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and support*



**DE&S sign contract for first
three Protector aircraft**



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Foreword

"With the changing nature of modern warfare, we must all challenge ourselves and adopt agile and innovative mind-sets to protect our nation against the evolving threats"



By Sir Simon Bollom, CEO

I am hugely impressed by DE&S' extraordinary flexibility and agility as we continue to deliver our national security outputs alongside supporting our wider government responses to

COVID-19. Mobilising as a whole force has always been something we've done extremely well and the current situation has brought out the best in the defence enterprise.

July was a very busy month, with us continuing to strengthen relationships with our key stakeholders.

I met with the US Secretary of the Army, Ryan McCarthy, as the UK and US signed a Memorandum of Agreement to explore collaboration in some of their major Army programmes. The agreement is a sign of intent to formalise a number of ongoing initiatives between the two armies, the areas ranging from land, cyber and space, and collaboration between the air forces and navies.

We want to work closely with our allies and this provides us with fantastic opportunities from military and procurement perspectives. I look forward to seeing how UK defence and industry can benefit from their genuine desire for a close and collaborative relationship.

As part of this visit, I was hosted for dinner by the 4th Battalion, the Rifles - a specialised infantry battalion whose role it is to accompany the soldiers of overseas partners, helping them to develop their own capability, with responsibility for the Middle East and North Africa.

It is impressive to see how these small, capable teams, who are always deployed, have adapted to the challenges of modern warfare, the need to be persistently engaged, to build lasting international partnerships, and to do so with limited resources, commitment and innovation. And we must adapt

in the same way to ensure we provide our armed forces with the kit they need for today's and tomorrow's warfare.

This example also reinforces the importance we must continue to place with our international relationships. These relationships are built on long-standing operational and industrial co-operation. With strong international relationships we can achieve better results for the equipment we procure, both now and in the future.

It gave me great pleasure to hear Defence Secretary Ben Wallace announce at the Air and Space Power Conference the £65-million contract for the production of our first ground-breaking Protector aircraft. This month, we also took control of the £100-million Poseidon strategic facility at the Moray base, RAF Lossiemouth, and steel was cut on the final piece of Type 26 HMS Glasgow.

Looking ahead, we are anticipating the upcoming Integrated Review that will re-examine the UK's defence priorities and objectives.





With the changing nature of modern warfare, we must all challenge ourselves and adopt agile and innovative mind-sets to protect our nation against the evolving threats. Working together across all five operating domains (Air, Land, Sea, Space and Cyber) will be key and the mission of our newly-created Strategic Enablers business unit, that will lead on co-ordinating our efforts in the two new operating domains, Space and Cyber, that the UK National Security Strategy has identified.

DE&S plays a pivotal role, procuring equipment and providing in-service support to ensure that our armed forces have what they need, when they need it and I'm confident that we will continue to deliver value for money, drive out inefficiencies, and enhance and support British military capability.

Finally, although summer holiday season may be different this year, I hope you are all able to enjoy some well-deserved down time during the coming weeks.

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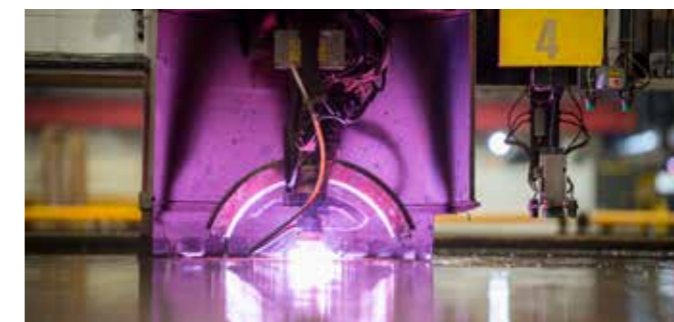
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Over the past few months, DE&S has undertaken an enormous amount of change. Not only have we had to adopt new ways of working due to COVID-19, but we've also had to adapt to changes in our organisational structure. For me, the latter of these has been two-fold.

My area of responsibility within DE&S – previously Joint Enablers – has been reshaped into a new business unit, Strategic Enablers (SE). One of the primary reasons for establishing SE is to help drive integration across DE&S and to better align some of our capabilities with UK Strategic Command. We provide a centre of expertise for our digital capabilities and skills which are central to the modern security context and the nature of the complex, software-intensive systems we procure.

Also, following Nick Elliott's departure, I've taken over the role of DE&S' Deputy Chief Executive. Having spent much of my career in DE&S and its previous incarnations, this is a tremendous honour. I'm relishing the opportunity to share learning and drive coherence across DE&S

and to help shape the organisation to ensure our ongoing success in the years to come.

It's certainly been busy, but I have a fabulous team in the four business-facing directorates (Director Programmes, Director Chief Digital Information Officer, Director Engineering and Safety, and Director Support) and they've supported me wonderfully in the transition. So far, much of my time has been spent working with MOD Head Office on COVID-19 activity, wider MOD change programmes and preparing for the Integrated Review.

I couldn't be prouder of the work everyone has done to support COVID-19 efforts, either working directly on COVID-19 tasks or stepping up to support business as usual to back-fill colleagues assigned to support the NHS. The plaudits our staff have received from across Whitehall pay testament to their skills, drive and determination. The Cabinet Office recently commented that DE&S colleagues working on PPE were "without exception, skilled, experienced, well trained and well organised...displaying a high level competence."

I'm also impressed by the way

Let's take pride in ourselves and our ability to provide defence with world-class equipment and support for years to come

we've adapted to remote working, and we're already thinking about what this means for our future. We're currently saving 109 tonnes of carbon every week through reduced travel and parking at Abbey Wood has never been easier.

Continuing to adapt and improve our ways of working is a high priority for me going forward, not only to improve business outputs, but to help us become stronger and better individuals.

I'm excited to bring the Future Capability Group (FCG) into SE and to the forefront of DE&S. Whether it's growing our embryonic Space capability or providing a home for experimentation on new technologies such as artificial intelligence, FCG needs to push the technological boundaries and help transition these into the wider organisation.

We need to embrace the digital tools that'll help us become a data-led organisation with accurate management information at our fingertips. We're also a rather bureaucratic organisation at present but, in my experience, we can drive through that bureaucracy if we truly empower our people and give them the confidence to do so.

And that's the key: DE&S collectively needs to be more confident. The support we've provided throughout COVID-19 has reinforced that we are very good at our job, so let's take pride in ourselves and our ability to provide defence with world-class equipment and support for years to come.

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A new home for careers at DE&S



DE&S awards contract for first three Protector aircraft

The first three of the UK's world-leading Protector aircraft are now being manufactured following the award of a £65-million (\$80-million) contract by DE&S.

Protector, which will replace the current Reaper system when it is introduced to the front line, is considered a step change in capability for the RAF.

The cutting-edge platform will be capable of being flown anywhere in the world while being operated by personnel located at their home base at RAF Waddington, Lincolnshire, where it will enter service by mid-2024.

The contract, awarded to

General Atomics Aeronautical Systems Inc following a successful development phase, will see the company build the first three innovative Protectors, as well as three ground control stations and other associated equipment.

Alongside this a test and evaluation contract is already in place to gather evidence for the acceptance and certification of the system.

The production contract includes an option for the build of the remaining 13 aircraft, four ground control stations to complete the current planned fleet of 16 aircraft which will more than double the capability provided by

Reaper.

News of the contract was announced by Defence Secretary Ben Wallace during a speech at the Virtual Air and Space Power Conference last month.

Charlie Hazeldean, the head of Unmanned Air Systems at DE&S, said: "Protector is a world-class, ground-breaking capability and is a significant step in capability for the RAF.

"I am incredibly proud of the team who, due to COVID-19, had to manage the final contract negotiations virtually, combined with an eight-hour time difference. Their success is testament to their commitment and the great

The DE&S team has demonstrated their remarkable resilience and overcome considerable challenge to ensure this significant programme remained on track

Sir Simon Bollom,
DE&S CEO

working relationship they have built with General Atomics."

Protector will have to meet stringent NATO and UK safety certification standards, meaning it could operate in civilian airspace.

It will be deployed in wide-ranging Intelligence, Surveillance, Targeting and Reconnaissance (ISTAR) operations where its ability to fly consistently for up to 40 hours offers the RAF vastly improved armed ISTAR capability.

It would also be available, if requested, to support civilian agencies in the UK, for example in search and rescue and disaster response missions.

Sir Simon Bollom, DE&S

CEO, said: "The DE&S team has demonstrated their remarkable resilience and overcome considerable challenge to ensure this significant programme remained on track.

"Their efforts and the collaborative commitment from industry means that the RAF can still look forward to the delivery of the cutting-edge Protector and the step change in capability it brings."

The aircraft will use enhanced data links and carry next-generation, low collateral, precision strike weapons – the UK-made Brimstone missile (MBDA) and Paveway IV laser guided bomb (Raytheon UK).

The fleet will also have advanced anti-icing and lightning protection, providing the RAF with unprecedented flexibility to operate in adverse weather conditions.

The first Protector aircraft will be delivered in 2021 but will remain in the US to be utilised in the test and evaluation phase of the programme. The first aircraft delivery to the RAF will be in 2023.

A step forward for Team Tempest - broadening the partnership

It has been announced that seven new companies – GEUK, GKN, Collins Aerospace, Martin Baker, QinetiQ, Bombardier and Thales UK – will collaborate with Team Tempest, the pioneering alliance delivering cutting-edge technology for a new generation of combat air power.

Team Tempest is a group of industry partners (BAE Systems, Rolls-Royce, Leonardo UK and MBDA UK) working with the MOD on the UK's Future Combat Air System Technology Initiative (FCAS TI) programme.

FCAS TI is the circa £2-billion research and development programme, maturing technologies that will be exploited across the combat air system. This work, being done in alignment with the Combat Air Acquisition Programme (CAAP), will develop the next generation combat air system, including unmanned and manned components (such as the LANCA 'loyal wingman' and the future combat aircraft known as Tempest) which will replace and

enhance the capabilities currently delivered by Typhoon.

The new partners will bring new innovations and designs, enabling Team Tempest to continue developing ground-breaking concepts and technologies that build upon existing world-leading UK capabilities.

Deputy head commercial, Maggie Dillon from the DE&S Combat Air Strategy Team, said: "By widening partner engagements and pulling third parties closer to the Tempest programme, we hope to expand the existing skills base within the UK through greater innovation."

Together, Team Tempest is developing more than 60 technology prototypes and demonstration activities.

New processes will also deliver technology and intellectual property in half the time and at significantly lower cost than previous complex combat air programmes.



New date for DVD

This year, DVD will return to Millbrook on the new dates of November 4-5 2020. The biennial defence industry exhibition enables focussed engagement between defence industry, DE&S delivery teams, Army HQ and other defence community users of land equipment.

DVD provides an effective forum for all those involved in the land equipment sector to develop ideas and generate a greater understanding of technologies, capabilities and requirements, enabling co-ordinated engagement through informal discussion, briefings, demonstrations and displays.

Director Land Equipment, Major General Darren Crook, said: "Although COVID-19 continues to cause challenges for large scale events, we feel that moving the event will give us the best opportunity to run a successful DVD2020, with all of the benefits that exhibitors and visitors expect from this important UK Land Forces event."



First sailors on board HMS Spey

The Royal Navy's final new offshore patrol vessel has welcomed her first sailors on board.

HMS Spey is nearing the end of her build on the River Clyde in Scotland and five members of the ship's company are now living on board.

This is a significant milestone for Spey who, when she officially becomes part of the fleet, will join her sister patrol vessels Trent, Tamar, Medway and Forth.

More sailors will join in early September before the ship begins preparations for her delivery

voyage to her home port of Portsmouth.

DE&S OPV project manager Gareth Morris said: "Our team is proud to be supporting HMS Spey through the final build stages ahead of her homeward sailing.

"We will continue working closely with our supplier to ensure the Royal Navy receives the world-beating equipment it needs."

The second batch of OPVs are part of the Royal Navy's forward presence programme, which will see ships forward deployed on operations around the globe.

DE&S teams shortlisted in APM Awards

Both the DE&S United Kingdom Military Flying Training System (UKMFTS) Team and DE&S' Queen Elizabeth Class Prince of Wales team have recently been shortlisted in the annual Association of Project Management (APM) awards. The APM Awards recognise the very best of the project profession and both DE&S teams have been shortlisted as finalists for the annual awards ceremony.

The PWLS team has been selected as a finalist in this year's 'engineering, construction and infrastructure project of the year award' for displaying high levels of project management professionalism, determination and an ethos of 'Best for Project' and Enterprise decision making. The shortlisting also recognised that they embraced the lessons learnt from Ship one and embedded them into Ship two as well as overcoming extraordinary challenges unique in their scale and complexity.

The UKMFTS team was chosen ahead of an incredibly high calibre of entries in the Programme of the Year category. Their submission focused on key milestones that UKMFTS has delivered as a state-of-the-art flying training system. This includes replacing legacy fleets of training aircraft and helicopters, constructing aircraft hangars in four locations, designing and installing simulators and synthetic training devices, and developing new training syllabus and courses.

In September, the teams will present virtually to the judging panel and the awards ceremony will take place on 16 November.



Boxer stowage trials in the Netherlands

Less than nine months since the Mechanised Infantry Vehicle (MIV) contract award, successful stowage trials are well under way for Boxer.

MIV delivery team requirements manager, Major Ed Charlesworth, led the team of subject-matter experts from DE&S, OCCAR, Army HQ and the Field Army, with representatives from the Rifles, Scots Guards, Royal Artillery, Royal Engineers, Royal Signals and Royal Army Medical Corps.

Working alongside industry colleagues from RMV, KMW and ARTEC in the Rheinmetall factory in Ede, Netherlands, the trials focussed on the stowage assessment of the complete loading list including communication systems, personal equipment, electronic architecture

equipment and a complete equipment schedule of items that are issued with a vehicle.

An assessment of the electronic counter measures was also completed, and work undertaken with General Dynamics Technical Assurance Services to confirm the installation design.

Major Charlesworth, said: "These trials provided the first opportunity to conduct a user assessment of the MIV design, an excellent achievement since contract award in November 2019 that is testament to the hard work of the whole team."

The trials will confirm the vehicle layout, which will then be carried forward to the forthcoming preliminary design review due to be conducted later this year.

User feedback sees further enhancements to the SA80A3 assault rifle

The SA80A3 assault rifle, first fielded in 2018 and used on operations globally, is a weapon that integrates fully with the world-class sighting systems that are now being procured – enabling a step change in capability, 24 hours a day. The Assault Rifle In-line Low Light Sight (ARILLS), issued in early 2020, uses cutting edge technology, allowing the user to quickly fit the system in front of their lightweight day sight (LDS), giving an increased low/no light capability without the need to remove the LDS.

User feedback and praise for

the system has been high, with constructive feedback leading to further improvements and the development of a redesigned handguard. Army HQ and DE&S have worked alongside Heckler & Koch to develop the handguard, encapsulating all the observations onto this second version, which brings more flexibility and comfort to the user as well as some engineering enhancements to provide a more robust and safer weapon system. By continually developing, DE&S is ensuring the very latest cutting-edge technology gets into the hands of the troops who need it.





Facing challenges: Henry Parker looks back at his rewarding career within DE&S

As career highlights go, standing aboard HMS Queen Elizabeth as she sailed into Portsmouth for the first time is right up there for Henry Parker.

And for someone who played such a key role in the aircraft carrier's complex and high-profile delivery, the emotion of such a momentous occasion will live with him forever

DE&S' Director Ship Acquisition is now preparing for a new challenge in industry but has little difficulty summoning vivid memories from what has been a challenging and rewarding career so far.

"This was a pretty dramatic way of delivering something," said Henry, casting his mind back to Queen Elizabeth's homecoming.

"There is such a range of things to be proud of in what the team has delivered over my six years as Director Ship Acquisition.

"There's been delivering the carriers, getting Type 26 on contract in 2017 and still running to approval now, and the successful sale of the Type 26 design to Canada and Australia.

"There's been getting Type 31 into the programme in the 2015 Strategic Defence and Security Review (SDSR), and having a really good ship at great value for money now in manufacture.

"This is not to mention the OPVs, which have been a lot of necessary pain, but we got there. I think the sum total of this – having rebalanced the programme after SDSR – is what I'm most proud of.

"Collectively, this has put British shipbuilding in a completely different place to what it was five years ago."

Not every headline surrounding the Queen Elizabeth Class has been positive. For Henry, there is no doubt the ships and their accompanying strike group of fighter jets, frigates, destroyers and helicopters will effectively protect the UK for decades to come.

"It's an incredibly flexible asset that allows us to apply maritime power at a time and place of our choosing, anywhere in the world, and it puts us in a select group of nations who can do that.

"I feel the whole concept of the carriers – how relatively little it's cost us compared with other nations and the innovative way in which we went about delivering it – is actually something that should be celebrated."

Henry has been working in shipbuilding and acquisition since 1994 and was in the Royal Navy until 2016.

His next career challenge will take him back to familiar waters. He will be working for BAE Systems on Dreadnought, the nuclear submarine programme he first joined back in 2007.

Henry added: "I'm very passionate about this shipbuilding thing and I'll be in a role in which I will be providing a central

service to the whole project from within the prime contract organisation, so I'll very much still feel that I am working for the MOD which, in the end, needs to be the controlling mind."

Big shipbuilding programmes are never easy to navigate, but it is the constant challenge and expectation to deliver which Henry has enjoyed and learned from over the years, including managing Navy budgets in main building and leading submarine engineers.

"If I go back a long time, being one of the engineering heads of department on a first-of-class submarine – HMS Upholder – aged 26 was definitely the most challenging part of my career. That programme would have been worth about £2-billion in today's money.

"It was amazing at that age to have so much responsibility and nowhere to hide. However, being an Operating Centre Director in DE&S is a very close second. The sustained pressure the job entails is considerable and nothing worth doing is ever easy.

"It's actually what you learn in adversity that's a huge benefit to you later. So, to some extent, people should go out looking for it."

When there is adversity, what advice would he give? "Stick to your guns and see it through," Henry added.

"Things do go wrong – we are in a risk-management business.

"Be confident that others understand this, and it is often in how you deal with adversity that your true mettle is displayed.

"If things are really bad, I think of Roosevelt's 'Man in the Arena' speech. A good friend in the desk next to me has had it on his desk partition all this time, so reminding myself has been pretty easy."

While Henry is leaving DE&S, he would love to see the improvements of recent years continue, namely better use of project control toolsets and more empowerment of people to make decisions about how to do their part of the collective job.

"This has been an amazing job," he said. "I've loved it. It's just time to move on now.

"I would like to say 'thank you' to my colleagues at DE&S. My team, which is really very small, has been amazing and it is quite humbling how much voluntary effort and initiative so many people have put in. It is very satisfying to see how much has been achieved, by so few people."

£9-million contract will see new boats patrol coast of Gibraltar

Pictured: HMS Scimitar and HMS Sabre accompanied by three Pacific 24 rigid-hulled inflatable boats at sea to the East of Gibraltar (Crown Copyright)



British company Marine Specialised Technology has signed a £9-million contract with the MOD for two new boats to replace the Gibraltar Squadron Fast Patrol Craft

DE&S has awarded a £9-million contract to replace the Gibraltar Squadron Fast Patrol Craft.

The six-year contract will support 30 jobs and create a further 25, with construction of the two boats beginning in July 2020, which will take approximately 18 months, with Boat 1 due to be delivered in Q3 2021/22 and Boat 2 in Q1 2022/23.

The remainder of the contract will provide an additional four years of local in-service support to the patrol craft.

Both boats will be used to patrol HMNB Gibraltar and British Gibraltar Territorial Waters

(BGTW) as well as supporting British exercises and operations in the area, keeping a close watch over Gibraltar's shores.

Project manager for DE&S Boats Team, Mark Milsom, said: "There has been a British Armed Forces presence in Gibraltar for more than 100 years and these boats will ensure we maintain an important capability to the Royal Navy and our armed forces, as well as playing a pivotal role in patrolling our coastline, protecting domestic waters and supporting maritime interests."

"These boats will provide the Royal Navy Gibraltar Squadron with a modern, fast and effective

capability for fulfilling their important role."

The two new boats will replace the Gibraltar Squadron Fast Patrol Craft, HMS Pursuer and Dasher. These two Archer-class vessels very recently took over from HMS Sabre and HMS Scimitar, the scimitar-class vessels that had been in service in Gibraltar for 17 years.

Putting technological advancement at the fore, the vessels will demonstrate UK sovereignty of Gibraltar as well as providing force protection to designated visiting UK and allied military vessels.

Minister for Defence Procurement, Jeremy Quin, said:

These boats will provide the Royal Navy Gibraltar Squadron with a modern, fast and effective capability for fulfilling their important role

Mark Milsom, project manager for DE&S Boats Team

"These new vessels will enable the Royal Navy to maintain the security of British Gibraltar Territorial Waters and protect British, NATO and allied ships transiting through the region."

"This contract will also support highly-skilled jobs across the UK, which clearly demonstrates how national security and regional prosperity go hand in hand."

The vessels are being built at MST's boatyard on Merseyside and the contract has created 25 new jobs as well as sustaining 30 current jobs as part of the £9-million contract.

Philip Hilbert, Sales Director for MST, said: "We are very proud to

be working with DE&S helping to deliver tomorrow's technology and ensure our UK Armed Forces are at the cutting edge of capability."

"This contract is particularly prestigious and reflects just how far Marine Specialised Technology has come in the last 18 years and is a commendation for all of the hard work and dedication that our team has put in."

On bringing a different perspective, adding value and tattoos

Kam Mckinley is the first civilian Head of British Forces Post Office, helping deliver to serving armed forces and entitled personnel all over the world



What does your role involve?

I started as the Head of British Forces Post Office (BFPO) in February, shortly before lockdown. My role here is to make sure everyone has the resources and support they need to do their jobs and help BFPO deliver its service – to get secret, official and personal mail to serving armed forces and entitled personnel all over the world.

What about your role is exciting, rewarding or interesting?

We are providing a service that has great value to our customers. The military personnel and civilians working abroad often can't get certain items any other way than through BFPO, whether it's a secret document, a present from family or basic goods unavailable in their current location. It's especially important given personnel often work in challenging environments and are away from home for a while. It means a lot for them to receive something from home, and for their families it's often the only way to do something nice for them.

What's exciting about my role is the freedom to add value. I'm very fortunate to work with a fantastic team who are great at their jobs, so I don't need to do any firefighting. Instead, I've got the time to focus on our strategy and how we can improve BFPO for our customers and staff, as well as the taxpayer.

How important to you is teamwork?

Being quite a small team – and away from the Abbey Wood headquarters – our staff have

to work together and with their stakeholders efficiently. It's not the type of job you can do in isolation, because we're in the middle of the pipeline, which many people don't appreciate. We rely on items from e-commerce sites, for example, and work with several external partners to deliver mail, whether by road, air or sea. COVID-19 created significant challenges with flight cancellations and country restrictions, but the team has worked hard to overcome these.

How are you helping embed change in your area?

My predecessors have done a great job setting up operations and the team is very experienced, but I think there are areas where I can add a different perspective.

BFPO's focus has always provided an excellent service for defence and I'd like to introduce more of a commercial view. It is crucial we continue to provide this great service and we need to adopt a more cost-conscious culture as we're spending public money after all.

I'm also focusing on people, communications and engagement. Our recent staff survey indicated we have some work to do in this area, so I'm looking at how to improve the way we communicate across the organisation and make BFPO an even better place to work.

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

I wasn't really aware of DE&S, but I knew about BFPO having worked in Royal Mail. I really wanted a meaningful job where I could do more than just make a company profitable. The work that

BFPO does is very important and so I feel like what I do matters.

What do you most enjoy about your job?

I really like that I'm trusted to run the organisation in the way I think is best within the set framework and I have the ability to contribute to the wider logistics delivery operating centre team.

I was always interested in the armed forces so it's nice to do something closely linked to it and see how it operates first-hand. I had slight trepidation on how I'd be received as the first civilian Head of BFPO and I am pleased to say everyone has been fantastic.

What do you enjoy doing in your spare time?

I like keeping fit and working out – I run, do pilates and kickboxing. I also enjoy learning and reading. My favourite book right now is *Ask and It Is Given* by Esther Hicks.

What might surprise people about you?

I'm a qualified health coach and I also like tattoos, and have quite a few.



Pictured from top: Chief of the Air Staff, Air Chief Marshal Wigston, is given a tour of the strategic facility by the station commander of RAF Lossiemouth, Group Captain Layden, and the LDP Director, Group Captain Strasdin, the new strategic facility at RAF Lossiemouth and Poseidon aircraft (Crown Copyright)

Scottish home for Poseidon fleet reaches major milestone

“The new strategic facility at RAF Lossiemouth is a great example of successful delivery through co-operative working”

Michelle Sanders, DE&S P-8A Poseidon team leader

Facilities to house the Poseidon MRA Mk1 fleet have been handed over to DE&S, marking a major milestone in the Poseidon programme. Measuring over 33,000 square metres, DE&S will take control of the £100-million strategic facility at RAF Lossiemouth, Scotland.

The facility includes a three-bay hangar and accommodation for two squadrons, as well as state-of-the-art training equipment and facilities for those working on the fleet of nine Poseidon aircraft.

Designed and built by Boeing Defence UK (BDUK) and local construction partner Robertson, more than 300 employees worked on the building at Lossiemouth during the peak of the two-year project.

DE&S P-8A Poseidon team leader, Michelle Sanders, said: “The new strategic facility at RAF Lossiemouth is a great example of successful delivery through co-operative working. DE&S, Boeing Defence UK and Robertson have worked closely since the project began in early 2018 and here we are, just over two years later, taking delivery of this splendid new building. The focus of our work now shifts to preparing it for handover to the RAF later this year.”

Once operational in the autumn, the facility will be the workplace for 470 additional military and civilian personnel, taking the total number of people working out of the coastal base to about 2,200.

Minister for Defence Procurement, Jeremy Quin, said: “The new Poseidon fleet will reassert the UK in the maritime patrol arena. It will play an invaluable role in our national security for decades to come. The state-of-the-art Lossiemouth facility provides the fleet with an ideal base while helping to create and sustain jobs in Scotland.”

The first RAF Poseidon - named Pride of Moray - arrived from the USA and touched down at Kinloss Airfield in February 2020, followed by the second - named City of Elgin - in March. Both aircraft are currently flying from Kinloss until the Lossiemouth facility and runway are formally opened.

RAF Air Commodore Richard Barrow, Senior Responsible Owner for the Poseidon Programme said:

“The strategic facility at RAF Lossiemouth is going to be an outstanding working environment optimised to support the RAF’s new Poseidon Maritime Patrol Aircraft.

“But, more than that, it is going to be the home of our new capability where our crews, engineers, mission support staff and contractors will work together to deliver this essential Defence output.

“Delivered by Defence Equipment and Support and Boeing Defence UK, the project has progressed at impressive speed and will deliver exactly what we need in time to meet the arrival of our new aircraft at RAF Lossiemouth in the autumn.”

Terence Bulloch, the third aircraft in the fleet, is named after the highest-scoring pilot in Coastal Command during the Second World War. It has completed the painting stage and is having its mission equipment fitted at the Boeing Defence facility in Seattle.

Anna Keeling, managing director of Boeing Defence UK, said: “We are incredibly proud to be handing over this state-of-the-art facility to DE&S after two years of hard work and investment, and we are excited to begin a new phase of Boeing’s partnership at RAF Lossiemouth.

“It’s a further sign of our more than 80-year commitment to the UK and we could not have done it without the support of the local Morayshire community, both on and off base.”

In the coming months, DE&S will oversee the installation of computers, audio-visual technology and the IT network to ensure the facility meets the RAF’s requirements.

Simulators and training devices for the Poseidon air and ground crews will be delivered and their installation will begin, while a separate ground support equipment (GSE) hangar will also be built by Robertson.

All nine Poseidon aircraft, which are based on the Boeing 737 Next-Generation airliner, are expected to be in the UK by the end of 2021.

More than 10,000 items of critical medical equipment despatched from MOD Donnington

MOD Donnington has despatched more than **10,000** items of critical medical equipment to the NHS front line.

With the MOD Delivery Partner Team Leidos the team reached the milestone in just **three** months.

The team worked alongside the Department for Health and Social Care, NHS, Cabinet Office and PA Consultants.

They delivered across all of the UK, Isle of Man, Guernsey and Jersey covering an estimated **57,000 miles** in the process.

- 2,092** Bilateral Ventilators
- 2,757** oxygen concentrators
- 1,369** mechanical ventilators
- 3,109** syringe drivers
- 690** volumetric pumps

The DE&S Defence Fulfilment Centre (MOD Donnington) has now received, processed and despatched more than 10,000 items of critical medical equipment to the NHS front line.

The Logistics Delivery Operating Centre, working closely with the MOD delivery partner, Team Leidos, reached the milestone in just three months on June 30 which includes the delivery of ventilators, oxygen concentrators and humidifiers to where they are needed the most.

The achievement has been made possible by a highly-motivated Logistic Commodities and Services Transformation (LCST) team which has worked alongside the Department for Health and Social Care, NHS, Cabinet Office and PA Consultants.

Defence Minister Jeremy Quin said: "I am proud of our dedicated logistics and delivery professionals, who have made a significant contribution to the COVID-19 pandemic response."

"They have delivered a huge quantity of medical supplies right across the UK, ensuring our frontline NHS staff have the equipment they need to provide life-saving medical care."

LCST's professionalism and enthusiasm maintained the flow of critical equipment since the

We take great pride in the assistance that our people have been able to provide to support the NHS and wider social care need in the response to COVID-19

Sir Simon Bollom, DE&S CEO

start of this national endeavour to support the UK Government's response to COVID-19.

In total they have delivered 2,092 bilateral ventilators, 2,757 oxygen concentrators, 1,369 mechanical ventilators, 3,109 syringe drivers and 690 volumetric pumps across all of the UK, Isle of Man, Guernsey and Jersey covering an estimated 57,000 miles in the process.

Roger West, Director Logistics Delivery at DE&S, said: "This continues to be an extraordinary effort by a team that has had to provide critical equipment to the NHS while also supporting front-line commands and defence operations taking place around the globe."

"This committed team is incredibly professional and realise that they play a key role in not just supporting the MOD but also the entire country in a time of need."

Sir Simon Bollom, DE&S CEO, added: "This has been a fantastic effort by DE&S and our logistics partners and has helped provide critical front-line support to our NHS as well as supporting the UK

Government during this national emergency.

"We take great pride in the assistance that our people have been able to provide to support the NHS and wider social care need in the response to COVID-19."

Since the pandemic began more than 300 DE&S staff have directly supported the procurement and logistics activities in support of the national response.

DE&S recently announced that the DE&S-led New Buy PPE Team had negotiated contracts for more than 11 billion items of PPE worth almost £6-billion.

Upgraded Rivet Joint takes to the skies

Pictured: DE&S has played a major role in preparing the Intelligence, Surveillance, Target Acquisition, and Reconnaissance (ISTAR) aircraft for a return to operations (Crown copyright)



A Rivet Joint (Airseeker) electronic surveillance aircraft is preparing to resume operations following a major upgrade including new state-of-the-art 'glass' flight deck, delivering a significant improvement in the aircraft's capability for UK forces and its allies.

The DE&S Air ISTAR Airseeker team managed the programme of modifications and secured UK certification of the new flight deck.

Complete with its newly acquired world-leading technologies, Rivet Joint aircraft ZZ664 has undertaken the first of a series of flight deck training sorties from RAF Waddington with the aim of shortly resuming exercises and operations covering a wide range of areas of interest for the UK.

Since being upgraded in the United States, the aircraft boasts a flight deck which makes flying operations easier and safer for pilots. Its improved situational awareness enables crews to concentrate more on their mission. The new glass cockpit features digital flight instrument displays

The certification of this first-of-type flight deck is a brilliant achievement for a pivotal UK/US collaborative programme

Air Commodore Mark Hunt, DE&S Air ISTAR team leader

and large LCD screens, rather than traditional dials and gauges.

Rivet Joint is a unique UK/US co-operative programme. Both nations collaborate on training, maintenance and test and evaluation, as well as the exchanging of intelligence, expertise and best practice.

Air Commodore Mark Hunt, DE&S Air ISTAR team leader, said: "RJ-18's (ZZ664) clearance for operations marks a huge milestone for the delivery team. As a culmination of four years' work, the certification of this first-of-type flight deck is a brilliant achievement for a pivotal UK/US collaborative programme."

The Rivet Joint global fleet includes 20 aircraft, three of which belong to the Royal Air Force. ZZ664 is the first aircraft from the combined UK/US fleet to undergo these major enhancements.

Air Commodore Nick Hay, Air ISTAR Force Commander, said: "This pioneering cockpit and major systems upgrade is a huge leap forward for the RAF's Rivet Joint capability. Integrating these enhancements onto a legacy jet was a technically ambitious

achievement, which underpins Rivet Joint's ability to deploy anywhere in the world.

"Our global ISTAR fleet has never been so potent, thanks to the innovation and teamwork of this remarkable United States Air Force and RAF enterprise."

UK Rivet Joint crews were the first to receive a bespoke training package, including a new state-of-the-art simulator at RAF Waddington. This is currently the only Rivet Joint simulator modified to the new glass cockpit.

The RAF's other two Rivet Joint jets will undergo the same programme of upgrades in due course.



Pictured: Jai pictured outside some of the pharmacies she was collecting prescriptions from and previous photos taken at running events with group 'This Mum Runs' group (Pictures submitted)

Going the extra miles to support the vulnerable

A DE&S employee determined to make a difference during the COVID-19 pandemic has run almost 90km across Bristol to deliver medical prescriptions to vulnerable members of her community

Jai Nicklin only started running after the birth of her first child in 2016 and joined This Mum Runs – an 80,000-strong nationwide group started in Bristol by Mel Bound a year earlier. When the COVID-19 pandemic struck, Mel let her Bristol members know she was setting up a group whereby runners could help pharmacies deliver prescriptions, and Jai was happy to get on board.

Jai, originally from Cambridgeshire, said: “I have a wider family outside Bristol and many of them are elderly. I’d like to think that members of their community would be checking up on them. It was really nice to feel that I could offer that service to my community in Bristol.”

Jai joined a rota of runners who ensured someone was on call to make sure prescriptions made their way to patients who were shielding due to health, age or illness.

Those on duty would receive a message from the group’s ‘mission control’ and run to the pharmacy that needed them, produce their identification, collect the medication and then make their way to the relevant delivery address.

For Jai, a safety manager in Operational Infrastructure, that has amounted to 18 deliveries and 86km covered – the equivalent of two marathons – between March 28 and June 18.

Jai said: “Being able to get out and run in green spaces was great for mental health too and my team at DE&S were very supportive, allowing me the flexibility I needed to make a difference.”

On June 20, Jai came off the running rota because she had to self-isolate so her family could form a support bubble with her mother-in-law.

At this stage, Jai moved onto mission control so she could continue to contribute to the scheme.

“It was nice to feel like I was still contributing and making a difference by making sure that the shielding members of our community were OK

and saw a friendly face,” Jai said.

If this wasn’t enough, Jai is also a BS7 neighbourhood champion for North Bristol Foodbank and has held foodbank collections each week on Thursday evenings so people on her road in Bristol still have a reason to come together and contribute now the clapping for the NHS has finished.

In just four weeks they collected and donated 30 bags of food.

Jai said: “When weekly clapping for the NHS finished, offering a foodbank collection at the same time allows people to feel they are making a tangible difference to others, which I think is what made this such a success.”

Those wanting to donate the price of a lunch to the North Bristol foodbank should visit: www.northbristol.foodbank.org.uk

For more information on This Mum Runs, visit: www.thismumruns.co.uk

DE&S delivers new VIP livery for RAF Voyager

Pictured: Two F-35B Lightning aircraft linking up with the newly re-painted RAF Voyager for air-to-air refuelling (Crown Copyright)



To note: when flying the Union Flag on HM aircraft it is represented as being flown from a flagpole. Therefore, when viewed from the port side (left) it will appear correct, but when viewed from the starboard side (right) the flag appears to be inverted. Other nations also follow this convention.

The Royal Air Force Voyager used to fly senior government Ministers and members of the Royal Family on long-haul official business has received a new livery that better reflects this prestigious task.

The aircraft, also referred to as its military registration number, ZZ336, was previously visually indistinguishable from the rest of the grey painted operational Voyager fleet.

The work on the new livery marks the culmination of several months of intensive work by the Voyager delivery team and others within DE&S and beyond, to ensure that the aircraft, with its eye-catching new livery, met the brief of representing the UK at major events around the world, while remaining fully cleared for its primary air-to-air refuelling role.

DE&S worked closely with the Voyager service provider, AirTanker Ltd and Airbus, which manufactures the A330-based aircraft, to ensure the exacting requirements were delivered on budget and on time. The project

We are delighted with the smart new livery and proud of what we have achieved

Lyndon Hoyle,
Voyager team leader

was more complex and extensive than a typical repainting of a civil airliner in a standard company livery given the dual role of the aircraft and the number and profile of stakeholders involved.

The project involved the creation of an outline design that was agreed with a wide range of interested parties, including the Royal Household and Number 10 Downing Street, before being modified to reflect commercial, legal, operational and aesthetic advice. In parallel, a paint selection process took place, with the support of the Surface Finishing team.

The process was not only about the visual design but was a complex engineering task requiring a comprehensive service bulletin and detailed engineering drawings. Once all engineering and regulatory processes had been agreed, work could begin and Marshall Aerospace and Defence Group were chosen to apply the new livery.

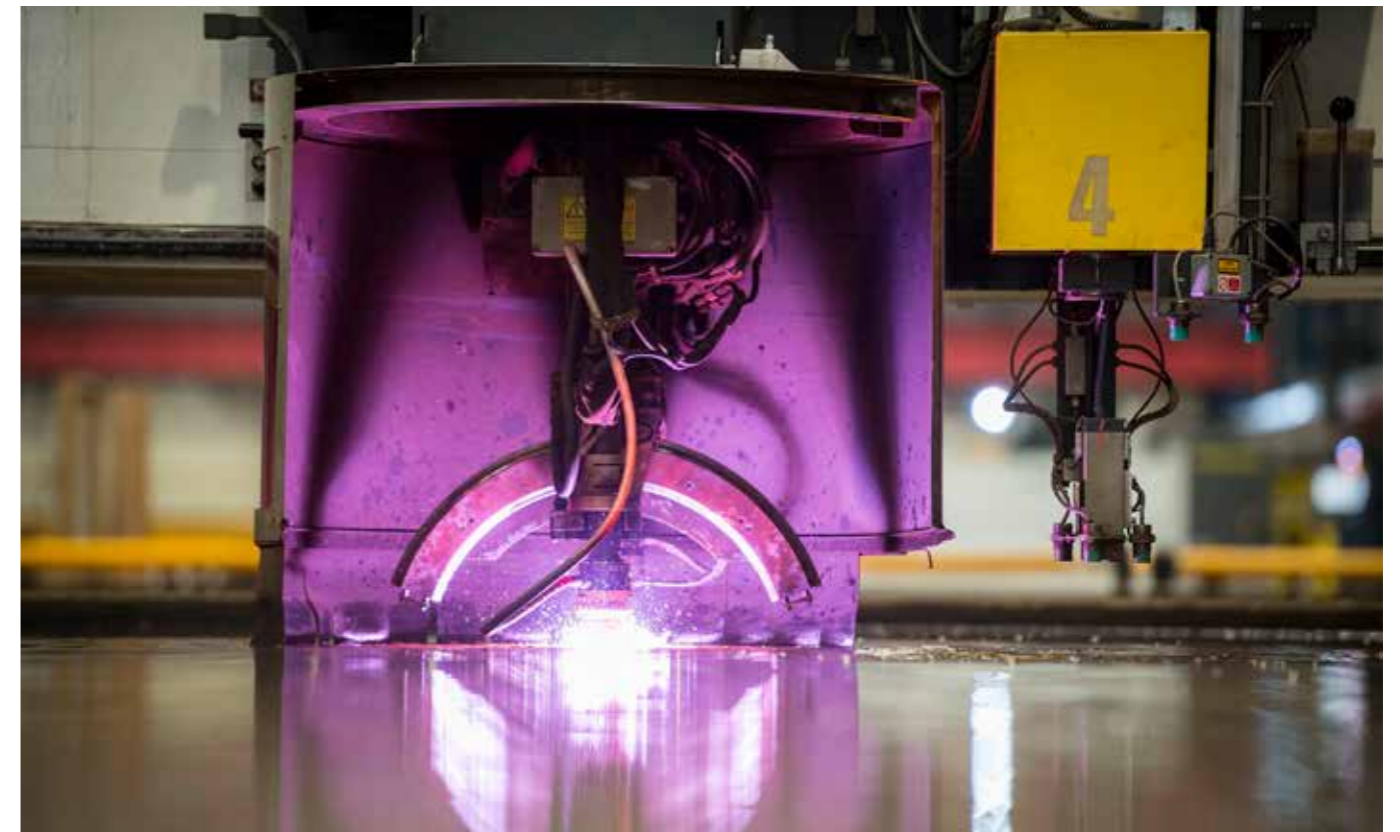
Although the project began before the COVID-19 pandemic, it coincided with the most intensive

phase of the work including the actual painting. However, the delivery team and its industry partners rose to the new challenge and grasped the opportunity to make a statement about their ability to continue to deliver in the face of adversity.

The out-going DE&S Voyager team leader, Lyndon Hoyle, said: "We are delighted with the smart new livery and proud of what we have achieved. As well as the Voyager team, who led project delivery, I should recognise that successful delivery would not have been possible without the expert advice provided by Air Commodities."

Final steel is cut for HMS Glasgow

Pictured: Steel being cut for Type 26 at Govan, Glasgow (Picture submitted by BAE)



Steel has been cut on the final unit of HMS Glasgow, meaning all sections of the first Type 26 frigate are now under construction.

The milestone comes as primary contractor, BAE Systems, awards a further five sub-contracts to suppliers worth more than £100-million.

The work will support 250 jobs, with the Type 26 programme now sustaining more than 4,000 across the UK. More than £1-billion has been invested across the supply chain to date, with more than 100 suppliers globally.

Glasgow-based Denholm Industrial Services will carry out surface preparation and painting at Govan shipyard, while Malin Abram Ltd, also based in Glasgow, will work on the load out and float off of the ship.

CBL, based in Hartlepool, will oversee the cable works, Nottingham-based Kaefer, will provide insulation products and installation services, and Dorset firm SCA has secured a contract for access and containment.

Mark Beverstock, head of the DE&S Ship Acquisition Type 26 delivery team, said: "With every part of HMS Glasgow now under construction in Govan, we're counting down to roll out the first

The Type 26 programme has proven itself in terms of cutting-edge design, international defence exports and creating and sustaining British jobs

Defence Secretary Ben Wallace

of these mighty new ships – a tangible milestone which means a huge amount to my team and our Royal Navy customer.

"It's also great news for the UK, as demonstrated by the positive impact of the new subcontract awards which are supporting jobs and skills nationwide. We will continue to work closely with BAE Systems and their supply chain to deliver these essential warships."

The UK Government has committed to building eight advanced anti-submarine warfare ships. In 2017, BAE Systems was awarded a contract for the construction of the first three, to the value of £3.7bn.

Defence Secretary Ben Wallace said: "The Type 26 programme has proven itself in terms of cutting-edge design, international defence exports and creating and sustaining British jobs.

"This latest round of contract awards will see companies from the south coast of England to the banks of the Clyde benefit from over 250 highly-skilled jobs and multi-million-pound investment."

While 55 of the 57 units of HMS Glasgow are now manufactured in the city of the same name, the remaining two mast units are being built by Umoe in Norway.

The Type 26 will deliver critical

protection of the Royal Navy's nuclear submarines and the Queen Elizabeth Class Carrier Strike Group.

Each Type 26 will be equipped with capabilities including the Sea Ceptor missile defence system, a five-inch medium calibre gun, flexible mission bay, Artisan 997 medium range radar, powerful bow and towed array sonars.

Australia and Canada both selected a variant of the Type 26 design for their anti-submarine frigate programmes, supporting greater operational, training and intelligence ties between the three nations.

Steve Timms, BAE Systems' naval ships managing director, said: "Each of our new suppliers brings a unique capability that is essential to ensure the safe and continued progress of this nationally-important programme.

"It's fantastic to see the first of class, HMS Glasgow, taking shape at our facilities here on the Clyde. She is a source of great pride for our workforce, who have worked with real energy, commitment and innovation in recent months to ensure we meet our customer commitments."

60 second spotlight

"I volunteer for the Scottish Ambulance Service as a first responder, so that takes up a lot of my free time"

Hazel Wilkes

Job:

Assistant health & safety officer at DM Glen Douglas, Scotland

Your route into DE&S

I started my career job-sharing as one of two depot typist/switchboard operators when we were still NATO Ammunitions Depot Glen Douglas. The job-share position came about just at the right time. Before this, I had been in a fixed-term contract at the Royal Naval Armaments Depot at Coulport, leaving there to go on maternity leave with my first child. Coming back as a job-sharer to Glen Douglas was ideal for a work-life balance. After a few years in this position, the introduction of personal PC's came about so our job as typists was surplus to requirements. From there, I progressed to become an admin assistant within the main office and I then moved to the Quality Department, assisting the quality manager. After a few years, in 2015, I moved into health and safety and haven't looked back since.

Your claim to fame?

I was on the opening credits of *You've Been Framed* for two or three series. I was the blushing bride who got blown over by a gust of wind and my new husband just walked away behind a tree, laughing.

Your advice to anyone?

It's never too late to follow your dreams.

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

I volunteer for the Scottish Ambulance Service as a first responder, so that takes up a lot of my free time. When I am not responding, I like to take my dog for long walks. I also like to read

and enjoy spending time with friends and family, eating out and visiting the theatre.

What are you most proud of?

First and foremost my children, Logan and Connor. Followed by gaining my NEBOSH qualification in 2017, which is the UK's most popular health & safety qualification. I never thought that would be possible.

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

A solar-panelled charger (if there is such a thing) for charging my Kindle/iPad because I love books, films and music. And copious amounts of sun cream (I'd burn otherwise).

What irritates you the most?

Ignorance and rudeness. There is no need for it in society.

What is your favourite place in the world?

I have three. Santorini - the peace, the views and tranquillity, what is not to love? New York, for the hustle and bustle - there is no place quite like it. And Hong Kong - I lived there for three years in the early 1990s and I have great memories of the place. Don't ask me to choose one, as I don't think I could.

What would surprise people about you?

I'm not really a very confident person and I would love to work with the Scottish Ambulance Service.



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

Email
Louisa.Keefe101@mod.gov.uk



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DE&S employee awarded INCOSE Fellowship

The team leader of the DE&S Systems Engineering Internal Technical Support team, Duncan Kemp, has recently been awarded a highly-coveted INCOSE (International Council on Systems Engineering) fellowship. There are only 81 INCOSE fellows around the globe, of which only five are from the United Kingdom.

This award recognises Duncan's significant contributions to the art and practice of systems engineering. Specifically, it acknowledges Duncan's excellent leadership in embedding new system engineering practices across multiple sectors, as well as leading successful industry-wide change programmes in both defence and Rail that have delivered significant tangible benefits.

Alongside the fellowship, Duncan has also been appointed as a Visiting Professor of Systems Thinking in the School of Mechanical, Electrical and Manufacturing Engineering at Loughborough University.

Before being awarded his INCOSE fellowship, Duncan was already a senior

member of DE&S' fellowship scheme that recognises the outstanding impact and contributions he has made to the business through both practice and teaching. Duncan has made a significant contribution to action research in systems engineering, publishing more than 20 papers on what works in practice; most notably in capability/mission engineering, system safety and in systems engineering leadership.

Duncan has had a diverse career in the MOD after starting as a student engineer in 1984, working on Air Defence systems, submarine procurement, infrastructure management, strategic command and control, warship support and acquisition reform in both defence and the rail industry.

Duncan said: "I am delighted to become a fellow of INCOSE and Professor of Systems Thinking at Loughborough University. Whilst this is obviously a great personal achievement, it also reflects the quality of systems engineering undertaken across DE&S and the wider MOD."



Amphibian and Reptile conservation at West Moors, Dorset

After winning an Occupational Health Safety and Environment award for environmental management in 2019, a team of DE&S volunteers at West Moors have been supporting conservation initiatives to improve living conditions for reptiles.

The site is home to some of the UK's rarest reptiles including adders, grass snakes, sand lizards and smooth snakes – the former two being species protected by law.

In order to conserve the habitats of these species, during the summer of 2019 a joint initiative between Defence Infrastructure Organisation ecologists, West Moors' site

team and the Amphibian and Reptile Conservation Trust (ARC) was set up to help enhance and preserve this heathland.

Work was undertaken to remove the self-seeded pine that will allow the dwarf shrub community to flourish and help the reptiles which need this heathland to survive and grow. The team enjoyed the

chance to spend a few days on a single area, which allowed them to see the impact made in such a short time. The team is excited about the potential of this site for reptiles and other heathland specialist species, and look forward to seeing the habitat thrive.

New Pride corporate champion

In June, DE&S celebrated LGBT+ Pride month 2020 with the DE&S Pride Network hearing from DE&S staff who have made a real and positive difference to the Pride community.

Following this, Simon Hughes, Director Programmes and Change, was recently appointed the DE&S Pride Corporate Champion.

He is committed to making a positive difference, and to help and support those who wish to do the same. He's looking forward to meeting more of the Pride community regularly and hopes to offer some insight and guidance to the group on how they can continue to move the Pride agenda forward.

Thrilled to take on the new role, Simon said: "For me, Pride is about celebrating our differences and the diversity that it brings. I realised a long time ago that diversity in all its forms brings huge benefits to teams both inside and outside the workplace.

"Pride also reminds me of the need to challenge intolerance and not to stand by and allow others to persecute those different from the perceived norm."

Simon looks forward to working with our brilliant Pride Network and allies, other



champions and anyone who wants to support Pride's aims. He says his door (which is a virtual door at the moment) is always open.

Pride look forward to celebrating events such as bi-visibility day in September, National Coming Out Day in October, and Trans Day of Remembrance in November, when the network will raise awareness and understanding of the challenges that LGBT people can face. Network Chair Mark Cartwright said: "Pride season is really important to our community. For me, it is a celebration of progress made, and a time to reflect on what more we need to do."

MOTTO the MOD Lottery March winners

- £10,000 Susan Rogers, Dstl
- £2,500 Michelle Gray, Middlesbrough
- £1,000 Ken McMinn, Huntingdon
- £500 Derral Morgan, Gosport
- £250 Jonathan Somersgill, Portsmouth
- £100 Amy Riches, Feltham
- Peter Crowson, Gosport
- Simon Bull, Bristol
- Emma Milford, Plymouth
- Alex Petrovic, Bicester
- Kelly Lusted, Shrivenham
- Janet Taylor
- Shirley Beard, Bristol
- Jackie Downer, Bicester
- Mark Broadbent, Bristol
- Michelle Matthews, Warminster
- Jeremy Nowers, Shrivenham
- Julie Fletcher, Lincoln
- Claire Turner, Reading
- Michael Pitman, Dstl
- Karen Brooke, York
- John Varani, Colchester
- Ashleigh Batchelor, Gosport
- Diana Gover, Warminster
- Matthew Triggs, Catterick



Ensuring a future for our Lancaster Bombers

Currently, only two Avro Lancaster Bombers remain in service - one of which is based in Canada, and the other in

RAF Coningsby, Lincolnshire. Our Air Commodities Team have been working hard alongside Meggitt Braking over the last few months to facilitate the transfer of heritage

Lancaster wheels to The Battle of Britain Memorial Flight Team, based at RAF Coningsby.

The Air Commodities Team is responsible for locating Lancaster wheels assets and

arranging their delivery. The team rely increasingly on people with specialist knowledge giving up their time and supporting them in this endeavour. This is where the generosity and support from Meggitt Braking has played a huge role over the last six months, ensuring the Lancaster Bomber continues to operate out of RAF Coningsby for the foreseeable future.

The Air Commodities team operations manager, Aaron Bumford, said: "For me, the Bomber is a visual representation of our resilience that has lasted for 80 years. In what has been a testing year for the entire United Kingdom, ensuring that this beautiful aircraft continues to fly out of RAF Coningsby is of vital importance."

Case Study

Rakesh Takooree, Future Capability Group (FCG) project manager, gives his insight into some of the benefits of working for the organisation

Name:
Rakesh Takooree

Job title:
Future Capability Group (FCG) project manager.

How long have you worked for DE&S?
11 years.

Why did you choose to pursue a career in DE&S?
Having worked in the broadcasting sector in a technical support role in London for a few years, I saw an opportunity to do a similar role for Defence in my home city of Bristol. I also knew that DE&S was an interesting place to work from previous casual work during university summer holidays and appreciated the value of keeping the country safe using cutting-edge technology. It was a no-brainer.

What does your role entail?
I am responsible for several research and development projects across all front-line-commands. The role entails dealing with the broader FCG team and stakeholders across defence and with industry to push the boundaries of both technology and process.

What are the opportunities to develop and progress within your function?
Throughout my career I have been fortunate to take part in various project management training courses and the application of theory from those has helped me progress. I have recently started an MSc in Program and Project Management at Cranfield University, where I have formed links with the wider defence community and understand their

perspectives of successful project management. With the numerous change initiatives happening in the background, every role will always face a challenge. We are all on a continuous, yet supported, learning journey to overcome them.

What do you most enjoy about your job?
Being in a role that couples risk-taking with exciting advances in technology with selfless people. The FCG team contains a breadth of backgrounds and experience. We work collaboratively to successfully deliver projects.

What's your ambition?
I hope to progress my project management career in DE&S and broaden my skills and experience even further. From joining several dial-ins on race and parenting, and listening to the views that have been shared, I am also keen to help create an inclusive and fair workplace for all DE&S staff.

What's your greatest achievement to date?
Working closely with our commercial team, customer and experts to identify, procure and deliver a counter-UAS system for Air Command within a year. The system continues to be used for research and development purposes.

Why would you recommend DE&S to others as a great place to work?
DE&S is a great place to pursue a career. It is full of caring and approachable people. In my 11 years I have met interesting and knowledgeable people in various teams across the domains that I find inspiring and can often bounce ideas off of over a coffee.

What are the social benefits of working for DE&S?
Writing this during the COVID-19 lockdown, I am missing the lunchtime circuits sessions available at the Abbey Wood gym. The instructors are very supportive to help you meet your fitness goals. Attending gym classes is good for mindfulness and further highlights the benefits of flexible working. The work-life balance is considerate too. Being a parent to an eight-and a four-year-old (and my wife on the NHS front line) the support from the team during the COVID-19 outbreak has been excellent. Trying to balance work whilst home-schooling the children has been an interesting experience.



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