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# desider

**Issue 129**  
**April 2019**

*the magazine for  
defence equipment  
and support*



**Ajax powers through cold weather trials**



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# Foreword

**W**elcome to the latest edition of Desider featuring the major achievements of our talented workforce here at DE&S.

**"I am always struck by the focus, dedication and positive attitude of our people"**



By Sir Simon Bollom, CEO

I am always struck by the focus, dedication and positive attitude of our people, which was reinforced on my recent visits to our defence munitions sites in Glen Douglas and Beith, as well as a brief, but highly informative, visit to Kentigern House in Glasgow. It was my absolute pleasure to meet so many of you in Scotland and to hear you talk with such pride about your work.

I was delighted that, during his recent visit to MOD Abbey Wood, the First Sea Lord, Admiral Sir Philip Jones, highlighted our excellent working relationship with the Royal Navy and how we are pivotal in helping the Senior Service achieve its goals.

Fittingly, it was only days after his comments that HMS Tamar, the fourth of the Royal Navy's new Offshore Patrol Vessels, was formally named in Glasgow and only a few weeks after a service of dedication was held for Royal Fleet Auxiliary ship RFA Tidesurge.

While these milestones marked the start of service for these fine ships, this month also saw the retirement of Tornado after nearly 40 years in service with the RAF. I confess I was a little emotional as I travelled to RAF Marham to witness the final fly-past on the day of the disbandment of the last two remaining Tornado Squadrons. Tornado will always be special to me having worked with this magnificent aircraft many times during my 35-year engineering career in the RAF and particularly as the Tornado Integrated Project Team Leader.

But we move forward into an exciting new age of air power and there is no doubting

that Typhoon and F-35 are exceptional aircraft. They provide the RAF and Royal Navy with world-class capability and it is encouraging to see work is currently underway to integrate Meteor and SPEAR Capability 3 missiles onto the UK fleet of F-35s.

In the Land domain, we have worked with industry to complete invaluable electromagnetic trials with Boxer and Ajax has been put through its paces in extreme Arctic conditions in Sweden. I hope you have all viewed the excellent video footage of the Ajax trials on the DE&S intranet site and our social media channels.

Elsewhere, we've demonstrated our undertaking to take the safety of our customer very seriously. The recent 'Shining the Spotlight on Safety' events were a tremendous success, with more than 5,000 employees attending our live theatre training which highlighted how everyone across DE&S and the SDA has a role to play in ensuring we provide safe equipment to our armed forces.

And I was lucky enough to open International Women's Day, which was marked at MOD Abbey Wood with a series of inspirational speakers and interactive workshops.

We continue to spread the word about DE&S with 40 of our employees travelling to Birmingham to attend the Big Bang Fair to inspire young people to pursue a career in any of the Science, Technology, Engineering and Maths (STEM) subjects. Thank you – this is greatly appreciated and it is quite possible these efforts might result in some of those young people joining DE&S one day.

Finally, I must mention Mark Trautmann, one of our staff at RAF Marham. The story of his father's heroics both on the football field and as a man are inspiring to us all. A fascinating read.

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Ajax in Sweden  
Photo by Jack Eckersley

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## Steve Glass, Director Support Enablers, talks to Desider about his role, improving the future of support and why collaboration is key to success



I joined the MOD as an apprentice in Devonport dockyard many years ago. Initially, I was attracted by the engineering and equipment, but it's Defence's sense of purpose that's kept me here all these years and I still get great satisfaction from feeling our work makes a difference for our armed forces.

Support Enablers Operating Centre (SEOC) is unique amongst DE&S' Operating Centres (OC) in terms of the diversity of our work. The clue is in the title – primarily we enable support activity across Defence. This includes policies and process, compliance and audit of inventory, engineering support data services, modelling and analytics and the delivery of all enabling IT services that enable the Defence Support Network.

It's a privilege to run the OC and I'm proud of my team and what they achieve in challenging circumstances. We touch every DE&S OC, front line command and key industry supplier engaged in support with MOD. You might describe our work as 'back office activity' but it's critical to 'front of house' operations. Without our services, defence would stop.

Some of our recent successes

include the reset of the Future Logistics Information Services contract, securing the health of our IT applications until 2022 and significantly reducing our portfolio of applications. The completion of the JAMES modernisation programme, improving end user experience of the land equipment engineering and asset management was well received.

Outside of the IT space, we've improved the accuracy of DE&S accounting and helped DE&S teams avoid spending millions of pounds on unnecessary inventory through our modelling activity.

Of course, support is a multifunctional activity and we must generate the right collaborative behaviours across many functions to deliver. People can become entrenched in their own teams to the detriment of delivery, so embracing more collaborative working is essential.

A good example of this is our recent work with the Logistics Delivery OC. Completing a complicated integration of old MOD IT into modern supply chain IT was a big challenge. By working together we've enabled the Logistics Delivery OC

We've helped DE&S teams avoid spending millions of pounds on unnecessary inventory through our modelling activity

outsourced commodity supply chain to realise its benefits to Defence.

Speaking of working together, a key priority that lies ahead is the MOD-wide Defence Support Transformation programme. So far, this has been a big learning experience for my team. Dealing with an ambitious change activity involving all of defence's stakeholders creates uncertainty, but we need to ensure DE&S, as the organisation that delivers a huge amount of support activity and capability, is right at the heart of this programme.

Internally, we've come a long way across the organisation. When I talk to my staff, we're no longer having conversations about why we're doing transformation, but about how we improve our use of the tools it's given us. The journey needs to continue.

It's great to hear someone say they've independently done something that has improved their ability to deliver their job; after all, they're the experts and know what will make a difference. Our organisation is full of people like this and releasing more of that potential to help shape the DE&S of the future is vital.

# Royal Navy's new offshore patrol vessel named HMS Tamar during ceremony in Glasgow

Pictured: (l-r) DE&S CEO Sir Simon Bollom attended the naming ceremony with Minister for Defence Procurement Stuart Andrew, Assistant Chief of Naval Ships (Ship Acquisition) Rear Admiral Paul Marshall and Managing Director BAE Systems Naval Ships Steve Timms (Picture courtesy of BAE Systems)



**H**MS Tamar, the fourth of the Royal Navy's five new Offshore Patrol Vessels (OPV) procured by DE&S, has been formally named in Glasgow.

The next-generation River Class ship will boost Britain's counter-terrorism and anti-smuggling work and provide essential support to defence operations.

The 90-metre vessel, which is equipped with a 30mm cannon and flight deck capable of accommodating a Merlin helicopter, is part of a five-strong OPV contract signed with BAE Systems by the Batch 2 River Class OPV team within Ships Acquisition at DE&S, worth a combined £635 million.

Gareth Morris, OPV Project Manager at DE&S, said: "This is another welcome milestone in the delivery of the Royal Navy's new Offshore Patrol Vessel fleet – one which we are celebrating alongside our partners in the Royal Navy and industry."

The ship's sponsor, Lady Peach, officially named HMS Tamar in Scotstoun on March 21 by pressing a button to smash a bottle

**This is another welcome milestone in the delivery of the Royal Navy's new Offshore Patrol Vessel fleet – one which we are celebrating alongside our partners in the Royal Navy and industry**

Gareth Morris, OPV Project Manager at DE&S

of Camel Valley 'Cornwall' Brut against the hull – in recognition of the ship being affiliated to Cornwall.

All the vessels are initially constructed in BAE Systems' Govan yard before being moved to their Scotstoun site to be fitted out with their systems ahead of rigorous sea trials.

Alongside the Type 26 anti-submarine frigate programme, the Royal Navy work has filled the Glasgow shipyards' order books until the early 2030s, protecting 1,700 Scottish jobs and supporting a further 2,300 roles across the nation through the supply chain.

Sir Simon Bollom, DE&S CEO, said: "HMS Tamar continues the legacy of ships being built on the Clyde for the Royal Navy and will perform a vital role defending the UK's interests.

"It is great news that we are celebrating this milestone alongside our partners in the Royal Navy and BAES. We look forward to the delivery of the remaining OPVs and further progress on the Type 26 build programme."

All the Batch 2 OPVs, named

HMS Forth, HMS Medway, HMS Trent, HMS Tamar and HMS Spey, are set to be delivered to the Royal Navy by the end of 2020.

Minister for Defence Procurement Stuart Andrew said: "From patrolling our coastlines and protecting UK waters to anti-smuggling and counter terrorism operations, these ships are a key part of our Royal Navy fleet.

"This naming marks an important milestone in HMS Tamar's programme as she begins sea trials before being accepted into operational service to start her crucial work next year."



Pictured clockwise from top left: Sergeant Dale Murphy (Survival Equipment Flight), Wing Commander Jody McMeeking (OC 41 Sqn), Flight Lieutenant Daniel Granger (41 Sqn), Corporal Sean Hopkins (Survival Equipment Flight) prior to the maiden flight of EPLB in RAF Typhoon, an EPLB and survival aids fitted in a Typhoon flight jacket pocket, EPLB Lead Engineer Stephen Caldwell and Corporal Gaz Williams from the RAF Centre of Aviation Medicine retrieve a search and rescue manikin, a manikin floats during a homing trial in Bude, aircrew wearing an EPLB system conduct parachute dragging training in Plymouth Sound (Pictures Jack Eckersley and submitted)

# Cutting-edge beacons delivered to UK armed forces

**“The development of this locator beacon system has been extremely challenging and testament to the absolute dedication of many stakeholders across DE&S, Front Line Commands, Ferranti and more”**

The Air Platform Systems team at DE&S is delivering a new auto-activating Emergency Personal Locator Beacon (EPLB) to protect UK armed forces aircrew.

The cutting-edge piece of equipment is being delivered following an £11 million deal with Ferranti Technologies in Oldham, which will see more than 3,000 beacons provided.

All UK armed forces aircrew are required to carry or have access to an overt Personal Locator Beacon (PLB) that can be used in the event of an emergency. The PLB provides an alert that an emergency situation exists and allows rescuers to locate the aircrew anywhere in the world.

Limitations with previous equipment meant that aircrew had to carry two different beacons simultaneously, yet that still didn't fully meet their current need. EPLB satisfies that need in a single piece of equipment.

The new beacon, which is integrated into the clothing and life rafts of aircrews, is the first system of its kind to be designed and certified from the outset to work as an integral part of the aircrews' life preserver, guaranteeing its real-world performance compared to equipment previously used.

This performance has been rigorously tested in laboratories, but emphasis has been put on testing as it will be used, in a wide variety of environmental conditions around the world, including the Arctic Circle, tropical rainforest, Middle-Eastern deserts and the Falklands.

It can be triggered manually or automatically on ejection from the aircraft. A digital message is then transmitted incorporating a global navigation satellite

system/global positioning system fix, letting patrols know exactly who activated the beacon and their location.

The beacon also has a longer battery life and improved antenna performance.

The first beacons were rolled out at RAF Coningsby earlier this year to No. 41 Squadron – the RAF's Typhoon test and evaluation squadron based at the Lincolnshire station.

Wing Commander Jody McMeeking, Officer Commanding 41 Squadron, carried out the first flight whilst wearing the new beacon.

He said: “The new jacket scaling significantly reduces bulk, and therefore reduces interaction with the pilot's arms during aircraft operation. This will have a positive effect on safety of operating the aircraft, specifically on long sorties.”

Since then, RAF Coningsby has fully rolled out EPLB to No. 3, No. 11 and No. 29 Squadrons, with full operating capability expected in September this year.

Air Platform Systems team leader Daren Collis said: “The use of EPLBs is essential to protecting our aircrew and giving them confidence that they will be rescued as quickly as possible in the event of an emergency.

“The development of the EPLB system, that integrates into the existing fleet of aircrew survival equipment has been extremely challenging and testament to the absolute dedication of many stakeholders across DE&S, Front Line Commands, Ferranti and more.”



## Brimstone 3 missile firing

The Brimstone 3 ultra-high precision missile system, being procured by DE&S, has successfully achieved a major milestone by completing its first firing trial at the Vidsel trials range in Sweden.

Despite enduring temperatures below minus 30 degrees, all trial objectives were fully achieved with the missile demonstrating surface to surface capability, building on the advanced guidance and targeting abilities developed during the Brimstone programme.

Brimstone 3, the product of the Brimstone Capability Sustainment

Programme, managed by Team Complex Weapons within DE&S, will provide new Brimstone missiles for the UK armed forces in order to replenish the country's inventory and to maintain the future UK's battlefield edge. It will also provide the ability to fully meet current and future export supply needs.

The new-build Brimstone missiles will incorporate all the improved functionalities offered by the spiral upgrades of Brimstone that will all combine to provide unique performance capabilities against the most challenging of targets.

## RFA Tidesurge dedication

A service of dedication has been held for Royal Fleet Auxiliary (RFA) ship, RFA Tidesurge – the third of four 39,000-tonne fleet replenishment tankers procured by DE&S.

The event, at Greenock's Ocean Terminal on the Clyde, was attended by members of the DE&S Commercially Supported Shipping (CSS) team, as well as RFA and military personnel, dignitaries, local civil leaders and Lady Sponsor, Lady Joanna Woodcock.

RFA Tidesurge is the third-of-class of the Military Afloat Reach and Sustainability (MARS) tankers, which includes in-service sister ships RFA Tidespring and Tiderace, and RFA Tideforce, which will become operational later this year.

The flexible, state-of-the-art, double-hulled vessels will provide a key future underway replenishment at sea capability and support to the Queen Elizabeth aircraft carriers.

David Farmer, Head of CSS, said: "The service of dedication for RFA Tidesurge, the third Tide class tanker, is a culmination of a significant period of expert and steadfast delivery by the CSS team, which is proud to be bringing her and her sister ships into the Royal Fleet Auxiliary service in defence of the UK."

## First Sea Lord visits Abbey Wood

Admiral Sir Philip Jones, First Sea Lord, highlighted the excellent working relationship that DE&S has with the Royal Navy when he visited MOD Abbey Wood.

During a speech to staff, Sir Philip also celebrated last year's achievements, outlined his priorities for 2019 and fielded questions from the audience.

Sir Philip, who stands down as First Sea Lord in June, has been a regular visitor to DE&S.

Addressing a packed lecture theatre, Sir Philip said: "It is very good to be back. I always learn something new when I come here.

"I believe understanding what DE&S is and does is an important perspective to have. I will pass that on to the new leadership team after I move on because I am keen to see the steady drumbeat between Navy Command and DE&S continue."

Sir Philip said his priorities for

2019 remained successful delivery of operations and the resilience of manpower and equipment, but added a new one – that of transforming the Navy so that it found better ways of doing things and earned the right to deserve investment from the Government.

"No one understands the significance of my priorities more than you at DE&S. You will be pivotal to Navy Command being able to achieve all of them", he said.

Sir Philip also celebrated some of last year's programme milestones at DE&S, including the Queen Elizabeth-class carriers, Tide-class tankers, Merlin Mk4 helicopters, the Sea Ceptor missile system and progress on future capability, including Dreadnought and Type 31e frigates.

"I am really proud of what you have achieved over the last 12 months", he concluded.





## Next-gen weapons boost for UK F-35 Lightning jets

An advanced set of next generation missiles are being readied for the UK's F-35 Lightning stealth jets.

Work is underway to integrate MBDA's Meteor beyond visual range air-to-air missile and SPEAR Capability 3 precision surface attack missile onto the UK fleet.

DE&S is procuring the new weapons for the UK's operators of the F-35 – the Royal Air Force and Royal Navy. British firms BAE Systems and MBDA are leading

the integration effort, along with prime contractor Lockheed Martin.

Mark Thornton, Lighting Delivery Team Head, DE&S, said: "The integration of Meteor and SPEAR Capability 3 missiles will provide the UK with unrivalled warfighting capability, enabling our pilots to fly an even larger range of missions anywhere in the world."

SPEAR Capability 3 will be a low collateral precision strike weapon that can be fired at static

and moving targets beyond the horizon, meaning the F-35 can strike without getting close to hostile air defence units.

Meteor is guided by an advanced active radar seeker and can destroy a variety of targets, from agile fast jets to small Unmanned Aerial Vehicles and cruise missiles.

The full programme for integration is still being defined, but is currently expected to complete in 2024/25.



## Successful Boxer trials

The DE&S Mechanised Infantry Vehicle (MIV) delivery team has worked alongside colleagues in Government and industry to complete a successful electromagnetic trial with Boxer.

The team worked with the Defence Science and Technology Laboratory (Dstl), Joint Forces Command, the Battlefield and Tactical Communications and Information Systems team, as well as industry partners – the Artec consortium, Rheinmetall and KMW.

The three-week trials covering aspects of electronic counter measures, electromagnetic compatibility and communications were carried out at Dstl Porton Down.

The 'de-risking' work will ease integration of future electronic counter measures and Morpheus capabilities on the platform for when it enters service with the British Army as the cornerstone of the new Strike Capability.

The MIV delivery team were delighted with the results of the trial, which were made possible by the loan of a Boxer vehicle from the Royal Netherland Army.

SO1 MIV, Lieutenant Colonel Hugh O'Neil Roe, said: "The trials had come at a critical time in the programme and will prove invaluable as the project progresses. It has been great to see DE&S and Dstl working so closely with our industry partners."



Pictured clockwise from top left: Bert Trautmann signs autographs for fans, his son Mark, the film poster, a still from the film, Bert surveys the field, suffering his broken neck during the 1956 FA cup final (Pictures by Jack Eckersley and submitted)

# “He got a poison pen letter saying if he played at Wembley he'd be shot”

From hated German prisoner of war to an idolised Manchester City goalkeeper, famous for playing on in the 1956 FA Cup Final with a broken neck. There is so much to the Bert Trautmann story – which is probably why it's just been released on the big screen. Desider editor Tom Morris met Bert's son Mark Trautmann, who works for the DE&S F-35 team at RAF Marham

“There was a minute's applause and then the whole team came out with goalkeeper's jerseys with Trautmann on the back. I have never felt a sensation like it – my whole body was tingling”, Mark Trautmann says, and I watch a smile form on his face as the memory returns.

He is referring to the respect paid to his dad Bert by fans after his death in 2013, when Mark, his brother Stephen and half-sister Freida were invited to the Ethiad – Manchester City's 55,000 all-seater home ground – for the first game of the season.

This outpouring of adulation by the City faithful – given the furore that surrounded the club's decision to sign the German former prisoner of war – is something that restores faith in humanity.

As a member of the Luftwaffe and a German paratrooper during the Second World War, the England football-supporting public were far from ready in October 1949 to welcome him with open arms – especially London clubs, where the crowds were still deeply scarred by the terrors of the Blitz.

Incredibly, 20,000 took to a demonstration to try and prevent the club signing him and the Jewish fans in Manchester threatened to hand in their season tickets. Bert, who in goal had nowhere to hide from the torrent of abuse, showed remarkable bravery to take to the field each weekend.

“He once told me he nearly always threw up before a game because of the nerves”, Mark, who joined the MOD in 1997 after 17 years in the RAF, said.

“He got threats and all sorts, the hatred he must have faced was terrible. My mum told me he got a poison pen letter telling him that if he walked onto the turf at Wembley he would be shot.”

But Bert won them over with his performances and, as it happens, rather than his demise, it was Wembley which cemented Bert's place in Manchester City and, indeed, football folklore.

Having lost the 1956 FA Cup Final, City travelled to the capital again, this time to take on Birmingham City. With 15 minutes remaining Bert dived bravely at the feet of an oncoming striker. The impact of his neck on the player's knee was sickening and Bert lost consciousness.

With today's protocols he would have been stretched off and taken to hospital. But with City winning 3-1 and no substitutes allowed, Bert got

gingerly to his feet and played on, making a number of fine saves that ensured City held on and lifted the 1956 FA Cup.

Clearly in pain when receiving his winner's medal, Bert soldiered on through the post-match banquet thinking he just needed to rest. When the pain failed to subside he eventually had an x-ray, which revealed that he had dislocated five vertebrae, the second of which was cracked in two.

By then he had largely won over the football fraternity, but his bravery and commitment to his English club that afternoon softened even his greatest detractors – so much so that in 2004 he was awarded an OBE for his effect on Anglo-German relations.

Mark said: “I don't think at the time that he would have realised what he had accomplished by his actions, he just loved playing football.”

Bert recovered from his injury and amassed 545 appearances for City over a 15-year career. His decision to remain in the UK cost him the chance of playing international football as then coach Sepp Hergerber told him he would not be considered unless he played in Germany.

There is so much more, like Bert being the first sportsman to wear Adidas because he was friends with inventor Adolf Dassler, and being the first German to play in an FA Cup final. His remarkable life features in the new biopic *The Keeper*, starring David Kross and Freya Mavor.

“I've been lucky enough to see the film and it was very emotional”, Mark said.

“It's really a love story of how mum fell in love with dad, who had been a prisoner of war.

“Tragically, shortly after the FA Cup final, my brother John was hit by a car and killed. He was only five and it hit my parents incredibly hard.

“Although I wasn't born at the time, I remember mum telling me it had been very hard for her to take. Losing your first born, or any child, just doesn't bear thinking about.

“However, the film made me feel that mum and dad had some very happy times as a couple.

“Ultimately, I'm just incredibly proud of my father and what he achieved.”

*The Keeper* is due to be released in cinemas on April 5.

Bonus content at  
[www.des.mod.uk](http://www.des.mod.uk)



# DE&S secures deal for early warning radar aircraft

Pictured: An E-7 aircraft (Picture RAF copyright)



**A** DE&S team have signed a \$1.98 billion deal to purchase five E-7 aircraft that will ensure the continued delivery of the UK's Airborne Early Warning and Control (AEW&C) capability.

Named "Wedgetail" by the Australian Department for Defence, the E-7 aircraft, which will replace the current Sentry aircraft, can fly for long periods of time and manage the battlespace from the sky.

The new fleet will be able to track multiple airborne and maritime targets at the same time, using the information it gathers to provide situational awareness and direct other assets such as fighter jets and warships.

The contract was signed with Boeing by the Airborne Warning and Control System (AWACS) Capability Sustainment Programme (CSP) team at DE&S.

Tom Pink, AWACS CSP Programme Lead, said: "To progress to contract signature for this major programme just five months after receiving Boeing's proposal was a colossal task. It's with great satisfaction we can now

**I'm immensely proud of my team and how we've worked together across DE&S functions with Air Command, Head Office, scrutiny and industry to achieve the first steps in delivery against this critical capability**

Tom Pink, AWACS CSP Programme Lead

look back and reflect on what we've achieved.

"I'm immensely proud of my team and how we've worked together across DE&S functions with Air Command, Head Office, scrutiny and industry to achieve the first steps in delivery against this critical capability."

The E-7 is a proven aircraft that is currently in-service with the Royal Australian Air Force and has been used on operations in the battle against Daesh in Iraq and Syria. It is based on a standard Boeing 737 NG airliner modified to carry a sophisticated Northrop Grumman active electronically-scanned radar. This can cover four million square kilometres over a 10-hour period.

Announcing the contract, Defence Secretary Gavin Williamson said: "The E-7 provides a technological edge in an increasingly complex battlespace, allowing our ships and aircraft to track and target adversaries more effectively than ever. This deal also strengthens our vital military partnership with Australia.

"We will operate the same state-of-the-art F-35 jets and

world-class Type-26 warships, and this announcement will help us work even more closely together to tackle the global threats we face."

Modification of the aircraft will be carried out in the UK, sustaining over 200 highly skilled jobs at Marshall Aerospace and Defence Group in Cambridge, and there will also be opportunities for British suppliers to be involved in future training and support arrangements.

This announcement builds on a growing military capability and industrial relationship between the UK and Australia, after the Australian government selected the British Type 26 design for its future frigate.

Chief of the Air Staff, Air Chief Marshall Sir Stephen Hillier, said: "This world-class capability, already proven with our Royal Australian Air Force partners, will significantly enhance our ability to deliver decisive airborne command and control and builds on the reputation of our E3D Sentry Force."



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# On building a new team to shape the future

**Chris White-Horne is Head of the new team that will lead DE&S' contribution to the Combat Air Strategy**

## ***What does your role involve?***

I'm building a new team (Combat Air Strategy team) that brings together the DE&S contribution to the Combat Air Strategy, which was announced at last summer's Farnborough International Airshow by the Defence Secretary. He also unveiled the Team Tempest technology demonstration partnership with industry and launched the project to deliver the next-generation of capabilities we will need in the 2030s. DE&S brings acquisition, commercial and engineering expertise to these exciting initiatives. We also enhance UK prosperity and international influence by supporting the export of combat aircraft and building new international partnerships, for example with Qatar and Kuwait.

## ***What about your role is exciting, rewarding or interesting?***

We are shaping the future – and that is a real privilege. The last people to do anything like this in Europe were in the mid-1980s when Typhoon was created. We are following in their footsteps. Aircraft projects today have lives of over 70 years so it's humbling to think that we are helping create something that our children and grandchildren will fly and work on near the end of the 21st century.

## ***How important to you is teamwork?***

Teamwork and collaboration is everything to us. We are talking to countries across Europe and further afield to build new collaborations that will deliver the next-generation of combat air capabilities. We are working as a team with the RAF, the Defence Science and Technology Laboratory (Dstl) and the UK's

big four aerospace companies to develop the technologies for the future. Across defence, we are bringing together the very best people, experience and expertise to tackle these huge challenges. It's a growing and very different team – if you're interested in joining us do get in touch!

## ***How are you helping embed change in your area?***

As the leader of a new organisation my focus right now is building a new team rather than changing an existing one. The challenges in creating a new aircraft project and delivering it faster, cheaper and better are enormous. It needs the best people, with professional commercial, international, project management acumen and experience. And we need a way of working that is collaborative, agile and customer-focused. This is the ethos of the team we're creating and, I believe, of the DE&S of the future.

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

I want to work in the public sector and I want my work to make a difference. I began my MOD career as a flight test engineer at Boscombe Down and have worked in Farnborough, London, Munich and Washington DC. I can honestly say that every job I've done has been interesting, rewarding and (mostly) fun. I almost left the government when I returned from Germany but this job tempted me back to DE&S. It has turned out to be a very good choice.

## ***What do you most enjoy about your job?***

Lots! The fascinating work, the feeling that we are influencing the future and making a difference

to our armed forces. Most of all though I get to work with some amazing, dedicated and inspiring people.

## ***What do you enjoy doing in your spare time?***

I'm an avid cold-water swimmer. Through the winter I swim in the marine lake at Clevedon, in water temperatures that are often just above freezing – and I do it without a wetsuit. It's tremendously exhilarating and there's a great camaraderie among the madcap bunch of us who do it. I'm also passionate about education and helping young people. I'm a trustee of a youth music charity and a non-executive director of a local multi-academy school trust. You might have seen me on the BBC documentary series "School" last year.

## ***What might surprise people about you?***

I have a part-time working pattern which gives me time to pursue a second career, as a trombone teacher. Some people said to me that flexible or part-time working can't work at senior levels. I haven't found that to be the case although I do have to be very disciplined with how I spend my time. Finding the right balance between work, family and the rest of life is really important to me and DE&S gives me the flexibility to do that, which is great.

# DE&S sign €180M deal to upgrade NATO's electronic warfare training equipment

Pictured: NATO JEWCS Mobile Intercept and Jamming Asset engaging a Chinook on exercise with electronic warfare jamming techniques (Picture submitted)



**A** DE&S team has secured a €180 million contract with Leonardo that will help NATO forces train against the ever-evolving threat of electronic warfare.

The UK, as the host nation for the NATO Joint Electronic Warfare Core Staff (NATO JEWCS) based at RNAS Yeovilton, is procuring a complex, cross domain electronic warfare training system and an anti-ship missile defence evaluation facility for use by the NATO nations, for which DE&S had the responsibility of managing the procurement, following NATO procurement policy and procedures.

The remit of NATO JEWCS, is to provide Electronic Warfare (EW) advice to the NATO Command staff, as well as provide realistic EW training to the NATO member nations through their participation in NATO and national exercises, allowing armed forces to practice their skills in areas such as electronic surveillance and electronic countermeasures in a realistic hostile electronic environment.

**The dedication shown has resulted in a contract that ensures that NATO Forces will be able to train against, and stay one step ahead of, the threat of electronic warfare**

Daren Collis, Air Platform Systems team leader

Leonardo was selected using the NATO international competitive bidding procedure and, with their principle sub-contractors Cobham and Elettronica, will provide the new system, which will comprise vehicles and ruggedized shelters equipped with modular and flexible EW simulators, stimulators and jamming equipment for use on land, with the shelters being capable of being deployed on ships. The airborne system will consist of a set of highly capable and flexible pod-based electronic warfare systems, as well as the NATO Anti-Ship Missile Defence Evaluation Facility pods.

Daren Collis, Air Platform Systems team leader, said: "The small team at DE&S that had to deliver this programme worked extremely hard to overcome the complexity of this procurement, working to a different set of rules, managing an international bid evaluation team of 40 provided by NATO Communications and Information Agency, NATO Support and Procurement Agency and Dstl, and an incredibly diverse set of international stakeholders,

including the national representatives from the 29 NATO member nations and numerous NATO Committees."

"However, the dedication shown has resulted in a contract that ensures that NATO forces will be able to train against, and stay one step ahead of, the threat of electronic warfare."

Director NATO JEWCS Cdr Jason Leach USN said: "This Capability Package will help to ensure NATO is properly equipped for modern scenarios, being able to meet the needs of complex electronic warfare challenges, moving NATO's capabilities in to the 21st century. Working with the Project Team has forged a great relationship between JEWCS and DE&S."

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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.

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**NOAH'S ARK**  
MEDIA

## Emotions run high as Tornado signs off in style

Pictured: The last Tornado GR4 on its way to RAF Marham (Picture by Cpl Tim Laurence-RAF)



**E**motions were running high at RAF Marham on March 14, when the iconic Tornado aircraft touched down for the last time.

Nicknamed 'Tonka', the fast jet has been retired from service after almost 40 years serving the UK on military operations across the world.

DE&S colleagues joined more than 800 guests who witnessed the disbandment parade of the last two remaining Squadrons No IX(B) and 31 Sqn, followed by a final flypast. They were joined by Chief of the Air Staff Air Chief Marshal

Sir Stephen Hillier, DE&S CEO Sir Simon Bollom and Air Vice Marshal Keith Bethel, Director Combat Air.

The aircrew who flew the final aircraft, Squadron Leader Ian Dornan and Squadron Leader Stephen Beardmore, said: "It was emotional knowing that we would be landing this amazing aircraft for the very last time. The skies over Norfolk and the UK are going to be a lot emptier without her."

First entering service in 1979, Tornado have been used in operations across the world, most recently fighting Daesh as part of

Operation Shader, pushing the terrorist group back through Syria and Iraq. In February, the fast jets took part in a farewell flypast covering the length and breadth of the UK.

Phil Melia, Command Acquisition Support Plans (CASP) Performance Reporting for DE&S, said: "I was a 15-year-old Air Cadet working at Blackpool Airshow in 1976 when I first saw the Tornado prototype perform a flypast. Back then, it was called the Multi-Role Combat Aircraft and it was a glimpse of the future.



**I will dearly miss the Tornado engineering community. Many people put in endless hours to ensure the aircraft was safe, supported and delivering its capabilities all over the world**

David Herschell, DE&S  
Tornado Deactivation Project  
Manager

“I first worked on Tornado in 1998 when I took over the calculation of Tornado Fatigue consumption at RAF Wyton. In 2002 I joined the Tornado Integrated Project Team, initially in the Fleet Management team, moving to RAF Marham in 2011.

“I will always remember looking out of my office window seeing armed Tornado taking off on Operation Ellamy in 2011, knowing they would be dropping those weapons a few hours later. Things like that bring what we support a lot closer to home.”

Phil is also an Air Cadets

gliding instructor with the RAF Cadet Force, and taught a number of Tornado aircrew to fly.

Jules McGeoghegan, DE&S Fast Air Support Team Tornado Deactivation Project Controls Manager, said: “Tornado became familiar to people in the UK during time spent on operations, which engendered a sense of both military and public pride. I was lucky enough to enjoy a back-seat trip in a Tornado – something very few female civil servants have ever experienced.”

David Herschell, DE&S  
Tornado Deactivation Project

Manager, added: “I will dearly miss the Tornado engineering community. Many people put in endless hours to ensure the aircraft were safe, supported and delivering their capabilities all over the world. Whether you were on the squadron, aircraft servicing flights or the bays, everyone knew everyone across the different Tornado operating bases.”

# Mobile Fires Platform – propelling the Army’s field artillery system into the 21st century

Pictured: The Artillery Systems team delivering the Mobile Fires Platform (Picture by Beth Squire)



**W**ork is underway to deliver a new state-of-the-art self-propelled gun for the Army.

The Mobile Fires Platform (MFP) is expected to deliver a new fleet of 155mm self-propelled guns which will be used to support both the armoured infantry and future Strike Brigades. It will replace the AS90 gun, which has been in service since the early 1990s.

MFP is the lead project within Army Headquarters' Close Support Fires Programme. This programme will also deliver additional state-of-the-art equipment to complement MFP. This includes a new charge system and a suite of new ammunition which will enable MFP to deliver a much wider range of effects at a much greater range than the current AS90 capability.

The project is being managed by the Artillery Systems team in the Land Equipment Operating Centre and is expected to deliver a fleet of new guns, as well as a training system and support package, by the mid-2020s.

For now, however, the focus is on the concept phase and

**We are working closely with industry and other interested parties to ensure that we are in a position to deliver a cutting-edge, battle-winning capability to the Army on time and in budget**

Colonel Matt Botsford,  
Artillery Systems team  
leader

understanding the marketplace, and the team is currently engaging with suppliers and interested MOD stakeholders to develop a better picture of what technology is available to them and its scope. The project team released its first request for information to industry on March 5, 2019.

Colonel Matt Botsford, Artillery Systems Team Leader, said: “This is an exciting time for the MFP project team and we are working closely with industry and other interested parties to ensure that we are in a position to deliver a cutting-edge, battle-winning capability to the Army on time and in budget.”

Director Land Equipment at DE&S, Major General Colin McClean, added: “Although there is a long way to go, I am confident that the MFP will deliver the step-changes in lethality, survivability and interoperability that we are looking for – bringing the Army’s defence systems into the 21st century.”

The full request for information and other published information regarding the MFP project is available to all (suppliers and

interested MOD stakeholders) via the MFP Early Engagement Portal, provided by Commerce Decisions. The portal can be accessed directly by registering at the following URL: <https://award.bravosolution.co.uk/mfp/web/project/101/register>. If you would like to find out more, please register and ask a question through the portal.



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# “It’s important that we capture the amazing world-leading work our teams at DE&S are doing”

**Two of the DE&S Creative team within Corporate Communications travelled to Sweden to capture film and imagery of Ajax undergoing trials. Charlie Perham and Jack Eckersley told Desider editor Tom Morris about their trip to see one of DE&S’ most exciting new vehicles in action**

“I remember looking out over the frozen sea through the clouds at the Northern Lights and thinking how lucky I was to be there”, Charlie said.

He and Jack had set off from Heathrow on February 25, flying first to Stockholm before taking a further hour flight to Skelleftea in the north of the country.

The small city with a population of around 33,000 acted as their base for three nights and was a sprawling metropolis compared to the tiny village of Tame, the location of the Swedish Military Training site where Ajax was being put through its paces.

The trials were being undertaken by the prime contractor General Dynamics UK Land Systems, under contract to the Vehicle Demonstration and Manufacture project team based in the DE&S Land Equipment Operating Centre at Abbey Wood. They were designed to test the mobility and lethality of the vehicle, as well as crew survivability, in extreme Arctic conditions.

Jack said: “It had been minus 31 degrees the week before we went, so we went prepared for the worst, but actually I think the coldest we had was about minus six, so got off pretty lightly.”

Thankfully those at the base were incredibly accommodating and, as a result, the pair were able to get some excellent footage for DE&S’ communication channels and for the project team.

“It’s important that we capture the amazing world-leading work our teams at DE&S are doing”, Charlie, who is Creative team leader, said.

“This was an excellent opportunity to get some really unique content that illustrates the extraordinary equipment we are procuring for the armed forces.”

As well as getting excellent content of Ajax traversing the snowy plains during mobility trials, Charlie and Jack were able to film the armoured vehicle using its 7.62mm chain gun.

“Actually seeing Ajax in this environment made you realise what a special bit of kit this is”, Jack said.

“The snow was knee deep everywhere and it was racing around at ease. It was amazing to see. Luckily we got ferried about in a Bandvagn 206 (a tracked articulated all-terrain carrier).”

Charlie added: “It was very impressive. I certainly felt very lucky to be able to be there and film what was going on. It’s not an opportunity many people will get.”

“We were just really lucky to be surrounded by stunning scenery and I loved how friendly the locals were and the slow pace of life there.”

The Ajax platforms are a new fleet of 589 armoured vehicles being developed for the British Army.

The six variants in the Ajax programme – Athena, Ajax, Ares, Apollo, Atlas and Argus – are due to come into service in 2020, providing a full suite of medium armoured vehicles and capabilities.

Huw Cable, Head of the Vehicle Demonstration and Manufacture team at DE&S, said: “This was another step forward in the Ajax programme and I am delighted that we have been able to see the Ajax vehicle in action in such challenging conditions.”

Video of the trials is available on DE&S intranet and social media channels.

Bonus content at  
[www.des.mod.uk](http://www.des.mod.uk)





Pictured: DE&S staff aim to inspire youngsters during the Big Bang Fair in Birmingham, bottom left Rob Bates who led the team (Pictures by Andrew Linnett)

# “Robots are cool, I want to do what you do at DE&S”

A 40-strong team of DE&S employees volunteered to attend the Big Bang UK Young Scientists and Engineers Fair in Birmingham to inspire young minds.

Led by Rob Bates, a chief technician in the DE&S engineering group, the team were able to interact with thousands of children and young adults to encourage them to consider pursuing a career in any of the Science, Technology, Engineering and Maths (STEM) subjects.

The event, held over four days at the NEC, attracts more than 100,000 visitors aged between seven and 19 years-old and around 200 organisations take the opportunity to participate.

Rob said: “DE&S had another great stand this year, the event was extremely enjoyable and an excellent opportunity to attract the eye and spark the interest of the engineers and scientists of the future – which can be a challenging task in what is an incredibly busy and noisy conference centre!”

To engage with their audience the team took along a fleet of Lego Mindstorms – a hardware software platform produced by Lego for the development of programmable robots.

Working in small groups, participants were encouraged to programme one of eight robots to work in harmony and undertake tasks like swapping positions on a grid style maze.

“We have used the robots at other events and found that they work extremely well”, Rob said.

“As well as being quite cool, it also means children learn how to break a problem down into a number of logical steps and then programme the robot to perform its function. Also, it helps them realise the value of teamwork, because they need to work with their partner to ensure that the robots work in harmony and don’t crash.

“For us, the main thing is that each of our engagements is meaningful so that they go away inspired by engineering and are aware of DE&S and

the exciting opportunities that the organisation has to offer.”

Such was the popularity of the DE&S stand that a queue system had to be employed to ensure that the maximum number of participants could experience the stand.

Rosie, eight, from Birmingham, said: “This was a fantastic stand, I never thought I would be able to make a robot move by itself.”

James, 14, from London, said: “I have used Mind Storms before, but had never thought before about how they could be used to encourage working together.”

Tom, 10, from Manchester, said: “I really enjoyed doing and learning something with the robots, it makes me want to build things.”

Scarlett, four, from Gloucestershire, added: “Robots are cool, I want to do what you do at DE&S.”

The Big Bang Fair also runs an award ceremony for individuals or teams of students who have come up with innovative ideas.

This year, a trio of 14-year-olds from the East Midlands won the UK Young Engineers of the Year for their app ‘Music Splash’, which uses machine learning to analyse music performance and provides feedback to help you improve and work towards grading.

Rob said: “It’s an amazing event and the perfect platform to engage young people and make sure they understand the value of studying mathematics and science subjects in the future. And who knows, we might be lucky enough that some of them come to DE&S.”

# 60 second spotlight

## "What irritates me the most? Riding into trees – it's becoming a habit"

### Lewis Bird

#### Job:

Engineer in the Joint Project Office for the Sea Venom Missile based at MOD Abbey Wood.

#### Your route into DE&S?

Following sixth form, I decided an apprenticeship was the best way forward for me. I quickly realised that an apprenticeship with DE&S had many benefits while also offering a competitive salary. I began the DE&S Engineering Management Apprenticeship scheme in September 2015. I have completed the three-year scheme and am now working with Light and Medium Attack Systems (LMAS).

During my apprenticeship I travelled all over the UK and it has opened my eyes to the wide variety of work that goes on within defence. I even had the opportunity to work at Defence Munitions Beith for six months, which was incredible.

#### Your claim to fame?

That would be during a football match. I once executed four nutmegs in a row and then placed it into the bottom left corner past the goalkeeper.

#### Your advice to anyone?

In order to get, you have to give. Guide, support and contribute towards others and you will reap the benefits.

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

Pedal. Whether that be on a road bike, mountain bike or downhill bike. Working and living in Scotland for six months was a great opportunity to ride all the 7 Stanes Trail Centres (seven mountain biking centres spanning the south of Scotland), Fort William and any other

trails you can think to name. I also enjoy hiking, surfing and canyoning as and when the opportunity arises. My time to me is best spent outdoors.

#### What are you most proud of?

Completing the apprenticeship with distinctions across the board. That achievement made all the hard work and late nights worth it and it's something I feel proud of. Also, riding off the biggest drop at Forest of Ae Trail Centre was pretty special.

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

Firstly, plenty of beer, because after all it sounds like a vacation. Secondly, ice would be ideal for a number of things. Finally, a pedalo for when I'm ready to get out of there.

#### What irritates you the most?

Riding into trees – it's becoming a habit.

#### What is your favourite place in the world?

Canada has to be my favourite. The scenery is like nothing else and the people know how to play. Scotland was good to me and so were the people there. Everyone was so friendly, I'd recommend everyone visit there!

#### What would surprise people about you?

In my spare time, I am an Army Reservist in the Royal Monmouthshire Royal Engineers. If you're considering joining, don't hesitate to send me an email.



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

Email  
tom.morris114@mod.gov.uk

# International Women's Day celebrations hosted at MOD Abbey Wood

Pictured: Jacqui Rock, Commercial Director, Defence Infrastructure Organisation, speaking at International Women's Day at MOD Abbey Wood (Picture by Leah Ginnelly)



**D**E&S played host to the MOD Women's Network South West Branch for a celebration of International Women's Day (IWD).

The event, held at MOD Abbey Wood, included a full day agenda of thought-provoking speakers, a bespoke interactive workshop and market stalls.

Organisers said it provided an excellent opportunity for women and men across DE&S and wider MOD departments to explore positive and proactive approaches to addressing gender equality and discrimination challenges in the working environment.

The day began by attendees being welcomed by DE&S CEO Sir Simon Bollom and co-leader of the Women's Network Deborah Hooper.

They then heard from three inspiring speakers – CEO of Gapsquare Dr Zara Nanu, UK Chief Engineer at Airbus Jacqueline Castle and Commercial Director for the Defence Infrastructure Organisation Jacqui Rock – all of whom shared their thoughts on this year's IWD theme 'Balance for better'.

The afternoon brought a bespoke interactive workshop with drama-based training

**The feedback we received demonstrates it was an overwhelmingly inspiring and valuable day, which makes it all the more worthwhile for us**

Sarah Enos, Women's Network co-leader

organisation Theatrelearning, where performances were focused around empowering the audience to challenge inappropriate behaviours within the workplace.

Women's Network co-leader Sarah Enos said: "We are delighted at the positive impact the conference has had. The feedback we received demonstrates it was an overwhelmingly inspiring and valuable day, which makes it all the more worthwhile for us."

Head of Maritime Combat Systems and Women's Champion for the Ships Domain at DE&S, Jo Osburn, who attended the day, said: "The conference provided an excellent opportunity for women and men across DE&S to explore the subject of gender equality and listen to some really inspirational speakers."

Closing the successful event, Danny Griffiths, Director HR at DE&S, commented on the importance of the day's activities, saying: "Diversity is a business imperative. The most successful organisations are those that have a really diverse workforce. DE&S is on a journey to achieve this and I am committed to making this a reality."

IWD, which is celebrated each year on March 8, provides an

important moment to showcase commitment to women's equality, launch new initiatives and action, celebrate women's achievements, raise awareness, highlight gender parity gains and more.

The day, which was first celebrated in 1911, is supported globally by industry, governments, educational institutions, community groups, professional associations, women's networks, charities and non-profit bodies, as well as the media.

If you are interested in joining the South West MOD Women's Network, please email [DESHRPLans-MWNSW@mod.gov.uk](mailto:DESHRPLans-MWNSW@mod.gov.uk)

# A well-earned retirement, a long walk and a baking bonanza



**A DE&S employee with 25 years of dedicated service has been presented with a long service medal by DE&S CEO Sir Simon Bollom in recognition of her commitment to public service.**

Pat Danpure started her career with the MOD in London in 1974, working at St George's Court.

When her husband Jack, also a civil servant, was moved down to Bristol in 1996, Pat applied for a job in Abbey Wood and came to work for Pricing and Quality Services in January 1997.

Since then, the department has undergone a raft of name changes,

finally becoming the Cost Assurance and Analysis Service (CAAS).

However, while the name and heads of department have changed, Pat has remained, valiantly sorting out their diaries and appointments, their travel and their meetings.

In 2016, Pat received a DG Resources award for demonstration of excellent DE&S values.

Kathryn Wearmouth, Head of CAAS, said: "Pat provided outstanding service to the whole of CAAS and always made time for everyone. Since retiring, Pat has been greatly missed. She is most deserving of this award."



**A Civil Service fast-streamer walked from Whitehall in London to Oxford to raise almost £400 for the Charity for Civil Servants while on placement at DE&S.**

Joe Morris also took on the 56-mile, two-day challenge to highlight the support and guidance the charity offers to those suffering with mental health issues.

Joe, who relocated to Bristol for six months to work at MOD Abbey Wood to work within the Chief Information Office, said the charity helped him when he struggled to adapt to his new environment.

He said: "I felt I should give back and help them to provide more resources to people who are struggling, as their support definitely improved my wellbeing."

"The weather was perfect for walking and I enjoyed some stunning views in the Chilterns and, while my feet were in agony, I had plenty of porridge bars to power me along."

"When I arrived at Oxford I took a quick selfie with the 'welcome to the city' sign and went home for a really long bath to soothe my aching muscles."

To donate visit [www.justgiving.com/lovelife2019](http://www.justgiving.com/lovelife2019) or visit [foryoubyyou.org.uk](http://foryoubyyou.org.uk) to see the charity's services.

**A DE&S employee staged a successful charity bake sale to raise money for Earthwatch – a charity that empowers people to save the planet.**

Tammi Preece (pictured), from the International Gun Missiles and Rockets (IGMR) team, hosted the event in her bid to raise £1,200 for the charity.

Tammi, who is running the London Marathon in April for Earthwatch, said the bake sale was such a success that she sold out and raised more than £160.

She said: "People put in so much time, effort and care into their cakes. There were rose

cupcakes, Baileys truffles and a floating cheese cake to name just a few. I can honestly say I haven't seen so many amazing home baked cakes on one table and there were actual queues!

"It started out as a competition between IGMR and Defence General Munitions, but other teams got involved and supported me so I can't say thank you enough."

If you would like to help Tammi, who is running her first ever marathon, meet her target, visit <http://www.justgiving.com/fundraising/tammipreece>. For more on Earthwatch visit: <https://earthwatch.org.uk/>



# DE&S committee fundraising success

**DE&S' Rotary Wing Charity Committee (RWCC) raised almost £5,000 for the British Heart Foundation (BHF) after staging a hugely successful masquerade ball.**

The black-tie event, held at RINAS Yeovilton, featured a dinner, raffle and a live band as well as an auction with items generously donated by local businesses and industry colleagues, with a 'flight' in the Wildcat helicopter simulator proving particularly popular.

As a result, committee members Lisa Snowden, Jill Purdie, Jackie Harris and Sarah Roberts were able to present a cheque for £4,900 to Vicki Carswell, BHF representative for Dorset and Somerset, at DE&S' Yeovil

base, where the committee are based.

The event was the latest in the committee's series of successful biannual charity balls and takes the total raised by these events to around £14,000.

Brigadier Darren Crook, Head Hels 1, said: "I am incredibly proud and humbled by the achievement of this tight-knit committee team. The success of their charity work reinforces the marvellous community spirit we have within the Helicopter environment and the positive difference a small band of committed and selfless folk can make; their work is an inspiration to us all of what we can do to make a difference across DE&S and beyond."



## MOTTO the MOD Lottery December winners

- £10,000** Ian Taylor, London
- £2,500** Deborah Duffett, Andover
- £1,000** Rebecca Curley, ABW
- £500** Toni Harrison, Lincoln
- £250** Emily Bridle, London
- £100** Michaela George, Corsham
- Anthony Devitt, Fareham
- Claire Harrington, Andover
- Rebecca Bates, ABW
- Alison Shepherd, ABW
- Brian Sugden, ABW
- Emma Haden, ABW
- Susan Hoare, ABW
- Debbie Boon, Shrivenham
- Derrick Nash, Washington
- Michael Brown, London
- Phynette Thomas, Ruislip
- Christina McColl, Coulport
- Nigel Whittle, Feltham
- Kerry Hill, ABW
- Robert Welch, Bulford
- Grant Johnstone, ABW
- Mark Furneaux, Plymouth
- George Silva, ABW
- Karen Davidson, Harrogate

Last month's missing word was:

**Global**

## Word Search

- |               |             |           |
|---------------|-------------|-----------|
| Ajax          | Goalkeeper  | Sweden    |
| Beacons       | Inspire     | Tamar     |
| Birmingham    | Marham      | Tidesurge |
| Boxer         | Procurement | Tornado   |
| Canada        | Radar       | Upgrade   |
| Collaboration | Robots      | Workshop  |
| Fundraising   | Scotland    | Yeovilton |

Find which word or name is missing from this wordsearch.

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

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

# Case Study

Emily Fisher, In-Service Surveillance Operations Manager within DE&S Weapons, gives her insight into some of the benefits of working for the organisation

**Name:**  
Emily Fisher

**Job title:**  
In-Service Surveillance (ISS) Operations Manager within the DE&S Weapons Operating Centre

**How long have you worked for DE&S?**  
Two years

**Why did you choose to pursue a career in DE&S?**  
I have always admired the British armed forces and wanted to be actively involved in supporting such an asset to our country. DE&S' flexible system has allowed me to continue working on my projects outside of work, and I benefit from a good work-home life balance. Working closely with the military I feel part of the bigger picture.

**What does your role entail?**  
As part of the ISS project team, my role is to monitor the use of Shoulder Launch Weapon Systems. Often, my office is somewhere like Salisbury Plain, where I work alongside units to capture valuable data and footage as evidence as to how weapon systems are used. I use that data to compile reports and work with industry to address any issues.

**What are the opportunities to develop and progress within your function?**  
There are many training and qualification opportunities available at DE&S which can be transferrable. I have enjoyed my weapon-specific training courses as well as the likes of the Associated

Project Management course. This has supported my recent promotion to a Level 2 Project Manager. I have also found the mentoring scheme invaluable throughout my development and, because of this, I now also volunteer as a mentor to support newcomers in reaching their goals.

**What do you most enjoy about your job?**  
Having a hands-on and extremely active role within my team really excites me. There is never a dull moment, whether that is travelling overseas or being on exercise with a unit. Working with the combination of civilian and military personnel, I am always learning new skills and having fun whilst overcoming challenges.

**What's your ambition?**  
My ambition is to continue growing as an individual, broadening my horizons and climbing the career ladder whilst constantly challenging myself. I never want to lose the passion I have for my job and always remember why I must meet my targets – to provide our armed forces with the best equipment and support possible.

**What's your greatest achievement to date?**  
As an extra avenue to my role, I take pride in the training footage I have provided to the likes of the Specialist Weapon School and Parachute Regiments. From working with them on exercise, I have captured key moments during practice. Sometimes it's a gunner's first live firing and, alongside comments from the specialist supervising officers, they can use the videos to help their learning.

**Why would you recommend DE&S to others as a great place to work?**  
DE&S offers a variety of benefits – from flexible working systems to supportive pension schemes and valuable qualification opportunities. It also allows plenty of movement within your career, exploring an array of projects to advance new skills and experiences.

**What are the social benefits of working for DE&S?**  
DE&S is an extremely sociable environment. Whether this is participating in charity events, sports day or floorplate parties. Volunteering for various networks, I have demonstrated my work to audiences whilst having insight into different areas of the business and have made many new acquaintances.



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[www.des.mod.uk](http://www.des.mod.uk)



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## Here are six great reasons to work for DE&S



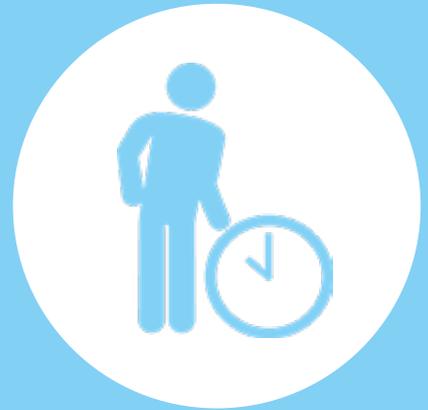
### Bonuses & Recognition

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



### Professional Development

Choose a career path that's right for you



### Holiday

25 days rising to 30 days after 5 years



### Facilities

We provide a modern, safe and convenient work environment

For even more reasons see our 'Little Book of Big Benefits' at

[www.des.mod.uk](http://www.des.mod.uk)

## Future Vacancies

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### DE&S Security Advisor/Officer DE&S

Bristol | £30,000 - £42,000pa | Professional II

Estimated timeline: 14 April 2019

Post type **Permanent**

**Job Description:** We are seeking experienced security professionals who are regarded as subject matter experts to join our teams to provide advice and guidance on complex matters relating to security and its application, such as risk management or ensuring matters are escalated and dealt with correctly. The role has responsibility for dealing regularly with clients/customers on complex, controversial and contentious issues. The role will typically be able to chair internal and external meetings involving senior members. You will be responsible for security best practice and ensuring that all key stakeholders are effectively managed throughout security activities.

### Head of Airworthiness DE&S

Bristol | £70,000 - £100,000pa | SCS Pay Band 1

Estimated timeline: 14 April 2019

Post type **Permanent**

**Job Description:** The Head of DE&S Airworthiness Team utilises managerial and leadership capabilities to act as the principal point of contact within DE&S for all matters related to technical airworthiness. We want your unique contribution and energy as you become a key enabler in providing airworthiness policy, air safety management and airworthiness technical support.

### DE&S Project Planner/Scheduler DE&S

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

Estimated timeline: 26 April 2019

Post type **Permanent**

**Job Description:** You will work as a key member of the project team developing the plan to enable the successful delivery of the project. This will involve working hand in glove with colleagues across the project team and our industrial suppliers to define and agree how the project will be structured and delivered. Your output will form the schedule baseline, a key anchor against any potential changes that occur on the delivery journey. Your work will require you to think ahead, as we plan in detail for the short term within the context of what needs to be delivered overall.

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