schedule and significantly under budget

Mark Snell, Head of Programme Management for LDOC

”



Left: General Sir Harry Tuzo GCB OBE MC MA, Commander in Chief British Army of the Rhine, opening Tower Barracks on 2 April 1974



“As a boy, I picked up
an extra paper round
in Petersfield **to save
for flying lessons.**”

— Richard Pillans, *Boeing UK Chief Test Pilot*

“As a boy, I picked up an extra paper round in Petersfield to save for flying lessons. I managed to get my pilot's licence before I could even drive a car. It's freeing to get up in the air and see the world from that perspective. Even though I left the British military I still feel like I'm part of it as a civilian test pilot. The data we gather proves the Chinooks are safe before the frontline fly them. We feel good about supporting the team overseas.”

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Air Defence radar achieves FOC

The first of three Air Defence radars that are tolerant of wind turbines has achieved Full Operating Capability at RRH Trimingham in Norfolk.

Without effective mitigation, wind turbines situated in radar line of sight are proven to cause interference, obscuring aircraft movements.

This could reduce the ability of Air Defence (AD) radars to detect potential threats entering UK airspace; and it could make air traffic movements more difficult to manage, increasing safety risks.

The DE&S ISTAR Windfarm Delivery Team is one of the more unusual within the ISTAR Operating Centre. The team works closely with the wind industry to mitigate the adverse effects that proposed wind turbine developments would otherwise cause to Ministry of Defence (MOD) radars used to provide AD and Air Traffic Management (ATM) Services.

The team work with wind farm developers highlighted by the Defence Infrastructure Organisation (DIO)

and the RAF Safeguarding team as having wind turbine development proposals which could impact on operations.

Under these arrangements, wind farm developers have funded, free of charge to the MOD, the introduction of wind farm tolerant Lockheed Martin TPS-77 Air Defence radars at Remote Radar Heads (RRH) Trimingham, Staxton Wold and Brizlee Wood.

Developers have also funded an upgrade to the existing radar at Buchan to TPS-77 processor standard, which has allowed the MOD to fund a similar upgrade to the radar at Benbecula at reduced cost. Project management of the delivery of these new and upgraded radars has been undertaken by the Air Defence and Electronic Warfare Delivery (ADEWS) Team based at RAF Henlow.

As a result of this investment, five of the six UK-based static AD radars are now wind farm tolerant.

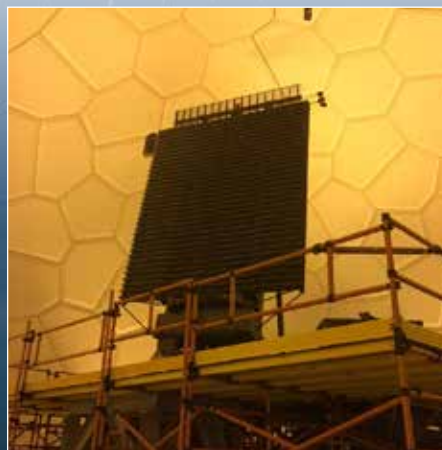
The first of these radars, installed at RRH Trimingham, was accepted

as meeting Full Operating Capability following a series of performance evaluations against the Sheringham Shoal off-shore wind farm. Further trials are scheduled to assess the performance of the other TPS-77 radars as impacting wind farms are constructed.

The delivery of these wind farm tolerant Air Defence radars has enabled the MOD to lift planning objections to developments that will collectively allow a potential of 4GW of renewable electricity to be generated by on- and off-shore wind farms.

This equates to 11 per cent of the UK's annual electricity need and will be a large contributor to the UK Government's 20 per cent renewables target by 2020.

Chris Parker, DE&S Windfarm Team Leader, said: "This is a significant milestone for the project, enabling the Government to meet its renewable energy targets while preserving a key defence capability."



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“ There is a more
diverse range of
people coming into
the nuclear skilled
family, which is very
welcome ”



Picture: Andy Wilkins 

On why nuclear skills are entering a 'Golden Age'

Richard McMeekin is the Submarine Operating Centre Chief Engineer and joined the MOD in May 2015. He arrived from Sellafield Ltd and one of his responsibilities is as the deputy Head of Profession for Nuclear HOP(N), looking to address the risk to the sustainable provision of nuclear skilled resources, which underpins safety and reliability in both the defence and civil nuclear sectors.

What developed your interest in the nuclear engineering world?

I always wanted to be an engineer and began an apprenticeship at Sellafield when I was 16. Aside from this, there was a clear alternative for me in my father's successful scrap metal business, which provided me with a good work ethic, but I was good at maths, sciences and geometric engineering drawing, so felt a nuclear apprenticeship was for me.

During your career, who inspired you the most?

There have been several people who have inspired me during my career, in different ways. One of those was John Clarke, who worked in a senior role at Sellafield when I was very junior and is now the Chief Executive of the Nuclear Decommissioning Agency (NDA). There were times when he provided his time despite being in a senior, high pressure position and he even provided his office for me to do work in when he realised that I needed a computer - that informal support and mentoring made a big impact on me and that genuine respect for people is a virtue that is vital.

What inspires you in and out of work?

For me, it's all about learning and gaining new knowledge. At Sellafield I was doing well and had clear career progression plans, but I wanted to come to the MOD to challenge myself in a new environment. I've studied throughout my career and I've applied this learning to deliver tangible business benefits, both through my successes and learning from failure, however the important skill is putting it all into practice to drive continuous improvements plus supporting the next generation to be the best that they can be, and I'm inspired to do that every day.

Your rallying cry to your team about nuclear skills?

We're just entering into a Golden Age for nuclear skills with the Successor Programme gathering pace in the defence sector and the New Nuclear Civil Build work

progressing in the civil nuclear sector. It gives fantastic opportunities for Nuclear Suitably Qualified and Experienced Person (NSQEP), engineering, safety, support and infrastructure jobs, not only in terms of numbers, but in terms of new projects and tasks that haven't been done before, or for a very long time.

It's an exciting time, so the demand for nuclear skills is high and will only get higher in the short to medium term, giving the team working across defence on nuclear skills a great opportunity to see the purpose and importance of their work. It also presents a real challenge to MOD to attract and retain people with these skills, which is where I'm really focused. We can all support this by engaging with STEM (Science, Technology, Engineering & Maths) at secondary schools, mentoring our own young talent and setting the right standard for our staff as nuclear (or non-nuclear) professionals. But the Defence nuclear programme remains exciting and we can and should continue to use that to get the very best people working in the programme. So with all that in mind, I'd say, grab the opportunities before you, continue to learn, look to drive the changes required, support colleagues through change and challenge the status-quo where clear benefit can be realised.

Feelings on how the nuclear skills work is going?

We're in a period when the demand for nuclear skills is growing fast and we need to keep up with that demand. Inevitably, central Government and international partners in this area are keen for that to be done soon and it's a true joint effort with the MOD, other Government departments and our industry partners to get this done.

Having said that, I think we're in a very strong position in terms of the quality of people that are coming through; the calibre is phenomenal. There's also a more diverse range of people coming into the nuclear skilled family, which is very welcome. For example female apprentices and graduates swept the board with the top five awards

at the recent National Skills Academy for Nuclear (NSAN) ceremony.

What have you learnt so far about what isn't working in this area?

There are different ways of working between industry and the civil service, and that's something I've been thinking a lot about. Elimination of non-value adding activities, clarifying an agreed problem statement before fixing a perceived problem, ensuring that processes flow to support people delivering work and putting strategy into action are all elements that the civil nuclear sector has started to embrace recently. Within the MOD, this transformational approach would radically change our working environment and industry relationships for the better, especially when applied to nuclear skills.

If money was no object, what nuclear skills project would you implement for UK Defence?

In my career, I've recognised the importance of senior people helping me as a newcomer in the nuclear family, with apprenticeships and mentoring featuring strongly in my work life. So if money was no object, I'd start an apprentice, graduate and early career scheme where there were no barriers whatsoever, between defence and civil sectors, or between companies and functions with the support of seniors. I suppose it would be a system where entrants onto the scheme would have complete mobility and have a career plan that spanned all areas of the nuclear family.

Any other thoughts?

Looking to the future of nuclear skills, I think it's how we work with industry that is going to be key. I'm glad to see that the network is building and there's senior buy-in from many relevant companies. We are working our way towards providing a stable flow of NSQEP people. It's going to be challenging, but I hope that everyone involved can undergo a paradigm shift from it being a problem to treating the situation more as a fantastic opportunity at an unprecedented and incredibly exciting time.

CASE STUDY

Joely Williams from Explosives and Countermeasures gives her insight into working for DE&S

Name:

Joely Williams

Job title:

Explosives and Countermeasures Inventory Manager

How long have you worked for DE&S?

Two years

Why did you choose to pursue a career in DE&S?

Studying an MCIPS (The Chartered Institute of Procurement and Supply) accredited Logistics and Supply Chain Management Degree. The MOD came to my university (The University of South Wales) to look for sandwich placement students. I applied as the defence industry is something that is very fast moving and interesting! I did two years of university, then took a year out to work at DE&S and then went back to university for my final year and worked three days a week part time in Commercial. As soon as I finished university with my First class honours degree, I knew I wanted to work within the Logistics function, as that is more relevant to what I studied and more where my interests lie. I post rotated and got a Temporary Managed Progression (TMP) and then was officially promoted to the function in July 2016. What this shows is the flexibility of DE&S, between being able to work part time while in university and having the freedom to switch functions is amazing.

What does your role entail?

I have recently moved from Defence General Munitions Commercial team to the Explosives and Countermeasures team as an Inventory Manager, so everything is still quite new to me, but my responsibilities include managing and authorising orders, monitoring deliveries and dues in, monitoring and optimising stock levels, highlighting issues and risks, forecasting demands and optimising buys, reviewing and monitoring item data records and financial data.

What are the opportunities to develop and progress within your function?

DE&S encourages all employees to pursue as much training as possible to develop themselves. I have had support from my team to apply for a Master's Degree in Defence Acquisition Management, which I am hoping to start in January 2017. DE&S covers all the costs and I am able to do it part time alongside my job and within a timeframe that suits me.

What do you most enjoy about your job?

I work in Explosives and Countermeasures, and working with this equipment makes the day to day tasks that little bit more exciting and interesting. I also have the opportunity to go out and visit our depots- I'm visiting some explosives demonstrations in September and am very excited about that! I'm also part of an amazing team with some great people, which is always a huge advantage!

Picture: Ed Low 


What's your ambition?

As I've started my career in DE&S quite young, I think I'd love to work my way up the ranks to maybe a B1, as I enjoy being challenged and taking on responsibility, but I find a work/life balance extremely important, so I'll have to see.

What's the greatest achievement (in your role) to date?

To be completely honest, my biggest achievement so far has been being able to successfully work three days a week in DE&S whilst at university and achieve a First class degree. I also did my dissertation on the MOD which also achieved a First, and I was able to achieve this due to having so many knowledgeable professionals who work within MOD for my primary research.

Why would you recommend DE&S to others as a great place to work?

I don't think any other business offers flexibility like DE&S. And DE&S encourages you to constantly better yourself by offering so many training and educational courses, along with the facilities and flexi time. I am looking forward to a long career here.

What are the social benefits of working for DE&S?

The Civil Service Sports Council (CSSC) and the Defence Sports and Recreational Association (DSRA) offer amazing discounted social events. You get the opportunity to get out and meet other people from the organisation on trips such as bowling and pool competitions- everyone looks forward to the bowling event especially! There's also a free gym on site with a selection of fitness classes (which I definitely need to take advantage of more often). However, my absolute favourite benefit is flexi time. I'm an early bird and am able to come into work very early in the morning and then get home by 3pm.

WORK FOR DE&S

Welcome to this edition of **DE&S jobs in Desider**. There are great opportunities available at **DE&S** and each month we list current and future posts. For even more opportunities visit the **Civil Service Jobs Portal** at www.civilservicejobs.service.gov.uk

Graduate and apprentice schemes

DE&S offers a number of top class graduate and apprenticeship opportunities, providing successful applicants with “hands-on” experience in roles across a range of projects.

If you have recently left school or university and are interested in embarking on a career in defence but do not yet have the experience/skills required for our listed

vacancies, DE&S offers a number of top class graduate and apprenticeship opportunities, providing successful applicants with “hands-on” experience in roles across a range of projects.

More information on the range of graduate and apprentice opportunities DE&S has to offer is available www.civilservicejobs.service.gov.uk

Rewards and benefits

In addition to the fantastic variety of cutting edge jobs and an excellent opportunity to develop skills through training, including working towards professional qualifications, we also provide first rate benefits for all of our employees. These include flexible working, excellent annual leave, maternity and paternity allowances as well as a very competitive pension scheme, eligibility for performance related pay, free car parking (caveats apply), a proactive employee engagement, access to Benenden Medical care and the opportunity to join many civil-service clubs such as the Sports and Social Association and Motoring Club (CSMA)

which offer numerous discounts to members.

Our headquarters are based in Abbey Wood, Bristol and, like many other sites, boasts an impressive range of facilities including a fully equipped gym, an on site nursery, a range of restaurants and coffee bistros and a hairdressers.

We understand the commitments our staff have, both inside and outside of the office. Our aim is to provide you with a place of work which allows you the flexibility you require to maintain a great work/life balance.

Equality and diversity

DE&S is committed to embracing diversity: it is one of our core values. Irrespective of gender, marital status, race, religion, age, disability and without reference to social background or sexual orientation, DE&S operates an inclusive environment to allow you to develop your career.

Whether uniformed or civilian, we expect the attitudes of our people to reflect our approach to diversity by:

- fostering a working environment where all staff feel comfortable, welcomed and valued for their contributions

- promoting a workplace that values dignity, respect and fairness
- promoting high standards of behaviour and complying with the law by creating equality of opportunity

To demonstrate our commitment, we are members of Stonewall, Race for Opportunity, Opportunity Now, The Employers Forum on Disability, The Employers Forum on Age, and we are also affiliated to a:gender.

Read more about equality and diversity in MOD.

How to apply

We are looking for innovative, talented, focused individuals to join us in being instrumental in defending Britain's interest both at home and overseas.

DE&S provides the opportunity for a truly rewarding career, working on complex, interesting and often sensitive projects of great significance and consequence, with excellent training opportunities for your continued professional development.

If you would like to view all current vacancies across DE&S and the wider civil service, please visit the Civil Service Job Portal.

In addition, for an easy, hassle free way of keeping up to date with all the latest vacancies, you can now follow us on Twitter or like our page on Facebook.

DESIDER



Civil Service

CURRENT VACANCIES

Project Planners and Schedulers DE&S

Bristol | £37,071 | Senior Executive Officer C1 | Closing date: 16 Sept 2016

Reference number **1506046** Post type **Permanent** Hours **37 Hours****Job Description:** As a Senior Scheduler, you will be directly responsible for the leadership and oversight of project schedulers within the Team, and managing complex schedules.

As a Project Scheduler, you will be responsible for scheduling activities within the team. You will integrate project data with other data and provide the appropriate formal reports/dashboards. The post offers applicants an excellent opportunity to develop project management and analytical skills, and to contribute to important MOD decisions.

Project Planners and Schedulers DE&S

Bristol | £30,424 | Higher Executive Officer C2 | Closing date: 16 Sept 2016

Reference number **1506046** Post type **Permanent** Hours **37 Hours****Job Description:** As above**T45 PIP Senior Engineer** DE&S

Bristol | £37,071 | Senior Executive Officer C1 | Closing date: 11 Sept 2016

Reference number **1487091** Post type **Permanent** Hours **37 Hours****Job Description:** You will work within the Type 45 Strategic Class Authority (SCA), and play a pivotal role in delivering our safe, available, and sustainable Complex Warship Support Programme within Ships Operating Centre. As the Lead Engineer for the Power Improvement Project (PIP) you will be responsible for delivering Engineering aspects of the project during a period of unprecedented change, in a dynamic and rewarding environment.**Air Launched Weapon Integration Engineer** DE&S

Bristol | £37,071 | Senior Executive Officer C1 | Closing date: 16 Sep 2016

Reference number **1500321** Post type **Permanent** Type of role **Project Delivery** Hours **37 Hours****Job Description:** The role is to lead the aircraft integration engineering activities for the air-to-air weapons portfolio on both the Typhoon and F-35 aircraft. Engagement with Platform Project Teams and stakeholder management is an important aspect of this job.**DESG Graduate** DE&S

Bristol | £25,077 | Graduate Engineer | Closing date: 14 Oct 2016

Reference number **1495277** Post type **Permanent** Type of role **Engineering, Science** Hours **37 Hours****Job Description:** The DESG scheme is a prestigious and fully accredited graduate scheme; probably the best development scheme in the UK scheme for Engineers and Scientists. This scheme leads to careers in engineering management of new and existing equipment and in-service support solutions within the Defence Equipment & Support (DE&S) organisation.

FUTURE VACANCIES

Project Controls DE&S

Bristol | £30,424 & £37,071 | Estimated launch: End August 2016

Grade Higher Executive Officer / C2 & Senior Executive Officer / C1 **Post type** Permanent

Type of role Project Management **Hours** 37 Hours

Work with a variety of partners to ensure the flow of equipment and support services go to where the Armed Forces need them, when they need them.

Air Engineers DE&S

Bristol | £30,424 & £37,071 | Estimated launch: Mid Sept 2016

Grade Higher Executive Officer / C2 & Senior Executive Officer / C1 **Post type** Permanent

Type of role Engineering **Hours** 37 Hours

DE&S' engineers work with industry partners to deliver programmes, provide specialist input to projects, and solve a range of engineering challenges.

Commercial Managers DE&S

Bristol | £30,424 & £37,071 | Estimated launch: Mid Sept 2016

Grade Higher Executive Officer / C2 & Senior Executive Officer / C1 **Post type** Permanent

Type of role Commercial **Hours** 37 Hours

The Commercial function provides independent professional judgement on commercial and procurement matters to meet the business need, ensuring compliance with relevant legislation and guidance, and driving value for the customer.

Ships Engineers DE&S

Bristol | £30,424 & £37,071 | Estimated launch: Mid Sept 2016

Grade Higher Executive Officer / C2 & Senior Executive Officer / C1 **Post type** Permanent

Type of role Engineering **Hours** 37 Hours

DE&S' engineers work with industry partners to deliver programmes, provide specialist input to projects, and solve a range of engineering challenges.

Supply Chain Management DE&S

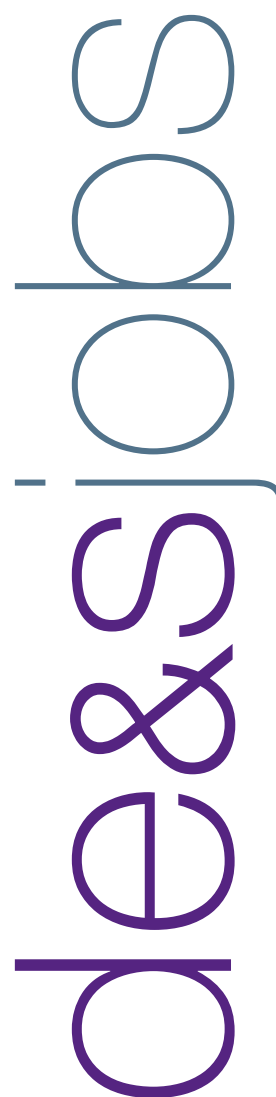
Bristol | £37,071 | Estimated launch: Early October 2016

Grade Senior Executive Officer / C1 **Post type** Permanent

Type of role Logistics **Hours** 37 Hours

Work with a variety of partners to ensure the flow of equipment and support services go to where the Armed Forces need them, when they need them.

Please note – This is the currently planned recruitment activity for the coming months and may be subject to change according to business needs and priorities.



60 SECOND SPOTLIGHT

Name?

Jimmy Dowling

Job?

Support Solutions Officer (SSO) in the Support Enablers Operating Centre (SEOC) for Land Equipment.

Your route into DE&S?

After 38 years in the Royal Electrical and Mechanical Engineers, I worked for a short stint as a contractor with DE&S as an Integrated Logistic Support manager. I then worked at the Defence Infrastructure Organisation (DIO) as a Senior Project Engineer before joining DE&S under the engineer recruiting scheme.

Your role now at DE&S?

Our team now falls within the iLog function, which is one of the 11 functional domains that has been set up as part of the DE&S transformation programme. My work involves ensuring that any risks and areas of best practice are highlighted at each stage of any given project and assisting in terms of saving costs, time and resources while improving availability and sustainability when the equipment is delivered as a complete capability into service.

Your claim to fame?

I once held the title for winning a competition where I held the most frozen Rolos in my mouth during a Norway deployment. That year I also wrote the 3 Commando Brigade policy for maintaining the 105mm Light Gun between firing cycles of more than seven days at temperatures below 20°C.

Your advice to anyone?

Always plan, then act. All plans need revising. If you haven't got a plan, take some time out and get one.

What do you do when you're away from work?

I enjoy visiting National Trust establishments, taking walks on the coast and tackling the challenges of gardening. For some reason, plants do not always turn out as I expect them to, but I am working on it.

What are you most proud of?

My children, thankfully they take after their mother.

If you were sent to a desert island, what three things would you take with you?

Knife, fishing kit and sweet corn seeds. This would enable me to get on with attaining the physiological and safety needs set out in Maslow's hierarchy of human needs. Obviously the remaining needs of belonging, esteem and self-actualisation would occur with some company.



Picture: Ed Low

What irritates you the most?

Bad manners. Thankfully that is something I rarely experience within DE&S.

What is your favourite place in the world?

I have travelled widely thanks to my service in the Armed Forces. I have experienced jungle environments along with spiders and ticks, deserts which are hot during the day and freezing at night and also the Arctic with temperatures often below -30°C. I have met people from all walks of life and with differing political and environmental views and I have always enjoyed returning to the UK. I would say that the Lake District is amongst my favourite areas to take time out, although I have also loved the West coast of Scotland,

the Brecon Beacons and the Jurassic coastline. I guess I'm spoilt for choice!

Your secret?

I am really quite an introvert. Ask anyone who knows me!

Do you or someone you know deserve their 60 seconds in the spotlight?

Email tom.morris114@mod.uk



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<input type="checkbox"/>	bridge.admin@ship.net	Re: New Orders	<div style="width: 20px; height: 10px; background-color: orange;"></div>	2016-06-03T09:57:00Z
<input checked="" type="checkbox"/>	taskforce.1@ship.net	Staff Visit Sec	<div style="width: 20px; height: 10px; background-color: orange;"></div>	2016-06-03T09:57:00Z
<input type="checkbox"/>	officers.mess@ship.net	Re: Staff Visit	<div style="width: 20px; height: 10px; background-color: yellow;"></div>	2016-06-03T09:57:00Z

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Action: Command.HQ@shore.net

SICs: A2A

Multi-Protocol Military Messaging from Isode

Isode provides server and client products for military messaging using STANAG 4406, ACP127 and SMTP, including gateways between these and other protocols. Isode also specialises in products for instant messaging using the XMPP protocol with support for constrained networks, federated multi-user chat and boundary guards.

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DE&S PEOPLE

Steve completes epic journey

Steve Pointon has successfully completed a 2,500 mile adventure on his yacht and so far raised £18,000 for charity Action for Children – almost double his target.

Steve, 50, an engineer in the DE&S Unmanned Air Systems team at Abbey Wood, set off on his 11 week journey from Gosport on June 4 in his 28ft yacht 'Tikka' and arrived back at the town's Hornet Services Sailing Club on August 20.

The journey comprised 11 arduous legs, but thankfully Steve was joined on some of them by friends and family including wife, Kaz, and adopted son, Harry, 13.

In tandem, his friend, teacher Martin Torbett, 66, cycled 4,600 miles around the coast on his 25-year-old Dawes bicycle, and met up with Tikka in Scotland and Wales.

For his last leg, Steve, who was in the Navy for more than 24 years, was joined by Jeanne Socrates, who in 2013

became the oldest woman to sail solo around the world non-stop.

"Some weeks were pretty tough but I have to give a lot of credit to Kaz as her planning was exceptional," Steve told Desider.

"I was unlucky with the wind direction and spent a lot of time sailing into it and my crews changed often, which could be problematic, but they all worked tirelessly for me.

"Finally finishing has brought mixed emotions. I am delighted to have finished on schedule and have raised so much for charity but also sad to have finished such a fantastic journey.

"Having Jeanne Socrates on board has been inspirational, she never sees problems, only challenges that have solutions. We're especially honoured she joined us for the last leg as she is preparing to sail solo non-stop around the world again in October."

Brigitte Gater, Action for Children's director of children's services said:



Above: Steve celebrates arriving back at the Hornet Services Sailing Club in Gosport after 11 weeks on board Tikka

Left: Steve (left) celebrates with son Harry and friend Martin Torbett, who cycled around the coast at the same time and met with Steve as often as possible

"Tikka's Travels has been a truly magnificent effort by Steve and all involved. They have shown immense dedication, determination and passion to complete this journey in 11 weeks. It's just brilliant they've raised over £18,000 for our charity as well as raising our profile as they've sailed around the UK. We're very grateful for this mammoth fundraising effort and I congratulate them all."

You can still donate by visiting <http://uk.virginmoneygiving.com> and searching 'Tikka's Travels'.



Scott Murray Leadership Statement

DE&S employee Scott Murray has been nominated as a role model as part of the Celebrating our Leaders: Living the Leadership Statement campaign launched by the MOD, which recognises leadership skills across the organisation regardless of rank or background.

Scott, who currently works as Deputy Head of Material Strategy, was nominated by a former employee who

described him as an "engaging leader who inspires his team" and who "is visible and approachable to everyone".

He said: "I am very honoured that somebody has taken time out of their day to put this nomination forward and their feedback is greatly appreciated. To me leadership is about motivating others to want to deliver their best for you, this enables delivery of great results. If you can achieve this the rest is easy."



Bristol Pride event



DE&S Pride, which supports the interests of Lesbian, Gay, Bisexual, and Transgender employees and Straight Allies across the organisation, had a significant representation at this year's Bristol Pride event, one of the largest LGBT Pride festivals in the country.

Supporters of DE&S Pride, one of four Diversity and Inclusion networks that DE&S supports, operated a stall and took part in the march through the city centre.

Diversity and Inclusion Lead Lee Silver said: "DE&S looks to ensure all our staff are included to feel they can be themselves regardless of who they are, and what my family and I experienced as marched with the DE&S Pride Network was a wall of Bristol's positive solidarity to remove discrimination."

DE&S Pride Vice-Chair Mark Cartwright added: "There was a much larger contingent than last year- a clear demonstration of the growth of DE&S Pride. Building on this, we are planning to organise an event for National Coming Out Day on October 11, providing a great opportunity to celebrate coming out as LGBT or as a Straight Ally."

DE&S LGBT Champion Ian Craddock added: "I continue to be impressed by those that I meet from the DE&S Pride Network, in their tireless effort to promote issues that affect LGBT members of the DE&S family."

For further information, contact DES HR-Pride (MULTIUSER), or search "Pride" on the DE&S Intranet.

MOTTO

the MOD Lottery
June 2016 winners

£10,000

Anne Ward (RNAD Coulport)

£ 5,000

Romaine Trigg (Abbey Wood)

£ 2,000

Samuel Hughes (Abbey Wood)

£500

Karen Johnson (Catterick)

Paul Middleton (Aldergrove)

£100

Catherine Brown (Showburyness)

Matthew Blankley (Abbey Wood)

Amanda Walmsley (Bovington)

Helen Lloyd (HMNB Portsmouth)

Emma Doel (RAF Mildenhall)

Ann Willis (Chicksands)

Natalie Davey (Abbey Wood)

David Stone (RAF Lossiemouth)

Kevin Fowler (Glenrothes)

Iraina Hughes (Abbey Wood)

Dennis Collin (HMNB Devonport)

Ceri Rees (Abbey Wood)

Philip Wheatley (RNAS Culdrose)

Kenneth McIntyre (Glasgow)

Sharon Woodcock (DMS Whittington)

David Howard (Whale Island)

Matthew Treasure (Abbey Wood)

Duncan Webber (HMNB Devonport)

Adrian Nash (London)

Clair Parker (RAF Odiham)

A secondment with a difference



Above: Jemma meets BITC President HRH Prince of Wales.

Jemma Garland has been seconded from her Customer Relationship Manager role in Cost Assurance and Analysis Service (CAAS), DE&S, to be placed full-time as a Business Connector for Wiltshire, working on behalf of the charity Business in the Community (BITC).

The Business Connector Programme takes talented individuals and places them in communities of greatest need – allowing them to use their time, networks and expertise to connect the needs of their local community.

Jemma said: "Having worked in the MOD for 18 years I was thrilled to be given this opportunity. In the few months I have been in the role I

have been working with and bringing together stakeholders from a range of sectors; including education and businesses, to help tackle some key local issues. I will be bringing back to DE&S the experiences of a completely different environment and a much better understanding of how to maximise development through other employment volunteering opportunities."

If you are interested in hearing more about the Business Connector role, please contact Jemma at jemma.garland985@mod.uk

MLSP IOC Achieved - Ahead of Schedule



Finmeccanica is now Leonardo - inspired by the vision, curiosity and creativity of the great master inventor - designing the technology of tomorrow.

Leonardo Helicopters has completed delivery of 7 MLSP Phase 1 AW101 aircraft, in parallel with Sea King Mk4 OSD; sustaining the Royal Navy's critical amphibious capability.