

desider

the magazine for defence equipment and support



HMS Queen Elizabeth

An icon takes to the seas

THE DE&S WAY

THE BLUEPRINT OF THE ORGANISATION

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cover image

Pictured: HMS Queen Elizabeth leaves Rosyth for sea trials

desider

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FOREWORD

By Tony Douglas, CEO

I was filled with pride when I saw the global media coverage given to Queen Elizabeth, the largest and most advanced warship ever built for the Royal Navy as she departed on sea trials.

I am sure that pride will have been felt by the significant number of dedicated DE&S staff who have spent years working in support of the Queen Elizabeth Class carrier project.

Seeing such a magnificent vessel take to the sea for the first time was a memorable moment and I imagine there was some justifiable emotion among those of you close to the project.

The fact there was such widespread interest in one of this century's critical defence capabilities underlines that the incredible work you do alongside the Armed Forces, industry and the Aircraft Carrier Alliance does not go unnoticed.

Another high point of this month was the Queen's Birthday honours list which included a knighthood for Chief of Materiel (Submarines). Sir Simon Lister was made a Knight Commander (KCB) under the Order of the Bath for service of the highest calibre. Well done to all who received national recognition for your selfless efforts in support of the Armed Forces.

This good news comes after the CEO Commendation Awards where I was able meet the teams and individuals whose exceptional work contributes to the success of DE&S.

Not everyone is able to travel to London to join their team for the award ceremony so for those that I didn't have the opportunity to meet in person – thank you so much for your efforts.

Meanwhile DE&S continues to find ways to drive the organisation forward through staff empowerment. With that in mind the inaugural Inspiring Innovation event was held at Abbey Wood last month challenging staff to look at how we can do things even better.

This successful two day event featured keynote speakers, thought-provoking workshops and a day of market stalls through which staff were encouraged to share and discuss their views on how to develop the existing innovative culture in DE&S.

It is another important step forward in our endeavour to get better at getting better.

Now that the General Election has run its course it's back to business and we have already made several positive announcements.

We have awarded a £3.7 billion contract to build the first three Type 26 Frigates. This endeavour will secure thousands of jobs while providing the Royal Navy with the most advanced anti-submarine warfare ship in its class around the world.

There is a £260 million contract that will see Mode 5 - the next generation of secure Identify Friend or Foe (IFF) technology - installed on hundreds of pieces of equipment across the Armed Forces including the Royal Navy's Type 45 Destroyers, the Royal Air Force's Sentry aircraft and the British Army's High Velocity Missile (HVM) multiple launcher system. An excellent result which will sustain 150 jobs.

And HMS Albion, one of the Royal Navy's largest and most versatile warships, has completed an extensive £90 million mid-life technical upgrade project managed by the DE&S Ships Support Team that will allow the ship to serve well into the 2030s.

Keep up the great work.

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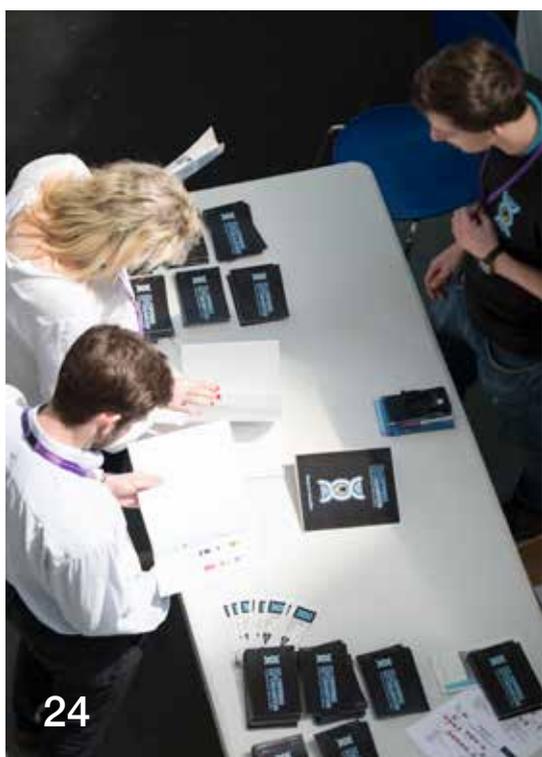
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Major General Robert Talbot Rice, Director Land Equipment, talks to Desider about his role, improving the Operating Centre and his pride in supporting the Armed Forces of the future



Picture: Jack Eckersley

I came to DE&S straight from Army Headquarters in November 2011, where I'd been the Army's fleet manager in my role as Director Equipment. So I went from being customer to supplier in a week! It was my understanding of the customer's perspective that drew me towards working in DE&S, and I wanted to use that experience to help deliver the programmes the Army needs.

Before I joined DE&S I hadn't worked with Civil Servants to the same extent that I do now. What struck me most was the genuine dedication that our staff have to public service. They have a very sincere belief in the value of public service, and in the work that they do to support our service personnel on the front line.

As Director Land Equipment, I'm responsible for the support and procurement of the majority of the Army's equipment. This includes everything, from rifles and small items for the individual soldier, right up to heavy armoured vehicles. Clothing, helicopters and radios sit outside of my remit, but almost everything else falls into my space.

One of the proudest achievements of my career to date was gaining approval for manufacture of the Army's next generation

of armoured vehicles, Ajax, in 2014; followed by the approval for the support contract the following year. It's been a long time since DE&S has delivered a programme as big as this to the Army. Under this programme the British Army will receive nearly 600 armoured vehicles, most of them assembled in Wales, and will own a world class capability which will make our soldiers more effective and safer for the next 40 years. In doing those deals we also delivered an efficiency measured in hundreds of millions of pounds, and transferred significant risks to the contractor.

More recently, I'm really proud of the many other efficiencies we've driven as a team. One of my favourites this year was the Surveillance and Target Acquisition Support contract. We took 20 existing contracts and merged these into one deal with one contractor, saving the Army £47 million over a six year period. That efficiency is exceptional, but what I am proudest of is that the new contract will also provide a better service to the Army.

We have over a thousand staff in the Land Equipment Operating Centre, mainly based at Abbey Wood, who help us achieve these successes. Many of them are truly outstanding. And that's where transformation is coming

into effect.

We're already starting to see the benefits of transformation; it's taken a while but we're now emerging into the light. As well as moving in the right direction towards rewarding our staff fairly, moving to the functional model has had a positive impact in the operating centre, and earlier this year I took the opportunity to re-organise our team structure to maximise the benefits. We're also starting to see the introduction of new tools and processes, such as P3M, and these things together will help drive greater consistency and coherence for the future.

What does the future hold for the Land Equipment Operating Centre? Well, we've got a few big projects in the pipeline, but I'll keep those under my hat for the time being! For now, my top priority is to deliver on the promises in our Command Acquisition Support Plans (CASPs), our contracts with the Army and with Joint Forces Command and within that to continue to improve the support side, putting more 'S' (support) into DE&S.

Maj Gen Talbot Rice announces his retirement - see page 10

Contract awarded to start build on Type 26



Pictured: Computer generated image of the future Type 26 Global Combat Ship

DE&S have awarded a contract worth around £3.7 billion to BAE Systems to start building the first three of the Royal Navy's Type 26 Frigates.

Manufacture of these new highly capable warships will secure approximately 1,700 skilled shipbuilding jobs in Scotland and 1,700 jobs throughout the supply chain across Britain until 2035.

The world-class warships, which will become the most advanced anti-submarine warfare ship in their class around the world, will protect the nation's nuclear deterrent and the Royal Navy's new aircraft carriers, the first of which, HMS Queen Elizabeth, has recently taken to sea for the first time.

The ships will protect the UK's overseas territories and interests across the globe. The flexible design will allow the capabilities to be adapted throughout its lifespan to counter future threats.

DE&S CEO Tony Douglas said: "The award of this multi-billion pound manufacturing contract demonstrates how DE&S is working

in collaboration with the UK maritime industry to deliver this hugely important programme whilst supporting thousands of jobs across the country at BAE Systems and throughout the supply chain".

The deal also reaffirms the commitment made by the Government in the 2015 Strategic Defence and Security Review (SDSR15) to build eight Type 26 ships. The contract for the second batch of five ships is expected to be negotiated in the early 2020s, paving the way to sustain further jobs in Scotland and across the wider supply chain for many years to come. The Type 26 programme will secure the long term future of the Scottish shipbuilding industry.

Announcing the contract Defence Secretary Sir Michael Fallon said: "The Type 26 Frigate is a cutting-edge warship, combining the expertise of the British shipbuilding industry with the excellence of the Royal Navy. We will cut steel on the first ship later this month – a hugely significant milestone that delivers on our commitment to maintain our global

naval power. These ships will be a force to be reckoned with, there to protect our powerful new carriers and helping keep British interests safe across the world.

"Backed by a rising defence budget and a £178 billion Equipment Plan, the Type 26 programme will bring vast economic benefits to Scotland and the wider UK. The contract is structured to ensure value for taxpayers' money and, importantly, now designed to protect them from extra bills from project overrun. The investment will secure hundreds of skilled jobs at BAE Systems on the Clyde for the next twenty years, and thousands of jobs in the supply chain across Britain."

The contract is specifically structured to motivate both sides to deliver to a successful outcome where both parties share in the pain and gain in the delivery of the programme. This will deliver better value for money for the UK taxpayer.

The MOD is also exploring potential export opportunities where there is strong interest from international customers.



Pictured: Minister for Defence Procurement Harriett Baldwin MP chats with DE&S CEO Tony Douglas

Min DP visits MOD Abbey W

Minister for Defence Procurement Harriett Baldwin MP, visited Abbey Wood to meet with DE&S staff telling them it was an “exciting” time to be working in Defence.

Mrs Baldwin held a Town Hall at the site in which she also praised staff and answered questions on topics ranging from international relations and funding to potential issues around Brexit.

She then toured the site to meet project teams, DE&S graduates and apprentices, members of the Executive Committee and DE&S staff who serve as Reservists (see page

23 for more information).

DE&S CEO Tony Douglas met Mrs Baldwin at the main entrance before introducing her to a packed lecture theatre in the Centre Facilities Building.

He added that he was thrilled that both she and defence Secretary Sir Michael Fallon had been retained in their current roles as it provided the consistency DE&S needed to operate efficiently.

Addressing staff Mrs Baldwin said: “I am genuinely delighted to be back here at Abbey Wood to catch up with you all and hear about all the things happening in the DE&S world.

“It is an exciting time to be Minister for Defence Procurement with our £178 billion budget which we are working our way through in terms of spending.”

Mrs Baldwin highlighted some of the engrossing programmes DE&S are working on including Dreadnought, the Carriers, F35 fighter jet and Type 26 Global Combat Ships.

And added: “It’s a really interesting across all the different domains and I would like to thank you for all the hard work you are doing.

“It’s an exciting time to be in Defence Equipment and Support and I am thrilled to be part of it.”



“I am one of your greatest cheerleaders”

Minister for Defence Procurement Harriett Baldwin answers eight questions from the Desider team

How do you feel about returning as Minister for Defence Procurement?

I am delighted to have been re-elected to Parliament and to have returned to the Defence Procurement portfolio. The delivery of equipment and support to our Armed Services is a vital part of the UK National Security apparatus and I am passionate about bringing the supply chain and DE&S to deliver the equipment and support on time and to budget.

What do you want to achieve for defence across your portfolio?

I want to support and drive DE&S to deliver its transformation, to work with the supply chain to make it increasingly efficient and effective, and to get the best equipment and support for our Armed Services men and women. They deserve no less.

What are the biggest challenges you see for DE&S in the next five years?

DE&S needs to deliver a complex and substantial equipment and support programme on time and to budget. Additionally, while doing that, the organisation needs to complete its transformation while also establishing the new Submarine Delivery Agency.

What does the supply chain need to do to help?

The obvious response is that our supply chain needs to deliver what it promises and to plan effectively for the future. We always ask for agility and ever greater efficiency, but it is important to remember that we each have a part to play. This is a joint effort and transparency is vital to ensuring that we get

what we contract for in a project controls framework using that is more directly compatible with industry norms.

How should we measure success?

The success of DE&S can be viewed from a number of perspectives but the key one for me is that our Armed Services get what they need, when they need it and at the agreed cost, with no surprises.

What would you like to say to the DE&S workforce?

An enormous thank you for all the hard work you've put in over the last few years of change. I am one of your greatest cheerleaders and will do what I can to help you deliver. It is an exciting time to be involved in Defence Procurement.

How do you think the international environment will change in the next few years?

Change is the only constant in the world. We must focus on being a capable, reliable NATO ally as well as sustaining a deep and lasting friendship with the EU and EU countries.

What does a typical day feel like for you as a Minister?

Exhilarating and characterised by constant challenge. Ministers have to balance their departmental portfolio with being a Parliamentarian, a constituency MP and in my case a wife and mother. It is a great privilege but juggling is a key skill!

Picture: Andrew Linnett

ood

—“—

It's an exciting time to be in Defence Equipment and Support and I am thrilled to be part of it.

Harriett Baldwin
Minister for Defence Procurement

—”—

NEWS IN BRIEF

AIRBORNE COLLISION SYSTEM IOC

The DE&S Chinook team have achieved Initial Operating Capability (IOC) on an Airborne Collision Avoidance System (ACAS).

The system, secured through a contract signed with Boeing Defence UK, will significantly reduce the risk of mid-air collision.

It is currently fitted to 50 of the 60 Chinook fleet, with the remaining aircraft on track to be fitted by early 2018.

Mark Geoghegan, Chinook team Leader, said: "The project has been an exemplar of hard

work, collaboration and excellence in its project delivery.

"The combined DE&S, Army, RAF and industry (Boeing, GE and QinetiQ) team has worked tirelessly across the last three years to achieve an IOC ahead of target and forecasts delivery of Full Operating Capability up to 10 months early.

"I could not be prouder of this achievement and the vital role that this project has in keeping Chinook crews, passengers and their missions safe through reducing the potential of mid-air collisions."



DIR LAND EQUIPMENT TO RETIRE



Major General Robert Talbot Rice, Director Land Equipment, is retiring from the Army after 35 years of distinguished service, and will leave DE&S later this year.

He will be replaced in the role by Brigadier Colin McClean on promotion to the rank of Major General. Brigadier McClean, who is currently Vehicle Support Team Leader in the DE&S Land Equipment Operating Centre (LEOC), will take up his new position in October.

Colin is replaced as Vehicle Support Team Leader by Brigadier Simon Hamilton.

Chief of Materiel (Land), Lieutenant General Paul Jaques, said: "I am very grateful for all that Robert has done for Defence Equipment and Support and for

the Army, both during his tenure as DLE and previously as Head Armoured Vehicles.

"Colin brings a great breadth and depth of experience, notably as Head Equipment in the Army Headquarters and most recently as Vehicle Support Team Leader in LEOC.

"These changes come at an important and exciting time for the Army's equipment modernisation programme. The appointments of Colin and Simon are a significant investment in DE&S by the Army, and are a welcome addition to the strong team in LEOC."

Read Maj Gen Talbot Rice's final Senior Leader Comment in Desider on page 6.

MEDAL CEREMONY HELD AT ABW

More than 60 Commissioned Army Officers working at DE&S were presented with the Long Service & Good Conduct Medal at MOD Abbey Wood.

Until October 2016 the medal, awarded for 15 continuous unblemished service, was confined to soldiers only. However, the policy then changed to include officers.

DE&S Chief of Materiel (Land) Lieutenant General Paul Jaques presented medals to Director Land Equipment Robert Talbot Rice and Brigadiers James Daniel,

Colin McClean, Doug Gibson and Justin Stanhope-White before they, as a group, handed out the medals to all those present.

The Army Long Service and Good Conduct Medal was instituted by King William IV in 1830 and replaced by the long Service and Good Conduct medal in 1930 by King George V.

Brigadier Doug Gibson said: "It was a great honour to be awarded the Long Service & Good Conduct Medal and a pleasure to present them to the officers present."



ENGINEERING LEADS ESTABLISHED

DE&S has continued its investment in engineering by establishing 12 Technical Discipline Leads (pictured with Domain/Corporate Function Leads) to inspire and develop members of this pivotal function.

These Disciplines – including Science, Acquisition Safety and Environmental Protection, and Quality Assurance – will play a fundamental part in DE&S' delivery of safe, complex equipment and systems to the frontline.

The appointment of our Technical Discipline Leads will support our highly valued staff to maintain the expertise that is so vital to our capabilities.



Nick Overfield, Maritime Platforms Technical Discipline Lead, said: "To assist the Engineering function, a set of Disciplines have been defined with which members of the

function can associate. Led by a senior professional in that field, the Disciplines will support individuals in their professional progression through engagement, seminars, events, networking and

training – to name just a few.

"This is our opportunity to help shape our function and to benefit from the opportunities DE&S offers us through engagement in the Disciplines."

DE&S CEMENTS JFC RELATIONSHIP

General Sir Chris Deverell, Commander Joint Forces Command (JFC), and Tony Douglas, DE&S CEO, jointly signed the JFC Command Acquisition Support Plan 2017 (CASP17) last month at the Armed Forces Committee.

The CASP governs the relationship between JFC and DE&S in 2017/18 and 2018/19. It facilitates a business-like approach to the relationship between JFC and DE&S, with both parties working together in a transparent, constructive and knowledgeable way.

CASP17 represents the formal mechanism by which DE&S can be held to account by JFC and vice versa, and details how DE&S

will contribute to the delivery of JFC outputs through an agreed Programme of Work.

It encompasses a wide variety of equipment, services, logistics and support projects, reflecting the diversity of the JFC portfolio. Projects range from helicopters to asset tracking systems, CBRN (chemical, biological, radiological and nuclear) protection to unmanned air systems.

The CASP also provides consistent understanding throughout the customer and supplier organisations and will facilitate 'holding to account' conversations throughout the period at all levels of management up to 3* CASP customer reviews.



COMMERCIAL DELIVERY PARTNER



DE&S DG Commercial Nick Elliot has signed a contract for a new Commercial Delivery Partner to provide additional commercial resource and support innovation in the Function.

This new approach provides the flexibility to draw upon and release additional support according to business demand. The contract was signed with Paragon in April and, once implemented, will provide the Commercial Function with a trusted mechanism to bring experienced commercial personnel into the business quickly, deploy them flexibly and release them promptly when

the activities are completed or a vacancy is filled via recruitment. This will help the function meet the needs of the business in a more agile way.

The contract also provides access to resource to assist with the identification, maturing and delivery of approved innovation proposals to improve the efficiency and effectiveness of DE&S commercial operations and our business.

Having a Function Delivery Partner creates exciting opportunities for our business and work has now commenced to roll this out into the engineering and legal functions.

£260 million deal keeps Armed Forces safe

DE&S has awarded a £260 million contract to supply the UK's Armed Forces with the next generation of secure Identify Friend or Foe (IFF) technology.

The system, called Mode-5, has been developed by UK-based company Leonardo, and uses advanced cryptographic techniques and world-leading electronic technology to allow UK land, sea and air units to quickly identify friendly forces and operate safely alongside NATO allies across any battlefield.

The technology has been designed to give UK units a clear and secure view of potential threats and targets, providing a powerful cyber shield against jamming and interference intended to reduce vital situational awareness.

Robin Kelly, Mode 5 Project Manager for DE&S, said: "The Mode 5 project will deliver a critical new capability for coalition operations across a wide spectrum of in-service defence platforms. This ranges from short range surface to air missiles to the nuclear deterrent, and includes the Sentry aircraft, helicopters, warships, Royal Fleet Auxiliary and Watchkeeper Unmanned Air Vehicles.

"It requires close tracking of requirements, configuration control and the timely availability of platforms for upgrade. Therefore, successful delivery of Mode 5 is dependent on positive stakeholder engagement across DE&S delivery teams, industry and the Armed Forces user community; something the Mode 5 project team will be focussed on going forward."

The contract, which will sustain around 150 jobs in Luton, the West of England, Edinburgh and across the UK supply chain, will allow Leonardo to install the system in more than 350 units ranging from Royal Air Force's Sentry aircraft to the Royal Navy's Type 45 destroyers and the British Army's High Velocity Missile (HVM) multiple launcher system.

Less-advanced IFF systems have been used by nations all over the world since the 1940s. Mode-5 uses the same basic 'call-and-response' method as earlier systems, but significantly improves on them. Crucially, the system can easily interface with allied forces, reducing

the risk of 'friendly fire' incidents between UK units and the units of other allies.

DE&S Chief Executive Officer Tony Douglas said: "Advances in digital and cyber warfare mean that it's never been more important for UK military forces to have the kind of confidence in their situational awareness that Mode-5 IFF instils.

"The installation of this world-leading system will continue to give our fighting men and women a decisive edge on operations."

The new contract will cover the installation of Mode-5 on pieces of equipment that are in service already with the UK. New platforms coming into service in the future, including the Queen Elizabeth Class aircraft carriers, F-35 Lightning II combat aircraft and the new Apache AH64E Helicopters, are being fitted with Mode-5 under separate contracts over the course of their construction.

Ian Christie, acting Air Platform Systems (APS) team leader, said: "I have worked on the Mode 5 Project since 2006, which has frequently been challenging, but it is very satisfying to get to this point and see the plans come to fruition and where we can move forward with the Demonstration and Manufacturing Phase to deliver capability to the Front Line. This has very much been a team effort and we could not have got where we are today without the efforts of a highly focused Commercial Team and excellent engineering support, to pick out just a few."

—“—
 This £260 million contract for battle-winning technology builds on decades of operational experience to keep UK pilots, soldiers and sailors safe on operations.

Min DP Harriett Baldwin

—”—



Pictured: Mode 5 will be fitted to many systems, including Wildcat helicopters

The world tunes in to witness a giant set sail from Rosyth



Pictured: HMS Queen Elizabeth was carefully taken out to sea with the help of several tug boats

Pictured from top: A worker walks along the flight deck of HMS Queen Elizabeth, a colleague completes some finishing touches, a crew member relaxes in his sleeping quarters, a chef prepares potatoes in the galley, a view along the ski jump on the flight deck



DE&S praised on moment

The Captain of HMS Queen Elizabeth, the first QE Class aircraft carrier, has paid tribute to DE&S after the huge 65,000 tonne vessel set sail from Rosyth last month to commence sea trials.

Commodore Jerry Kyd takes charge of the 280 metre long craft as it spends an initial period of around six weeks at sea off the north-east of Scotland to test the fundamentals of the ship.

The sea trials will monitor speed, manoeuvrability, power and propulsion, as well as undertaking weapons trials and additional tests on her levels of readiness.

Following this initial period, HMS Queen Elizabeth will return to Rosyth for further testing and maintenance before heading back to sea for a second stage, which aims to test her Mission Systems.

She will transit to her home port of Portsmouth Naval Base to be handed over to the Royal Navy later this year.

Cdre Kyd told *Desider*: “I think, when you look at the journey undertaken so far to get

this aircraft carrier through her build process and going to sea, we can reflect on the many thousands of people who have and continue to work extremely hard on our behalf across the entire endeavour.

“This ranges from industry partners, through the Royal Navy and of course DE&S, who have done such a good job in supporting us.

“We have hit every major milestone really successfully and I can’t say how grateful I am as captain to DE&S and the team for what they have done on our behalf.

“These aircraft carriers are a step change. They are conventional strategic deterrents and will play a central role in UK Defence for the next 50 years.”

HMS Queen Elizabeth is the largest and most powerful warship ever constructed for the Royal Navy. The ship will operate with a crew of approximately 700, increasing to the full complement of 1,600 when aircraft are in operation.

HMS Queen Elizabeth’s sister ship, HMS

Prince of Wales, is structurally complete and is currently in the outfitting phase of her programme. The Class will be the centrepiece of Britain’s maritime capability. Each aircraft carrier, coupled with the F-35B Lightning aircraft, will form an integral part of the UK’s carrier strike capability. The vessels will transform the UK’s ability to project power around the world, whether independently or working closely with our allies, on operations ranging from high intensity warfighting to providing humanitarian aid and disaster relief.

Defence Secretary Sir Michael Fallon said: “This floating fortress is by far the most powerful ship ever built in Britain that will enable us to tackle multiple and changing threats across the globe.

“HMS Queen Elizabeth is an enduring example of British imagination, ingenuity, invention that will help keep us safe for decades to come. She is built by the best, crewed by the best and will deliver for Britain.”



Pictures: Andrew Linnett, Jack Eckersley and LA (Phot) Stevie Burke

us day



- Each carrier weighs 65,000 tonnes, has a top speed in excess of 25 knots and the flight deck is 70 metres wide and 280 metres long – enough space for three football pitches
- The carriers will have a crew complement of c.700, increasing to c.1,600 when a full complement of 36 F-35B aircraft and four Merlin Mk2 Crowsnest helicopters are embarked
- Each carrier keeps 45 days' worth of food in its stores and the entire Ship's Company can be served a meal within 90 minutes, 45 minutes when at action stations
- Each carrier is made up of 17 million parts and there are 364,000 metres of pipes inside each of the Ships
- 51 million hours have been spent designing and building the Queen Elizabeth Class.

“The atmosphere on board

Hundreds of DE&S staff have dedicated themselves

Here some share their thoughts on the historic moment HMS Queen Elizabeth

Vice Admiral Sir Simon Lister, Chief of Materiel (Submarines)

“HMS Queen Elizabeth sailing to conduct her contractor sea trials is a special moment. She is the culmination of many years of hard work and represents the very best that can be achieved when DE&S and industry work in partnership.

“Sea trials now marks the first real opportunity to put this outstanding capability to the test, and to demonstrate what the best of British engineering and manufacturing can do. Much remains to be done but the future is bright.

“For the next 50 years she will deploy around the world, demonstrating British power and our commitment to confronting the emerging challenges from a dangerous world. All of us should be rightly proud of our role in this national achievement.”



Captain Stephen Thompson Royal Navy – QEC Client Director deputy head in DE&S Ships Acquisition (Rosyth)

“The collective endeavour to achieve last month’s milestone not only from DE&S staff across all aspects of our business but also from industry alliance participants is truly humbling. The dedication shown by countless individuals made the day possible and it was an immensely proud occasion for all. Although this is a culmination of the collective effort, the journey has now begun for this capability to be fully ready to deploy over the next three years.”

Henry Parker, DE&S Director Ships Acquisition

“The carrier provides the UK with the ability to project power to almost anywhere in the world, usually in consort with allies, and also to do softer tasks like disaster relief and humanitarian aid. It will provide the Government with the ability to have its place on the world stage and remain a leading player.

“In terms of DE&S, this is one of the really big mega projects in the country. It has been going around 10 years and at its peak 14,000 to 16,000 people nationally were working on it.

“It is always an iconic moment when a ship actually sails for the first time. This is one of the really big milestones of such a big project.”



Pictured: HMS Queen Elizabeth moored up and ready to go just hours before its historic departure

and ashore was palpable”

s to the carrier programme.

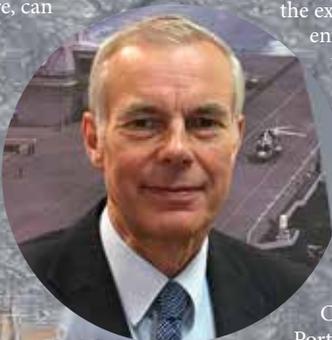
een Elizabeth left for sea trials

Mark Dannatt, DE&S QEC Head of Acquisition

“This day marked an historic event of national importance. The atmosphere onboard and ashore was palpable as this flagship of the future took to the high seas for the first time.

“With weeks of platform sea trials ahead of her, the Queen Elizabeth and her crew will be put through her paces as her numerous systems are configured, checked and optimised.

“A tremendous milestone has been achieved. The Aircraft Carrier Alliance, comprising BAE Systems, Babcock Marine, Thales and MOD and the thousands of people who have worked on the project, in the build yards and in the supply chain over the last decade or more, can justifiably be proud of their achievement. A striking symbol of naval power, she is visibly 'starting to do her job'.”



Adam Lydford – QEC Client Assistant Head in DE&S Ships Acquisition (Rosyth)

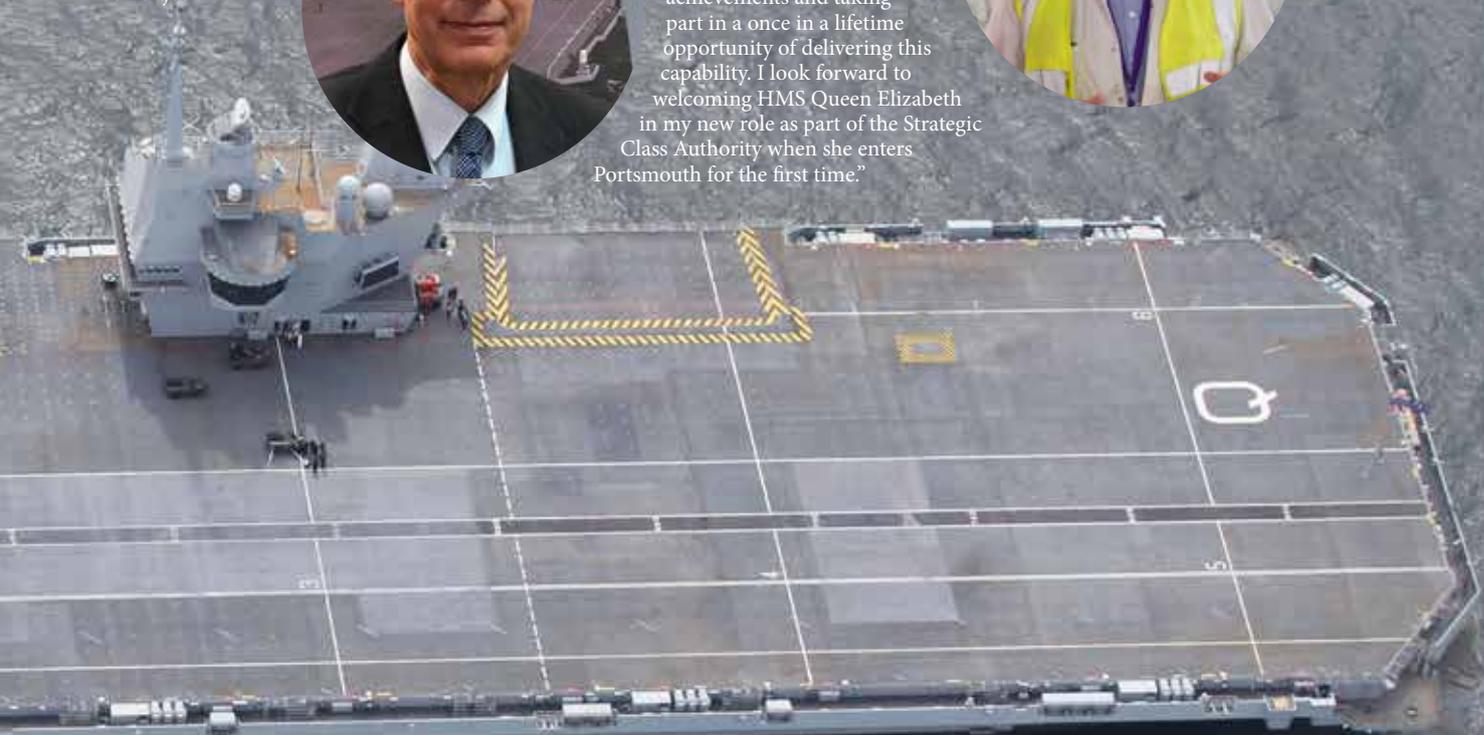
“As the Ships Acquisition lead on Marine Operations, working with SALMO as the project specialist advisor, I could say that the exit of QNLZ through the direct entrance and subsequent transit through the Forth bridges was a textbook operation. Everyone involved in the operation should be very proud of their achievements and taking part in a once in a lifetime opportunity of delivering this capability. I look forward to welcoming HMS Queen Elizabeth in my new role as part of the Strategic Class Authority when she enters Portsmouth for the first time.”

Douglas Pollock, DE&S Delivery Acceptance Team Lead with responsibility for QEC

“The small client team based in Rosyth and our larger team in Abbey Wood have all been working extremely hard over the last few weeks to ensure the ship sailed.

“So after such a big build up and the inevitable ‘will we, won’t we go?’ debate there was a sense of mounting anticipation and excitement.

“The basin exit looked very small so it was a great relief that the ship got through without incident and watching her go under the three Forth bridges at almost midnight was a huge thrill.”



Pictured: A RAF A400M Atlas test lands at Pembrey Sands



Sand-storming trials success

An RAF A400M Atlas transport aircraft successfully completed a series of spectacular test landings at a beach in South Wales.

The trial at Pembrey Sands Tactical Landing Zone was organised by the DE&S A400M Project Team, based at MOD Abbey Wood in conjunction with Airbus and the Royal Air Force.

The landings tested whether the A400M can use sand surfaces - all part of a programme expanding the aircraft's ability to operate from unprepared runways with significant amounts of cargo.

The trials, in late May, follow ones reported by Desider in October last year where the aircraft successfully undertook a series of landings on a pre-prepared dirt surface in Suffolk.

Air Commodore Stephen Wilcock, head of the DE&S A400M and Voyager Projects, said: "The successful trial at Pembrey demonstrates the growing maturity of the A400M Atlas programme.

"This achievement, building on the

clearance of cockpit armour, a Night Vision capability, a comprehensive defensive aids system, improved propeller gearboxes and clearances for a significant range of loads, Dangerous Air Cargo and complex weapons, underlines that A400M is now delivering significant capability to our Armed Forces."

The A400M Atlas is bridging the gap between strategic and tactical flying, being able to carry heavy loads direct from the UK into austere locations.

In the future, Atlas will allow the RAF to deliver lifesaving humanitarian aid equipment to remote runways in places such as the Middle East and Africa, direct from RAF Brize Norton.

This saves a great deal of time and effort, as currently the loads would have to be transferred from a C-17 to a C-130J, as was previously seen in Afghanistan from Kandahar to Camp Bastion.





Pictured: Vikash Patel and members of his team accept a CEO Commendation earlier this year from DE&S CEO Tony Douglas

Transformation Champions

The DE&S Special Projects Communications & Force Protection Team were recognised at this year's annual CEO Commendations for championing transformation.

The award, collected by team leader Vikash Patel, also recognised the team's role in being at the forefront of change, organisation design and setting up project controls capability, and actively sharing knowledge and learning from experience across DE&S.

The team covers a host of projects and service delivery activities for the Army Headquarters and Joint Forces Command, including procuring electronic countermeasures to mitigate threats such as those from Improvised Explosive Devices (IED's), a range of base surveillance capabilities and overt and covert communications capabilities.

With around 80 projects and in-service activities, a delivery team of more than 130 people and nearly a £1 billion turnover over the next 10 years, the team has come a long way since Vikash joined as team leader in January 2016.

Having previously operated to deliver large numbers of urgent operational requirements, one of the first challenges was to bring the team's focus back to core equipment delivery.

With transformation being rolled out in DE&S, Vikash decided to take the bull by the horns and encouraged his team to understand and adopt the changes in a positive way so they could start to function better and more efficiently.

The team were selected to take part in the Organisational Design pilot and started their training on the new ways of working so they could implement the processes and ideas ahead of time.

As part of this, Vikash set up a new governance structure which included establishing his team's projects control capability to ensure standardised management information across all their projects.

Vikash said: "For us, it was important not just to wait and have these processes pushed out to us – by being at the forefront and helping to design the processes, we stay ahead of the game and are able to feel much more included in the changes.

"I'm very proud of what the team has achieved and how it has adopted the principles and was prepared to embrace change. I am very lucky to have such a forward leaning team. Getting a CEO Commendation was a proud moment for us all."

To capitalise on the team's success, Vikash was asked to make presentations on what he had done to other team leaders and members of the Senior Leadership Team.

He said: "While not all teams will be in a position to implement the changes and new ways of working as quickly as we have, I would encourage them to be brave and jump in, even if they don't yet have all the answers. Equally, I would advise them not to be too hard on themselves if they don't get it right first time – this is all new for DE&S, and it will always take some tweaking to make sure we're using our resources and tools to best effect."

Case Study



"Transformation is truly wonderful!"

With 30 years of experience in the business, Dave Penlington (pictured above) heads up a team of 170 people working on the £7bn Warrior and Ajax fighting vehicles project. So he needed a compelling argument to divert his attention from business as usual activities. We spoke to Dave to find out what about transformation caught his eye.

"I could easily be very sceptical, but the more that I see of the change, the more that I do think it is truly transformational," he said.

"I wish I'd had a function development officer when I started 30 years ago that would have been able to take me through and develop me as a project manager.

"As a junior member of staff, that access to someone with experience is a huge benefit. And I want to make sure that my cadre truly do benefit from having me available for them.

"For example, I'm going to take them out of DE&S, I'm going to take them to industry and find exemplar behaviour and skills in industry and project management.

"The introduction of function development officers at DE&S gives each and every member of staff someone dedicated to developing their professional expertise and helping them progress within their functional specialism.

"The idea is that the more we develop our professional skills, the better we can serve our customers."

Dave also explained: "I'm a real fan of this idea of broad pay bands. I think the majority of people out there don't like interviews and the broad pay band means that you can come in, you can do a good job and you can get a fair reward.

"And that's why I think this transformation is truly wonderful and gets the biggest tick in the box from the biggest cynic out there."

To find out more about the benefits of transformation speak to your local change advocate or visit the transformation portal on the de&s intranet

Vice Admiral Sir Simon Lister



Brigadier Colin McClean



Major Fergus Sullivan



DE&S Birthday Honours

DE&S employees have again been recognised in the Queen's Birthday Honours, underlining the remarkable efforts made by staff in the organisation.

Vice Admiral Simon Lister, Chief of Materiel (Submarines) has been appointed a Knight Commander (KCB) of The Most Honourable Order of the Bath.

Brigadier Colin McClean, currently Vehicle Support Team Leader in the DE&S Land Equipment Operating Centre (LEOC), has been appointed a CBE. He takes over as Director Land Equipment in October following Major General Robert Talbot Rice's retirement.

He said: "It was a wonderful surprise to be told I was to be honoured with a CBE. Whilst the award was associated with my time in the Army Headquarters where I was leading on equipment matters, I genuinely believe it represents recognition of a huge team effort, end to end. From soldiers operating and maintaining equipment in the most demanding of environments through the Army Headquarters to DE&S and in to industry."

Elsewhere, **Colonel Keith Robinson**, a member of the DE&S Logistics Delivery Operating Centre (LDOC), **Bill Chrispin**, Deputy Head Programmes (Airseeker), and **Paul Russell**, Special Projects Information Systems and Networks (SPISN) team leader, have been awarded an OBE.

Keith said: "I was both genuinely surprised and truly honoured to have received this award. It comes as I leave the Army, after 30 years of fantastically rewarding service, with now a fantastic opportunity to continue in similar vein as a civil servant working inside the Logistics Delivery Operating Centre (LDOC) within DE&S. I am humbled and

seriously grateful to those that spent time and effort to secure the most prestigious send off one could hope to receive.

Bill added: "I was very pleased to receive this most welcome recognition in the Queen's Birthday Honours. As with nearly all the work we do in DE&S, success is built on close working within teams all pulling in the right direction, and I have been blessed to be part of such teams over my long career in the procurement business."



I am humbled and seriously grateful to those that spent time and effort to secure the most prestigious send off one could hope to receive.

Colonel Keith Robinson



Paul, who was awarded an OBE for this time as section head in DE&S Special Project Communications Information Surveillance and Reconnaissance (SPCISR), said:

"Finding out that I was to be awarded an OBE at the start of May was a very difficult thing to keep quiet as I was very proud my work within the Special Projects Community

has been recognised. It goes without saying that working with such a wide array of talented and focused people is a privilege, my award represents as much of a team as an individual effort."

Major Fergus Sullivan from Special Projects within the DE&S ISTAR team was awarded an MBE for his previous efforts setting up a new Reservist unit (105 Battalion REME) at Keynsham near Bath.

"I had incredible support from fantastic Warrant Officers, some of whom now work here in Abbey Wood. It was truly a team effort and I was just lucky and honoured that my name was put forward."

Warrant Officer (1) William McMillan of DE&S Support Enablers Operating Centre (SEOC) and **Flight Sergeant Simon Mobley**, part of the DE&S C-130J Project Team, were awarded the Meritorious Service Medal (MSM) – a silver medal awarded for distinguished service or gallantry.

Simon, who is based at RAF Brize Norton, said: "Now approaching 32 years of service and currently employed within the DE&S C-130J Project Team, I am immensely proud and honoured to be awarded the MSM. My present role sees me involved with the introduction of new equipment and capability enhancements to the C-130J. A role that not only challenges me, but one that has satisfying rewards, as I have sight of the benefits to the front line. However, I see this award as a recognition of my service career as a whole."

Finally **Staff Sergeant Ben Hartlebury**, of the DE&S Special Projects Multi Air Platforms (SPMAP) within Air Support, was awarded a Commander Field Army Commendation.



Audacious launched

Audacious, the fourth of seven highly-capable nuclear powered attack submarines being built for the Royal Navy, was launched from its site in Barrow-in-Furness, Cumbria.

The 97-metre long, 7,400 tonne submarine, which has been built by BAE Systems and was officially named at a ceremony in December last year, emerged from the site's giant Devonshire Dock Hall at the end of April.

The following day it was lowered into the dock water for the first time to begin the next phase of its test and commissioning programme, ahead of leaving Barrow for sea trials next year.

Stephen Rose, DE&S Submarine Programme Deputy Head, said: "The launch of Audacious is a significant achievement for the Astute programme and moves the platform one step closer to operations.

"The launch is always an exciting moment

in submarine construction and for me it represents the culmination of many months of tireless and coordinated effort across the enterprise.

"I'm very proud of all the teams of people who have helped make this pivotal event possible. It's a fantastic achievement and transitions the platform into the in-water phase, which is when Audacious really comes to life."

Featuring the latest nuclear-powered technology, the Astute Class submarines can circumnavigate the world submerged, manufacturing the crew's oxygen from seawater as they go. They also have the ability to operate covertly and remain undetected in almost all circumstances, despite being 50 per cent bigger than the Royal Navy's current Trafalgar Class submarines, which they are replacing.

Armed with Spearfish torpedoes and Tomahawk land attack missiles, Astute class submarines are the most highly-capable submarines ever built for the Royal Navy. They can strike at targets up to 1,000km from the coast with pin-point accuracy, are equipped with world-leading sonar capability and are powered by a nuclear reactor.

The first three submarines in the class, HMS

Astute, HMS Ambush and HMS Artful, are now in service with the Royal Navy, while the final three Astute class submarines are at various stages of construction at the Barrow site.

BAE Systems, the prime contractor in the Astute programme, is the UK's only designer and builder of nuclear powered submarines - one of the most complex engineering challenges in the world today. It is also the industrial lead for the Dreadnought programme, the Royal Navy's next generation of nuclear deterrent submarines. Construction of the first of four submarines, named Dreadnought, began last year.

The company's submarines business employs approximately 8,500 people and spends more than £300 millions per year with over 1,000 direct suppliers - 85 per cent of whom are based in the UK.

Will Blamey, BAE Systems Submarines Managing Director, said: "Today's launch marks an important milestone in the Astute programme. Audacious enters the water in a more advanced state of build than any previous Astute class submarine, which puts us in a good position for the next phase of work - the testing and commissioning of her complex systems.

"Designing and building a nuclear-powered submarine is extremely challenging and today's launch is yet another reminder of the unique skills required to deliver such complex programmes. It is a proud day and we now look forward to working alongside Audacious' crew to prepare her for sea trials, before she joins her sister submarines in service with the Royal Navy."



Pictured: The Minister met with DE&S Reservists when she visited MOD Abbey Wood last month



Picture: Andrew Linnett

Supported unreservedly

Minister for Defence Procurement Harriett Baldwin MP met with DE&S staff who serve as Reservists in the Army, Navy and Royal Air Force when she visited Abbey Wood.

The Minister organised the meeting to mark Reservist's Day and wanted to hear their views on how easy it is to balance their day job within the organisation with being a Reserve.

The Reserve Forces make up approximately one sixth of our Armed Forces personnel and as such are integral to protecting the nation's security at home and overseas.

Reserves Day sees thousands of civilian staff wear their military uniform to work to celebrate their commitment to the Reserve Forces and is an opportunity for the hundreds of employers across the country to recognise their Reservist employees.

At DE&S there is a drive to get at least two per cent of the work force as Reserves.

Ten DE&S staff who serve in the Reserves met with Mrs Baldwin in the CEO Board Room where she asked them whether the organisation supported them.

Evert Martin, an Army Reserve from the DE&S Special Projects team, said: "I could not ask for any more. I have friends who work at other companies that are Reservists and they do have problems but here you get so much support. We having nothing to complain about."

Iain McCallum, of the DE&S Apache Project team, is an ex regular in the Navy. He said: "I have to travel to RNAS Culdrose and my boss

—“—

The primary reason I joined DE&S was the support the organisation offered to people who wanted to become a Reservist

Bradley Fletcher, DE&S Air Support

—”—

is very accommodating. You would have to look very hard to find a problem with being a Reserve here – DE&S is very supportive."

Bradley Fletcher, of DE&S Air Support, said he has just started his journey in the RAF Reserves.

"The primary reason I joined DE&S was the support the organisation offered to people who wanted to become a Reservist," he said.

Sarah Luton, from the DE&S Corporate Services Team, has been a member of the Royal Navy Reserve for eight years. She said: "I think the business realises the benefits because it definitely gives you transferable skills and is good for building your confidence."

Jay Waller, of DE&S Ships, is an ex regular in the Army as a Royal Engineer.

He said: "I didn't think I would join the Reserves but was talked into it and found it very enjoyable. DE&S have been really supportive and recently been given leave to travel to Eastern Europe."

Harriett said: "What I am hearing from all of you that DE&S is a very attractive employer if you are, or want to become a Reserve, and that is excellent news from both a recruitment and retention point of view. I'm also hearing that combining your career with the Reserves is positive in terms of the transferable skills you are learning both in your job and vice versa.

"For me this is an incredibly powerful and positive message. We are just so grateful for what you do as Reserves and we are always keen to know what we can do to help you do what you do on behalf of your country."

Benefits of being an Armed Forces Reservist Excellent pay and travelling expenses, as well as helping you develop transferable skills, increase your self-confidence and travel abroad to work alongside Regulars and Reserves from other services.

Roles are available from 18 right up to 54 years (dependent on service you join) Thinking about joining? Visit <http://www.royalnavy.mod.uk/navyreserves> <http://www.army.mod.uk/join/26681.aspx> <http://www.raf.mod.uk/rafreserves>

—“—
 Innovation in DE&S is about empowering people to think, challenge and look at how we can do things in a better way. It's about DE&S getting better at getting better

DE&S CEO
 Tony Douglas

—”—

Inspiring Innovation the D

DE&S held Inspiring Innovation 2017 last month, the first ever event of its kind, in a key step in the implementation of the DE&S Innovation Strategy.

The two-day event, which took place at Abbey Wood on May 17 and 18, was opened by DE&S CEO Tony Douglas, who outlined the importance of Innovation to the organisation.

He said: "Innovation in DE&S is about empowering people to think, challenge and look at how we can do things in a better way. It's about DE&S getting better at getting better."

The exciting line-up of keynote speakers, including experts in the field of innovation and

business change, was well received, with a wide range of subjects and perspectives.

A number of thought-provoking workshops were held around site on topics which underpin innovation, particularly in areas of collaboration and applying new technology and different ways of thinking to how tasks are approached. These included a hackathon facilitated by Amazon and a workshop with Ed Oates from the Royal Navy covering the 'gamification' of feedback, aimed at increasing the use and depth of user-collected data.

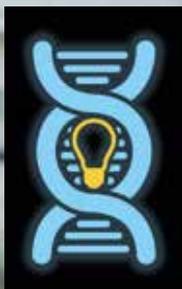
Represented at a large market stall event were 76 DE&S and external teams, where staff came together to celebrate, share and discuss

innovation in projects, products and thinking.

Paul Clarke, Chief Technology Officer of Ocado, said: "It's always really interesting and instructive to step into a completely new problem domain; it helps disrupt one's thinking."

Holli Kimble, DE&S Innovation Strategy Lead, encouraged staff to keep up the momentum, saying: "Keep an eye out for continuing opportunities to get involved and keep sharing stories of good practice. Let's keep taking the initiative and identifying better ways of doing things".

Over the next few months an Innovation Portal will be launched on MODNet alongside



850

Keynote attendances



76

Teams represented through Market Stalls



350

Grumpy Mule free cups of coffee



650

Books distributed across 15 sites



10,482

Intranet hits



Picture: Jack Eckersley



E&S Way

a revamped ideas scheme where suggestions for innovation, digital or GEMS ideas can be submitted.

Further workshops will also be run, to discuss the books that were distributed as part of the event and to tackle hot topics, such as Additive Manufacture (3D printing) through establishing a DE&S community of interest.

For more information contact DESTECH-InnovationStrategy@mod.gov.uk.

HMS Albion back at sea

DE&S has been praised by the captain of HMS Albion which is returning to sea after being in extended readiness in Devonport for almost six years.

HMS Albion, one of the Royal Navy's largest and most versatile warships, has completed an extensive £90 million mid-life technical upgrade project managed by the DE&S Ships Support Team.

The capability improvements are significant and necessary and will allow the ship to serve well into 2030s. During the refit 110 improvements have been made. The most significant being the state-of-the-art Phalanx defensive Close in Weapon System, a new propulsion cooling system to allow the ship to operate more effectively in warmer climates, upgraded surveillance radar and combat system computer brain to manage all the weapons and systems.

The ship's Captain, Tim Neild, said: "My crew and I are extremely proud to take HMS Albion back to sea. The ship looks amazing and is a credit to Babcock Marine, the Defence Equipment and Support organisation and the plethora of defence contractors.

"Becoming the UK's very high readiness amphibious ship is tantalisingly close and we very much look forward to getting stuck in to the trials programme and rejoining the front line fleet."

Captain Laurence Jarvis, DE&S Warship Support Amphibious team leader, said: "HMS Albion has achieved every milestone ahead of schedule, including sailing three days early to

—“

I look forward to this maintaining team effort to deliver HMS Albion back to Royal Navy service as the Very High Readiness Amphibious Platform and future fleet flagship, completing this hugely complex project to cost, high quality performance and time.”

Captain Laurence Jarvis, DE&S Warship Support Amphibious team leader

—”

conduct Sea Acceptance Trials.

"This success is founded upon the excellent 'Team Working ethos' established between Warship Support Amphibious Strategic Class Authority (SCA), numerous DE&S Equipment Authorities (EAs), the Amphibious Class Output Management (COM) and Babcock

Marine, the industry provider.

"I look forward to this maintaining team effort to deliver HMS Albion back to Royal Navy service as the Very High Readiness Amphibious Platform and future fleet flagship, completing this hugely complex project to cost, high quality performance and time."

In late 2011, HMS Albion was placed at extended readiness, following the decision by the UK Government in the Strategic Defence and Security Review to operate one of two amphibious ships at any one time.

In 2015, after DE&S signed a contract with Babcock Marine, work began on the ship's rejuvenation. In one of Devonport's largest dry-docks, Albion rested temporarily whilst her hull was inspected, and major invasive structural work and re-preservation of the paint scheme was undertaken.

Twelve months later, she was refloated and moved to the non-tidal basin, at which point the propulsion and weapon systems were brought alive.

In January of this year, 350 sailors and Royal Marines of her ship's company moved back on board and in March the ship was moved to her home berth at Weston Mill in Plymouth.

Neal Lawson, DE&S Director Ships Support, said: "HMS Albion's upgrades mean she will continue to serve the Royal Navy for many years to come. Thanks to the excellent collaborative working across DE&S, the Royal Navy and our industry partners, the programme has been delivered ahead of time and on budget and HMS Albion will soon return to the fleet as a cutting-edge warship, ready to resume operations in defence of the UK's interests."

HMS Albion is now undertaking an intensive sea trials package to confirm performance of all her systems, followed by operational sea training.

Pictured above: HMS ALBION sails from HMNB Devonport for the first time since its refit



French visit for CEO

DES CEO, Tony Douglas, visited the Charles de Gaulle refit as guest of his counterpart in the Direction Générale de L'Armement (DGA), M Laurent Collet-Billon. The visited reciprocated one that the CEO had organised for M Collet-Billon to see the UK Queen Elizabeth Class Carrier Programme at Rosyth in April 2016.

The Charles de Gaulle is undergoing its second major overhaul in Toulon. The refit is planned to take 18 months and will see an upgrade to the mission control system, prepare the Carrier for operations with an all Rafale wing and refuel the nuclear propulsion system. The Ship is due back out for sea trials in the summer of 2018, with a return to operations from 2019.

The ship's company form around 50 per cent of the refit's workforce, which adds valuable continuity and will ease the route back to service through sea trials. Mr Douglas commented that "Charles de Gaulle is an impressive aircraft carrier and this refit is an excellent example of what can be achieved when the services, supplier and industry work closely together to deliver premier league capability".

While in the region, the CEO took the opportunity to visit other significant defence related sites. These included Airbus Helicopters in Merignac, where he was briefed on the H160 helicopter. The H160 has recently been selected for the Light Interservice Helicopter Programme to replace the French military light helicopter fleet from 2024. He also saw a static display of VSR700, the Airbus unmanned rotary aerial system which is scheduled for

first flight in 2018. Subsequently, he visited Dassault's flight test and system integration capability in Istres and had the opportunity to review the nEUROn programme; their experimental Unmanned Combat Air Vehicle (UCAV) being developed under international cooperation.

M Collet Billon also has responsibility for French test and evaluation sites and Mr

Douglas visited both the DGA flight test capability in Istres and the naval test range in Toulon/St Mandrier. At the end of the visit in April Mr Douglas commented that "this has been a valuable opportunity to see capabilities complementary to those being developed in the UK and develop his understanding of areas with the potential for future exploration to mutual benefit".



Pictured above: Tony is shown around the airport with Laurent Collet-Billon (nearest camera); below: Tony is welcomed at the airport on his arrival



Reaching out to find the bright

The DE&S Outreach Programme, launched earlier this year, has seen employees use the framework to further their career prospects and raise awareness around the opportunities available at DE&S to the wider Bristol and South Gloucestershire community.

The initiative covers many issues including increasing the number of Black, Asian, and Minority Ethnic (BAME) staff at DE&S, encouraging females into Science, Technology, Engineering and Maths (STEM) within schools, and driving central government direction on social mobility.

Lee Silver, DE&S Diversity and Inclusion team leader, said: "We have put in place a framework that gives employees the opportunity to go into their local communities and give something back.

"It is essentially a catalogue of services and initiatives where employees can go both to

help, and to learn new skills that will benefit their own professional development.

"This very much feeds into developing DE&S Way behaviours and becoming ambassadors for DE&S.

"If you want to progress into a leadership role, go into a school and learn how to lead a team, support teachers, perhaps as a STEM ambassador.

"This will also help us spread the word of DE&S into less connected communities that may never have heard of us and are totally unaware of the exciting opportunities available.

"We know diversity increases organisational performance and research shows often the best talent comes from raw potential rather than well groomed polished students. Here at DE&S we are looking to open up new channels to help attract local talent from more diverse communities and will be getting into specific local schools and communities hoping to

inspire people and tap into the huge talent that is there."

Sam Cherington, DE&S Diversity and Inclusion Outreach Consultant, added: "The Big Bang Fair is one of a number of initiatives we want staff to get involved in to inspire the next generation of employees. This year we enjoyed huge engagement reaching the 80,000 student attendees.

"The goal is to have a framework that helps staff explain what we do, the exciting opportunities we have here and career profiles on staff to illustrate just why DE&S is such a great place to work."

The Inclusion, Diversity and Outreach team leading the outreach programme was established in 2017 to drive forward a broad agenda to make DE&S a better place to work, a more competitive employer and ensure that every individual can achieve their potential.

"It's an incredibly rewarding area of work,"



The Diversity and Inclusion Outreach team (L-R) – Lee Silver, Laura Borelli, Sam Cherington, Precieuse Hali and Zahoor Ahmad

Picture: Jack Eckersley

A case in point - The Big Bang Fair

DE&S Fast team members Sergeant Steven ‘Baz’ Hendry and Amarjit Singh (pictured above) attended the Big Bang UK Young Scientists and Engineers Fair in Birmingham with a Mk10 Tornado ejection seat hoping to inspire seven to 19-year-olds.

Baz said: “The younger kids were fascinated by it and asked a lot of questions, which was great. Seeing that enthusiasm for something you are so passionate about is very satisfying. The queues were absolutely huge at some points during the day and we even had to train up one of our apprentices so they could help cope with the interest.

“I think having a piece of kit like we did really brought engineering to life for them and they were climbing over each other to get into the seat. You could see their eyes widen when you said pull this and you would be 200ft clear of the aircraft in 1.3 seconds.”

Amarjit said: “I got involved because it was something I needed to get involved in to help me towards my chartered engineering qualification and I’m really glad I did.

“It was a great opportunity to chat with the children and their parents about careers in engineering at DE&S, explain the graduate programmes and offer advice. Being given the opportunity to open their eyes to engineering was a privilege.

“It also helped my development, because taking all the high level knowledge you have and deciphering it so young children can understand it was a challenge, and one that I enjoyed.

“I’d definitely recommend it to other staff, because it’s a great way of promoting DE&S, boosting your confidence, networking with other professionals and broadening your skills.”



test talent

said Zahoor Ahmad, Diversity and Inclusion Adviser.

“No two days are the same. The scope and nature of DE&S means that the range of areas we get involved in are broad, from measuring the impact of new policies and programmes to supporting events and campaigns or working with broad employee networks. It is all designed to do one thing – improve the organisation. Improve it as place to work, improve its ability to deliver on its objectives, and ensure its continuing success into the future. It’s an area that touches everybody’s working life in some way, and when done well, it can have huge benefits.”

If you would like to know more about outreach email DESHR-Outreach@mod.gov.uk or find information on Inclusion, Diversity & Outreach on the DE&S HR portal.



Here at DE&S we are looking to open up new channels to help attract local talent from more diverse communities and will be getting into specific local schools and communities hoping to inspire people and tap into the huge talent that is there.

Lee Silver, DE&S Diversity and Inclusion team leader



Pictured: DE&S CEO Tony Douglas outlines the Talent Schemes



- **Catalyst Senior Leader Scheme: Individuals with the potential to operate in the most senior leadership positions.**
- **Advance Team Leader Scheme: Individuals with the potential to manage the delivery of our most complex programmes, projects or portfolios**
- **Associate DE&S Fellowship Scheme: Individuals with the potential to become our deepest technical experts.**

DE&S talent schemes launched

Three new talent schemes have been launched at DE&S, aimed at identifying those with high potential and developing them into our leaders and specialists of the future.

The schemes – Catalyst Senior Leader, Advance Team Leader and Associate DE&S Fellowship – will support a high-performing culture within the organisation by identifying and mentoring those who demonstrate high potential characteristics, such as mental agility, resilience and ambition.

At the launch, CEO Tony Douglas praised the new schemes, saying: “I am delighted that we have three very well designed talent schemes which emphasise the need to develop those with high potential into our leaders of the future, and recognise how important positive mental energy is in enthusing the business. These schemes will play a pivotal role in evolving our workforce to ensure it is sustainable over time.”

Mark Geoghegan, Chinook Project Team Leader – Catalyst Scheme

“The CEO’s address at the launch event was powerful, not only placing his emphasis on the importance of the talent schemes, but also sharing his own personal experience of similar schemes which



have helped him to get where he is today. I felt energised to start acting on the outreach and project ideas straight away.

For me, it’s not about getting a promotion – it’s more about my personal growth and development, and giving me the opportunity to give something back.



Brad Scott, Senior OHSE Assurance Manager for Defence Munitions – Advance Scheme

“I’ve worked within DM and DE&S for the past 24 years and am always willing to embrace new opportunities, which has put me in good stead as I progress my career. I believe this scheme offers the potential to push myself outside my comfort zone and learn additional skills instrumental to the business.

“The three modules will help me focus not only on managing others, but also on understanding myself and my management style so I can make sure I tailor the way I communicate with my team and stakeholders.

“It’s vital that we continue to develop our own leaders through the schemes so that they have not just the relevant business experience (the what), but they are also entrenched in our culture and DE&S values and behaviours (the how).”



Lucy Collins, Propulsor Lead for Naval Authority Group – Associate Fellowship Scheme

“For me, the overall message of taking ownership and being accountable really stood out. There was a clear message that we all have our part to play, irrespective of our role within the organisation, and we should embrace all the opportunities that are given to us.”

“To me, it seems like this is a real push to support and develop specialist talent within DE&S.

“I’m hoping it will help me to progress within my current specialism and support me in taking my career where I want it to go. I’m already undertaking a part-time PhD in the field of submarine design, and I believe the scheme will provide me with further opportunities to deepen my knowledge.

“The launch event reinforced the need for reflection on where I want my career to go and really made me think about how I want to make the most of my time in the organisation. “I would definitely encourage other people to investigate all three schemes – they encourage you to challenge yourself to get the most out of your personal and professional development.”

Entries for the 2018 talent schemes will open in autumn and further information about what the schemes involve and how to apply will be available on the intranet at that time.



Picture: Jack Eekersley

DE&S Safety Day 2017

DE&S staged another highly successful Safety Day last month, an annual event aimed at reinforcing our safety culture and sharing good practice across the organisation.

Under the banner 'PRESSing for Safety', the event offered a wide range of exhibits, conferences, displays and workshops held across all parts of DE&S.

Now in its third year, Safety Day was again organised by a committee of dedicated individuals led by the DE&S Quality, Safety & Environmental Protection (QSEP) Team. Team Leader John Allan said: "The Safety Day Committee recognise that all teams are busy and would like to extend a huge thank you to all of those who took the time to focus on safety to help us to further embed our safety culture."

Amongst the activities available for staff to participate in were a series of drama-style workshops delivered by the Garnett Foundation, a presentation by the Great Western Air Ambulance and talks on subjects ranging from submarine safety to 3-D printing and deployable foods.

Air Marshal Julian Young, Chief of Materiel (Air) and Chair of the DE&S Safety Committee, said: "The main focus of today is to demonstrate DE&S' commitment to safety at all levels throughout the organisation, and to promote a 'just' safety culture where

trust informs open reporting and a positive behaviour towards promoting safety.

"We all have a role to play – whether it is ensuring our own personal safety within our working environment, the safety of our colleagues or those on the Front Line who use the equipment and services we provide."

Bringing the event to a close, CEO Tony Douglas thanked everyone for the positive manner in which so many had participated in Safety Day 2017, and asked them to share the lessons they had learnt from Safety Day amongst their friends and colleagues. He explained how his own attitudes to safety had been shaped by experiences throughout his career, and recalled incidents from his time as an apprentice, when the focus on safety was far less developed.

"For me, there are two key aspects around safety that we have to address", he said. "The first one is the need for everyone to be conscious of safety, the role we all play in protecting both ourselves and others. The second one is about embedding a positive safety culture, a culture where people feel empowered to act when they see something that isn't right, not walk by. That's so important, because what you walk by becomes what you accept."



Pictured top to bottom: One of the market stalls available during the day, staff take a look at safety equipment and MOD police who got involved during the event



CEO Commendations

MOD Main Building welcomed DE&S staff in May for the CEO Commendation Ceremony. Congratulations to all the DE&S staff who were recognised

DE&S teams and individuals have been recognised for their extraordinary efforts at the CEO Commendation ceremony in London.

The event at Main Building showcased some of the exceptional work that our DE&S colleagues carry out, to ensure that we equip and support our Armed Forces to such a high standard.

CEO Tony Douglas opened the event saying: “When we held this event last year I thought it was absolutely brilliant. It is extraordinary what you and your colleagues have been involved in.

“It is important to note that this celebration is not just about the people here, but also the many other people back within DE&S and the other teams as well. There are too many to mention that have also done some frankly remarkable things.

“You are amazing people and you do amazing things. I want to start off by giving a huge thank you from me and the Executive Committee.”

Tony handed out winners certificates and gave congratulations and thanks to the teams and individual winners; there was a real sense of pride in the room and all awards were received with rapturous applause.

The vast nature of the work that DE&S

carries out was perfectly reflected and tribute was paid by DE&S senior managers and customers, including:

- **Customer, Gp Capt Steve Bentley** - JFC Cap SP Dep Hd, congratulated the Falkland Island Search & Rescue and Support Helicopter Team for their hard work, perseverance and high quality output of the Project Team and of PTs across DE&S. This award recognises the team's role in establishing a contractor operated service, on time and under budget for the continued provision of essential Search and Rescue and Support Helicopter capabilities in the Falkland Islands until 2026.
- **Customer, Col Nigel Allison** - Army SpLog Pol Plans AH, paid tribute to Army Contingent Operational Stocks Team. This award recognises a composite team from across many operating centres and project teams that has effectively re-built, from scratch, in 12 months the full suite of the Army Contingent Operational stocks. He added: “Your task has been one of national importance and you have collectively demonstrated exemplar innovation and drive. Furthermore, you have demonstrated behaviours that are inspirational to your peers across DE&S.”

- **Customer, AVM Malcolm Brecht** – Air Cmdr COS Cap, praised the New Sentinel Contract Delivery Team for their role in responding to an urgent need to set up and negotiate a new support contract for the Sentinel fleet. Innovative, accountable and customer facing the team leveraged all opportunities to secure contract signature by the required date, showing energy, determination and ambition to assure continued support for the aircraft. He said: “It was an outstanding performance by the whole delivery team and I speak on behalf of the RAF capability area, the force headquarters and the squadron in saying thank you.”

In Tony's closing remarks he again congratulated winners saying: “Sincerely I do not possess enough superlatives to express the remarkable work that goes on, that you, your teams and your many colleagues who are not here today do. The commendations are a very appropriate way of acknowledging those kind of remarkable projects and it is simply a very modest way of saying you are outstanding, truly remarkable and exceptional in every way, which is what makes you and DE&S such a remarkable organisation.”



Falkland Island Search & Rescue and Support Helicopter Team



Contingent Operational Stocks Team



Sentinel Contract Delivery Team

Individuals

- Mr Andrew Wright – British Forces Post Office
- Mr Scott Pickard – Special Projects Intelligence, Surveillance and Reconnaissance
- Mr Stuart Derby - Special Projects Intelligence, Surveillance and Reconnaissance
- Lt Col Nick Heath – Defence Support Chain and Operational Movements
- Miss Lisa Young – HR Workforce Planning and Recruitment Team

Teams

- DE&S Security Advice Centre
- Special Projects Communications & Force Protection
- Ground Based Air Defence – Falkland Islands, Test and Reference Facility
- Voyager Team
- New Sentinel Contract Delivery Team
- Crowsnest Contract Award Team
- Falkland Island Search & Rescue and Support Helicopter Project Team
- Sea King Support Authority
- Submarine Combat Systems Team
- UK Demonstration and Shakedown Operations 11 Team
- HMS Victorious Missile Hydraulics Response Team
- Technology Office – Unmanned Warrior 2016 Team
- Defence Standardization Team
- DE&S Ships – Warship Support – Type 45 Team
- Paveway IV Team
- Dülmen Site Closure Team
- Team Agile Capability for UK Test & Evaluation Team
- Defence Munitions (Capability Development) – Customer Supplier Interface (Industry) Team
- Defence Munitions Kineton Explosive Risk Assessment Team
- Army Contingent Operational Stocks
- Tactical Hearing Protection System Project Team
- Base Inventory Warehouse Management Services Team
- DE&S Commercial Data Cleansing Team
- Protector Team
- DE&S FAST TyTAN Team
- TUCANO Team
- UKMFTS Programme Team



On apprenticeships, girl power and taking a break from technology

Helen Wheatley was the MOD's first female engineering apprentice in Malvern, and she now works as a Portfolio Manager within the UK Military Flying Training System (UKMFTS) team, which includes Hawk – one of DE&S' Exemplar projects

Overview of your career?

I've been in the MOD since I was 16 years old. I joined as an electronics apprentice at the Royal Signals and Radar Establishment (RSRE) in Malvern, which in 1982 was quite a novelty for girls. In fact, I was the first female apprentice they'd ever had. I had the opportunity to work on some cutting-edge technology and, following my apprenticeship, I worked in the labs and Engineering Services Division. In 1988, I joined the Electronics Branch REME, where I looked after the Rapier Ground to Air missile system and then worked for the Commanding Officer, where I learned a lot about policy and dealing with customers.

In those days, the Procurement Executive was moving out of London. I applied for a job in the Defence Procurement Agency, DE&S' predecessor, and I was one of the first people to move into Abbey Wood. I have worked in many different teams, including ISTAR, Astute, Director Technical and Unmanned Air Systems, as well as a very small project team in charge of countering Improvised Explosive Devices (IEDs) during the conflict in Afghanistan. I currently work in the UKMFTS team as the training aircraft Portfolio Manager, which includes supporting the Hawks flown by the Red Arrows.

What does your role involve?

My responsibility is, first and foremost, to make sure our aircraft are available and safe, and that they meet the requirement for training pilots. I also deal with any changes the aircraft might need, balancing taking them out of service for any modifications with the need to have enough available for training.

You were the first female engineer in Malvern. What attracted you to that kind of role?

I actually started from the position of what I didn't want to do. In 1982, unemployment was very high and any job you could get was good.

Opportunities for women were very different from today, and none of the more 'traditional' options appealed to me. My sister had already become an apprentice engineer at a car factory, and I was interested in this new thing called computing and electronics. I got accepted in several apprenticeship schemes, but I chose the MOD because it offered me the best long-term prospects. The MOD has since paid for all my qualifications – including my Systems Engineering MSC and the qualifications I needed to gain my Chartered Engineer and Registered Project Professional registration – and I feel very lucky that they've supported me in that way.

How was it like to be the only and first woman in your year?

I was a novelty! I didn't know what to expect, because I had never thought about it before – I don't think I expected to be treated differently, but they didn't really know what to do with me. There was a lot of press going on and, because I was the girl, I was always at the front and centre of every photo. Back then, the guys had no concept of what was going on, but looking back even they are a bit shocked about things that today wouldn't be acceptable any more. However, you can't judge the past with today's eyes. Things have changed a lot since then, and most of it just passed me by – I got on with my job, and I came out as the first in my class.

How important to you is teamwork?

I'm not aware of anything in DE&S that you can achieve without the people around you. And as you go further up, you realise more and more that, if you're spending time doing things yourself, you're doing it wrong – you need to be enabling those around you to deliver. At my level, your job is to set the vision, making sure good practice is there and helping the team get to the right place. I love working in a high performing team – I push

them hard and celebrate their successes – and I am very pleased that Hawk is one of the DE&S Exemplar teams.

How have you received transformation?

I couldn't wait! The new ways of working for Project Controls is what we should always have been doing. We are trying to move a mammoth ship, and it's going to take time, but I'm looking forward to the benefits it's going to bring. I couldn't be more positive about it, because it fits with my set of values of how we should be working.

What might surprise people about you?

Considering my entire career has been very technology-focused, I'm actually a bit of a technophobe. I don't have a social media profile or a smartphone. I consciously leave my phone behind to give me 'head space'.

What do you enjoy doing in your spare time?

I'm a gardener – I grow roses. I also enjoy live music and going to the theatre – everything from Shakespeare to musicals. At the weekend I go hillwalking with my dog for hours on end.

“ Opportunities for women were very different from today, and none of the more 'traditional' options appealed to me ”

Supporting the fleet's gun systems

A £15 million contract has been signed by DE&S to provide support for the Royal Navy 30mm Gun Systems.

The Small Calibre Gun System and the Automated Small Calibre Gun enable the Royal Navy to defend itself against attack from small craft while carrying out the world-wide tasks of peacetime policing and patrol duties.



Pictured: A Type 23 frigate on which the system (below) would be fitted

The two year contract was secured by the International Guns, Missiles and Rockets project (IGMR) team with Norwich based MSI Defence Systems Ltd, who act as an agent of MS International plc. It covers over 73 Gun Systems and 40 Target Designation Sights fitted across the fleet in both UK ports and those deployed overseas.

Commander Mark Guy, Maritime Gunnery Systems Group Leader, said: "The DE&S team within IGMR and MSI have worked tirelessly over the last year to ensure this contract not only provides excellent value for money for the MOD, but also delivers the support necessary to ensure this key weapon capability remains fully operational for Royal Navy front line units."

Support work by MSI Defence Systems includes providing assistance to the ship's staff with maintenance and defect repair, equipment health checks and the provision of stores, and will be carried out either in Norwich, alongside in UK ports or whilst the ships are deployed.

The contract will sustain around 30 highly skilled jobs with the company.

The Small Calibre Gun System is fitted to the Type 45 Destroyers, while the Automated Small Calibre Gun system is fitted to all 13 Type 23 frigates, HMS Ocean and RFA Wave Ruler, enabling the fleet to protect itself if

under attack from small craft, including powerboats and jet-skis variably equipped with short-range missiles, rockets, grenades, machine guns or explosives.

It is also planned to fit the system to the two Queen Elizabeth-Class aircraft carriers, MARS tankers and Offshore Patrol Vessels.



CASE STUDY

Bradley Fletcher from the Air Commodities Team gives his insight into the benefits of working for DE&S

Name:

Bradley Fletcher

Job title:

Project Manager in the Air Commodities Team

How long have you worked for DE&S?

12 months

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

I've wanted to join the RAF since I was 12, but as can sometimes be the case, starting a family came first and I decided to pursue a life on 'civvy street' instead. After three years of studying for an Aerospace Engineering degree and five years working for a large engineering firm I still hadn't satisfied the itch that came from serving in HM Armed Forces, so I made the decision to join the RAF Reserves. I can't think of a better employer to support this than DE&S. The opportunities to progress, flexibility and challenging work are second to none.

What does your role entail?

I've been leading the development and implementation of Spiral Toolkits (part of DE&S transformation to further improve how the organisation operates) for the Air Commodities Team. As a recently established sub-portfolio, there have been many new processes and products that have been trialled on Spiral projects to the stage that they are now ready to become business as usual activity. The role has been challenging due to the steep learning curve of getting used to how the acquisition lifecycle works, but it has also given me a broad understanding of how we can get better at delivering projects efficiently.

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

The new role profiles have made sense to me and made it easier to focus my development based on the Association for Project Management (APM) competencies. As a result, I'm confident that I'll be moving up a level soon ready to face a new challenge within a new team. I am hoping to focus my time on a Project Portfolio Management (PPM) Master of Science (MSc) in a couple of years.

What do you most enjoy about your job?

I work with a great team who are committed to supporting Front Line Commands and who I look up to. I can always rely on their support and guidance when I need it. The impact of having peers working towards a common cause is something that I now very much appreciate. I also have been able to support the development of the newly established Next Generation Network, of which I am currently the Chair. I really enjoy being able to apply myself in supporting and developing other early career professionals within DE&S. I think it is an unsung benefit that anyone can get involved in these networks, regardless of your grade or function.

What's your ambition?

I want to become a capable, proactive and dependable project manager. To me, that means being able to draw experience from across the supply chain, all the functions that make up DE&S and the product lifecycle itself. A good project manager needs to be a Jack of all trades, and be responsible for making sure that the product they deliver is fit for purpose and represents good value for money. I want to lead by example.



Picture: Jack Eckerley

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

I've been responsible for delivering all the Toolkit Deliverables for Air Commodities Spiral 2 & 3 Projects as part of DE&S transformation. That's five projects, 90 deliverables and 15 business as usual procedures/templates which I have guided to completion over the past year. This will significantly de-risk project delivery within our team whilst ensuring better monitoring and control of a project's scope. I'm proud to have made such a difference in a short time and think that this is a good advert for the opportunities within DE&S.

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

Yes – I made the right decision coming to DE&S and would encourage others seeking a new challenge in their careers.

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

I think that the only benefit that I haven't utilised at this point is the nursery, and even that was considered briefly as an option for my son. The benefits package as a whole cannot be overstated, and with performance related pay around the corner, I'm feeling confident that things will only get better from here.

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.

More information on the range of graduate and apprentice opportunities DE&S has to offer is available at 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), 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.

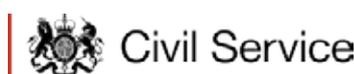
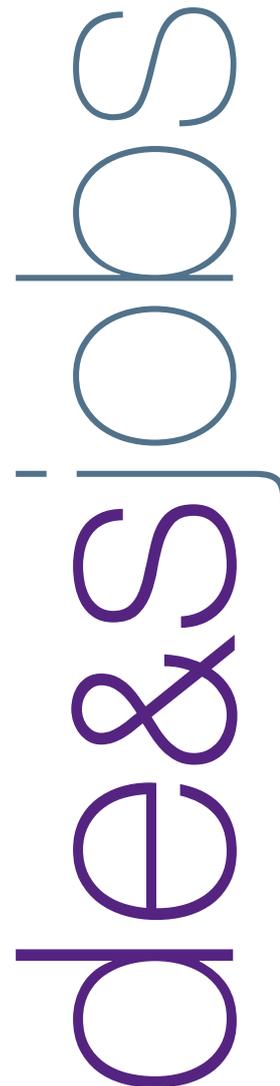
How to apply

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.



CURRENT VACANCIES

Commercial Officer DE&S

Yeovil | Up to £33,000 pa | Level 2 | Closing date: 9 Jul 2017

Reference number **1541415** Post type **Permanent**

Job Description: In this diverse and dynamic role, you'll be at the heart of all kinds of commercial projects relating to our helicopter capability including commercial arrangements for equipment, in-service support and technical advice.

Technical Integrated Logistics Through-Life Support DE&S

Bristol | Up to £38,000 | Professional II (Level 3)

Closing date: 13 Jul 2017

Reference number **1540138** Post type **Permanent** Hours **37 Hours**

Job Description: You will advise on the delivery of strategic planning and support of logistic services. This includes planning, delivery and operation of in-service support, equipment modifications, repair procedures and resolution of design and maintenance issues.

Project Manager DE&S

Bristol | Senior Specialist (Level 2) | £28,000-£32,000

Professional II (Level 3) | £37,000-£43,000 | Closing date: 31 Jul

Reference number **1530035, 1530031** Post type **Permanent**

Job Description: You could be supporting project delivery of equipment and services across any of our business areas - they could be as diverse as developing the nation's future submarines, the procurement of fast jets or armoured vehicles and managing the delivery of food, vehicles and clothing to where they are needed.

Logistics Service Delivery Manager DE&S

Bristol | Senior Specialist (Level 2) | £26,000 pa

Professional II (Level 3) | £38,157 pa | Closing date: 7 Sept 2017

Reference number **1544508, 1544544** Post type **Permanent** Hours **37 Hours**

Job Description: Our iLog function is responsible for the management and delivery of in-service support. It has professionals whose expertise includes: service delivery management; inventory management; transport/movement; storekeeping/warehouse operations.

Engineering Manager DE&S

Bristol | Senior Specialist (Level 2) | Up to £33,500

Closing date: 30 Sept 2017

Reference number **1545788** Post type **Permanent**

Job Description: You will be using your engineering skills as a member of a team of professionals who are immensely proud to deliver and support some of the UK's largest, technically challenging and most important engineering projects.

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DE&S PEOPLE

60 SECOND SPOTLIGHT

Name?

Siegfried (Ziggy) Westphal

Job?

Platform Project Officer in the Defence
General Munitions Project Team

Your route into DE&S?

My background is predominantly engineering as an EX REME (Royal Electrical Mechanical Engineer) within the British Army, which I left in 2015. The learning curve that I have embarked upon since joining DE&S is very exciting, as Integrated Logistic Support (ILS) is a very diverse topic that covers a multitude of engineering disciplines which I can associate with. The DE&S mind-set, approach and atmosphere appeals to me entirely and is a perfect career choice for me.

Your claim to fame?

My claim to fame came at a very costly price while serving in the Army in Afghanistan! The Discovery Channel came out to film a programme called "Front Line Battle Machines" and I appeared in one of the episodes with counter IED equipment and support to front line. I had to buy beers (a long standing tradition for military who feature in the media) in just about every Sergeant's Mess I attended post operational tour!

Your advice to anyone?

I have always maintained that two heads or more is better than one; a team effort with everyone pulling in the same direction will deliver success. I think that probably stems from coming from a military background where teamwork is of absolute paramount importance.

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

I rarely have a quiet moment as my two children take up most of my spare time with all sorts of activities. We love swimming, long walks exploring the great outdoors, fishing and on wet cold days normally reading, playing games and baking. When I do have my own time it's normally spent fly fishing or going to the gym and throwing the odd weight around and trying to keep fit. I'm a keen gardener and I find it a very relaxing and therapeutic activity, equally on rainy/cold days I love to cook and create in the kitchen.

What are you most proud of?

Joining the British Army. I was born in South Africa with German and Dutch parents and straight after schooling I had to do the compulsory two years national service, but subsequently I ended up making it a career. My time serving in the South African Defence Force was predominantly spent in Angola during the Angolan war (also known as the "forgotten war") but also taught me many



Picture: Jack Eckersley

skills which have helped me immensely as my journey continued within the British Army. As it happens, it could all have been very different as I was in England visiting my friends on my way to joining the French Foreign Legion before my path took me into the British Army.

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

If I was sent to a desert island the three most essential things I would take with me would have to be a knife, a fire starter and a car door so I can roll down the window in case it gets hot!

What irritates you the most?

Junk mail and its related electronic sister, spam!

What is your favourite place in the world?

Goode Beach, South West Australia... pure paradise!

Your secret?

Now that would be telling.

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

Email tom.morris114@mod.uk



Picture: Jack Eckersley

Pictured: (L-R): WO1 Matt Regan, Allan Aird, Liam Sumsion and Laura Jobbins of the STSP team
Below: SSgt Wellington Gazi from the STSP team, wearing one of the new hearing protection systems

Protecting the troops

In 2010 the MOD made it a priority to offer better protection to the Armed Forces against hearing damage and loss. Desider spoke to the DE&S team who successfully procured the Tactical Hearing Protection System (THPS)

Personnel on military operations can be subjected to a range of very loud assaults on their hearing, including heavy-armoured vehicles, small arms and artillery and mortar fire.

Exposure to extremely loud noise can cause acute acoustic trauma, noise induced hearing loss and tinnitus, which can lead to personnel being medically unable to deploy.

During Op Herrick in Afghanistan it was identified that some personnel were reluctant to wear issued hearing protection because they found it uncomfortable or interfered with the ability to hear their surroundings.

As such, the MOD made it a priority for DE&S to procure and deliver a solution that offered the best hearing protection possible – both in training and combat – for members of the British Army, Royal Navy and RAF working in the land environment.

A team from Soldier, Training & Special Programmes (STSP) within the DE&S Land Equipment domain set about procuring three Tactical Hearing Protection Systems (THPS) – the Basic User (BU), the Specialist User (SU) and the Dismounted Close Combat User (DCCU).

Such was the team’s success that they won a CEO Commendation. Liam Sumsion, from the STSP team, said: “Protecting our Armed Forces’ hearing is rightly an emotive subject, so there was a great sense of importance placed on making sure we delivered the very best systems we could.

“We identified that the main noise



The first two were delivered on time and the final one, called THPS (DCCU), was delivered almost a year ahead of schedule.

Liam Sumsion, DE&S STSP team



contributing to hearing damage was impulse noise from firing weapons, although they are exposed to all sorts of other high-decibel noises too.

“We also had to make sure that while protecting hearing the systems were comfortable and still allowed soldiers to retain situational awareness so they could operate as effectively as possible.

“We set about breaking out the requirement into three discrete protection systems that provide varying degrees of capability to different user groups.”

THPS DCCU was delivered by DE&S in combination with Marlborough Communications Ltd and INVISIO Communications.

Allan Aird, who led the DE&S team procuring THPS, said: “We were able to deliver efficiency in the supply chain because

of an excellent working relationship with the MOD and industry.

“The team were dedicated to their task and, realising the importance of what they were procuring, kept the user at the forefront of their minds throughout the process.

“They were acutely aware that THPS could make a significant difference to the Armed Forces and were therefore keen to get it out there as soon as possible.”

Major Melissa Dando, who works for the Senior Health Advisor (Army), said: “THPS goes a long way to address the issues

personnel had with wearing hearing protection in tactical situations. The new kit will give personnel in the Land Environment greater confidence in maintaining situational awareness and using communication equipment whilst still protecting themselves from serious hearing injuries, such as noise induced hearing loss and tinnitus.

“Now that the kit is being delivered to units, it is vital that all personnel understand the importance of hearing protection, use the right kit for the task and fit it correctly.”



DE&S PEOPLE

Spreading the joy of engineering and rock music

DE&S staff used their skills and knowledge to get local primary school pupils excited and engaged with engineering.

Around 20 staff from MOD Abbey Wood engaged with children aged between five and eleven from 12 schools across Bristol and South Gloucestershire.

Younger children were tasked with designing a vehicle that could roll down a slope in a straight line. Older ones had to design an electrically powered vehicle that could climb a ramp.

Ollie Morris and Lucy Fox-Russell (pictured) were on hand to help and then judge the projects at the nearby BAWA campus.

Ollie, from the DE&S Salvage Marine Operations team, said: "I didn't know what to expect but it's been great fun. Learning to explain engineering in simple terms is a really important skill."

Lucy, of the DE&S Marshall team, said: "It's about inspiring the next generation of engineers and developing your professional skills in the process."

The programme was run by the DE&S outreach team in conjunction with Primary Engineer - a not-for-profit organisation delivering a Universe of Engineering to schools across the UK.

For more on DE&S outreach projects see page 28.



MOTTO

the MOD Lottery
March 2017 winners

£10,000	Eddie May, ABW
£2,500	Ashley Denman, Upavon
£1,000	Emma Hendry, Portsmouth
£500	Peter Aiton, Cheadle Hulme
£250	Mark Thompson, ABW
£100	Helen Cartner, Carlisle
	David Drummond, Braintree
	Bernadette Stephenson, Fenham Barracks
	Elaine Jones, Bicester
	Kathrine Worth, Waddington
	Rodney Carter, Fareham
	Rowan Gough, ABW
	Rodney Hisug-Bridges, ABW
	Neil Williamson, Pickering
	Neil Carter, ABW
	John Quigley, Andover
	Denise Hulson, Donnington
	Hannah-May Davison, Andover
	Michael Ahearne, Lymestone
	Barbara Goff, DSTL
	Joel Gray, Andover
	Mark Saunders, DSTL
	Peter Munro-Davies, ABW
	Paula Cox, Shrivenham
	Diane Galley, Liverpool



DE&S employee Sqn Ldr Dom Magenty overcame some serious hurdles to ensure his rock band ACHTUNG!Spitfire lifted the morale of troops in Cyprus.

Dom, who is MA to Director of Logistics Delivery Roger West, was asked if his band would support the CSE Events and Entertainment team who were putting on two shows for Operation Tosca and Operation Shader.

But at the last minute the band's drummer Stu Gregory was taken ill with a serious infection and was told he must remain on home soil.

This meant Dom had to work up a new set, learn some new songs on bass and relearn some old songs the band hadn't played in years.

Then, after arriving in Cyprus, Dom was left battling a cold during rehearsals that was threatening to

leave him no voice at all. Thankfully medication saved the day.

Dom said: "When the call came to offer us the chance to play over in Cyprus and under the auspices of CSE, it was too good a chance to turn down."

"It was a brilliant event and a privilege to support CSE Events and Entertainment and all the great work they do bringing live entertainment to our deployed troops, wherever they may be."

"It also was a chance to show that you don't always need Ed Sheeran or Peter Andre to lift morale... apparently a bunch of chubby, aging, have-a-go rockers will sometimes do just fine!"

ACHTUNG!Spitfire was formed 12 years ago and have played numerous RAF bases, Balls, Christmas Parties, Weddings, Families' days and Charity Fund Raisers.

DE&S bids fond farewells



DE&S employee Steve Rickard has left the Ministry of Defence (MOD) after 38 years of loyal service.

Steve is the 7th generation of Rickards to serve within Devonport at Plymouth – his great grandfather was the first heavy turner within Devonport Dockyard.

Born in March, 1960, Steve was a teenager when he joined the dockyard as a mechanical technician apprentice in 1978.

Between 1982 and 1985 he was sponsored by the MOD to read mechanical engineering at Southampton University and soon after joined a MOD graduate scheme at Strachan and Henshaw – a major defence engineering company in Bristol.

After stints at other major companies in the UK he undertook further training and joined Director General Underwater Weapons (DGUW) on the Spearfish (torpedo) Project in Weymouth.

In 1989 he was promoted to Senior Professional and Technology Officer

working on the Stingray (torpedo) Project as the Surveillance Manager before in 1993 moving back to Devonport as Deputy Project Contract Manager (DPCM) for Type 23 frigates.

In 1995 he moved into Nuclear Facilities, where he stayed until 2014 when he moved into his final role, this time with DE&S, as DPCM of the Revalidation Assisted Maintenance Period for the HMS Talent submarine.

His retirement last March, after a long and successful career, was marked by a presentation by the then Chief of Materiel Fleet, Vice Admiral Simon Lister.

Royal Navy Commander Nick Hardiman, of the DE&S Submarine Delivery Agency, said: "Steve was a tremendous asset to the MOD and synonymous with success and delivery.

"I am sure it is no coincidence that he was involved in a number of highly successful projects throughout his career and his enthusiasm for the job never wavered, always striving to achieve the best possible outcome for the Royal Navy."

A DE&S employee who retired last year has been presented with the Imperial Service Medal in recognition of his commitment to supporting the Fleet with general stores and consumables.

Terry Parker, who was a member of the DE&S Maritime Spares at MOD Abbey Wood, joined the Civil Service in 1972 and worked in similar roles his whole career.

The Imperial Service Medal is presented to selected civil servants who, upon their retirement, have completed at least 25 years' long and faithful service.

The prestigious circular silver medal, which is worn with pride on formal occasions, bears the effigy of the reigning sovereign on one side and, on the reverse, a motif of a man resting after work with the inscription "For Faithful Service".

Terry said: "It's been immensely rewarding supporting the Royal Navy and very enjoyable working with such brilliant people. If I could, I'd do it all over again."

Captain Charles Evans, DE&S Maritime Spares team leader, added: "Terry's dedication to his career was outstanding and it was a great pleasure to present him with the Imperial Service Medal."



Golfers at MOD Abbey Wood are cutting a dash on the fairways thanks to a grant from the RAF Charitable Trust.

The kit will be worn throughout the season as Abbey Wood compete in the West of England Golf League (WOEGL), an RAF run competition between six stations in the South West of England. RAF personnel will also be sporting the colours in the RAF Golf Association Pairs, the RAF Inter Stations and the Gazelle Trophy.

Officer in charge of Golf at Abbey Wood, Flight Sergeant Neil Sykes, contacted the Trust to ask for a grant to

purchase playing kit for the Golf Team.

"The RAF Charitable Trust were kind enough to donate £2,000 to provide 15 sets of polo shirts, sleeveless tops and long sleeve tops, all embroidered with the Abbey Wood crest and the RAF Charitable Trust logo," he said.

"This kit will provide the team with a joint identity and foster team spirit across all three Services and the Civil Service."

The WOEGL team is open to all golfers at ABW, irrespective of ability or Service. For more information contact Neil on neil.sykes583@mod.gov.uk.



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