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*the magazine for
defence equipment
and support*



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Foreword

"I'd like to assure you that we will continue to listen and act on your feedback so that together we can make DE&S the best it can be"



By Sir Simon Bollom, CEO

Last month I had the pleasure of welcoming Stuart Andrew MP, the new Minister for Defence Procurement, to MOD Abbey Wood.

The Minister had only been in

next-generation fighter jet, which illustrates how we are partnering innovatively with industry to achieve future technological advantage.

Other air show highlights saw us announce the delivery of the 20th Atlas aircraft to the RAF and the news that the new Protector unmanned aerial vehicle flew non-stop from North Dakota, United States, to Gloucestershire – an historic first for the aircraft.

Elsewhere in DE&S, we successfully concluded the sale of HMS Ocean to the Brazilian Navy, while HMS Magpie was commissioned into the British Royal Navy as part of the Hydrographic Squadron.

And the British Army now have an updated suite of equipment that allows specially trained soldiers to call in the location of enemy targets for air strikes.

As well as the great work DE&S people do for the armed forces, it also gives me great personal pleasure to hear about the contribution many of you make to the community.

Hannah Bone from finance has helped put Bristol on the world map again after being chosen to design one of the sculptures for the city's famous Gromit Unleashed trail.

A team of DE&S graduates and apprentices are taking part in the Prince's Trust Million Makers Competition. Please do support them.

And the Leaders Award competition, supported by DE&S, was a tremendous success with more than 2,700 school children submitting entries in the school engineering competition.

post a matter of days but was keen to learn more about how DE&S operates and meet the people who deliver so much for the armed forces. His enthusiasm for his new role was evident and I am very much looking forward to working with him.

As I have said before, your views really matter and it was great to have the opportunity to speak face to face to many DE&S staff during the course of the DE&S roadshows, which also took place last month. I'm grateful to those of you who took the time to attend these events, to ask the Executive team questions and provide feedback on what's important to you. I'd like to assure you that we will continue to listen and act on your feedback so that together we can make DE&S the best it can be.

July saw a focus across Defence on the RAF, and it was a privilege to attend the formal RAF100 commemoration in Westminster Abbey and to watch as the aircraft that our teams support every single day flew over London. That was followed, of course, by the Royal International Air Tattoo at RAF Fairford and the Farnborough International Airshow, both of which showcased some of our successes.

I was pleased to hear the Defence Secretary Gavin Williamson launch the Combat Air Strategy, which set out Britain's determination to remain a world-leader in the combat air sector, on the first day of the Farnborough Airshow. He unveiled the concept model of a

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Tempest, a next generation fighter jet was unveiled at Farnborough
Photo by Jack Eckersley

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Lt Gen Paul Jaques, Chief of Materiel (Land), talks to Desider about leadership through change, his commitment to demonstrating DE&S' values and fundraising for charity



As Chief of Materiel (Land), I'm responsible for four Operating Centres – Weapons, Support Enablers, Logistics Delivery and Land Equipment –, all of which are hugely diverse areas. This equates to about a third of the DE&S population, approximately 4,000 staff, and with so many people working for me it's important that I showcase the DE&S behaviours that underpin our organisational values.

I recognise I can't have a hand in everything and need to create an environment where delegation, empowerment and trust are at the heart of what we do. That's the way I've tried to run my domain as we've progressed through our transformation journey. I hope I've been successful so far in empowering and delegating to my team, reviewing their work constructively, while challenging and asking how I can support them.

Of course, like everyone else, I can always improve as a leader and welcome feedback from my staff. I've recently listened to and acted upon feedback about not jumping to conclusions too soon and giving people more time to talk.

From an organisational viewpoint, if we compare where we are now to where we were three years ago, we've come a long way with our people management and leadership. For example, we now have an HR department and, although there are lots of challenges remaining in the people arena, we now have a department to tackle them.

I believe that transformation has achieved a lot and is going in the right direction. We have far better financial control now, we are much better at thinking through what we can deliver and our management is becoming more objective in every way. Embedding transformation fully this year will not be easy, but I think the effort is worth it.

It is clear to me and my Executive colleagues that we must simplify performance reporting. We are a people business and we need to have a reporting system that fairly represents what people have achieved but is also clear on how we can all improve our performance. At all levels, we need to have some more courageous conversations around how we can improve performance as a business, team and individual.

We've learnt many lessons on our transformation journey and at every step I feel we are becoming more professional

We've learnt many lessons on our transformation journey and at every step I feel we are becoming more professional. This underpins us delivering what we promised to the customer and that we give the armed forces the best equipment and support we can.

And, finally, I hope you don't mind me mentioning something that I'm incredibly proud of – being patron to the Ride To The Wall charity. This motorcycle charity organises a ride to the National Memorial Arboretum on the first Saturday of October to remember those who have fallen in conflict since 1945. It's my biggest gig of the year, with around 15,000 people (half of whom come on motorbikes) taking part. This amazing effort allowed us to present a cheque for £150,000 to the National Memorial Arboretum at the recent Armed Forces Day.

New Minister for Defence Procurement visits MOD Abbey Wood

Pictured: Sir Simon Bollom welcomes Stuart Andrew to MOD Abbey Wood (Picture by Beth Squire)



Stuart Andrew MP, the new Minister for Defence Procurement, visited MOD Abbey Wood just days after his appointment to meet the workforce and learn more about how DE&S operates.

The Minister, who is MP for Pudsey in West Yorkshire, has previously been a member of the Welsh Affairs Committee, an Assistant Whip and, most recently, the Parliamentary Under Secretary of State at the Wales Office.

He addressed DE&S employees at a town hall where he opened his speech by paying tribute to his colleague, predecessor and friend Guto Bebb.

The Minister said: "I am an enormous supporter of our armed forces and a huge admirer of Britain's world-beating defence industry, in which so many of our very best engineers and designers generate billions for our economy."

The Minister said that, since being appointed to the role, it had been a "whirlwind" in terms

At DE&S you don't just provide the backbone for the armed forces – without your efforts our people simply couldn't sail, fly or drive

Stuart Andrew Minister for Defence Procurement

of getting up to speed with the Defence portfolio, but that he wished to thank DE&S employees for all they have done in terms of procuring for and supporting the armed forces.

"The reputation of Abbey Wood really precedes it and it's a huge privilege and relief to know that I'm working with such expert and talented colleagues", he said.

"At DE&S you don't just provide the backbone for the armed forces – without your efforts our people simply couldn't sail, fly or drive. But you also help make a massive contribution to local economies up and down the United Kingdom."

The Minister highlighted recent programme successes for F-35, Atlas, Dreadnought, Type 26, HMS Queen Elizabeth, SA80 and Land Ceptor.

Discussing his immediate priorities, he said he intended to immerse himself in the Defence portfolio and meet as many people across the Defence industry as possible so he can best support

DE&S in delivering all the important work on our agenda.

He concluded: "We might be living in a more unpredictable age, but that only means the work of Defence, the work of the thousands of people here in Abbey Wood, has never been more important.

"And as Britain looks to go global, I couldn't be prouder to be joining Defence and doing everything I can to help you continue delivering great things for our nation."

RAF100 celebrations sign off with spectacular flypast

Pictured: Typhoon aircraft forming the RAF100 sign as they fly over the Mall as part of the RAF100 flypast (Picture by Cpl Helen Rimmer RAF)

Aircraft procured and supported by DE&S played their part in helping the RAF bring its 100th birthday celebrations to a conclusion with a spectacular flypast over Buckingham Palace which included 22 Typhoon jets adopting a striking '100' formation.

The flypast on July 10, 100 days after the RAF's official 100th birthday on April 1, featured more than 100 aircraft, including iconic platforms like Hurricane, Spitfire and Lancaster Bombers, as well as Chinook and Puma helicopters and modern-day aircraft such as the Red Arrows, A400M Atlas, Voyager, Typhoon and F-35, the latest fighter jet.

The flypast, representing the RAF's history, was watched from Buckingham Palace balcony by members of the Royal Family as well as thousands of spectators who gathered in the capital. Her Majesty the Queen had earlier honoured the RAF with the presentation of a new Queen's Colour at a ceremony on the forecourt of Buckingham Palace.

More than 1,000 RAF servicemen and women performed a ceremonial parade on the Mall in central London, along with almost 300 personnel lining the route, including people from a variety of roles and RAF stations, representing the full diversity of the current Air Force.

DE&S Chief of Materiel (Air) Air Marshal Julian Young, who attended the flypast, said: "The RAF100 celebrations in London were magnificent. It was the proudest day I have served in 38 years of Service in the RAF and, as I reflect on DE&S' involvement on the day, the variety of capabilities and support of the aircraft fleets making up the flypast was our most visible contribution. I should like to thank everyone at DE&S for your continuing hard work, and for helping the RAF to excite the nation and inspire the next generation."







RAF receives 20th Atlas transport aircraft

The Royal Air Force (RAF) has taken delivery of the 20th next-generation Atlas transport aircraft, as the programme continues to meet key development milestones.

Secretary of State for Defence Gavin Williamson announced the arrival at a gala dinner at the Royal International Air Tattoo.

The aircraft was handed over to the RAF at Brize Norton, home of the UK's Air Mobility Force. This coincided with crucial trials (pictured) to test Atlas's ability to deliver cargo by parachute and undergo air-to-air refuelling using a RAF Voyager aircraft.

Adrian Baguley, Director Air

Support at DE&S, said: "The DE&S Atlas delivery team, based at MOD Abbey Wood and Brize Norton, is proud to be delivering the Atlas aircraft for the RAF, which means the UK has a world-leading tactical and strategic airlift capability."

James Dowson, Atlas delivery team leader at DE&S, added: "The A400M Delivery Team remains focused on further growing the Atlas capability over the next few years and we are also looking forward to the arrival of the final two UK aircraft in the early 2020s."



DM Glen Douglas visit

DE&S Director Weapons, Richard Smart, visited Defence Munitions (DM) Glen Douglas to see the progress of business and infrastructure developments at the Scottish depot.

DM Glen Douglas is undergoing upgrades to its Explosives Storage Buildings as part of an ongoing programme of refurbishment of electrical systems, lighting and replacement blast security doors.

During the visit, Richard was given the opportunity to formally name and open an access route to the site's newly reopened high explosive Road Rail Transfer Point.

The new road will significantly reduce dwell and turnaround times for vehicles carrying explosives, and markedly improves on pre-existing safety arrangements serving as a tangible example of DE&S' ongoing commitment to improving safety and reducing risk.

The choice of 'Smart Way' is said to reflect both the improved safety the road offers as well as a nod towards the Director's surname.

Recognising the support of the local community

An event recognising members of the local community who have made a special contribution to supporting our armed forces and DE&S was held at MOD Abbey Wood.

Organised by the Army cohort at DE&S and supported by Regional Command South West Brigade, the event, on July 4, took the form of a reception and a beating retreat ceremony.

It was hosted on behalf of Chief of Materiel (Land) Lieutenant General Paul Jaques CBE in his role as the Quartermaster General.

It was the first time that such an

event had ever been held at MOD Abbey Wood.

Guests included Dame Janet Trotter OBE (Her Majesty's Lord-Lieutenant of Gloucestershire), local councillors, the Pro Vice Chancellor and Executive Dean of the University of the West of England, emergency services, charities, religious leaders and local head teachers.

Support provided by these organisations ranged from supporting the Armed Forces Covenant to providing direct support to serving and retired servicemen and servicewomen, and supporting our Service families.

The beating retreat was delivered by the band of the Grenadier Guards and the display concluded with the sunset lowering of the Union flag.





New DE&S recruitment website

Last month DE&S launched its recruitment website **des.mod.uk**. The website will help DE&S attract the specialist talent it needs by showcasing the amazing work DE&S people do everyday to deliver equipment and support for its armed forces customers.

The website will feature job adverts and case studies on DE&S functions and roles and give prospective candidates everything they need to know about working for DE&S, including benefits, working environment, our diversity and inclusion approach and culture, career development and what to expect on joining the organisation.

Candidates will also be able to find application advice and information on DE&S apprenticeships and graduate schemes. For successful candidates, the website also features an on-boarding area to help with network building and orientation before the first day on the job.

Sharon McKoy, Head of Corporate Communications, said:

“Attracting the best specialist talent with the skills we need to support our armed forces customers is one of our DE&S priorities. Alongside our successful social media channels, **des.mod.uk** allows us to talk directly to digitally savvy professionals in an increasingly competitive recruitment market.”

To suggest a story or volunteer to be featured for a careers case study, please contact editor Stephen Wood: stephen.wood143@mod.gov.uk.

Zephyr-S breaks flight endurance record

A High-Altitude-Pseudo-Satellite has surpassed the flight endurance record of an aircraft without refuelling.

Zephyr S, made by Airbus, departed for its maiden flight from Arizona, USA, on July 11 and, at the time of going to print, was still flying, surpassing the old record of 14 days, 22 minutes and eight seconds.

The ultra-lightweight solar-powered unmanned aerial vehicle operates in the stratosphere at an average altitude of 70,000 feet and could support a wide range of applications, including maritime surveillance, border patrol, communications, navigation or forest fire detection and monitoring.

Working to Joint Forces Command as the lead command, the DE&S Technology Office is delivering an Operational Concept Demonstrator (OCD) to understand the scope and wider issues that MOD will need to address to bring this capability through acquisition and into service.

The OCD contract with Airbus was signed in 2016 and includes the purchase of three platforms, one of which is currently flying over Arizona. The Tech Office is also supporting discussions with a number of other potential defence and security customers to ensure any future requirements and acquisition options are coherent and realise the best overall value for money for defence.



CEO speaks with DE&S employees

DE&S CEO Sir Simon Bollom and his Executive Committee met with almost 2,750 staff during a series of roadshows.

Visits were made in July to Yeovil (pictured), RAF Marham, DM Beith, DM Kineton, Manchester, Portsmouth, RAF Henlow and Abbey Wood.

Sir Simon and his Executive Committee fielded 158 employee questions on topics including recruitment, promotion, pay and reward, performance management and IT.



Royal Navy Bids Final Farewell to HMS Ocean

Pictured: Dave Bruce, HMS Ocean Sale Lead at DE&S, pictured in front of the amphibious assault ship (Picture by Beth Squire)



After 20 years navigating the world's seas, the Royal Navy have bid farewell to the helicopter carrier, HMS Ocean, in a ceremony that officially recognised its handover to the Brazilian Navy.

The ceremony at HM Naval Base Devonport in Plymouth on June 29 marked the end of two year's collaborative work across DE&S, Navy Command Headquarters (NCHQ) and industry.

Despite the decision to retire HMS Ocean from service in the Strategic Defence and Security Review 2015, the Navy continued to look for ways to deploy the capability that has ably served on operations since 1998.

HMS Ocean was eventually declared to the Defence Equipment Sales Authority (DESA) 18 months before her decommissioning date, and with a planning assumption that the ship would go for scrap.

But following a period of engagement, the Brazilian Navy was identified as a potential

customer and the DESA team at DE&S coordinated inward visits from Brazilian technical experts.

A campaign of senior engagement began, resulting in a formal letter of interest being handed over at Defence and Security Equipment International exhibition in 2017.

The subsequent Brazilian Navy requirement included equipment that was planned to be removed, extensive training, and a docking period.

Through extensive engagement across DE&S Equipment Authorities, a comprehensive response was developed within Warship Support. DESA led the sale negotiation and reached a price of £84 million.

Significant engineering work and training was needed which contained a multitude of complex tasks; from docking and painting the ship, to ship familiarisation for the 300 Brazilian crew that had arrived in Plymouth.

As the documentation was signed, marking a hugely

It's been a genuine privilege to work with so many stakeholders to deliver something truly unique within DE&S

Dave Bruce, HMS Ocean
Sail Lead

important moment for the ship and the future relationship between the two navies, the collaborative sales team from DE&S and NCHQ could take a moment to enjoy their success.

Dave Bruce, HMS Ocean Sale Lead at DE&S, said: "It's been a genuine privilege to work with so many stakeholders to deliver something truly unique within DE&S. As the newly-named PHM *Atlântico* now prepares for a return trip to Rio de Janeiro, we hope this sale marks the beginning of a stronger relationship between our two navies, and creates more opportunities for UK industry in South America."

Clive Walker, Head of DESA, added: "We have a proven track record of supplying surplus defence equipment on a government to government basis. The successful sale of HMS Ocean to the Brazilian Navy will provide a financial return to the UK which will now be reinvested in defence."

Army welcomes FireStorm upgrade

Pictured: FireStorm being used during an exercise (Picture by Richard Walton (5th Regiment Royal Artillery))



DE&S Artillery Systems have successfully updated a vital suite of equipment that allows specially trained soldiers to call in the location of enemy targets for air strikes.

The FireStorm system was originally delivered as an Urgent Operational Requirement (UOR) to provide an improved target locating capability for Operations Herrick in Afghanistan and Telic in Iraq.

It allowed Forward Air Controllers, who provide a vital link between air and ground forces, to call in air support from fast jets, attack helicopters and unmanned aerial systems.

DE&S has worked alongside supplier Rockwell Collins, to update the system under the FireStorm Obsolescence Programme both on time and within budget – all units are now in receipt of the updated equipment.

There have been several updates

made to the capability, most notably, the hardware will now support Digitally Aided Close Air Support (DACAS), where digital calls for fire can be sent as a standard message set directly to the air platform via data.

The number of cables needed to effectively operate the system has also been hugely reduced, and the battery management system is at the top of its class. This has reduced the number of batteries required to operate the system, improved battery efficiency, and enables operators to swap batteries without switching off the system.

Chris Ainsworth, DE&S Artillery Systems Chief of Staff, said: “These updates will offer significant benefits in the control and execution of air support for the user. FireStorm can now provide a genuine ‘on the soldier’ capability and the ability to enter into the digital world. It also significantly increases our ability to work with our allies and the robustness and accuracy of ground

to air communications.”

FireStorm, which has now been delivered to all units, received significant praise from users during its acceptance trials. The Officer Commanding Tactical Air Control Party of 26 Regt Royal Artillery said: “This system exceeds the specification of the previous system in almost all regards.”

This system exceeds the specification of the previous system in almost all regards

Officer Commanding
Tactical Air Control Party of
26 Regt Royal Artillery



Pictured: Defence Secretary Gavin Williamson announces the UK's Combat Air Strategy in front of Tempest, the concept model for the UK's next-generation fighter jet (Picture by Andrew Linnett)

UK's Combat Air Strategy announced at Farnborough

"We have been a world leader in the combat air sector for a century, with an enviable array of skills and technology, and this Strategy makes clear that we are determined to make sure it stays that way" Defence Secretary Gavin Williamson

Defence Secretary Gavin Williamson launched the Combat Air Strategy at Farnborough International Airshow setting out Britain's determination to remain a world-leader in the combat air sector.

As he did so, Mr Williamson unveiled a concept model of a brand-new, next-generation fighter jet called Tempest, which has been developed by UK industry in collaboration with the MOD.

The Strategy outlines the way in which the UK will acquire future Combat Air capabilities to maximise the overall value the UK derives from the sector. The framework will balance military capability, international influence, and economic benefit along with the overall cost.

The Defence Secretary said: "We have been a world leader in the combat air sector for a century, with an enviable array of skills and technology, and this Strategy makes clear that we are determined to make sure it stays that way.

"It shows our allies that we are open to working together to protect the skies in an increasingly threatening future – and this concept model is just a glimpse into what the future could look like."

Air Vice-Marshal Keith Bethell, Director Combat Air at DE&S, said: "DE&S has been a central part of Team Tempest from the outset. We are working with the Royal Air Force's Rapid Capability Office and industry to put in place a technology demonstration programme that will develop the key technologies we need for the next generation of combat aircraft in the UK, preparing the ground for working with industrial and international partners over the next decades."

Farnborough, with more than 1,500 exhibitors from more than 50 countries and almost 1,500 accredited media in attendance, provided the perfect backdrop for the announcement.

DE&S CEO Sir Simon Bollom, who witnessed the announcement, said the news was a "historic event" for the Royal Air Force and the MOD.

He added: "This really dates back a long time. DE&S have set the benchmark in terms of partnering with industry to achieve technological advantage and some significant benefits in terms of support.

"This is a very new concept, where we are looking at not just the new technology, but the new processes and new ways of working with industry which will make this project a great success."

The previous week, at the Royal International Air Tattoo, it was announced that RAF Waddington will operate the air force's new Protector aircraft, which, in a historic first, flew non-stop from North Dakota, United States, to Gloucestershire.

In doing so (in just over 20 hours) the next generation platform set a record as the first Medium Altitude Long Endurance Remotely Piloted Air System to transit across the Atlantic.



On support, teamwork and a very rowdy Prodigy gig

Annelies Look is deputy to Director Support Enablers in the Support Enablers Operating Centre (SEOC). Her job is to enable DE&S to deliver effective support at the ‘sharp end’ of defence

What does your role involve?

I am the head of the Support Chain Controls business unit within SEOC – the operating centre that provides a range of enabling processes and services, such as logistic software applications, NATO codification and inventory demand planning and analysis, which formed the backbone of the Defence support chain. As deputy to Director Support Enablers, I oversee the day to day running of a truly diverse Operating Centre that delivers everything from Support Chain Information Systems to Support Chain processes and standards pan-Defence, as well as Support Chain assurance and compliance, and end to end Support Chain continuous improvement, all of which enables DE&S, and the wider MOD, to deliver effective support at the ‘sharp end’ of defence – we really get to the heart of putting more ‘S’ (support) into DE&S.

What about your role is exciting, rewarding or interesting?

SEOC has just been made the lead delivery agent and lead architects for ‘Business Modernisation for Support’, a key component of Defence Support Network transformation and Defence Modernisation. My team has the honour of taking the lead on what is shaping up to be a key digital transformation for Defence, and we will be delivering business process change underpinned by modern information services that is focused on enhancing the end-user digital experience and doing better with the data we’ve got.

How important to you is teamwork?

Put simply, I’d be useless

without my team! Those who have worked with me know I believe we deliver at our best when there is the opportunity to share and develop ideas in an open and collaborative manner. I don’t think that any single individual has all the attributes needed to be a leader, but rather that it’s the team you create around you that allows you to succeed. And personally, I’m not interested in the lanyard individuals wear around their neck, everyone within Defence must work as one team to deliver our very best to the men and women that serve in our armed forces.

What is your view on transformation?

I want to clarify a misnomer about ‘change fatigue’. Change fatigue is not a weariness of change, it is a fatigue born about by promises of change that never actually happen. It occurs because change is hard, and all too often organisations give up at the 20-mile mark of the Marathon when they hit ‘the wall’. That is why it is so very important that we maintain our stamina and push on to embed change. I left DE&S the day before it became a bespoke trading entity. When I returned in December 2017, DE&S was almost unrecognisable from its former self – a far more professional and energetic organisation –, but we can get even better. I am a real fan of the principles of a balanced matrix and led the delivery of a similar model in Information Systems and Services (ISS) in 2014. It is absolutely the right model for a project-based organisation like ours, but we must not underestimate the scale of cultural change required. It will take a long time to mature, but my advice, for what it is worth, is that we mustn’t create a ‘them and us’ between

delivery and function – we are all on the same team.

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

My heart is in Defence, always has been always will be. I have just returned from two years in KPMG and, whilst it was fascinating being involved in project delivery in other parts of government, nothing will ever be as exciting as the types of projects we get to deliver in Defence and, dare I say it, nothing else in government is as worthwhile as contributing to the operational outputs of the UK’s armed forces.

What do you most enjoy about your job?

The people! What’s most important to me is feeling part of team, and I get to feel a part of a number of teams who support me, challenge me, educate me, are full of banter and ultimately make each day interesting and unique.

What do you enjoy doing in your spare time?

My spare time is dedicated to my beautiful boy and my equally amazing husband. My weekends are consumed with play dates, parties and doing all the things I wished as a kid.

What might surprise people about you?

I was once rescued from being squashed in the front row of a Prodigy Concert - my brand new Adidas trainers fell off in the process so I had no shoes for the rest of the concert!

DE&S graduates and apprentices aim for the stars

Pictured: Team DEStinct are taking on the Prince's Trust Million Makers challenge (Picture by Jack Eckersley)



All profits from our reusable cups and other events will go towards our fundraising target and benefit the disadvantaged young people the Prince's Trust work with

Simon Parr, Team DEStinct Chair

A team of DE&S graduates and apprentices have entered an innovative entrepreneurial fundraising challenge aimed at helping them develop essential business skills.

The group of 15 from across the Project Professional, Finance, Engineering and Commercial functions is representing DE&S for the first time in the Prince's Trust Million Makers challenge.

The competition challenges teams of employees across UK organisations competing to raise at least £10,000 or more over a period of six months. Collectively, teams are aiming to raise £1 million to transform the lives of disadvantaged young people around the country.

The team from DE&S, who have named themselves Team DEStinct, recently succeeded in a 'Dragon's Den Pitch' to three members of the Executive Committee and have secured the seed funding of £1,500 to begin their fundraising journey.

The team have chosen to produce a reusable coffee cup, which will be on sale at coffee points and stalls across MOD Abbey Wood, in a bid to reduce

the environmental footprint within the South West and beyond. There will also be a series of other fundraising events as they seek to achieve their goal.

Simon Parr, Team DEStinct Chair, said: "We are asking for you all to please support us by engaging in the events we will deliver and purchasing our products. All profits from our reusable cups and other events will go towards our fundraising target and benefit the disadvantaged young people the Prince's Trust work with."

Team mentor Scott Murray (DE&S HR) added: "I am privileged to be supporting and mentoring team DEStinct throughout this exciting challenge. It will take all team members out of their comfort zone and provide a great platform for them to develop a whole range of new skills, whilst also raising money for an extremely good cause. I hope people across DE&S will equally support the team by encouraging them and partaking in their events, thereby enabling DEStinct to exceed their goal of raising £10,000."



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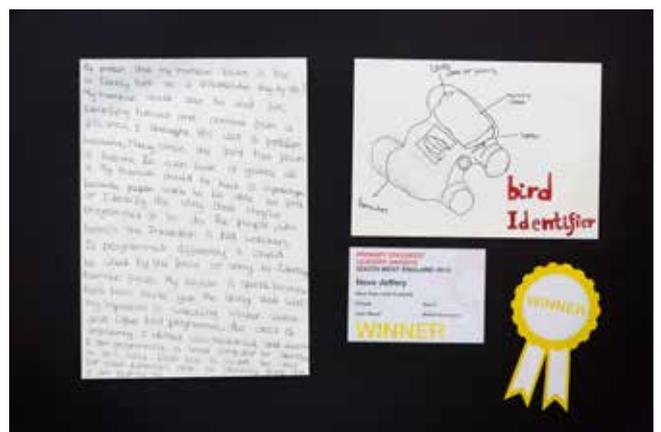


Desider is the monthly corporate magazine for DE&S. It is aimed at readers across the wider MOD, armed forces and defence industry. It covers the work of people in DE&S and its partners, and other corporate news and information.

www.deepthought.in

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NOAH'S ARK
MEDIA



Pictured clockwise from left: Air Marshal Julian Young presents Neve Jeffrey with her overall winner award, Neve with her 'Bird Identifier' design, all the winners on the night, Neve's winning design (Pictures by Barbara Evripidou)

DE&S helping to inspire the next generation

"Each student approached this task differently, though with great care and thought, and it is that kind of creative thinking and problem solving that is key to our country's future success"

Air Marshal Julian Young, Chief of Materiel (Air) at DE&S

If you were an engineer what would you do? That was the question posed to children taking part in an engineering competition supported by DE&S. Nineteen bright minds were selected as winners from more than 2,700 entries and the overall winner revealed as 10-year-old Neve Jeffrey, at a ceremony held at the University of the West of England (UWE).

Neve, who attends West Town Lane Academy in Bristol, found her inspiration for a "Bird Identifier" – a set of binoculars that identifies the bird you are looking at – after attending the launch event for the Primary Engineer Leaders Award competition at MOD Abbey Wood in January.

"I came up with the idea from speaking to the engineers about the drones which identify things and can find people", she said.

"I go to Slimbridge (Wetland Centre) to look at the kingfisher hides and I thought it would be good.

"It would work by programming all the species of birds into the binoculars in a memory stick and then a microphone would tell you what they are."

The design was chosen by a panel, which included four DE&S representatives, because it was unique and could be turned to a wide range of problems.

Other winning entries included a Dream Sucker, the Medicine Watch, rotating bunk beds and spray-on wrapping paper.

As part of the competition, DE&S STEM ambassadors visited some of the schools taking part to be interviewed by the pupils and help them with their designs.

The organisation also provided more than 80 engineers to grade the entries and was given the opportunity to choose the overall winner.

Air Marshal Julian Young, Chief of Materiel (Air) at DE&S and the Defence Engineering Champion, presented awards alongside Dr Susan Scurlock, Primary Engineer CEO, and Dr John Lanham, Assistant Vice Chancellor at UWE.

He said: "I was delighted to learn how genuinely amazed our engineers have been at the variety of technical solutions to real issues the students have come up with.

"Each has approached this task differently, though with great care and thought, and it is that kind of creative thinking and problem solving that is key to our country's future success."

Bonus content at
www.des.mod.uk



DE&S' Hannah is helping Bristol blaze a trail

Pictured: Hannah Bone with her Rockin' Robin Gromit (Picture by Beth Squire)



DE&S employee Hannah Bone has helped put Bristol on the world map again after being chosen to design one of the sculptures on the city's famous Gromit Unleashed trail.

Hannah, who works in Corporate Finance at MOD Abbey Wood, graduated with a First-Class degree in illustration from Plymouth University last year.

Earlier this year, Gromit Unleashed 2 organisers contacted her after seeing her illustrations and asked whether she would design the Rockin' Robin Gromit sculpture at Bristol City's Ashton Gate stadium.

"I was so honoured to be asked because the Gromit Unleashed trail means so much to the people of Bristol and brings so many people to the city", Hannah said.

"It was really difficult to keep a lid on the design, because all my family and friends were so excited about me taking part and I feel very proud to be part of something so special."

Hannah, who is born and bred in Bristol, spent 34.5 hours painting her Gromit at the Bottle Yard Studios in Hengrove over four days one month before the award-winning trail started on July 2.

"Working at DE&S gives me the work-life balance I need to pursue my passion for illustration and I'm incredibly grateful I have that opportunity", she said.

The Grand Appeal's 2018 Gromit Unleashed 2, which concludes on September 2, features 67 sculptures of Gromit, his pal Wallace and his nemesis Feathers McGraw.

The hugely popular trail, which attracts families from around the world, sees participants use a map or an app on their phone to explore the city and locate all the sculptures.

The sculptures are later auctioned off in aid of Bristol Children's Hospital and the Special Care Baby Unit, raising tens of thousands of pounds.

Hannah said: "I visited my sculpture on the first day of the trail and it was a real thrill to see people getting so much enjoyment out of it."

Hannah, who has her own illustration website, will have a stand at Families Days with an activity for children to get involved in, exhibiting scenes of MOD Abbey Wood she has created.

Working at DE&S gives me the work-life balance I need to pursue my passion for illustration and I'm incredibly grateful I have that opportunity

Hannah Bone

Bonus content at www.des.mod.uk





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A new home for careers at DE&S

HMS Magpie commissioned into Royal Navy

Pictured: HMS Magpie at HMNB Devonport prior to her commissioning ceremony (Picture by LPhoto Alex Ceolin)



The commissioning ceremony was a proud moment for the DE&S personnel who have worked hard to deliver HMS Magpie to the Royal Navy

Russell Brown, Head of DE&S Ship's Support Team

The Royal Navy's newest ship has been commissioned at a ceremony in Devonport Naval Base.

HMS Magpie has joined the Royal Navy's Hydrographic Squadron, replacing veteran survey ship HMS Gleaner, which was decommissioned earlier this year in Plymouth after 35 years' service.

It will gather hydrographic data ensuring approaches to the UK's ports are safe by scanning the seabed, updating charts and acting as another pair of eyes and ears into events in home waters.

The 18-metre catamaran, procured by DE&S' Commercially Supported Shipping team, is bigger than HMS Gleaner, can stay at sea longer and is far more resilient in rough seas.

The ship has the latest high-resolution, shallow-water multi-beam echo sounder and side-scan sonar on board and has the ability to launch remote-controlled underwater devices to

search wide areas of the seabed for obstructions and mines.

HMS Magpie is the first vessel to be delivered under a contract negotiated by DE&S with Atlas Elektronik UK.

Russell Brown, Head of DE&S Ship's Support Team, which delivered HMS Magpie, said: "The commissioning ceremony was a proud moment for the DE&S personnel who have worked hard to deliver HMS Magpie to the Royal Navy.

"I look forward to my commercially-supported shipping team working with Atlas Elektronik to deliver the rest of the new work boat fleet which will support essential operations in the defence of the UK."

Lieutenant Commander William Alexander, HMS Magpie's first Commanding Officer and Gleaner's last, added: "The ship's company and I are extremely proud of HMS Magpie.

"The ship's primary role will be in maintaining the integrity of

coastal waters, ensuring safety of navigation and the resilience of key national infrastructure in UK ports. With an enduring presence around the UK, she will also contribute to national security at sea. This is an important milestone in her generation."

Dr Antoni Mazur, Managing Director of Atlas Elektronik UK, said: "Being trusted to deliver a warship to the Royal Navy is a great honour and we hope that HMS Magpie will serve her crew well"

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- **Feedback** on equipment to inform future innovation
- **Engagement** with Year of Engineering and STEM development initiatives

For further information visit www.theevent.co.uk



(Pictures by Jack Eckerley)

Pictured clockwise from left: Al Collar with his grandfather's CBE, flags from a Space Shuttle Challenger mission presented when his grandfather became a Honorary Fellow of the American Institute of Aeronautics and Astronautics, the Battle of Britain, and a picture of his grandfather in the Biographical Memoirs of Fellows of the Royal Society

Did I ever tell you about my grandfather?

As a child Al Collar delighted in making paper aeroplanes with his grandfather. It wasn't until after his death that the DE&S employee became aware that Arthur Roderick Collar had made a huge contribution to his country. He spoke to Desider editor Tom Morris

“He died in 1987 when I was 13 and I was obviously incredibly upset, but it only became apparent to me later that he was a big name in aeronautical engineering”, Al says.

‘Big name’ seems an understatement as Al reveals that, before the age of 60, Arthur Collar had been awarded a CBE and been made a Fellow of the Royal Society, an honour bestowed only on the most eminent scientists, engineers and technologists, including Isaac Newton, Charles Darwin, Albert Einstein, Alan Turing and Stephen Hawking.

He helped design the wings for Concorde, played his part in analysing the aerodynamics of the Severn Bridge and played a significant role in investigating the Munich Air Disaster, where eight of Manchester United’s ‘Busby Babes’ lost their lives alongside a further 15 on board.

Arthur also interviewed German aviators about their aircraft after the war, identified key issues with the original Typhoon, co-wrote the first book on the use of algebraic matrices in solving engineering problems (it remains a best seller in its field) and was a consultant on commercial planes as the appetite for air travel grew.

“He was a pioneer of aeronautics and a scientific innovator focusing on flutter and vibration who pushed the boundaries of what could be accomplished and I’m incredibly proud of him”, Al said.

“My favourite memory is making paper aeroplanes with my grandfather and I can only think that my love of war planes and fighter jets comes from him.”

Arthur’s crowning glory came when he was asked to advise the Government on the Battle of Britain.

Al shows me a list of papers produced by Arthur while at the Aeronautical Research Council

(ARC), including, on June 24 1940 (just 16 days before the battle commenced), a paper entitled ‘The performance of the Hurricane and Spitfire aeroplanes’.

“My uncle once said to me: I know it sounds like an outlandish claim, but you do realise that your grandfather really did play a big part in winning the Second World War”, Al said.

“He said that, during his time at the ARC, my grandfather was asked to write a paper on the Hurricane and Spitfire ‘co-incidentally’ just before they were used in the Battle of Britain.

“Although many papers were destroyed on his death at his request, this being one of them, my uncle’s understanding was that it was more like a ‘go no-go’ decision on whether they were up to the job – and obviously it was a ‘go’!

“There are of course multiple reasons why we won, but the Battle of Britain was a crucial turning point in the conflict and I like to think he played an important role in protecting his country.”

Educated in Cambridge University, Arthur, a friend of Sir Barnes Wallis, who invented the bouncing bomb used by the RAF during the famous ‘Dambusters’ raid, headed the Aeronautical Engineering department at the University of Bristol before becoming Vice-Chancellor.

Al said: “They held a memorial service for my grandfather at Bristol Cathedral and it was standing room only. It started to dawn on me then that he had achieved a lot.

“My only regret is that he is not here anymore, because I have so many questions I would like to ask him. He would certainly be pleased to see me working at DE&S.”

60 second spotlight

"My favourite place in the world is Barbados, although the sun evades me, and I think I am the only person to go there and come back just as pale!"

Sarah Hughes

Job:

Engineering management apprentice at HMNB Devonport

Your route into DE&S?

My father worked in MOD Abbey Wood and had mentioned that they offer apprenticeships. I started keeping an eye on the MOD website as this was something I was keen to pursue. I found out they offered an apprenticeship scheme in Devonport as well and applied in 2016. I am now more than halfway through the apprenticeship and working on completing my Higher National Certificate.

Your claim to fame?

When I was younger I was a keen athlete and competed in the pentathlon. During my athletics career I was selected to kit carry for the Welsh athletes, which was a wonderful experience, and I got to meet the likes of Dame Tanni Grey-Thompson, Colin Jackson and even met Jessica Ennis at the Welsh Open, who was there supporting a family member. I regret giving it up but the demands of training and competing six days a week whilst trying to study for A-levels was too much. I used to compete all over and, while I was not amazing at one event, I was good at several, which is why I chose multi-events. Ranking 4th in Wales at the pentathlon and coming second in Wales at the school's long jump are definitely achievements that I am proud of.

Your advice to anyone?

It is never too late to change career paths or chase after something you want.

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

I love playing sport, particularly team sports. I got into sport when I was about 11 and have been active ever since. I play a lot of hockey, rugby and badminton. I hope to find a civil service team soon and represent them. I also try and get back to Wales and visit family and friends whenever I can.

What are you most proud of?

Meeting HRH Prince of Wales at the MOD Apprentice Awards ceremony at MOD Main Building in London is definitely one I am proud of, along with winning my category in the Tom Nevard competition (*Sarah won the first-year apprentice award and was part of the team which collected the Defence Infrastructure Organisation Sustainability Recycling Challenge award for innovative thinking*). It was a little surreal being so close to royalty, but he was very encouraging and wished me the best of luck with my future.

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

Diet coke – I live on it, which probably isn't a good thing. I'd also take my family and my dog Archie. I am a big family person and Archie is definitely considered family. I would have to have them there to keep me company.

What irritates you the most?

Last minute cancellations. It really irritates me when everything is set to go and someone cancels.

What is your favourite place in the world?

Barbados – I was lucky enough to go there and it was amazing. My favourite animal is the turtle, so getting to swim with them



Commodore Ian Shipperley presenting Sarah with her deeds of apprenticeship

is something off the bucket list. The sun and jet skis are a great addition too, although the sun evades me, and I think I am the only person to go there and come back just as pale! I would also advise grabbing a reggae bus, as it is something you have to experience.

What would surprise people about you?

My childhood dream was to be a vet. I am a complete animal lover!

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

Email
tom.morris114@mod.gov.uk



Society of
**Maritime
Industries**

**THE UK MARITIME ENTERPRISE:
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SHIPBUILDING STRATEGY**

A national conference that looks at progress to implement the United Kingdom's National Shipbuilding Strategy.

Speakers from the highest echelons of the industry and government will promote debate and discuss critical issues.

**Wednesday 20 & Thursday 21 February 2019
in the Guildhall of the
Maritime City of Portsmouth.**



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Full conference details will be available in September 2018. The conference will include a reception and a dinner onboard the historic ship HMS Warrior in Portsmouth.

Women's Network at Yeovil driving pupils to succeed



Members of the Yeovil Branch of the MOD Women's Network volunteered to help Year 10 pupils at a local secondary school sharpen up their interview skills.

A group of 15 members of the Network conducted interviews with 150 pupils at Westfield Academy Yeovil and provided constructive feedback on the quality of their answers, how they came across and the importance of positive body language.

The students had to capture the feedback and articulate in their career logs the benefits and what they had learnt from the interviews.

Louise Stevens, co-lead of the Yeovil MWN Branch, said: "This was a win/win situation which benefitted the pupils at Westfield but also us as volunteers. The pupils benefitted from gaining a better understanding of how to present themselves and we were given the perfect opportunity to develop our personal skills, try out their interview technique and provide constructive feedback.

"The school were extremely appreciative that we were able to arrange this event and everyone who took part was delighted to be able to contribute to the local community."



Almost 1,500 employees from more than 50 departments across the Ministry of Defence, including DE&S, descended on the University of Bath for this year's MOD Sports Day.

With around 50 separate events, MOD Sports Day is the largest departmental sports day and one of the biggest workplace sports events in the country, which, as well as providing a competitive environment, also promotes the importance of living a healthy lifestyle.

It is planned and organised by the Defence Sports & Recreational Association, which exists as part of the MOD's Health & Wellbeing Strategy.

Sports featured on the day include the more traditional events like football, cricket, tennis, rounders, squash, volleyball and hockey, as well as more niche sports, including open water swimming, angling, pistol shooting, archery and tug of war.

MOD Sports Day has been held at the University of Bath for more than a decade, allowing competitors access to world-renowned sports facilities. More than 100 organisers, officials and volunteers are present to make the event possible.

Eight Tri-Service Reservists from DE&S had breakfast at 10 Downing Street to mark Reserves Day.

The group attended the famous location on June 27 as part of Armed Forces Week.

There are Reservists currently supporting operations worldwide and they are integral in protecting the nation's interests, making up a sixth of our Armed Forces.

DE&S Reservist and the organisation's Reserves Ambassador Simon Deeks said: "Reserves Day is an excellent opportunity to demonstrate to our employers

the extra skills and knowledge that a Reservist brings to their role. Incredibly talented Reservists across DE&S are working tirelessly to balance their day-to-day roles with an involved and intense military career supporting the front line".

The commitment of reservists is widely recognised to be of significant benefit to their employer and the individual. DE&S is an excellent supporter of Reservists, providing additional support such as paid leave, and has committed to a two per cent recruitment target of civilian personnel as Reservists.



Matt's on a mission

MOD Abbey Wood gym instructor **Matt Chiles** is taking on the London Marathon in memory of his brother, who died of bone cancer aged just 18.

Matt (pictured with parents Judith and Eric below) was 21 when younger brother Daniel (pictured right) was diagnosed with the aggressive cancer in September 2006. Just four months later Daniel passed away.

Since that time Matt has raised £16,000 for various charities in Daniel's memory and next April will take on London's showpiece running event for Children with Cancer UK.

It is his third marathon for charity, after completing the gruelling 26.2 miles distance in Paris and Bournemouth. He hopes his efforts will also inspire others to live a healthier lifestyle.

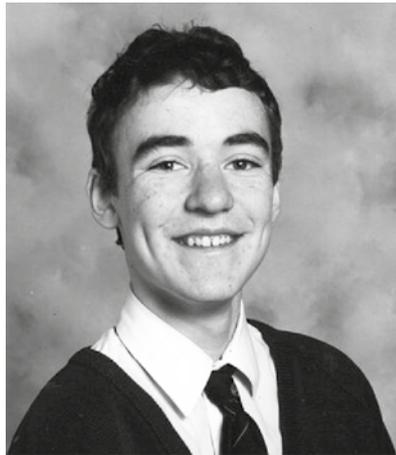
"Daniel's death was a devastating blow for the family", Matt said.

"One minute we were on a family holiday in Malta and the next he was diagnosed with this dreadful disease. However, I have always looked to turn

a negative into a positive and, although Daniel has gone, he still inspires me to live the best life I can."

Matt is hoping to raise £4,000, taking his total raised for charity to £20,000.

To sponsor Matt visit: <https://uk.virginmoneygiving.com/MattChiles>



MOTTO

the MOD Lottery April winners

- £10,000 Angela Cozier, Minley
- £2,500 Saowalak Morris, ABW
- £1,000 Amy Salmons, Fareham
- £500 William Robinson, Episkopi
- £250 Stuart Thompson, Longtown
- £100 Janet Fogg, Prenton
- David Grist, Gosport
- Michael Bradley, ABW
- Paul Osborne, Salisbury
- Stephen Smith, Gosport
- Tina Ramshaw, ABW
- Michelle Baker, Middle Wallop
- Many Begg, Glasgow
- Michael Cotton, Hereford
- Tracy Herriman, ABW
- Ian Brace, Parkway
- June Gowan, Hull
- Timothy Harding, Whitehall
- Martina O'Sullivan, Woking
- Anthony Burrows, ABW
- Gerald Butler, Holywood
- Elisabeth Wall, Telford
- Colin Stannard, RFA
- Melanie Harrill, ABW
- Adele McGookin, Faslane

Last month's missing word below was:

Volunteering

Word Search

- | | | |
|------------|----------|------------|
| Air show | Flypast | Sports day |
| Apprentice | Gromit | Squadron |
| Atlas | London | Strategy |
| Collar | Magpie | Team |
| Community | Marathon | Trail |
| Defence | Ocean | Trust |
| Firestorm | RAF | Vessel |

Find which word or name is missing from this wordsearch

Note- they may appear vertically, horizontally, diagonally, forward or backward

A E E L P N T A P Y T I N U M M O C
Y I S Q U A D R O N I J M I P N L T
P E F R C T G B P Y A D S T R O P S
S G T P S O G O T M R O T S E R I F
S P I U U H Y I R E O E C N E F E D
O W R O I T M S C L C I T P W G N I
D T I M C O P I K M A E T A T E C K
W S L R R N T E T O Y P S P I G U L
O F M G A N R D C O L L A R G M F E
H V A B E R A B R A F Y P C R I N S
S F G R I O I D J S I C Y F P E A S
R F P Y A T L A S B E S L T A O E E
I P I G S B P O A R N C F I R W C V
A X E U Q M A R A T H O N O D N O L

Case Study

Abigail Humphries, Land Equipment Admin Specialist, gives her insight into some of the benefits of working for DE&S

Name:
Abigail Humphries

Job title:
Land Equipment Admin Specialist

How long have you worked for DE&S?
16 months

Why did you choose to pursue a career in DE&S?
It is a very diverse and interesting place to work. There is a great, sense of achievement and fulfilment knowing that by doing your job well, you are equipping and supporting the UK's armed forces to help keep our country safe.

What does your role entail?
I support the Land Equipment HQ and Operational Infrastructure teams by helping them with any admin assistance they may require. Every day is different as we respond to the needs of our people on a case by case basis. This means I never know what the next working day will bring.

What are the opportunities to develop and progress within your function?
We have adopted a new and improved learning strategy. The concept 70:20:10 allows individuals to spread their learning across many different styles. 70 per cent of our learning will be done "on the job", meaning you will gain valuable workplace skills and be able to put them into action immediately. 20 per cent of our learning will be through informal sessions, such as interactive workshops, events, or lectures on site. And 10 per cent of our learning is

through formal structures, such as courses or exams that provide a recognised qualification. So, there are learning styles available to suit everyone.

What do you most enjoy about your job?
The people. DE&S is a diverse and friendly place to work. The Abbey Wood site is home to more than 8,000 people, making us one of the largest employers in the Bristol area, but it's the individuals put together that make DE&S a real community.

What's your ambition?
I hope to continue my career in DE&S and working in the committee for the employee run Pride Network. My main goal is to help create an inclusive and welcoming home for all DE&S employees, irrespective of their differences.

What's the greatest achievement to date?
In previous months I was fortunate enough to have a very active role in successfully embedding transformation (a far-reaching programme designed to raise the skills and productivity of staff and introduce world-class systems for managing and controlling projects) across the Corporate Services Function. I assisted with the engagement side of transformation, organising and facilitating large events to improve our people and develop our processes.

Why would you recommend DE&S to others as a great place to work?
DE&S is an organisation that cares about its people and provides a wide range of opportunities to support and develop everyone. DE&S is not just a place to get a job, but a place to pursue a career.

What are the social benefits of working for DE&S?
There are many sports teams and activities on offer, as well as an on-site gym with fitness instructors. DE&S promotes a flexible working pattern, which I find extremely helpful for managing my work-life balance. It also offers an excellent pension scheme, so I know that my future retirement will be taken care of. Working in defence also makes you eligible for defence discount schemes, meaning you can get cheap cinema tickets, money back on supermarket shops and money off at certain clothing brands and fast food chains, as well as loads more perks!





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www.des.mod.uk



Here are six great reasons to work for DE&S



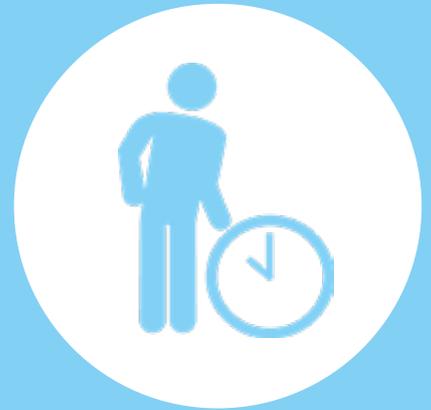
Bonuses & Recognition

Annual bonus and one-off payments based on performance for going above and beyond



Pension

Our Alpha pension is conservatively valued at 21% of your salary. Most private companies only offer 6-12%



Flexible Working

Balancing work and life, various working patterns



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Choose a career path that's right for you



Holiday

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We provide a modern, safe and convenient work environment

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Future Vacancies

DE&S DESG Engineering Undergraduate Sponsorship Scheme

National | £15,000 (pro rata)

Estimated timeline: September 2018

Post type **Permanent**

Job Description: The DE&S DESG Engineering Undergraduate Sponsorship Scheme provides a unique opportunity to earn whilst you study for a specialist degree. We are looking for students who have a desire to eventually join the DE&S Engineering function within the MOD.

DE&S DESG Engineering Graduate Scheme

Bristol | £25,890

Estimated timeline: September 2018

Post type **Permanent**

Job Description: This scheme is fully accredited by many of the major Engineering Institutions and is one of the best in the UK for Engineers and Scientists. Once completed, you will be moved into a middle management professional role within your sponsoring business domain and will continue to be supported towards Incorporated and Chartered Engineer status.

Data Scientist DE&S

Bristol | £19,000 - £35,000pa | Senior Admin/Specialist

Estimated timeline: September 2018

Post type **Permanent**

Job Description: This role sits within the IM&IT function and is responsible for the assimilation of different types of raw data, drawing meaningful conclusions from it and presenting it in a clear format, in order to reach a wide audience.

WORK FOR DE&S

For more info and job opportunities visit:

www.des.mod.uk



A large Typhoon fighter jet is shown in a hangar, supported by a white scissor lift. Several technicians in blue and grey uniforms are working on the aircraft. One technician is visible in the upper left, another in the lower left, and a third in the lower right reaching up to work on the underside of the fuselage. The hangar has a white wall with teal vertical structural elements. The lighting is bright and even.

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Together with the RAF we've changed the game on Typhoon support and maintenance. Reducing costs. Increasing flying time. Freeing up more funds for the future.

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