

desider

the magazine for defence equipment and support



**Crowsnest: the eyes and
ears of the Royal Navy**

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cover image



Pictured: CGI of a Merlin Mk2 with the Crowsnest surveillance system fitted to the side of the helicopter

desider

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FOREWORD

By Tony Douglas, CEO

I am delighted to kick off this month's foreword by congratulating those DE&S staff who were recognised for their efforts by Her Majesty the Queen in the New Year's Honours list.

Among them were Michael Bradley, Director General Resources, and Air Vice-Marshal Keith Bethell, Director Combat Air. Michael was made a CB for his services to Defence and Keith was made a CBE for his role heading up the Fast Air Support Team (FAST) between 2012 and 2016.

Commodore Tom Manson was made an OBE for his time as the Hawk Fast Jet Team leader and Teresa Cooper from the A400M Commercial Team had to read her letter a number of times before believing she too had been made an OBE for services to Defence acquisition.

There is not enough room here to mention all of those who have made us proud, but I hope you and your families enjoy your thoroughly deserved trip to Buckingham Palace.

Meanwhile, I am hugely impressed with the progress we are making to embed transformation. More than 400 people have now signed up to join the Change Advocate Network.

This initiative, aimed at increasing engagement with the transformation programme, has been a tremendous success. It's been a pleasure to take part in the first two events and witness for myself the enthusiasm and positive energy that you are putting behind the programme.

The three most important aspects of managing change are communications, leadership and positivity. In the next step, advocates will be given the core skills they require to support embedding the transformation programme, one of this year's key objectives for the DE&S.

January was a very busy month for procurement. I was pleased to see a series of announcements not only underlining our commitment to supplying and supporting our Armed Forces, but safeguarding hundreds of jobs with UK industry.

We negotiated a £410 million contract to provide in-service support for the UK's Atlas A400M aircraft, securing a minimum of 400 highly-skilled British jobs.

There was a £271 million deal to support the world-leading Wildcat helicopters, again protecting hundreds of jobs. This contract, designed to offer guaranteed value for money, will ensure Wildcat supports the Royal Navy and British Army for decades to come.

And a £269 million deal was awarded for Crowsnest, a new cutting-edge helicopter-borne surveillance system to protect Royal Navy ships, including the new Queen Elizabeth Class aircraft carriers – this will sustain a further 200 jobs.

I look forward to this momentum continuing throughout 2017. Keep up the good work.

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Richard Smart, Director Weapons, talks to Desider about his MOD career, the challenges of his role and providing a sustainable supply of munitions to the Armed Forces



—“—
 One of the things I really enjoy is working with customers and suppliers to understand their needs and tackle issues
 —”—

Picture: Ed Low

I'm pretty much MOD through and through! I started as a student engineer when I was 18 years old and was sponsored through university. I worked in Head Office for a couple of years in the early 90s and, apart from a few months in the Japan Defence Agency in Tokyo and a year on loan to another Government department, I've been in DE&S and its predecessor organisations ever since.

My time in Tokyo was spent as an Exchange Officer as part of a UK-Japan agreement to share knowledge and working practices across defence ministries. I'd spent a year in Japan teaching English after I graduated. When the opportunity arose, it was a case of being in the right place at right time, with the relevant experience and knowledge. It was great fun; I learnt a lot and was able to give back some value in comparing the UK and Japan's approaches to military equipment acquisition.

Now, as Director Weapons, I'm responsible for leading 1,700 staff in the Weapons Operating Centre (WOC). We're all about delivering weapon capability, which incorporates general munitions (shells, mortars etc.) and complex weapons, including capabilities such as command and control systems and radars on ships.

My responsibility extends across DE&S' eight Defence Munitions depots, seven in the UK and one in Germany. The teams working

at these sites receive, process, store and issue munitions for all our Armed Forces customers. They account for approximately 1,000 of the people within the WOC, so the majority of my team is based outside Abbey Wood.

Ultimately, we bring into service available, reliable, sustainable and safe munitions for the Armed Forces and maintain their capability. Key to this is making sure the weapons we procure and support can be integrated with the variety of platforms across the maritime, land and air environments.

As part of the Operating Centre, we also have the Test and Evaluation team. Its scope goes beyond weapons to provide wider test and evaluation services for customers across DE&S and Defence, for example ensuring capabilities for submarines, surface ships and aircraft pilot training.

I count myself fortunate in terms of the variety of my role; I get involved in a lot of challenging and complex projects. One of the things I really enjoy is working with customers and suppliers to understand their needs and tackle issues. Finding a way to reach a resolution gives me a real sense of achievement.

One highlight is the work we've undertaken on test and evaluation services with QinetiQ. We successfully negotiated some changes to the delivery of weapon test ranges and the

training carried out at the Empire Test Pilot School at Boscombe Down. Bringing these negotiations to a successful conclusion was a recent high point for me.

I've been in this role since April 2015 but I'm very much still learning when it comes to weapon and munition requirements, technologies and supply chains. I'm pleased that in the WOC we're supported by many colleagues who have spent the majority of their career in weapons. Together with a mix of broader experience, that is what we need — people that have a deep experience and knowledge of weapons.

Under DE&S transformation, we've already achieved a great deal in terms of adopting new toolkits to help develop both the business and us as individuals. First and foremost, transformation is about enhancing the capability of our people and having the skills, processes and tools we need to deliver our work more effectively.

Continuing with our transformation programme is a high priority for me. I'm optimistic about the introduction of the Function Management model and the new organisational structures that go with it, as it will give each of us a professional home within which we can develop and be supported. All of this together will make DE&S a more rewarding place to work.

Not all fast computers reach Mach 2

Eurofighter Typhoon




£271M Wildcat helicopter support deal

Deal signed to support world-leading Wildcat



Minister for Defence Procurement Harriett Baldwin at Leonardo's facilities in Yeovil

Pictures: Andrew Linnett 

DE&S has signed a £271 million deal to support world-leading Wildcat helicopters.

Wildcat is a highly versatile aircraft, currently in service with the Royal Navy and Army Air Corps and capable of a wide range of tasks over land and sea. The Royal Navy's maritime Wildcat forms the core of the UK's frigate and destroyer aviation capability and performs tasks including anti-surface and submarine warfare, force protection, transport and the vital information, surveillance, target acquisition and reconnaissance (ISTAR) role. Similarly, the Army variant performs reconnaissance, command and control, force protection, and transport roles in a wide variety of environments.

The five-year Wildcat Integrated Support and Training (WIST) deal, secured by the work of the Wildcat Project Team, will deliver a range of support and training services for the UK's entire fleet of 62 AW159 Wildcat helicopters. Wildcat operators include 825 and 847 Naval Air Squadron and 652 and 661 Squadron Army Air Corps.

Captain Mark Langrill, Wildcat Project Team Leader, said: "The DE&S team has worked hard to ensure that the next phase of the WIST contract will continue to provide the customer with vital through life support

and training for our Wildcat helicopters in a manner that represents the best possible value for money for the taxpayer.

"The continuation of the WIST contract ensures that the Wildcat, with its modern integrated avionics and powerful engines, will provide the British Army and Royal Navy with an outstanding and affordable capability over the next five years."

The contract with Leonardo Helicopters will see 500 UK jobs sustained at Leonardo's facilities in Yeovil and Royal Naval Air Station Yeovilton, the home of Wildcat training and maintenance in the UK.

Speaking about the contract, DE&S Chief Executive Office, Tony Douglas, said: "This agreement builds on many decades of joint working between the MOD and Leonardo helicopters, recently recognised through the signature of a Strategic Partnering Arrangement with the company. The deal for Wildcat support has been designed to guarantee value for money for the taxpayer by delivering the required levels of operational output at a reduced cost.

"Wildcat is a world-leading aircraft perfectly suited to operations on board the Royal Navy's front line warships such as the Type 23 frigate, Type 45 destroyer and the future Type 26 Global Combat Ship and in delivering

the British Army's airborne battlefield tasks, such as reconnaissance, command and control and force protection. Advanced design and capabilities will enable it to support the Royal Navy and British Army for decades to come."

The WIST contract, which confirms the terms for the next five-year period of the 30-year contract signed in 2012, supports the objectives of the Strategic Partnering Arrangement signed between Leonardo Helicopters and the MOD in 2016. This agreement lays out shared commitments to cost effectiveness and the pursuit of export opportunities.

Minister for Defence Procurement, Harriett Baldwin, said: "This Wildcat deal delivers a key capability for the Royal Navy and Army, and supports vital high-skilled jobs in Somerset, where there's a proud tradition of supporting UK helicopter operations.

"Wildcat is one of the world's most advanced helicopters and an important part of the Government's ten-year £178 billion plan to provide our Armed Forces with the equipment they deserve."

NEWS IN BRIEF

ASEMS SYSTEM RELAUNCHED

After an 18-month overhaul, ASEMS, the DE&S Acquisition Safety & Environmental Management System, was relaunched on January 9.

The use of ASEMS has been mandated since it was first introduced to provide a standard framework for safety and environmental management.

In 2014 the decision was therefore taken to completely review, revise and relaunch ASEMS as a fully-interactive web-based tool, retaining all the elements that had been repeatedly

validated since the initial launch, but with a vastly improved user interface.

Some exciting future developments are also in the pipeline, which will take ASEMS even further forward. In the meantime, DE&S now has a product which is acknowledged as representing the industry standard for acquisition safety and environmental management systems.

The new version of ASEMS can be found at www.asems.mod.uk.



CEO VISITS BOSCOMBE DOWN

DE&S CEO Tony Douglas visited MOD Boscombe Down to follow up on the announcement of the amendment to the existing Long Term Partnering Agreement (LTPA) contract with QinetiQ.

Under the £1 billion deal, QinetiQ and the MOD have agreed to invest up to £185 million to modernise air ranges at MOD Aberporth, Wales, and MOD Hebrides, Scotland, as well as test aircrew training at MOD Boscombe Down, Wiltshire.

The contract amendment is expected to deliver £300 million

of efficiencies over the next 11 years.

Tony's visit last month was hosted by QinetiQ's CEO, Steve Wadey, who signed the contract amendment in December alongside DE&S DG Commercial Nick Elliot.

During his visit to Boscombe Down, Tony took the opportunity to meet DE&S staff, review existing test facilities, understand how the future investment in the site will benefit the MOD and continued his drive to maximise innovation in the supply chain.



LAUNCH OF NEXT GEN NETWORK



The DE&S Next Generation Network has been launched at Abbey Wood with the keynote speech delivered by Steve Parry, Olympic swimming medallist and BBC television presenter (pictured centre with Next

Generation Committee).

The aim of the network is to bridge the gap between education and work, providing members with development and social opportunities.

Importantly, it will also serve

as a vehicle to get their voices heard in the organisation.

Mr Parry, who won bronze in the 200m butterfly at the 2004 Olympic Games in Athens, emphasised the need to set ambitious goals, take personal

responsibility and embrace change.

The launch event, organised by Laura Guppy (Next Generation Network lead), was attended by 90 members as well as the Next Generation Network Committee, chaired by Bradley Fletcher and Elizabeth Morgan.

Delegates heard from the network's 1* sponsor, Elizabeth Wombwell, Director of Transformation Geoff Robins and CEO Tony Douglas, who had recorded a film encouraging members to embrace the network and telling them he looked forward to hearing their ideas.

The Next Generation Network Committee has a seat around the table at the Inclusion, Diversity and Outreach Committee and they are looking into ways to make a difference across DE&S.

HEAD OF BRITISH ARMY AT ABW

The Chief of the General Staff, General Sir Nicholas Carter, said DE&S should be imaginative and bold in its mission to equip the British Army for evolving threats during a visit to Abbey Wood.

He said the emerging geopolitical climate will require the British Army to mobilise rapidly and project force effectively, both in collaboration with allies and in competition with well-equipped peer nations.

General Carter (pictured right with CoM (Land) Lt Gen Paul Jaques) explained the importance of making efficiencies so that the Army can focus its resources on funding new capabilities, with renewed emphasis on contract and resource management and on

reducing logistic need.

He said: "It's trite to say we're in an era of change. The reality is we're now in a changed era.

"DE&S must challenge our requirements. Put yourselves into our shoes; think about how to get a more intelligent, cost-informed requirement set. We need imaginative procurement, with an approach to mobilisation.

"I need you to put the 'S' back in DE&S. I'm looking to you to be an intelligent agent, challenging me as an intelligent customer."

General Carter's visit was attended by DE&S employees, including those supporting the British Army on programmes such as the Challenger 2 Life Extension Project.



CHANNEL TUNNEL RAIL TRIAL



The Ministry of Defence, supported by the Army, ran a trial to confirm that the Channel Tunnel can be utilised to deploy and support UK forces in continental Europe.

The drawdown of British Forces (Germany), limitations of Defence strategic lift and NATO assurance measures in Eastern Europe have reinforced the requirement to better understand the usefulness of the Channel Tunnel.

Currently the Channel Tunnel is regularly used to move International ISO containers by

rail to sustain forces in Europe. It has been a long standing ambition to prove the Channel Tunnel as a strategic lift enabler to deliver armour en masse into mainland Europe.

The trial last month saw troops deploy a load of outsized and protectively marked military vehicles from Folkestone to Calais and back again.

Its success confirmed that the MOD is now able to deploy a wide range of its inventory by rail through the Channel Tunnel.

SKY'S THE LIMIT FOR NEW INVENTORY MANAGEMENT SYSTEM

A new Base Inventory Warehouse Management System (BIWMS) has gone live in the air domain meaning it's now easier and quicker to track kit.

BIWMS, worth an estimated £50 million, was delivered under the Future Logistics Information Services Programme (FLIS) contract with Boeing Defence UK, and will replace the old Supply Central Computer System (SCCS).

The new system is modern and easier to use, meaning that those in the air domain are able to have better visibility of the kit that they manage.

John Farrow, Head of Air

Logistics, said: "The introduction of BIWMS has been much welcomed and will make it easier for us in the air domain to look after our assets in the supply chain. Delivering this project was a real team effort with industry, which will have a hugely positive impact on the way we do our work within the domain."

Discussions are now underway with the executive team to see whether this modern, Commercial Off The Shelf (COTS) solution can be rolled out across DE&S. For more information contact Squadron Leader Laura Brown, DES SEOC SCIS-STP-BIWMS SO2 CE.



Pictures: Flight Sergeant Spark

DE&S staff recognised in New Year Honours

Some of our staff have been recognised in the New Year Honours for their effort and contributions. They told Desider how they found out and what it feels like to be recognised

AVM Keith Bethell, Director Combat Air (Military Division) CBE

Air Vice-Marshal Bethell bumped into Air Marshal Julian Young, Chief of Materiel (Air), at the 'Marshfield Mummies' event in his village on Boxing Day. "I wondered what he was doing there and why he was holding a bottle of champagne and a letter. I was somewhat shocked when he handed it to me and I saw the CBE in my post nominals", he told Desider.

"Whilst I have not had sight of the citation, I understand the Honour is in respect to my time as Head of the Fast Air Support Team (FAST) in DE&S from 2012 to 2016 and in particular my role in taking forward the Typhoon capability and support projects.

"I am deeply honoured to have received this recognition, but also conscious that I am part of a much bigger team and that the project would never have had the success it did over my time as team leader without the concerted efforts of the over 350 people in the team, so in many ways I am somewhat embarrassed to be singled out for this recognition.

"However, my family and I are very much looking forward to our trip to Buckingham Palace to receive the Honour and I will wear it with much pride and fond memories of my time in FAST in the coming years."

Michael Bradley, Director General Resources (right)- CB (Companions, Order of Bath) for services to Defence

"I had no advance warning or expectation and I simply received a letter from the Cabinet Office one Saturday morning at

the end of November last year.

"I was surprised, humbled and just very grateful for all the support I have received from staff across DE&S and the wider department over the last five years.

"The best thing about it has been the reaction of my family, who are all delighted and looking forward to a trip to the Palace later in the spring."

Commodore Tom Manson – OBE (Military Division)

"News that I had been awarded an OBE in the 2016 New Year Honours came as a total surprise and left me feeling utterly humbled. The letter from the Naval Secretary included a summary of the citation about my three years as Hawk Fast Jet Team Leader and Type Airworthiness Authority.

"It wasn't an easy journey, but it was a remarkable team effort, so I am absolutely delighted to accept this honour on behalf of all those who contributed to the Hawk recovery, however small or distant their part, both in MOD and in industry."

Teresa Cooper, A400M Commercial – OBE for services to Defence acquisition

"I had to read the letter a number of times as I could not believe it, thinking someone had made a mistake or that it was some sort of a hoax. I didn't really believe it until I actually saw my name published in the New Year honours list.

"Although I feel extremely

honoured to be recognised in this way, I know that I was just one cog in a big wheel that secured the A400M result. An awful lot of very dedicated and committed individuals worked together to make the A400M Entry into Service (EIS) and the initial support a success. In particular the magnificent A400M team, but also OCCAR, Air Command and industry.

"I have recently taken early retirement after 40 years in the MOD. What a lovely way to end my career."

Wing Commander Ben Trapnell, MA to Chief of Materiel (Air) - MBE

"It was an immense honour to be recognised in the New Year Honours List with an MBE. The award recognised my work as the Brimstone Engineering Authority within the Weapon Operating Centre, but none of it would have been possible without the support of my team at the time and family at home.

"I found out on Boxing Day when Air Marshal Julian Young, Chief of Materiel (Air) and my current line manager, turned up on my drive at home to hand me a hand written letter of congratulations and a bottle of champagne.

"After the excitement and flurry of congratulatory messages over the New Year, it's been brought into focus again as I've just received my invitation to the Palace in March."

Also recognised with an MBE were:

Major Michael Bolderson, Weapons Operating Centre, for services in support of the Defence estate
Dr Hilary Bollan, Submarine Atmosphere Control, for services to submarine safety and the Royal Navy
Iain Grigg, Meritorious Service Medal



LTPA

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£410M SUPPORT DEAL SIGNED FOR ATLAS



DE&S CEO Tony Douglas and Chief of Materiel (Air), Air Marshal Julian Young, led the announcement of a £410 million support deal for A400M Atlas – just the latest in a number of significant steps forward in the programme.

The Medium Term Contract (MTC) will enable Airbus and its UK suppliers to maintain the RAF's new airlifters until 2026.

Bridging the gap between the nimble C-130 Hercules and the C-17 Globemaster heavy lifter, the A400M Atlas will be able to deliver troops and equipment quickly to challenging theatres of operation all over the world. The RAF currently has 14 Atlas aircraft in service, with all 22 in the planned fleet due to enter service by 2019.

The comprehensive UK support arrangement, negotiated by the DE&S A400M team, will be centred around RAF Brize Norton in Oxfordshire and ensure these

impressive aircraft are repaired, maintained, upgraded and overhauled as they bed in to the RAF's air transport fleet.

Announcing the contract, Air Marshal Young emphasised the importance of the signature to the customer.

He said: "The A400M Atlas will form the backbone of the Royal Air Force's Strategic and Tactical Air Transport capability over the next decade and beyond. This key contract will deliver maintenance for our A400M Atlas fleet, enabling this class-leading aircraft to support UK military operations around the globe."

Tony Douglas described the MTC, signed alongside a separate global support contract agreed between Airbus and the UK, France and Spain, as the result of the meaningful networks built by DE&S.

He said: "This new support contract draws on multinational cooperation and the strong relationships across UK Defence that are

delivering this remarkable aircraft to the RAF."

Head of the A400M team, Air Commodore Stephen Wilcock, said: "I would like to pay tribute to the team, who were responsible for negotiating the Medium Term Contract.

"It is a significant achievement which establishes future support for the A400M at RAF Brize Norton and on deployed operations, and also reaps the benefits of six nation cooperation on shared costs. A huge amount of work has underpinned this milestone, which marks a major step forward in the growth of the A400M capability."

The contract came as the FsAST team marked completion of the delivery of several important Atlas training systems to RAF Brize Norton, including two cockpit simulators and a cargo hold trainer, with a combined value of £141 million.

The facilities will provide training activities

The specialist A400M training school at RAF Brize Norton provides instruction for service personnel before their deployment on board the aircraft. Desider visited the site to find out what the Royal Air Force think about it



Above: Cargo Hold Trainer at the A400M training school

for up to 60 flight crews and 60 maintenance personnel a year.

Mark Corden, of the Flight Simulation and Synthetic Training Project Team within the Air Support Operating Centre, said: "RAF Brize Norton is now firmly established as the home of A400M training in the UK, providing state-of-the-art facilities for all personnel who will operate, maintain and support the aircraft.

"The team has worked really hard to provide the RAF with what they need to deliver world-class training. I am very proud of what we have been able to achieve."

Elsewhere on site at RAF Brize Norton, a new, innovative 'super hangar' worth around £62 million is on course to be fully fitted-out early 2017. This huge building, handed over by the DIO at the end of last year, is capable of housing three Atlas aircraft during maintenance periods.

Through two major contracts secured by DE&S, Airbus and its training partner, Thales UK, provide, support and maintain the A400M training kit. Thales UK was also responsible for building the schoolhouse, which offers computer based instruction, lectures and simulator training.

Two pilot training simulators are an essential part of the equipment. They replicate the cockpit of the aircraft and can be monitored from a room next door, where a set of screens provides tactical information and allows the instructors to introduce new elements to the mission. The three-month courses comprise around 34 sorties in a variety of scenarios.

Mark Corden works as the DE&S Project Manager for the A400M training service, and his team has recently taken formal delivery of the second simulator. The two simulators will be linked together, enhancing tactical training by making it possible to operate them in the same synthetic environment.

Mark said: "I have been working on the A400M training project for more than eight years, so it is really good to actually see all this come to fruition. All the major pieces of equipment are in place and it is very satisfying to see it all finally come together.

"So far, the feedback from personnel has been very positive. They enjoy working in this environment and it is really rewarding to see that what we have achieved as a team has been well received by the user."

Flight Lieutenant Luke Flemington is one

of the pilots training in the flight simulator. He said: "I really appreciate this simulator because it has such high fidelity. Everything in it feels very real, so when you actually get to the plane, you know what you are doing. It is nice to be at the cutting edge of technology."

Trainee pilot Flight Lieutenant Steve Riley agreed: "This simulator is a generation ahead of what I'm used to – this one has full motion and you can really immerse yourself in what you are trying to learn.

"This will prepare me for operations by bridging the gap between training and reality. The closer you can get to real life, the better, and this one flies almost exactly as a real aircraft. It is an invaluable training course."

The schoolhouse also provides engineering instruction for personnel responsible for maintaining the aircraft. In addition, it allows rear crew training on the Cargo Hold Trainer (CHT), a key element in preparing personnel for tactical transport missions such as air drop and aerial delivery.

Master Aircrew Richard Bratley, crewmen instructor at the A400M Operational Conversion Unit, said: "The CHT is a great piece of equipment, because it allows us to train in a safe environment, away from the aircraft, to practice the procedures that the crewmen will carry out when they actually do the job for real. It also allows us to free the aircraft for operations while we are carrying out training."

Partners in the delivery of the High-G Training and Test Capability met at RAF Cranwell for a 'breaking ground' ceremony, marking a key milestone in the programme to deliver state-of-the-art training for all future Royal Navy and RAF fast jet pilots.

DE&S is procuring a High-G Training and Test capability that will ensure pilots can cope with the high levels of acceleration – or 'G' – that they experience when flying modern agile fast jets.

The system will include new infrastructure and equipment that will provide High-G centrifuge training for pilots as they enter the flying training system, as well as refresher training for pilots flying the Hawk T2, Typhoon and the F-35 Lightning II aircraft. The capability also provides a valuable test and evaluation environment for new aircraft equipment prior to entering service.

The centrifuge brings a new training capability, with an interactive and re-configurable cockpit type matched to the student's own aircraft – be that the Hawk T2, the Typhoon or the F-35 Lightning II. This will allow for training scenarios that will fully immerse the pilot in a High-G environment, training them to recognise the onset of G-Force when flying the real aircraft. This is particularly beneficial when it comes to the F-35, which is capable of performing advanced manoeuvres with rapid, multi-axes motions. This new centrifuge will be able to replicate this, exposing pilots to new

combinations of high acceleration and rotational motion. This will give them a significant advantage in being able to manage the resulting very high levels of G-Force that is critical to pilot safety and combat effectiveness.

Air Commodore David Lee, the Senior Responsible Owner of the programme, said:

"RAF Air Command Headquarters is delighted with the progress of this project and commend the hard work of the DE&S Project Team, our industry partners, RAF Headquarters staff and staff at both the RAF Centre of Aviation Medicine and RAF College Cranwell. This project stands as an exemplar of collaborative working and the strength of the relationships; the unity of the partnering achieved has ensured that we are well underway to making this world-class training capability a reality for the UK's future fast jet pilots."

The project is being led by the DE&S Flight Simulation and Synthetic Training (FsAST) High-G Project Team, with Thales as the prime contractor. Under an initial five year contract, which was signed in February 2016 for £44 million, Thales will provide the design and operation of the training service. Meanwhile, the equipment design, technical and engineering capability are being provided by an Austrian company, AMST Systemtechnik GmbH, which has successfully installed and operated similar systems in numerous countries, including Singapore, Poland, Russia and Germany.

John Haiselden, Head Air Systems

Equipment and Training at DE&S said:

"The FsAST project team has worked hard with our industry partners, Thales, AMST and Galliford-Try to continue to ensure that this outstanding capability will be delivered on time and on budget and that this world class High-G training and test facility will be a major enhancement to UK fighter pilot training."

The system will be at Full Operating Capability by the end of 2018 and replaces the current system at Farnborough, which came into service in the 1950s and will close in 2019. The planned out of service date for the new High-G Training and Test capability is 2043. The new training service will sustain and create UK employment and have a positive impact on the UK supply chain.



The RAF Centre of Aviation Medicine is extremely excited to see this project progress and the momentum gained behind what is such an important capability. We very much look forward to seeing the High-G trainer up and running. It will be a real step change in the way that we are able to train our next generation of fast jet pilots and prepare them for the High-G environment. It will undoubtedly save lives

Air Commodore Clare Walton QHP, the Commandant of the RAF Centre of Aviation Medicine



High-G: breaking new ground



Pictured: Air Commodore David Lee (left), SRO, at the ground breaking ceremony with John Marston, East Midlands Managing Director, Galliford Try

Defence Equipment Plan



The Ministry of Defence (MOD) Equipment Plan 2016, which sets out spending projections for the next ten years, was published last month.

The MOD is planning to spend £178 billion on equipment and support over the next decade, and the Equipment Plan provides more detail about where this money will be spent, including the additional commitments announced in the 2015 Strategic Defence and Security Review.

The plan also includes an assessment of the delivery performance of the largest defence procurement projects.

A key change was the introduction of the project performance summary table, replacing the Major Projects Report, whereby the Department has re-assumed the role of publically stating its annual project delivery performance.

In doing so, many of the key principles of the Major Projects Report have been retained as good practice and the

performance data was independently validated by the Cost Assurance and Analysis Service (CAAS).

Several projects, A400M, Ajax, Storm Shadow integration onto Typhoon, the F35 Lightning II programme and Complex Weapons reported cost decreases in the previous financial year.

These offset cost increases in a handful of our most complicated projects: Core Production Capability, the Astute Programme, Brimstone 2 integration onto Typhoon and the Warrior Capability Sustainment Programme.

The MOD continues to forecast to hit its quality targets, with 99 per cent of key user requirements expected to be delivered when projects enter service.

Minister for Defence Procurement Harriett Baldwin said the MOD remained focussed on maintaining an affordable plan that met the requirements of the Armed Forces.

Ms Baldwin said: “SDSR 2015 announced a rising defence budget and a ten-year £178 billion Equipment Plan which will deliver the best kit for our Armed Forces at the best value for the taxpayer.

“We are focused on maintaining an affordable programme and delivering the efficiencies we need to reinvest in cutting-edge ships, planes, versatile strike brigades, and greater cyber capabilities, so that our armed forces have the equipment they need to keep the UK safe and secure.”

— “ —

We are focused on maintaining an affordable programme (...) so that our Armed Forces have the equipment they need to keep the UK safe and secure

Harriett Baldwin,
Minister for Defence Procurement

— ” —





Above: The Change Advocate Network event last month. Below: DE&S CEO Tony Douglas addresses the audience.

Change Advocate Network builds momentum

More than 420 people from across DE&S have now signed up to join the Change Advocate Network, an initiative launched at the end of last year to help increase engagement with the transformation programme.

Following the success of the initial event in November, a second event was held in January for a further 150 advocates who are keen to get involved.

DE&S Chief Executive Tony Douglas, in his opening address, said: "Communications, leadership and positivity are the three most important aspects of managing change and, in such a large, complex organisation, these should not just come from the top, information and messages needs to be cascaded from all levels within our teams."

During the morning, advocates learned about the important role which they have to play by being positive communicators and leaders for transformation within their teams. The second half of the day saw teams working together to find creative solutions to transformation challenges, before pitching them, Dragon's Den style, to the panel of judges, including CEO Tony Douglas, Chief of Materiel (Air) Julian Young and Chief of Materiel (Joint Enablers) Pete Worrall.

Prizes were given for the most creative idea,

the idea with the biggest impact and the idea which could be implemented quickest. The event was once again full of creative ideas, energy and purpose, with change advocates from all grades, functions, domains and locations pitching their ideas for how to embed transformation across DE&S.

Colin Smith, from the Contract Management team, said: "The whole event was very interesting and enjoyable, and well-structured to keep everyone engaged throughout the day. What impressed me most was the hands-on approach of members of the senior leadership team, who were actively involved and clearly interested in taking our ideas on board. It showed their commitment to transformation and the importance they place on delivering positive transformation messages throughout the business."

Barry Dudley, in business process and assurance, added: "I was very encouraged to see real enthusiasm – not only from the advocates but also from the CEO, CoM (JE) and CoM (Air). To ensure success, we have to maintain this type of commitment and leadership."

The focus now is on training advocates so they can positively support the transformation programme. This will include core change management skills, such as how to



communicate with impact, how to deliver training sessions and how to coach others and influence behaviours.

As well as being able to use these core skills on a day-to-day basis, advocates can use them on the embedding change projects. These projects let advocates bring to life the ideas they came up with during the launch event Change Challenge by letting them design, develop and implement them across DE&S.

The embedding change team is also running regular briefing calls and conferences on key transformation topics to give the advocates early sight of future changes, so that they are able to support their teams and networks as we move to a transformed DE&S.

If you are interested in getting involved please contact DESCDM-ChangeNetwork@mod.uk

desider



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A £269 million deal for a new cutting-edge, helicopter-borne surveillance system has been awarded by DE&S.

The contract, with Lockheed Martin, will see the start of manufacturing on the new Crowsnest system designed to protect Royal Navy ships, including the new Queen Elizabeth Class aircraft carriers. Crowsnest will act as the eyes and ears for the Royal Navy, providing long range air, maritime and land detection and tracking capability.

The announcement for Crowsnest was made by the Minister for Defence Procurement,

Harriett Baldwin, in January on board the Type 45 destroyer HMS Dragon.

Speaking at the event, Air Vice-Marshal Graham Russell, Director Helicopters at DE&S, said:

“Crowsnest is an essential capability for the Royal Navy, providing an airborne early warning system designed to protect their ships. Fitted to the Merlin Mark2 Helicopters, Crowsnest will also be vital in protecting the Queen Elizabeth Class carriers.

“DE&S, in particular the Merlin Project Team, has played an integral role in delivering this contract to time and on budget, thus protecting the in-service date and coherence with the wider

Carrier programme. Once in service, we will continue to support this capability throughout its service life.”

Crowsnest will be fitted to the Merlin Mk2 helicopters, which already perform a number of important roles for the Royal Navy, including detecting submarines and undertaking humanitarian aid duties.

Chief Executive Officer at DE&S, Tony Douglas, said: “Crowsnest will play a key role in protecting the Royal Navy’s future fleet, acting as the eyes and ears for the new

— “ —

Crowsnest will provide a vital intelligence, surveillance and tracking system for our new Queen Elizabeth Class aircraft carriers, capable of detecting any potential threats at sea.

Backed by our rising Defence budget, and our £178 billion equipment plan, Crowsnest will help keep our Armed Forces safe as they deploy in every ocean around the world for decades to come

— ” —

Minister for Defence Procurement Harriett Baldwin

Contract puts Crowsnest

Pictured: Minister for Defence Procurement, Harriett Baldwin is saluted as she boards Type 45 Destroyer, HMS Dragon, where she made the announcement

Queen Elizabeth Class aircraft carriers. This state-of-the-art project will demonstrate how we are providing world-leading, innovative equipment to our Armed Forces.

“This contract will also sustain hundreds of UK jobs in the process, highlighting how the MOD, through DE&S, can create a positive and collaborative partnership with industry, benefitting both our Armed Forces and the UK economy.”

Crowsnest is an important step in the ambitious carrier programme and will form an integral part of the Carrier Enabled Power

Projection (CEPP) capability, which will deliver the two Queen Elizabeth aircraft carriers – the largest warships ever built for the Royal Navy – from which the UK’s new F-35 Lightning II jets will fly.

Under the deal with Lockheed Martin, Thales UK has been subcontracted to provide the system, work on which will sustain over 200 UK jobs in Crawley, Havant and Yeovil.

Lockheed Martin, as the prime contractor for Crowsnest, will integrate the selected Thales solution on to the Merlin Mk2 helicopter fleets. This work will be supported by Leonardo Helicopters, who will modify the fleet to fit Crowsnest. The contract also includes £9 million for initial provisioning of spares to support the Crowsnest system during training and operational deployment.



est on the horizon

BAE Systems' Artisan 3D radar system has successfully completed three years of sea-based trials on the Royal Navy's Type 23 frigates.

The radar, which can monitor more than 800 objects simultaneously from 200 to 200,000 meters away and cut through radio interference equal to 10,000 mobile phone signals, has undertaken sea trials across multiple Royal Navy frigates since 2013, to prove its capabilities in an operational environment.

The DE&S Short Range Air Defence project team agreed that all required evidence has been satisfied and Type 23 acceptance has been declared.

The nineteenth Artisan 3D radar has also successfully completed factory acceptance testing at BAE System's Cowes site on the Isle of Wight. This is the final radar to be produced as part of a £105 million contract to develop, manufacture and support 19 of the radars for the Royal Navy. The initial support contract remains in place until 2022.

In addition to the 11 frigates fitted to date, Artisan 3D has also been fitted on the new aircraft carrier HMS Queen Elizabeth, due into Portsmouth next year, a landing platform dock assault ship, a landing platform helicopter assault ship and installed at MOD's land-based test site at Portsdown Technology Park, Portsmouth.

It will also be installed on the second of the new aircraft carriers, HMS Prince of Wales, a further two frigates and a landing platform dock assault ship. Further trials will take place prior to each of the radars going into service.

Jonathan Barratt, Head of the Complex Weapons Team for DE&S, said:

"Artisan is a highly capable radar, providing record breaking track detection ranges against complex and demanding threats.

"This contract demonstrates how DE&S, industry and the Royal Navy are working collaboratively to deliver cutting-edge equipment, vital in supporting and protecting our Armed Forces."

Les Gregory, Director for Products and Training Services at BAE Systems, said: "Artisan 3D is a ground-breaking radar system that delivers real capability to the Royal Navy in its supreme accuracy and uncompromising tracking.

"Its world-leading electronic protection measure ensures that even complex jammers will not reduce its effectiveness.

"Artisan 3D has now been extensively tested and is demonstrably a high performance, software-based radar with significant flexibility to meet current and future threats. It provides air and surface surveillance and target tracking to support platform and weapon system requirements on a wide range of platforms, from the new Queen Elizabeth Class aircraft carriers to the in-service Type 23s and the recently announced Type 26 frigates.

"BAE Systems is proud to continue its record of providing the most advanced radar capabilities to the Royal Navy."

Artisan 3D Radar passes sea trials

Pictured: A BAE Systems engineer working on an Artisan 3D radar



Above: Air Vice-Marshal (AVM) Keith Bethell shaking hands at RAF Marham with Group Captain Steve Ward, Tornado Force Commander. They are accompanied by other members of the RAF and BAE Systems' representatives

Final RAF Tornado handed over

Director Combat Air, Air Vice-Marshal Keith Bethell, witnessed the handover of the final RAF Tornado GR4 to undergo a 'major' maintenance as part of the Availability Transformation Tornado Aircraft Contract (ATTAC).

The event took place last month at RAF Marham's Combined Maintenance and Upgrade facility in a ceremony also attended by Group Captain Steve Ward OBE, the Tornado Force Commander and RAF Marham Station Commander, Group Captain Rich Davies ADC, along with BAE Systems' Director Combat Air (UK), Mr Steve Greenbank and his designate Mr Chris Kelly.

The ATTAC contract was signed in 2006 and was the first of its kind anywhere in the world in which industry guaranteed combat aircraft availability for military operations.

Over the last decade, the military and civilian team at RAF Marham have jointly completed 233 aircraft deep maintenances and a similar number of capability upgrades.

The partnership between DE&S, the RAF and BAE Systems has released hundreds of RAF personnel to serve on the front-line, in addition to maintaining and upgrading the fleet as it undertook operations in Iraq, Afghanistan, Libya and, more recently, Syria.

Thus far, the contract has saved the UK taxpayer £1.39 billion. The UK Government has announced that the RAF's GR4 fleet is to be retired, and, therefore the handover of this aircraft (ZA 611) also marks the closure of the Tornado's major maintenance lines. 'Minor' maintenance lines will continue at RAF Marham, with the last Tornado maintenance scheduled to be carried out from October 31, 2017.

DE&S Director Combat Air, Air Vice-Marshal Keith Bethell, said: "This contract, by combining the unique skills of RAF personnel and BAE Systems employees, has kept our battle-winning Tornado aircraft at the forefront of UK operations, while generating savings of £1.39 billion for the taxpayer.

"The strength of our partnerships across industry is central to the success story around Tornado, which continues as the aircraft prepares to hand over operations to Typhoon and Lightning II in 2019."

Tornado Force Commander, Group Captain Steve Ward OBE, accepted the final Tornado to undergo a major maintenance on behalf of the RAF.

He added: "It was certainly a day of mixed emotions as the handover of the aircraft marks the start of the drawdown of Tornado support. It is testament to the hard work and

dedication of the manpower within our Combined Maintenance and Upgrade Facility, whether service or industrial partner, that have worked on the maintenance and upgrading of the Tornado over the years to ensure that it is available and capable to continue to support operations across the globe.

"Although this signals the start of the draw-down, we must remember that the Tornado remains at the forefront of operations as our squadrons support the fight against Daesh over Iraq and Syria".

— “ —

The strength of our partnerships across industry is central to the success story around Tornado

Director Combat Air, Air Vice-Marshal
Keith Bethell

— ” —

Transformation: DE&S forms in-house engineering consultancy team



A core part of DE&S transformation is to develop and use our specialist skills efficiently and effectively. To that end, we have established a new team of in-house systems engineers to support delivery teams and develop our engineering expertise. The new team was established in July and has already been successful in delivering benefits to project teams across the business, and at the same time, reducing our need to use private sector support.

The Internal Technical Support (ITS) team was originally established as a systems engineering pilot, but is has now been expanded in size and scope to also include independent safety advisors/auditors (ISAs) and human factors integration experts.

Jon Cook, DE&S Corporate Engineering Function Manager, said: “The ITS model shows the benefits we will get from Transformation. Financial freedoms mean that we can be more intelligent in spending our operational cost budget and ITS has shown that we can deploy specialist staff onto the assignments that DE&S needs”. Duncan Kemp, leader of the systems engineering branch of ITS, agreed: “This is an

excellent opportunity to develop the capability and capacity of our engineers, while providing better value for money for the taxpayer”.

Early feedback from engineers within the team, and from the programmes they have been supporting, has highlighted the success of the initiative.

Liz Brown, a systems engineer within the team, added: “We have just finished a piece of work that is a great example of what we can do. The project needed to plan their engineering work out to acceptance, and we undertook a gap analysis and advised them on the approach to take for Agile Systems Engineering.”

“The new team carried out a high quality piece of work for us”, said Paul Russell, DE&S Special Projects Information Systems and Networks team leader. “They were very quick to get ‘on contract’ and provided excellent value for money. I was also pleased that they came up to speed very quickly; they didn’t require extensive briefing as to what we were doing and why we were doing it. Their advice has helped us plan the next phase of work as well as participate in Spiral 3 –

introducing new ways of working as part of transformation.”

For further information and to see if the team can help you, please contact DESTECH-EGITS@mod.uk.



The new team carried out a high quality piece of work for us. They were very quick to get on contract and provided excellent value for money

Paul Russell, DE&S Special Projects Information Systems and Networks team leader



DE&S Technology team at the cutting-edge of innovation



Above: Close up image of laser melting titanium powder. Image credit: Renishaw
Below: Setting up the demonstration at LOGNET. Image credits: CCE



The DE&S Technology Office, jointly with industry, produced a demonstration to showcase opportunities for Additive Manufacture technologies in Defence.

More commonly known as 3D printing, these technologies are often considered processes reserved for rapid prototyping. Through a demonstration carried out during the Logistics Network (LOGNET) conference, the team set out to explain that Additive Manufacture is in fact a rich technology area that is at the cutting edge of manufacture and design innovation.

The demonstrator, known as Additive Manufacture Deployed Exploitation Capability Concept Demonstrator (AMDEX CCD), was a collaborative activity.

The primary aim was to broaden awareness within the Defence community of the risks, issues and opportunities associated with the application of Additive Manufacture technologies in the Defence Supply Chain. It could also be used as a potential capability to sustain deployed forces on operation.

Through the demonstrator, the team's objective was to dispel myths and to challenge preconceptions by providing a realistic view of the utility, maturity and diversity of AM. To do this, delegates were guided from design to the end use of an additively manufactured component, following the typical AM 'component journey'. Industry experts gave interactive talks about metal powders, an industrial Selective Laser Sintering machine and examples of AM components used in products for Defence and other sectors.

These talks highlighted the wealth of opportunities that exist within Defence, as well as the current challenges associated with the technology, and what these both mean for MOD and the Defence community. Experts spoke of how AM presents significant opportunities to aid in the delivery of military capability. Potential benefits include: increased efficiencies through weight savings and novel structures, repair of damaged parts in the field and more effective obsolescence and inventory management. These are all possibilities, but certainly not an exhaustive list.

It was discussed how, in the technical space, Additive Manufacturing technology also offers a significant increase in design freedom enabling innovation in all designs. Components and assemblies that would have been impossible to fabricate using existing manufacturing techniques can now be realised

through the use of this incredible technology.

From an acquisition and commercial perspective, it was highlighted that, as a rapidly advancing and diversifying technology area, AM holds the potential to have a hugely disruptive influence to the way we acquire, produce and support Defence equipment.

Rob Culverwell, Cross-cutting Engineering Manager with the DE&S Technology Office, said: "The AMDEX demonstrator builds on the Technology Office's wider activity surrounding Additive Manufacture both nationally and internationally.

"The team is seeking to bring about a coordinated and coherent approach to the way that Additive Manufacture is addressed to maximise exploitation across Defence; encompassing operational, technical, commercial and strands.

"The AMDEX demonstrator was well received by many interested delegates who, informed about Additive Manufacture, began to consider how AM could aid them in driving innovation and improvement in their own areas of work."

If you missed out on this event, there are more AMDEX CCD events planned to take place in early 2017. In these next events the MOD and industry are aiming to go a step further and bring an operational containerised AM facility to MOD Abbey Wood and the next LOGNET event, to continue to broaden awareness and to display potential concepts for the future.

For all enquiries relating to Additive Manufacture please contact the Cross Cutting Team in the Technology Office. Project lead CCE4 (DESTTECH-TechOfficeCCE4@mod.uk)



On game changing operations, prosperity and a Boxing Day phone call

Clive Walker is the Head of the Disposal Services Authority (DSA), the DE&S team in charge of recycling, selling or safely disposing of the equipment that has reached the end of service and is no longer required by the Armed Forces, from aircraft carriers and armoured vehicles to hazardous waste

Overview of your career?

I joined the Royal Navy in 1981 and had an interesting and varied career as a naval logistician. After commanding in Afghanistan, I had the privilege of leading the British response to Typhoon Haiyan in the Philippines in 2013. It was very different to everything else I had done before, and to see the difference that we could make to those living on remote islands that had been destroyed by the typhoon was humbling and, for me, a game changer.

I then went on to work at Network Rail for two years, where I learnt a lot about how a business is run and the challenges of old infrastructure and a growing demand for rail. So when I heard about the opportunity to come back to Defence as the head of the DSA, I decided to apply, as this role represents a unique opportunity to make a difference.

What does your team do?

Our main function is the disposal of all the equipment and inventory that has reached the end of its natural life with our Armed Forces. My team works very closely with our colleagues in DE&S in the through life support of kit and, other than a few exceptions, such as nuclear submarines, we dispose of everything the MOD has – from aircraft to scrap waste – in a legal, transparent and environmentally-friendly way. We also try to achieve the maximum value from our sales, as all of our receipts go back to the Front Line Commands and that cash can fund other activities or new equipment.

Finally, we have an important role within Defence engagement. Our Armed Forces have top class equipment that has been procured carefully, operated by the best military in the world and is proven in both peace and conflict in the harshest environments. As it comes out

of service, our kit can make a difference to those countries who are working to achieve the same shared desired outcomes of the UK, and we are very proud of our role in supporting nations that are on the frontline in providing security and combating terrorism.

What does your role involve?

As the DSA Head, I provide strategic guidance to the team and engage with our customers who are very keen to work not only with the MOD, but also with British industry. As prosperity is very high on this Government's agenda, we are always looking at how our sales can present an opportunity for British industry. It is very satisfying to recommend to those nations who purchase our kit the industry partner or original manufacturer that has supported the equipment during its time in service with the UK. I am very proud to head a team of dedicated professionals who are making a tangible contribution to our country's prosperity and safety.

Your team is split between Abbey Wood and Bicester. What is each location in charge of?

The Bristol team tends to look at the main capital equipment, while at Bicester they work more closely with our contractors, who provide sector expertise for the disposal of the rest of the MOD's surplus equipment, including hazardous waste, oils and scrap metals.

What do you most enjoy about your job?

The sheer variety of not knowing who is going to be at the end of the phone. For example, Boxing Day was a bit of a surprise when the Botswana Army Chief rang me up

to discuss his order – for him this was just another working day. Equally, I enjoy seeing people develop, take chances and strive to do their best.

How do you view transformation?

Transformation is a great opportunity for all of us in the DSA. We already operate as a business that generates receipts and I believe our processes will better fit with DE&S and our industry partners. Change can be daunting but, in my experience, with good leadership and direction it is a positive opportunity to make improvement.

What do you enjoy doing in your spare time?

Skiing, sailing and shooting – I'm very fortunate to have a lot of colleagues here who enjoy those things as well, but it makes for busy weekends!

“ I am very proud to head a team of dedicated professionals who are making a tangible contribution to our country's prosperity and safety ”

CASE STUDY

Alastair Hector, from the DE&S Contract Management team, on saving the business money, opportunities for personal and professional development and his desire to join the Navy Reserves

Name:

Alastair Hector

Job title:

Contract Management Data Cell Support

How long have you worked for DE&S?

15 months

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

I had heard from family and friends who have worked with the MOD about the support that DE&S provides support for their careers. It also appealed to me, as I was just out of school when I joined and I was looking to develop my career opportunities.

What does your role entail?

I work in the Commercial function for the Contract Management team, analysing the Contract Administration Dashboard (CAD), and extracting data when requested or when operation centre heads and domain heads require an update on the current contracts. I have to create the presentations that go out to domain heads and suppliers and ensure that the data is 100 per cent correct. I also have to ensure that I keep up our team's track record of delivering and being highly reliable.

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

I'm currently looking to undertake my Chartered Institute of Procurement and Supply (CIPS) level 4 exam, as this will improve my knowledge of the commercial function and I will also gain a nationally recognised qualification at the end of it.

I have also been successful in my application to do a level 3 apprenticeship in customer service, which will be extremely helpful, especially in my role.

What do you most enjoy about your job?

I enjoy the complexity of the task and knowing that the data we provide saves the business money. I also enjoy that I am fairly new to the MOD and I'm trusted by my team to produce business critical reports.

What's your ambition?

In the short term I'm looking to improve my knowledge of the Commercial function, through education or professional development. In the longer term I'm hoping to be accepted into the Navy Reserves.

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

Being able to learn as quickly as I have has meant all the data I have provided has been accurate and done on time. This, firstly, makes my team's job easier when reviewing the data and, secondly, has meant that I have been tasked with more difficult requests. These are usually great in detail and require many search parameters. This just makes life much easier for my team because fewer extra man hours have to be used to find and correct errors.

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

I would recommend DE&S because of the opportunities readily



Picture: Jack Eckerstey

available for personal and professional development. DE&S provide training in professions and skills that are not offered in many other workplaces.

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

There are some great benefits with DE&S – we have a gym that has a far better membership price than most and yet contains all the equipment you'd expect. But I've got to say that my favourite is the Defence Discount card – there are so many places you can get discounts with it. Personally, I love films and the discount card allows for a lower priced ticket. Also, the process of applying is very easy and, at £5 for five years of membership with thousands of deals, it was an easy decision for me.

— “ —
 I would recommend DE&S because of the opportunities readily available for personal and professional development. DE&S provide training in professions and skills that are not offered in many other workplaces

— ” —

WORK FOR DE&S

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

Graduate and apprentice schemes

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

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

vacancies.

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

Rewards and benefits

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

which offer numerous discounts to members.

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

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

Equality and diversity

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

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

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

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

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

Read more about equality and diversity in MOD.

How to apply

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

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

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

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



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CURRENT VACANCIES

Finance Manager C2 DE&S

Bristol | £30,424 | Higher Executive Officer C2 | Closing date: 28 Feb 2017

Reference number **1516418** Post type **Permanent** Hours **37 Hours**

Job Description: Your responsibilities will include inventory accounting, managing in year budgets, supporting changes to finance policies and processes in response to change programmes and developing effective and efficient management information tools to support the DE&S finance community.

Finance Manager C1 DE&S

Bristol | £37,071 | Senior Executive Officer C1 | Closing date: 28 Feb 2017

Reference number **1516432** Post type **Permanent**

Job Description: You will be responsible for managing in year budgets, coordinating monthly submissions, contributing to commentary packs and ensuring delivery of a robust compliance and governance framework.

Degree Engineering Apprenticeship DE&S

Bristol | £14,500 | Closing date: 6 Mar 2017

Reference number **1519724** Post type **Permanent**

Job Description: You will undertake a practical and academic training, including a foundation degree or full degree for individuals with the greatest potential. You will also complete a number of work based training placements and defence specific nuclear or weapon training at various locations within the UK.

Supply Chain Manager D DE&S

Bristol | £24,362 | Executive Officer D | Closing date: 12 Mar 2017

Reference number **1521195** Post type **Permanent** Hours **37 Hours**

Job Description: With financially delegated authority, you will manage and monitor Inventory Levels in accordance with Inventory Plans/ Contractors in Service support plan against customer demands.

Supply Chain Manager C2 DE&S

Bristol | £30,424 | Higher Executive Officer C2 | Closing date: 12 Mar 2017

Reference number **1513665** Post type **Permanent**

Job Description: This is a key senior specialist role that will interact with Strategic and Operational Managers to optimise inventory and monitor and validate supply plans against operational demand, supply constraints and changes to requirements.

Integrated Logistics Support Manager DE&S

Bristol | £30,424 | Higher Executive Officer C2 | Closing date: 12 Mar 2017

Reference number **1519445** Post type **Permanent**

Job Description: You will work alongside Project Managers to ensure that ILS policy and processes are effectively implemented for the purpose of providing the optimum support solution whilst ensuring value for money.

FUTURE VACANCIES

Senior Project Controllers DE&S

Bristol/Yeovil | £49,835 | Closing date: 19 Mar 2017

Grade 7 B2 **Post type** Permanent
Type of role Project **Hours** 37 Hours

Job Description: The role is responsible for setting and maintaining the performance management baseline for project(s) within a Delivery Team. You will direct and integrate all aspects of earned value management, cost management, cost estimating, planning and scheduling and risk management across a Delivery Team.

Finance Lead DE&S

Bristol | £58,674 | Closing date: 24 Mar 2017

Grade Band B1 **Post type** Permanent
Type of role Finance **Hours** 37 Hours

Job Description: DE&S finance officers work to procure and support the equipment that MOD requires. This could be anything from army boots to warships or ration packs to aircraft.

Finance Lead DE&S

Bristol | £49,835 | Closing Date: 24 Mar 2017

Grade Band B2 **Post type** Permanent
Type of role Finance **Hours** 37 Hours

Job Description: As above.

Senior Finance & Accountant Managers DE&S

Bristol | £49,835-£70,103 | Closing Date: 26 Mar 2017

Grade 6 B1/ Grade 7 B2 **Post type** Permanent
Type of role Management **Hours** 37 Hours

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

DESG Graduate DE&S

Bristol | £25,382 | Closing Date: 30 Mar 2017

Grade Graduate **Post type** Permanent
Type of role Engineering **Hours** 37 Hours

The DESG scheme is a prestigious and fully accredited graduate scheme; probably the best development scheme in the UK for Engineers and Scientists. The Graduate Scheme is accredited by six of the major institutions: IMechE, IET, IMarEst, IoP, RAeS and RINA.

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

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DE&S PEOPLE

60 SECOND SPOTLIGHT

Name?

Charlotte Durnall

Job?

Equipment Support and Procurement Programme Review Lead, Supply Chain Engagement, Support Enablers Operating Centre. This is a new two and a half year programme focused on finding and supporting efficiencies on behalf of Front Line Command.

Your route into DE&S?

Before my professional career started, I did all sorts of jobs. I once was in charge of putting the jam in doughnuts, for instance. I have spent many eight-hour shifts packing various items, from dog chews to tea-bags and toys. Abroad, I have done door to door sales in the USA and even worked as a court monitor swearing people in whilst in Australia. I have worked on farms, in bars and waiting tables. In essence, I like to work; I have since I was 13, when I took my first job in a garden centre. Here at DE&S, I find the breadth of experience and stories that most people have to tell about getting here fascinating. Although I think my route is somewhat less glamorous than most, I do believe it has given me a good grounding in considering all the different components that make up the bigger picture.

Your claim to fame?

Gala Queen for Normanton & Altofts, West Yorkshire 1989-1990.

Your advice to anyone?

Just because someone gives you advice, it doesn't mean you have to take it. My grandma's advice is quite good though, so I do try to take hers. She says: "never a borrow or lender be" – it is quite difficult for big ticket items, but everyday life it is good to live by – I think it goes hand in hand with "only give what you can afford and don't expect it back", which I think works for both time and money.

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

Try to ensure that my instinctive laziness is kept at bay by being all outdoorsy. I recently went rally driving, sailing and canoeing. I also love watching Moto GP – either on the TV or live when I get the chance.

What are you most proud of?

Team success and promotions for people I have worked with. It is great to see people who work hard as part of a team being recognised for their individual contributions – as this is how I believe overall success is achieved – through the many achievements of lots of individuals. I am also very goal orientated – I love reaching a target and hitting objectives (such a geek).



Picture: Ed Low

On a personal front, I am honoured to have been asked to be best woman to my friend Wesley, who moved to San Francisco two years ago. I'm chuffed I get to visit Pier 39 again – I find the sea lions hilarious.

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

I would need some diving gear, a spear and something to light a fire (I would presume the island has coconuts and fresh water?).

What irritates you the most?

Bad service.

What is your favourite place in the world?

Probably bed, followed by Tropical World (Leeds). It used to be free, but now you have to pay, so slightly less good, but still pretty magical, especially for when you are a (big) child. I also love fish and chips in paper sitting on a bench and warding off the seagulls in Whitby. As yet, I still need to find some favourites down here in Bristol. I like to find favourite local places to visit all the time, instead of day dreaming of getting away.

Your secret?

I am actually quite shy – no one ever believes me, because I'm so noisy.

— “ —

Before my professional career started, I did all sorts of jobs. I once was in charge of putting the jam in doughnuts, for instance

— ” —

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

Email tom.morris114@mod.uk



Virtual success guaranteed

The DE&S Training and Simulation System Programme (TSSP) have awarded a contract to provide specialist simulation training to the British Army until at least 2020.

The Abbey Wood-based team signed a deal worth circa £4 million, with Camberley-based NSC Training and Simulation to provide Unit Based Virtual Training (UBVT) to prepare regular and reserve personnel for future operations.

UBVT will enable units to collectively practise fire and manoeuvre, command and control, and tactics, techniques and procedures in a realistic synthetic environment and consequently get greater benefit from live training opportunities.

The system will complement rather than replace field exercises, as a key part of the TSSP.

The UBVT capability is being brought into service alongside NSC by DE&S project manager, Ieuan Davies, who, prior to joining DE&S, undertook tours in Bosnia and Iraq with the British Army and has a real understanding of the benefits it can provide.

The contract, which will run for up to five years, is the successor to the MOD's highly-successful Joint Combat Operations Virtual Environment (Op JCOVE) programme previously delivered by NSC as an Urgent Operational Requirement (UOR).

Over eight-and-a-half years, Op JCOVE has readied more than 16,000 soldiers for overseas deployments and delivered the British Army significant savings in ammunition, vehicle track mileage and maintenance costs.

DE&S TSSP Programme Leader, Simon Pearce, said: "Through close cooperation with the Army customer, the team have delivered a world class capability that builds on the knowledge and experience gained in the delivery of a UOR capability for Op Herrick. UBVT leverages defence investment in common simulation components (Defence Virtual Simulation) and sets the direction for future simulation system procurement."

Major Simon Roberts, TSSP customer, said: "Training employing virtual simulation provides a realistic environment in which soldiers can hone the vital skills needed to deal with

unpredictable and hostile situations. UBVT will deliver a training event to a unit that will focus and challenge all levels of personnel. Activity can be conducted or a mission rehearsed in any environment without constraints such as shortage of vehicles, training estate or ammunition. Innovative systems like UBVT will raise exercise start standards and enable more challenging training, ultimately enhancing a soldier's effectiveness on the battlefield."

UBVT exploits the TSSP's recent contract award for Defence Virtual Simulation (DVS) provided through Bohemia Interactive's Virtual Battlespace 3 – a state-of-the-art, game-based military simulation widely used by other NATO partners, including the US Marines.

Under the terms of the contract, NSC will also establish a physical and virtual UBVT centre of excellence to track training trends and share best practice across the Army, ensuring continuous improvement in collective training techniques.

DE&S PEOPLE



MOD Women's Conference

The MOD Women's Conference (pictured left) took place in Bristol last month.

The event, which had the overarching theme of 'Transformation – Facing the Future', focused on the importance of diversity and inclusion as well as gender issues.

Permanent Secretary Stephen Lovegrove attended as the keynote speaker and, in a candid interview-style session hosted by Defence expert Angela Owen, addressed the disappointing MOD statistics regarding female equality compared to other Government departments.

He commented on the Government's target to increase the proportion of women in Senior Civil Service (SCS) roles, and reiterated his commitment and support for a more diverse and inclusive workforce.

Mr Lovegrove said: "Tackling these issues must come from the top, through leadership, and also from the ground. I encourage you to be noisier. I'm very pleased to see some male faces in the audience, and it's crucial that this doesn't become a minority sport. You

know that you're making a difference in gender issues when you see that men are also engaged. The senior leadership can contribute a great deal with steps such as coming to events like this."

DE&S gender champion and Director Commercial Transformation Morag Stuart was one of the guest speakers. She talked about her experience both in the private sector and in the civil service, and called for an increase of female representation in Defence senior management.

She said: "Things are starting to shift and we have a really powerful opportunity to raise our collective voice. We need to use this opportunity and gain influence."

This was followed by a panel discussion in which Morag, MOD gender champion Alison Stevenson and DE&S disability champion Michael Greatwich discussed the wider diversity and inclusion implications of gender equality.

The conference also offered several workshop sessions, ranging from laughology and voice coaching to mental resilience and transformation.

MOTTO

the MOD Lottery
November 2016 winners

£20,000 (Xmas Bonus)	Kevin Doherty, Coulport
£2,500	Doreen Jones, Aldergrove
£1,000	Peter Aiton, Cheadle Hulme
£500	Paul Rutterford, Brize Norton
£250	Shirley Beard, ABW
£100	Nigel Phillips, London
	Olla Roberts, Digby
	Carol Carter, Catterick
	Laura Geuter, High Wycombe
	Tony Hiscock, UKHO Taunton
	John Miller, Stirling
	Andrew King, ABW
	Paul Roberts, DSTL
	Simeon Drayson, Andover
	Denise Barlow, Andover
	Michael Armstrong, ABW
	John White, Donnington
	Hugh Jack, Carlogie
	John Young, Aldergrove
	Sean Clarke, ABW
	Neil Bedford, ABW
	Tracey Lee, Abingdon
	Barbara Rookes, Catterick
	Boyd Ireland, Holywood
	Fiona Blake, Devonport



Above: The National Trust Headquarters in Swindon

Staff from DE&S put skills they acquired on a Master of Science (MSc) in Programme and Project Management (PPM) at Cranfield University to good use by volunteering at the National Trust HQ in Swindon.

Major Alex McDougall (Land Domain and Army Customer Team), Mohammed Uddin (Chemical, biological, radiological and nuclear defence), Lieutenant Commander Helen Barker (Defence Logistics), and Chris Whiting (Support Enablers Operating Centre) used the Value Management Techniques they learned on the course, funded by DE&S, to do a

Value Management study on Employee Supported Volunteering (ESV).

The skills and experience of the DE&S employees were highly valued by the ESV Programme team and Naomi Sullivan, the National Trust's ESV Programme Manager, has invited the team to volunteer their management skills in the future to help with other programmes.

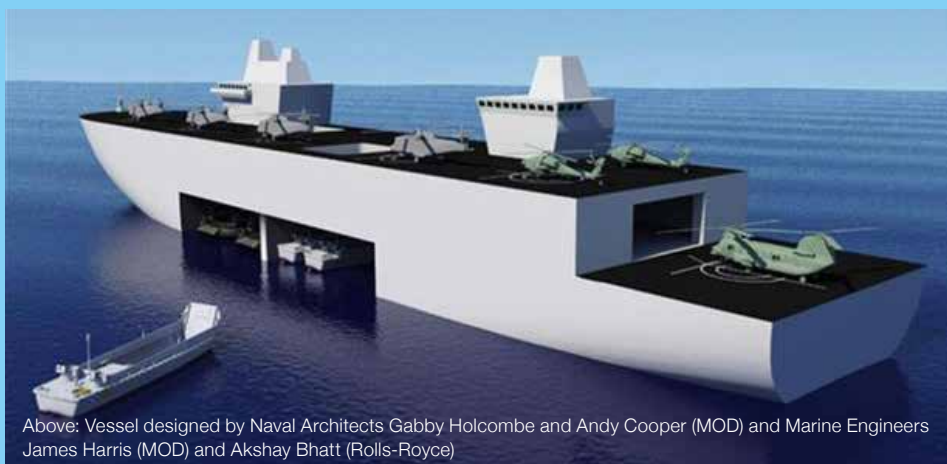
The National Trust will now link in with Cranfield University PPM MSc to annually work with Ministry of Defence (MOD) staff to utilise their skills as part of Employee Supported Volunteering.

DE&S Graduates impress

Graduates from the Defence Engineering and Science Group (DESG) and Rolls-Royce have been awarded second place in the Society of Naval Architects and Marine Engineers' annual paper competition (Western Europe Section).

The paper summarised a concept ship design produced during University College London's Ship Design Exercise. Outlining a future replacement for HMS Ocean and RFA Argus. The ship included innovative features such as an athwartships central dock and a Liquid Natural Gas (LNG) fuel system. Amongst its benefits was the rapid deployment of an embarked force to rival that of an Albion Class Landing Platform Dock.

The Ship Design Exercise contributes to Masters in Science undertaken by developing Naval Architects and Marine Engineers as part of their training. The 2014/15 exercise culminated in presentations given



Above: Vessel designed by Naval Architects Gabby Holcombe and Andy Cooper (MOD) and Marine Engineers James Harris (MOD) and Akshay Bhatt (Rolls-Royce)

at Navy Command Headquarters to senior staff including Rear Admiral James Morse.

Following the paper's success, it has been entered into consideration for the

organisation's 2017 Society of Naval Architects and Marine Engineers Maritime Convention in Houston, Texas.



Above, from left to right: Alan Veitch, Adrian Birch, Andy Saxton, Al Draper, Ian Frost, Nick Fernandes, Paul Leonard and Alice Birch

Eight hardly souls walked a combined total of 185 miles home for Christmas from Abbey Wood and raised more than £1,000 for the Walking with the Wounded charity.

They all set off from NH 4 at 10am on December 20 to make their way by foot to their various homes in areas including Bath, Trowbridge, Keynsham, Yatton, and Weston-super-Mare.

The organiser of the walk, Nick Fernandes, had the longest walk home to Taunton. He covered the 56 mile journey in 19 hours and 55 minutes.

The money raised will help the charity continue its work helping re-integrate former servicemen into society.

DE&S project manager Jim Mulcrone (pictured right) has become the first person ever to achieve the new professional qualification from the Association for Project Management (APM).

He is the first person to pass all four papers of the Project Professional Qualification (PPQ), regarded as the most comprehensive assessment of professional project management capability available.

Jim, who works within the DE&S Future Capabilities - Rotary Wing, Special Projects Multi Air Platforms Project Team (SPMAP PT), said: "The qualification tests applied knowledge and experience, which was refreshing, and it was a valuable opportunity to

step back and consider what I actually knew."

Jim has been a project manager for 10 years and is currently working on a project for the search and rescue capability in Cyprus sovereign base areas.

Congratulating Jim, Deputy Head of Profession and DE&S Project Management Corporate Function Manager, Mark Hawkins, said: "We hope this will encourage others within DE&S and the wider MOD to undertake this new qualification as part of their project, programme and portfolio continuous professional development."



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