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the magazine for defence equipment and support



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Pictured: Protector courtesy of General Atomics Aeronautical Systems, Inc.

desider

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FOREWORD

By Tony Douglas, CEO

I hope all of you had a refreshing Christmas break and feel ready to enjoy the exciting challenges and successes the New Year has to offer.

On the subject of success, it's right that I first highlight the achievement of the Chemical, Biological, Radiological and Nuclear (CBRN) team who won the Programme Delivery Excellence Award at the Civil Service Awards in London.

You can read in *Desider* how the team set about their work and delivered – early and under their £65 million budget – a complex and life-saving portfolio of seven projects within 18 months. This was an amazing achievement, well done.

Shortly before the festive break I got to meet young men and women who I hope will play a large part in DE&S' exciting future when I was given the privilege of presenting at the MOD Apprentice of the Year Awards ceremony held at the Defence Academy in Shrivenham.

As a former apprentice myself I am acutely aware of the benefits of such schemes and congratulations to all of you who were recognised.

I want to give a special mention to DE&S apprentice Ben Ham, who, aged 38, decided to take an apprenticeship and won the bronze medal in the main competition. He is now, like me, a huge advocate of apprenticeships and promotes them through school visits.

I am also an advocate of innovation and last month I was delighted to be made aware of the launch of a great internship scheme in the Land Equipment domain.

After forging a link with the business school at a local university, the scheme has proved a huge success and sees interns spending 11 months in DE&S to develop their project control skills before returning for their final year at university. Many are considering re-joining us on graduation.

In addition, as part of DE&S' commitment to transformation, I attended the very enjoyable launch of the Change Advocate Network (CAN). Change advocates will champion transformation and support leaders, peers and team members across DE&S to help us implement and adopt the changes needed to further enhance our performance.

Elsewhere, in December, we announced some significant contracts including the signing of a manufacturing and support contract worth £287 million to build two more Offshore Patrol Vessels (OPVs) for the Royal Navy giving UK sailors a decisive advantage on a huge range of operations.

And DE&S Director General Commercial, Nick Elliott, put pen to paper for a £1 billion contract amendment to modernise and run some of the MOD's UK test and training sites, delivering £300 million of efficiencies over the next 11 years.

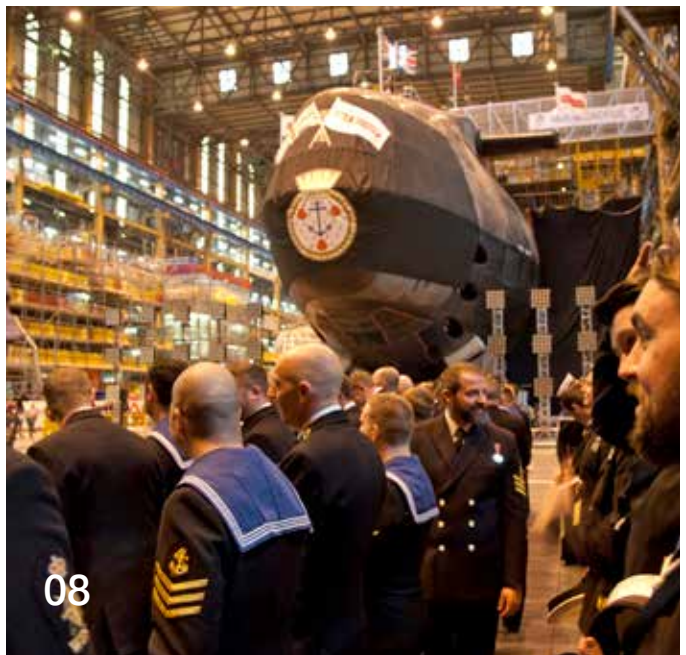
I am sure there will be many more positive announcements in the coming months further underlining our commitment to protecting and supporting our Armed Forces.

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Michael Bradley, Director General (Resources), talks to Desider about being the ‘finance guy’ for DE&S, making billion-pound savings and how finance is changing for the future



Picture: Andrew Limmet

I joined DE&S five years ago this month, in January 2012. My official title is Director General (Resources). In plain English, that means I’m the Chief Financial Officer for DE&S – the finance guy. I’m financially responsible for the £14 billion DE&S spends every year on the equipment programme and the £1 billion we spend on operating costs.

Until I joined DE&S, I spent my career (more than 25 years) in the private sector. I was tempted away by the size of the challenge DE&S offered. It’s a large, complex business and I thought it would be a fascinating environment to work in. I’ve not been disappointed; the level of interest here is on a different scale.

I was once the Finance Director for a paper mill, making toilet tissue and kitchen roll. Deciding how you’re going to make toilet tissue more cost effective isn’t as interesting as it sounds! In comparison, DE&S is involved in vitally important things for our country and it’s been a real privilege for me to be involved in projects like the Dreadnought programme and the F-35 jets.

When it comes to what gets me out of bed in the mornings, it’s the feeling I get when I can see our team has made a difference – when I can see that we’re driving value within our

projects and within the business. Over the last couple of years, there have been three main areas where I feel we’ve really helped to achieve that.

Firstly, we’ve considerably improved the accuracy of our financial forecasting and are now able to more accurately predict what we’re going to spend each year, to within around 1.5 per cent of budget.

The second success is that we’ve significantly reduced the amount of inventory that we hold, having removed £10 billion from the department’s stock holdings. Finally, we’ve taken in excess of £3 billion out of the cost of the equipment support programme. That’s money the Armed Forces can now spend on new kit.

Besides finance, I’m also the lead board member for transformation. That’s my number one priority at the moment. One of the things we said when we started the transformation programme was that we would generate significant efficiencies across DE&S, and now delivering on those commitments is my main concern.

From a financial perspective, the main benefit we’ll gain from transformation is the standardisation of processes. For me, it’s far more difficult to manage our financial activity

when people across the business are doing things in different ways instead of following the same procedures and the same formats.

I’m hoping that the roll out of standard tools and processes, as well as the training we’re giving all our staff, will drive an improvement in the quality of the data that comes through to the finance teams. In turn, this will provide better management information that both the finance team and the rest of the business will benefit from.

— “ —
 We’ve taken in excess of £3 billion out of the cost of the equipment support programme. That’s money the Armed Forces can spend on new kit

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Above: The Audacious crew in front of the fourth Astute class submarine

Audacious naming

The Royal Navy's fourth Astute Class attack submarine has been formally named Audacious in a traditional ceremony at the BAE Systems shipyard in Barrow-in-Furness.

Marking the momentous milestone in the vessel's journey towards joining the Royal Navy's fleet, Lady Elizabeth Jones, the wife of First Sea Lord Admiral Sir Philip Jones, formally christened the submarine in the classic tradition of breaking a bottle – on this occasion, a traditionally brewed local beer – on her bow.

The naming ceremony of the 7,400 tonnes, 97-metres long submarine took place in front of thousands of people, including the Royal Navy submariners who will serve on board her.

Defence Minister Harriett Baldwin said: "HMS Audacious is the fourth in our fleet of Astute Class submarines, the largest and most advanced attack submarines in service with the Royal Navy, already providing unprecedented levels of stealth and attack capability across the world.

"Backed by a rising defence budget and a £178 billion equipment plan, Barrow will remain the hub of our submarine building programmes for years to come."

The ceremony comes almost a year to the day since the third Astute submarine, HMS Artful, was officially handed over to the Royal Navy.

Audacious will now stay inside the

Devonshire Dock Hall in Barrow for final work to be undertaken on her, before being launched next year for testing and commissioning of the boat's systems. Alongside Audacious in the Dock Hall, the fifth (Anson), sixth (Agamemnon) and the unnamed seventh Astute submarines are all at various stages of their build schedules.

Rear Admiral Mike Wareham, DE&S Director Submarines Acquisition, said: "The Astute Class provides the Royal Navy with the most technologically advanced submarines in the world, offering much greater firepower, better communications and more advanced stealth technology than their predecessors.

"The naming ceremony marked another significant milestone for the Astute programme and takes Audacious closer to operations and to protecting the UK's interests around the globe."

The Astute Class is being built by BAE Systems, which employs around 8,000 people in its submarines business, including those that work on the Astute programme, with thousands more working in the UK submarine supply chain. BAE Systems is also the industrial lead for the Dreadnought programme, the Royal Navy's next generation of nuclear deterrent submarines.

Featuring the latest nuclear-powered technology, the Astute class can circumnavigate the world submerged, manufacturing the crew's oxygen from

seawater as they go. They also have the ability to operate covertly and remain undetected in almost all circumstances, despite being 50 per cent bigger than the Royal Navy's current Trafalgar Class submarines, which are being replaced by the Astute Class.

— “ —
The naming ceremony marked another significant milestone for the Astute programme and takes Audacious closer to operations and to protecting the UK's interests around the globe

Rear Admiral Mike Wareham
 DE&S Director Submarines Acquisition

— ” —

New Offshore Patrol Vessels



Picture: Ed Low

Minister for Defence Procurement Harriett Baldwin announces the OPV contract at Govan

DE&S has signed a manufacturing and support contract worth £287 million to build two more Offshore Patrol Vessels (OPVs) for the Royal Navy, safeguarding hundreds of Scottish jobs.

Minister for Defence Procurement, Harriett Baldwin, announced the contract to build the two new ships, named HMS Tamar and HMS Spey, last month— shortly before pressing the button at the Govan shipyard to cut the first steel on HMS Tamar.

The contract with BAE Systems Maritime – Naval Ships boosts the UK's fleet of next generation River class OPVs from three to five ships. These five ships will begin to enter service in 2018, in support of the Royal Navy's mission to protect national interests at home and around the world.

The work enabled by the £287 million contract will include the building of HMS Tamar and HMS Spey, as well as support for all five of the new ships.

Work on the five new vessels is sustaining 800 jobs at shipyards on the Clyde through contracted work and guaranteeing the crucial manufacturing skills needed to build the Navy's future Type 26 Frigates. The OPV programme is also sustaining additional jobs at more than 100 companies in the UK supply chain.

Mike Holstead, DE&S Ships Acquisition

- T26 and OPV Head, said: "I welcome the announcement by the Minister for Defence Procurement confirming the order of the two additional Offshore Patrol Vessels and cutting of steel for HMS Tamar.

"A considerable amount of hard work from my team in Ships Acquisition, working with a range of key stakeholders including Navy Command and BAE Systems, has made this possible. I also look forward to her sister ship HMS Spey cutting steel next year.

"These two new vessels will provide valuable capability for the Royal Navy and secure the key industrial skills needed, ahead of the start of manufacture for the Type 26 Global Combat Ship next summer."

HMS Tamar and HMS Spey will be manufactured at the Govan shipyard before being floated to Scotstoun to be fitted out. They are expected to be delivered in 2019.

DE&S Chief Executive Officer, Tony Douglas, said: "This agreement will deliver two more Offshore Patrol Vessels which the Royal Navy will use to protect the nation's interests at home and around the world.

"These modern ships will have a versatile flight deck, improved firefighting equipment and greater storage and accommodation than previous vessels, giving UK sailors a decisive advantage on a huge range of operations."



Like the other vessels of their class, HMS Tamar and HMS Spey will carry out counter-terrorism, anti-piracy, anti-smuggling and maritime defence operations, and are expected to be equipped with a 30mm cannon and a flight deck capable of receiving a Merlin helicopter.

Displacing around 2,000 tonnes, they will have a maximum speed of 24 knots and will be able to sail 5,500 nautical miles before having to resupply.

NEWS IN BRIEF

AJAX LIVE FIRINGS COMPLETED

General Dynamics Land Systems–UK has successfully completed initial manned live firing tests on board an Ares vehicle, a member of the Ajax family of Armoured Fighting Vehicles.

The manned firing trials, undertaken at a range in Dorset, tested the performance of the three weapons that can be mounted to the Kongsberg Protector Remote Weapon System: General Purpose Machine Gun (GPMG), Heavy Machine Gun (HMG) and Grenade Machine Gun (GMG).

This was the first manned firing test for an Ajax variant.

DE&S Chief of Materiel (Land), Lieutenant General Paul Jaques, said: “The successful conclusion of the initial round of live firing trials is an important step towards delivery of the Ajax fleet, the biggest single order for armoured vehicles for the British Army in more than 30 years.”

General Dynamics Land Systems–UK will undertake a five-month manned live firing trial of the turreted Ajax variant in 2017.



CHANGE ADVOCATE NETWORK

More than 150 people from across DE&S attended the launch of the Change Advocate Network (CAN), created to help increase engagement with the organisation’s transformation programme.

Change advocates will champion transformation (DE&S’ programme of change to further enhance the organisation’s performance) supporting leaders on implementing new ways of working, and encouraging peers and team members as they adopt

change.

Event attendees took part in a ‘Dragons Den’-inspired change challenge, judged by CEO Tony Douglas, Director of Transformation Geoff Robins and Head of Change Lisa Thorne.

The event received overwhelmingly positive feedback with 84 per cent saying it was excellent.

Vanessa Bennett from Corporate Affairs said: “The event was energetic and interactive; as well as learning how the network will work,

we spent some time sharing ideas and being encouraged by the CEO to speak up and be creative.”

The next Change Advocate Network is due to take place on January 16.

If you’re interested in being a change advocate, and attending this event please contact the DE&S Change Network (DESCDM-ChangeNetwork@mod.uk)



JOSH SECURES TOP AWARD



Josh Macey, from the DE&S Special Project Multi Air Platform team, was named Young Project Management Professional of the Year at the Association for Project Management (APM) awards.

The award recognised Josh’s leadership and project management skills in the on-time delivery of a 10-year, £180 million Search & Rescue and Support Helicopter capability in the Falkland Islands.

His professionalism and commitment to helping the team meet the schedule avoided either the serious capability gap that would have otherwise arisen or a costly fall-back option.

This achievement is even more remarkable given that it was Josh’s first project manager role and

he was simultaneously studying part-time for a Master’s degree in Mechanical Engineering.

AVM Graham Russell, Director Helicopters, said: “Josh is a very talented project manager with a great career ahead of him. To win this award in the face of stiff competition from the nation’s best young project management professionals is a tremendous achievement and something he, and his team, should be intensely proud of.”

It has been the second successful year in a row for the Helicopters Operating Centre. Last year it won the Programme of the Year Award for the successful delivery of the Rotary Wing Strategy.

CEO WINTER ROADSHOWS

DE&S CEO Tony Douglas kicked off the DE&S Winter Roadshow series with a visit to DM Beith on December 1.

There he spoke to staff from both DM Beith and surrounding sites about his priorities for 2017 and transformation. Tony also received a tour, during which he visited the Brimstone Build and Maintenance Facility, the Brimstone Test Facility and the Spearfish Non-Explosive Process Areas.

Following the CEO's visit in July 2016, Chief of Materiel

(Fleet), Vice Admiral Simon Lister, hosted a roadshow at DM Gosport on December 7. He spoke to 100 DE&S staff from DM Gosport and the nearby Portsmouth Naval Base, before embarking on a site tour which included the Sea Viper Production Facility and Sting Ray Non-Explosive Workshop.

The roadshow programme concluded at DE&S Abbey Wood on December 12, where Tony and the Executive team addressed staff in four sessions across the site.



F-35: UK WEAPONS INTEGRATION



UK weapons integration testing for F-35B Lightning II is underway in the United States.

The programme, led by BAE Systems on behalf of Lockheed Martin, has seen a number of integration test flights take place with Advanced Short Range Air-to-Air Missile (ASRAAM) and Paveway IV weapons fitted to the aircraft at Edwards Air Force Base in southern California.

The initial flights examined the impact of flying with weapons on the performance of the aircraft, and further mission systems flights will take place over the

coming months.

These are in addition to ongoing flight sciences testing and environmental data-gathering which is taking place at Naval Air Station Patuxent River in Maryland. These include testing safe release of the weapons from the jet, integrating the weapon with the F-35's on-board systems and firing trials.

The fifth generation F-35B, which are the most advanced aircraft ever built for the UK, are due to enter service with the Royal Navy and RAF from 2018.

ARTISAN RADAR SYSTEM TRIALS

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.

MOD's Defence Equipment and Support (DE&S) Short Range Air Defence project team agreed that all required evidence has been satisfied and Type 23 acceptance has been declared.

In total 19 radars have been produced as part of a £105 million contract to develop, manufacture and support the radars for the Royal Navy. The initial support contract remains

in place until 2022.

They will be fitted to 13 frigates, both Queen Elizabeth class aircraft carriers, two landing platform dock assault ships, a landing platform helicopter assault ship and installed at MOD's land-based test site at Portsmouth Technology Park, Portsmouth.

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."



Below: DE&S CEO Tony Douglas meets with members of the University of the West of England Internship programme

Nurturing talent for the future

An innovative venture to increase the intake of young talent into the Land Equipment domain at DE&S has proved a resounding success.

Last Christmas, Marcus Bruton, Dismounted Close Combat (DCC) Programme leader within the Soldier, Training and Special Programmes group, identified a potential staffing shortage in his department and investigated innovative ways to resolve it before it became an issue.

After discussions with Aled Moses, the DCC deputy programme leader, they decided to approach the University of the West of England (UWE) to see if they were interested in a form of partnering agreement that would benefit both DE&S and UWE students.

The Dismounted Close Combat University of the West of England Internship Programme was established, and an advert placed on the UWE website for placement students.

“While taking people on in the usual way from outside fills gaps in our capability, I felt it would be far better if we organically grew our own talent,” said Marcus, who was awarded an OBE this year for services to supporting improvements to frontline military equipment.

“I think this is particularly true in project controls and project management. The new way of working is a great opportunity for DE&S and my team is rising to the challenge, but injecting young graduates and apprentices into the system will help create momentum.”

He added: “I could see there was potential for a staffing problem and essentially

something had to be done before it became an issue.

“Aled had graduated from UWE, so we decided it was worth going to meet them and seeing if we could start a beneficial relationship between the university and DE&S.

“We approached their Business School because we wanted students with a business background, who were able communicators and would understand project controls.

“We asked whether they would be interested in their students doing a ‘gap year’ with us after completing their second year and were delighted when they bit our hands off.”

In March this year Marcus advertised internships available for members of the Business School at UWE and was delighted by the response.

“We had 28 applicants, of which we interviewed 10 and gave eight positions,” Marcus said.

“Essentially, we gave them a crash course in project controls and I was absolutely gobsmacked by how quickly they understood what was needed and got on with it. Now they are my project controllers.

“They were taken on board on an 11-month paid contract with leave and we provide training so they can achieve internationally recognised qualifications whilst here.

“The added benefit of the Intern Programme is that I can conduct an 11 month assessment centre whilst ‘selling’ DE&S as a great place to come and work.

“To me, it makes so much more sense than



Above: Interns with, centre, DE&S CEO Tony Douglas and DD


interviewing — you can’t get a proper feel for someone in a 30 minute interview, but you can really get to know them over 11 months.

“My target is that, after they have completed their final year at university, I will be able to encourage at least half of them back on a full time basis. More would be even better.

“My team has experience but we need to encourage graduates and apprentices into the organisation, in all disciplines but particularly in project controls and project management — we are after all a project management and support organisation and we need bright and highly motivated staff to deliver highly complex projects.

“I truly believe this is a win-win situation that benefits us, UWE, the students and the local community hugely.”



Pictures: Ed Low 



DCC Programme leader Marcus Bruton



I am committed to innovation in all that we do in DE&S. This is an excellent example of an innovative approach to meet our future workforce challenge and to get benefit from the talent that exists in the local area”

DE&S CEO Tony Douglas



DCC Internship Programme – case studies

Brad Hill, 21 – Surveillance & Target Acquisition Support

“I came across the advert on the university’s info hub and it immediately appealed to me.

“I have a lot of family members who are in the military – my brother is a Royal Marine, my father was in the Army and my auntie is in the RAF.

“Coming here was very eye-opening. I think it differs massively from other placements, because DE&S are very keen to support and develop you professionally and want you to get involved in a project and help develop it. “I am a 100 per cent sure this will become increasingly popular with UWE students and I am certainly keen to return after I graduate.”



Kirsty Soo, 21, – Lethality team

“My team have been incredibly welcoming. On my second day I was invited to visit Wales to see equipment in action. I have also been to Army HQ in Andover and to Portsmouth.

“I have been given many opportunities whilst on placement– I was even asked to meet the Duke of Edinburgh when he came to visit MOD Abbey Wood.

“The training, support and working environment have been excellent and helped develop our professional skills. I believe this will give us the edge when we graduate.

“When I speak to friends on internships elsewhere, I realise working for DE&S offers more benefits and opportunities I hope to make the most out of this”.



Jenny Lambert, 20, – Surveillance & Target Acquisition Support

“When I first started the placement at DE&S it was a challenge, but I quickly started to enjoy the structure that it offered.

“I really like that you are given the opportunity to get involved and take responsibility within a project team while knowing the support is always there.

“The training is fantastic and I have passed my APM Project Management Qualification (PMQ) which is internationally recognised. To have that in the bag before even completing my degree is amazing.

“For me it’s all about personal and professional development and I would recommend this internship to anyone.”



Type 45 support contract award

A £61 million contract to support the Type 45 Daring Class Destroyers wherever they are in the world has been awarded to BAE Systems.

Under the Intelligent Bridging Contract (IBC) the BAE Systems' Type 45 engineering teams maintain the fleet at its Portsmouth Naval Base home or during operational deployments. This contract takes over from the In-Service Support Contract that has been in place for the past seven years.

The contract, awarded by DE&S, runs for 12 months with options to extend for up to a further year. It focuses on maximising the availability of the platforms for operational duties while keeping costs to the Ministry of Defence (MOD) to a minimum.

Neal Lawson, DE&S Director Ships Support, said: "The combined team have worked hard to secure this new contract which drives greater efficiency and builds capability to ensure a smooth transition to the Common Support Model (CSM). The CSM will replace this support solution from

Nov 2017."

The six Daring Class Type 45 ships - HMS Daring, HMS Dauntless, HMS Diamond, HMS Dragon, HMS Defender and HMS Duncan, are the largest and most powerful air defence Destroyers ever operated by the Royal Navy.

They provide the backbone of the UK's naval air defences. The ships are capable of carrying out a wide range of operations, including anti-piracy and anti-smuggling activities, disaster relief work and surveillance operations.

Defence Minister for Defence Procurement Harriett Baldwin said: "Backed by a rising defence budget and a £178 billion equipment plan, this new £61m contract will focus on maximising the availability of the Type 45s for operational duties while keeping costs to the MOD down.

"The contract will also sustain over 100 jobs with BAE Systems in Portsmouth, with many more across the UK supply chain. This is further evidence of the tangible economic

benefits that defence investment is bringing across the UK."

BAE Systems' suppliers will also benefit from this contract with £24m of the contract's total value being spent with major sub-contractors that specialise in supporting these complex warships at home and abroad.

Andy Coxall, Programme Director Type 45, said: "The signing of the IBC is a significant achievement for the Type 45 Programme.

"It secures Portsmouth Naval Base support for the Type 45 for another 12 months with an option to extend for up to a further year, provides DE&S with significant savings whilst ensuring a high quality service, and creates a solid foundation from which to transition Type 45 support into the Common Support Model.

"It is a great example of what can be achieved by working jointly with our customers, service providers and industry partners."



Pictured: HMS Daring

F-35 Lightning II.

The partnership that defines innovation in aviation.

BAE Systems is a tier one partner to the global F-35 programme

DE&S CEO Tony Douglas has hailed the signing of a £100 million contract to develop Protector unmanned technology as further evidence of the strong relationship between UK Defence and its allies, as well as great news for the Armed Forces.

At the Reagan National Defence Forum in California last month, Defence Secretary Michael Fallon announced an investment to develop the Protector Remotely Piloted Air System.

General Atomics Aeronautical Systems Inc. will develop their current technology into new cutting-edge unmanned aerial vehicles for use by the RAF.

Tony Douglas said: "Protector is a highly advanced system which will use world-beating technology to give us a decisive advantage on the battlefield.

"This contract signature is not only great news for our Armed Forces, but demonstrates how the strong relationship between UK Defence and our allies helps to ensure best value for the taxpayer."

Building on our current Unmanned Aerial Vehicle capability, the next-generation Protector will offer improved range and endurance, greater weapons capacity, automated take-off and landing and better resilience against the elements.

It will be equipped with the very latest



Protector: Investing world-be

technology, including advanced imaging and enhanced datalink technology. There are also plans for Protector to be armed with UK-made Brimstone 2 missiles and Paveway IV laser-guided bombs.

DE&S Protector project manager Sharky Ward said: "This major milestone marks the commencement of the Protector Design Phase and has been the culmination of over six months hard work and dedication of the entire team and key stakeholders.

"The team are immensely proud of this achievement and look forward to the challenges of the forthcoming phases of the programme."

Air Commodore Ian Gale, Protector

Senior Responsible Owner in Air Command, said: "Awarding this contract is a significant step toward, at least, doubling the UK's armed Intelligence, Surveillance, Target Acquisition and Reconnaissance Remotely Piloted Aircraft System fleet as directed in the Strategic Defence and Security Review. Protector will provide a major enhancement to the capability currently provided by RAF's Reaper."

David R. Alexander, President of Aircraft Systems, General Atomics Aeronautical Systems Inc, said: "We have been honoured to support the UK's ISTAR needs over the past decade, and look forward to satisfying its emerging requirements for a MQ-9 Reaper

replacement than can be certified to operate in both controlled and uncontrolled airspace."

At the announcement last month, Mr Fallon said: "Britain faces ever-evolving threats and we must look at innovative solutions to stay ahead of our enemies. Doubling our unmanned air fleet will substantially enhance both the intelligence gathering and firepower of the RAF.

"The UK's security partnership with the US is the deepest and most advanced of any two nations on earth; this programme is part of a further strengthening which will help keep Britain safe and secure."



in leading technology



Above: DE&S apprentices with Director Technical, Air Vice-Marshal Michael Quigley including Luke Lawrence (front far left), Jake Jefferies (front, second left) and Apprentice of the Year Award bronze medal winner Ben Ham (front, second right). Below right: DE&S CEO Tony Douglas addresses the apprentices during the ceremony

DE&S shine at MOD apprentice awards

DE&S apprentices enjoyed success at the 2016 MOD Apprentice Awards. In total, 15 DE&S apprentices were recognised during the ceremony held at the Defence Academy in Shrivenham last month and were presented with their awards by DE&S CEO Tony Douglas, after an opening address by DE&S Director Technical, Air Vice-Marshal Michael Quigley.

Other winners were from DM Gosport, DM Beith and Babcock.

One of the many DE&S successes was Ben Ham, 38, a DE&S apprentice at Devonport, who won the bronze medal in the MOD Apprentice of the Year.

"Doing an apprenticeship at my age was a bit of a leap of faith but has really paid off and the best thing I could have done," he said.

"Now I actively go into schools to promote apprenticeships and also hope that I can inspire older people like myself to get involved too."

DE&S apprentices Ryan Lock (Devonport) and Ashley Hodgetts (Abbey Wood) also made the short list.

Luke Lawrence, a DE&S apprentice with the Soldier Training and Special Programmes (STSP) team at Abbey Wood, won the prestigious Tom Nevard competition earlier this year and attended the ceremony to collect his award.

Luke said: "I went to university and can honestly say that I have learnt far more from

doing an apprenticeship than I ever did in higher education.

"I would encourage all school leavers to take a look at what's on offer. An apprenticeship may suit some people a lot better and I certainly think it's a golden ticket."

Apprentice Jake Jefferies is based at DE&S Devonport. He won the Sir Henry Royce Memorial Foundation Medal for his exceptional foldable shovel that was engineered to save soldiers' lives by allowing them to dig a trench and shelter from artillery fire. DE&S apprentice Callum Partridge from Abbey Wood was runner-up.

Jake said: "I feel incredibly honoured to win, as I had been so impressed by the standard of everybody else's work.

"I think competitions and events like this are excellent, as they allow apprentices from across the UK to meet up, share ideas and improve their skills."

There was more success for DE&S apprentices in the Team Design and Manufacturing Event – another element of the Tom Nevard Memorial Competition –, where teams were asked to design an unmanned aerial vehicle (UAV) that could drop paint balls on targets.

Grant Johnstone, Chris Swanborough and Alex Amos, from Abbey Wood, and Nathan Monk, from Devonport, were part of the winning team, with Daniel Trotter, Jacob Badcock and Ryan Gaiger from Abbey Wood



in the group that finished runner-up.

Elsewhere, DE&S Abbey Wood apprentices Jenny Labiak and Andrew Hewitt won the Bridgwater and Taunton College Principle's Award and Bridgwater and Taunton College Apprentice of the Year award respectively, while Daryl Reis-Day (Abbey Wood) was runner-up in the phase 2 individual hand skills element of the Tom Nevard Competition.

Closing the awards, Tony Douglas, who mentioned he too had been an apprentice, told the audience: "Apprentices are so important to our nation and the future of defence. All of you are now ambassadors of that message.

"I know you will all have incredible careers in front of you. Take every opportunity, enjoy it and sell the advantages of apprenticeships down the line to other young people."

The Royal Navy's former aircraft carrier *Illustrious* left Portsmouth last month to make way for *HMS Queen Elizabeth*.

The former *HMS Illustrious* was saluted by onlookers at Portsmouth's Round Tower as she left the harbour, after a career spanning 32 years and more than 900,000 nautical miles.

Commissioned in 1982 for the successful campaign to liberate the Falkland Islands, she took part in a range of operations until 2014, including evacuating Britons from Lebanon in 2006 and delivering humanitarian aid after Typhoon Haiyan devastated the Philippines in 2013.

Illustrious is one of the *Invincible Class* that is being replaced by the *Queen Elizabeth Class* (QEC) aircraft carriers, the largest warships ever built for the Royal Navy.

Queen Elizabeth is set to begin sea trials next year before entering Portsmouth for the first time.

Following a two-year open competition seeking to retain part or all of the ship for

heritage purposes in the UK, no viable bids were received. *Illustrious* will now be recycled, as were her sister ships *Invincible* and *Ark Royal*, in Turkey by the company *Loyal Ship Recycling*.

Defence Secretary Sir Michael Fallon said: "Over three decades *Illustrious* set the highest standards for service that the Royal Navy will continue with *HMS Queen Elizabeth* when she arrives into Portsmouth next year.

"Backed by a rising defence budget, our new aircraft carriers will lead a growing Royal Navy as Britain steps up to defend our country and our interests."

Captain Jerry Kyd, former Commanding Officer of *HMS Illustrious* and current

Commanding Officer of *HMS Queen Elizabeth*, said: "Lusty provided a world-class service to the Royal Navy and we bid her goodbye with fond memories. As she leaves Portsmouth, I'm looking forward to the arrival of *HMS Queen Elizabeth*, which will ensure that we remain a global maritime power."

The QEC aircraft carriers, the largest warships ever built for the Royal Navy, will allow the UK to project influence overseas, respond to crises and promote prosperity.

There will be £120 million of investment in Portsmouth to ensure that the naval base is ready for the *Queen Elizabeth Carriers*.

In order to prepare the harbour and dockyard infrastructure for the 65,000 tonne carriers, 276 metres of jetty have been reinforced with over 3,300 tonnes of new steel work. New navigation lights have been installed in the harbour and Solent, with huge new fenders and gangways delivered to accommodate the giant ships.

These infrastructure works form a major nautical milestone on her journey to becoming an operational warship, ready for duty; a journey that will see her deploy in every ocean around the world over the next five decades.

Illustrious leaves

our shores



CBRN team toast success

The DE&S Chemical, Biological, Radiological and Nuclear (CBRN) team have been recognised for their outstanding work at a prestigious award ceremony.

The CBRN team, led by Ian Matthews, were presented with the Project Delivery Excellence Award at the Civil Service Awards in London.

The awards are highly respected and aim to recognise and celebrate the wealth of inspirational individuals and innovative projects within the civil service.

Following a chemical attack in August 2013 that resulted in the death of 1,300 civilians, Ian's team were asked to look at ensuring that, if the UK were to engage in Syria, there was capability in place to ensure that troops were protected against similar assaults.

The team set about their work and delivered – early and under their £65 million budget – a complex and potentially life-saving portfolio of seven projects within 18 months.

One of the vital ingredients behind the successful delivery was the collaboration between the CBRN team, the Armed Forces frontline commands, industry contractors and the US government.

Ian said: “The team worked

incredibly hard and there was massive engagement with all operators and users to ensure the projects were delivered in time and under budget.”

“I was particularly impressed by the sense of pride and urgency within the team and the determination to do the best job possible.”

The first four of the seven projects were delivered under the Honeysuckle CBRN Capability programme, and included a fully equipped air-conditioned field hospital featuring operating theatres, X-ray machines and an MRI scanner.

The three others were six tents designed to protect up to 50 people from chemical attacks, decontamination shower system, and a protection system for helicopter air crews featuring a customised helmet, respirator and suit.

In addition, the team led the FUCHS programme, which involved the regeneration of 11 FUCHS Area Reconnaissance and Surveillance vehicles and the re-commissioning of the FUCHS training simulator.

And finally, the team also played their part in assisting the US in their elimination of Syria's Chemical Warfare Agent by provision of Large Access Devices.

Ian was among several of the team who travelled to Lancaster House, a Grade I listed building near to St. James's Palace in London, to accept the award.

“I was incredibly proud of the team and it was fantastic that we received this recognition,” Ian said.

“The award ceremony was a great event to be part of. We were presented with the award by media celebrities Bill Turnbull and Julie Etchingham and there was even a video clip from the Prime Minister thanking all attendees for their hard work. We felt very honoured.”

Pete Worrall, Chief of Materiel (Joint Enablers), said: “I was delighted to learn that the CBRN Team won the Project Delivery Excellence Award at the 2016 Civil Services Awards, ‘overcoming’ stiff competition across the Civil Service.

“Undoubtedly, their success lay in the diversity of, and collaboration within, the CBRN team, which comprises members from DE&S, our Armed Forces, industry and the US government. This was an enormous team effort and a great success. I am very proud of them.”

Mike Wareham retires proud

Rear Admiral Mike Wareham hands over the reins as Director Submarines Acquisition in January, ahead of retiring from the Royal Navy. After three years at the helm of some of DE&S' most complex, high profile and big budget programmes, he reflects on his greatest challenge in a 34 year career.

Rear Admiral Mike Wareham joined the Royal Navy in 1982, a year which saw the Submarine Service play a pivotal role in both the Falklands Conflict and the Cold War.

It was 31 years later that he took up the post of Director Submarines, and now, after three years overseeing the £4 billion per year Nuclear Programme, it's time to find a new challenge beyond DE&S and the Royal Navy.

"The past three years have been incredibly challenging, but also hugely rewarding," Mike said.

"It's been a real privilege to lead the DE&S Submarines team in the UK and in the US, to deliver the most important – and most expensive – programmes in Defence and above all to ensure we deliver them safely and as efficiently and effectively as we can.

"Programmes this important inevitably attract close scrutiny from ministers, regulators and the public, and dealing with that has been interesting and at times pretty tricky."

He added: "The one area that never fails to impress me – as it has in every role I've had in DE&S – is the quality of the people, their professionalism, their commitment and their absolute belief in the importance of what we do; after 34 years it's the people I'll miss the most.

"For anyone out there considering a move into the submarine programme, I'd wholeheartedly recommend it. This is an exciting time, with Dreadnought production now well underway, clear Government commitment to the Defence Nuclear Programme and plenty of technical, programme and commercial challenges to deal with."

There have been a number of significant achievements in the Submarine Programme during Mike's tenure, but, for him, building his team's capability and seeing them deliver key programme milestones were key.

He said: "For me, this job has always been about delivery, and I know, every one of the team – in DE&S and in industry – has a real sense of achievement when we can stand back and actually see all the hard work pay off."

"The 'Cut Steel' ceremony for Dreadnought was a great example – achieving a critical milestone in one of the biggest programmes in the UK to the date we set more than five years earlier. That's rare anywhere in Defence,

let alone on a programme of this complexity, and was the culmination of years of sustained effort across the Submarine Enterprise, earning plaudits from across Defence, including from the Secretary of State.

Those who have worked closely with Mike are quick to remark on his approachability and his ability to stay calm under pressure, which, in such a high profile programme, is a real benefit; as far as he's concerned, though, all the credit rests with his team.

"We ask a lot from our people and they rarely get the recognition they deserve," Mike said.

"I've always been impressed by their efforts, determination and passion to deliver, despite resource shortfalls and against punishing timescales; this isn't a business for the faint-hearted."

Mike will hand-over to the new Director in January, but isn't giving any thought to a restful retirement just yet.

He said: "The last 34 years have been an incredible adventure and, whilst I'm approaching the end of this chapter, the Royal Navy and Defence have taught me a huge amount I plan to use wherever I move onto; I'm already looking for the next big challenge."

Read about the man who's filling Mike's shoes on page 26

Picture: Mike Vallance
BAE Systems 



Ministry
of Defence

de&s



£1Bn test and training deal

DE&S Director General (DG) Commercial Nick Elliot and QinetiQ CEO Steve Wadey have signed a £1 billion contract amendment to modernise and run some of the MOD's UK test and training sites, delivering £300 million of efficiencies over the next 11 years.

The LTPA is a 25-year contract with QinetiQ estimated at £5.6 billion that came into effect on April 1, 2003.

The arrangement covers the costs of running UK test and evaluation ranges, the operational staff that support the ranges and the equipment that they use to support the MOD.

Under the contract amendment, signed on December 1, QinetiQ and the MOD have agreed to invest approximately £180 million to modernise air ranges at MOD Aberporth, Wales, and MOD Hebrides, Scotland, and test aircrew training at MOD Boscombe Down, Wiltshire.

DE&S' Simon Andrews, leader of the joint team, said the amendment was enabled by co-location of a joint MOD and QinetiQ team and praised the hard work undertaken by all.

He said: "This contract amendment represents the culmination of an extremely hard year for the joint DE&S, sponsor and QinetiQ team, and my heartfelt thanks go out to all who contributed to the definition, approval and negotiation of one of the biggest services contracts."

Simon added: "Building on the

fantastic work already undertaken, the joint team is already refocusing its efforts and will continue to work closely with the sponsor in Head Office on the second phase of modernising the LTPA contract."

DE&S Project Manager Tony Hansen said the work required engagement with a wide range of stakeholders, from the National Trust for Scotland to DE&S project teams.

"The negotiated arrangement required us to gain a more comprehensive understanding of longer-term Test and Evaluation (T&E) capability requirements – but also to build in the flexibility necessary to respond to future demands," he said.

Pete Maddison, the DE&S Requirements manager, said the joint working approach was also mirrored with the Front Line Commands.

He said: "In order to meet our affordability challenge, we have had to re-programme the LTPA investments portfolio, and that has provided a great opportunity to really understand the customers' priorities and drivers. The resulting improved relationships put us in good stead to develop T&E capabilities that are best matched to Defence needs."

Commenting on conducting challenging negotiations in a close working environment, Edd Davies, Assistant Head DE&S TEST Commercial, said: "Our close working allowed us to conduct challenging negotiations effectively and at pace. We have struck a

win-win agreement, establishing security of supply and significant improvements to the commercial deal. This represents a step change in the LTPA with further constructive change planned in 2017."

Dr Dai Morris, Head of Weapons Evaluation and Capability Assurance (WECA), the Senior Responsible Owner for Test and Evaluation, added: "I really appreciate the very hard work, both on the requirement side to define a set of potential trades Defence would find acceptable and on the commercial/delivery side, to agree a series of tricky, complex, inter-related packages both sides could eventually agree on."



The LTPA contract amendment represents a great deal for both the MOD and the UK Defence industry for the next 11 years. It is another example of how DE&S works with UK companies to ensure value for money and the best equipment and support for our Armed Forces

DE&S CEO Tony Douglas



Type 26 factory opening

A new gearbox assembly and test facility for the production of gearboxes for the Type 26 Global Combat Ship has been officially opened in West Yorkshire.

Secretary of State for Defence, Michael Fallon, travelled to David Brown Santasalo's new facility in Huddersfield last month as guest of honour at the celebratory event, which was also attended by company employees, UK Ministry of Defence, BAE Systems and the company's key industry contacts.

The new facility will be instrumental in building and testing main propulsion gearbox systems for the Type 26 Global Combat Ship, one of the world's most advanced anti-submarine warfare (ASW) naval platforms.

The Type 26 will provide the Royal Navy with a world-class ASW capability, designed to protect the nation's strategic deterrent and the new Queen Elizabeth Class aircraft carriers from hostile submarines and replacing the capability currently provided by the ASW optimised Type 23 frigates.

Mr Fallon said: "Defence spending

benefits every part of our country. As well as being home to key military units, Yorkshire is home to some of our great defence supply chain businesses, with hundreds of millions of pounds worth of contracts supporting over 600 local firms and thousands of jobs. The UK's rising defence budget secures vital projects that help keep Britain both safe and prosperous."

The main reduction gearbox will transmit the power from the gas turbine engine to propel the Type 26 Global Combat Ships, using the quietest, most reliable and efficient technology to optimise the performance of this future addition to the Royal Navy's fleet. The first gearboxes will be delivered in 2018.

Featuring a uniquely designed full speed, full load test rig, David Brown Santasalo's new gearbox assembly and test facility replicates onboard duty requirements.

Thomas Burley, David Brown Santasalo's CEO, said: "Next year, the team based in our new facility will begin to build main propulsion gear systems for one of the world's most advanced naval platforms – Type 26 Global Combat Ship. Not only has this

project been a great achievement for David Brown Santasalo, but also for our British engineering and manufacturing industry as a whole."

Geoff Searle, BAE Systems' Type 26 Global Combat Ship Programme Director, added: "The opening of David Brown Santasalo's new facility in Huddersfield is a significant milestone for the Type 26 programme. David Brown Santasalo, along with the other companies in the supply chain, will play an integral part in moving to the manufacturing phase for our first of class in summer 2017."

— “ —

The UK's rising defence budget secures vital projects that help keep Britain both safe and prosperous

Michael Fallon
Secretary of State for Defence

— ” —

Below: The David Brown Santasalo's team explaining how the test facility works to the Defence Secretary



Centres of Excellence

The DE&S Weapons Operating Centre have played a key role in the creation of new Franco-British Centres of Excellence that will allow the more efficient development of cutting-edge missile technologies. Desider heard more.

Defence Secretary Michael Fallon announced in Paris that innovative new Franco-British Centres of Excellence for missile technology were being set up in the UK and in France.

These revolutionary cross-Channel Centres of Excellence will allow the Franco-British defence company MBDA to develop a range of cutting-edge technologies in the UK and France while increasing efficiency.

This will help to sustain 400 skilled jobs at MBDA's UK sites in Stevenage and Bolton in Lancashire.

The news, set out by Mr Fallon at the annual meeting of the Franco-British Council, means that both nations are now introducing new ways of working where they will make missile components for each other, thus creating a new level of collaboration in Europe.

Under the initiative, the UK will be the home for specialised Centres of Excellence that will build Actuators (which control the missile fins and other moving surfaces) and Data-Links for both nations. France will produce Weapon Controllers (the missile's computer) and Test Equipment. A number of other MBDA Centres will start to share British and French

resources across the Channel.

Clive Neville, Complex Weapons International Cooperation and Strategy (CWICS) team leader in the DE&S Weapons Operating Centre, said: "This is a strategic and long-term approach to how we do business with France under the Lancaster House Treaty; it is not simply a traditional cooperation on a military project with a start and an end. It is a major change which is truly something new and different.

"In this, the DE&S Weapons Operating Centre has played a central role for the Ministry of Defence (MOD). We have produced an Inter-Governmental Agreement necessary for the management of this novel way of working represented by the Centres. We also worked with our French colleagues to introduce new streamlined ways of licencing the transfer of information and hardware between the two nations."

Dr Dai Morris, Head of Weapons Evaluation and Capability Assurance (WECA), the Senior Responsible Owner for Complex Weapons added: "MBDA and the MOD have invested substantially to make the Centres of Excellence a reality. Early results are already showing that we are making efficiencies on the development of new technologies and sub-systems by

avoiding duplication of effort in both nations.

"The UK/French missile sector is seeing stronger, more sustainable technological capability. And the lessons learnt here are already finding receptive ears elsewhere in Defence. It makes the hard work of the CWICS team most definitely worth it."

Building on recent Franco-British commitments to work more closely, the strategy seeks to extend the boundaries of traditional interstate cooperation, to the advantage of both countries, including by increasing UK and French military capability and promoting competitiveness in exports.

Minister for Defence Procurement Harriett Baldwin said: "The UK and France are the biggest European investors in equipment, and defence projects such as these Centres of Excellence will ensure we work effectively and innovatively with industry to secure the very best deal for the tax payer."

Below: An ASRAAM Block 6 trials missile (outer pylon) which is an early beneficiary of the output of the French Weapon Controller Centre of Excellence.





Above: Minister for Defence Procurement, Harriett Baldwin, with Laurent Collet-Billon, Délégué Général pour l'Armement

UK strengthens Defence partnership with France

The UK's partnership with France was further strengthened with the signing of key agreements including the next phase of the UK-France Unmanned Combat Air System (UCAS) Demonstrator Programme, further hydrodynamics testing cooperation and a support contract for Ajax, Warrior and French Jaguar weaponry.

Both Minister for Defence Procurement, Harriett Baldwin, and Laurent Collet-Billon, Délégué Général pour l'Armement, signed an agreement at a High Level Working Group in Paris to enable the next phase of the UCAS programme to begin.

UK and French companies (BAES, Dassault Aviation, Rolls-Royce, Safran, Leonardo and Thales), which have worked hard to deliver the feasibility phase of the ambitious UCAS programme over the last two years, will be able to further develop the programme in preparation for the full 2B€ (c. £1.5B) demonstrator programme. This phase will begin in late 2017.

The Demonstration Programme will develop two full-scale versatile and world-class UCAS operational demonstrators by 2025.

Building on commitments made in the Lancaster House Treaty, the UK and France will also work together to examine the future combat air environment, including innovative

approaches to the integration of manned and unmanned systems.

Harriett Baldwin said: "This innovative project further strengthens the UK-French defence relationship and supports innovative research on both sides of the Channel.

"In an uncertain world, working with international partners and allies is more important than ever, and I am delighted that our teams, working with British and French industry partners, are making good progress on these ambitious bilateral programmes.

"With a rising Defence budget, and a £178 billion equipment plan, our commitment to innovation and collaboration will deliver a safer and more prosperous Britain."

The UK and France also deepened bilateral cooperation on hydrodynamic testing by signing a Specific Cooperative Arrangement (SCA). Hydrodynamic testing plays a vital role in water similar to that of a wind tunnel on land and in the air. Work over the next 18 months includes acoustic testing of different rotor blade profiles and Type 26 Global Combat Ship propeller testing.

On land, UK-French defence cooperation has led to the integration of the Case Telescoped Cannon (CTC) onto the Army's new multi-role Ajax armoured vehicle and the Warrior infantry fighting vehicle, while France

is integrating it onto the Jaguar armoured vehicle.

The CTC is smaller and lighter than conventional weapons of similar calibres, providing unrivalled punch for its size. The unique cylindrical CT ammunition design takes up less space than similar systems and is easier to select and load for automatic handling systems.

As a result of the progress made on the programme, the UK and France have signed a contract with CTA International. The contract is to cover technical support matters of the qualified CTCA equipment, and is for three years with options to extend for a further two years.

— “ —
This innovative project further strengthens the UK-French defence relationship

Harriett Baldwin
 Minister for Defence Procurement

— ” —



On responsibility, teamwork and why he loves a challenge

Paul Methven has just been promoted to Director Submarines Acquisition. He tells Desider about his excitement for his new role, the importance of teamwork and playing the bagpipes

What does your role involve?

I'm a Royal Navy submarine engineer by profession and have served in HM submarines Torbay, Tireless and Triumph. Between and since those assignments, my roles have focused on project management – both in support and procurement – although I've spent time in Head Office supporting the Defence Board. In recent years I was the Superintendent Submarines in Devonport, running the upkeep and repair projects, then led the Type 26 Global Combat Ship project. Most recently, I've led for DE&S on the new National Shipbuilding Strategy.

What does your new role involve?

Supporting my Project Teams to deliver new submarines to time, cost and performance. I sit in the layer between the projects and the wider operating environment, and really it's about enabling the teams to deliver by helping manage that environment, which can often frustrate progress. It's also about setting a clear tone for the way we engage jointly with our customers and collaboratively, but as the clear lead on behalf of the taxpayer, with industry.

What about your role is exciting, rewarding or interesting?

Having only just joined, I've yet to really find out – but frankly, how could I not be excited or interested about helping to deliver the UK's new submarine force? It's a fantastic set of projects, with so many aspects that have to come together for success, that it will never be dull. But most importantly, we are a key part of maintaining our freedom and way of life in the UK through credible defence, both conventionally, through Astute and Maritime Underwater Future Capability (MUFC), and of course through the Strategic Deterrent. That's a great responsibility and privilege, and on a tough day, that's what we all – me included – need to remember.

What are the issues that you foresee and the best ways of overcoming them?

I suspect there will be a mix of managing delivery within financial constraints and uncertainty, driving delivery performance with industry and leading the team through significant organisational change. The only

way to deal with all that is through striving to get a really clear understanding of the issues across all stakeholders, being realistic about where we are and then being ambitious and focused on what we, collectively, need to achieve. Easy to say, hard to do – which is why I'm looking forward to it.

How much importance do you place on teamwork?

A lot. And that goes way beyond the immediate integrated teams in the operating centre, through all the critical supporting teams in the equipment areas, Cost Assurance and Analysis Service (CAAS), regulators, international partners, our customers and, of course, industry colleagues. We all have specific roles and responsibilities, but we must be one team working on behalf of the whole nation, and keep reminding ourselves of that. It can be hard to keep that going, but few programmes have such a clear and single unifying purpose – and that's a great bonus for us.

How will transformation affect your team?

I think it will help us on the way to ensuring a consistent professional approach, especially on project controls, that we can hopefully use to improve both our internal and industry performance. I'd like to think it will also help us with the challenge of resourcing the right skills into this critical area, and helping career development. In many ways the aims of transformation are in keeping with the submarine ethos of clear and consistent professional standards and continuous improvement.

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

As a Naval Officer, I could have chosen to bias my career ashore to other areas, such as manpower and training or policy. But I can see no more exciting or difficult challenge than project delivery. All my roles have had that focus and I'm now a fully-fledged project geek – it's just a great business to be in, as we deliver real stuff and make a real difference to sailors at sea, workers across the country and to the defence of the country. There are very few other places where you can work on

such amazing, challenging and truly critical projects.

What do you think you will most enjoy about your job?

I suspect it will be a combination of the importance of the challenge, meeting the huge number of very committed and professional people in the enterprise and trying to work through the sheer complexity. I like complex problems, and this is certainly right up there.

What do you enjoy doing in your spare time?

Actually that's a funny way of putting it – spare time. That might suggest you start with 100 per cent of time allocated to work and subtract from that; whereas there needs to be a sensible work/home balance from the start. Sailing is my thing. Now the children have got older and emerged from national sailing programmes, I've got some more time and have started to get back into racing. I also love skiing but don't go enough. And I say I don't enjoy DIY, but I probably do given the amount of it we've done. It should be a prerequisite of managing a big project that you've had to manage extending or building your own yourself – it forces you to focus when your own money is on the line!

What might surprise people about you?

I play the bagpipes, reasonably well!

“

How could I not be excited or interested about helping to deliver the UK's new submarine force? ”

CASE STUDY

Rachel Whitfield, from the DE&S Weapons Operating Centre, on enjoying a challenge, never having a dull day and the advantages of having a mentor

Name:

Rachel Whitfield

Job title:

Project Professional Development Scheme

How long have you worked for DE&S?

Two years

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

I chose to pursue a career in DE&S because of the variety of opportunities available and the chance to progress. This scheme gives me the opportunity to work within different projects, helping to develop my knowledge and experience as well as working towards gaining the Association of Project Management (APMP) qualification.

What does your role entail?

My current role entails helping with all matters relating to project management and/or project controls. I work on different projects helping to develop project management plans and stakeholder communications, supporting the management of risks and drafting business cases. Due to transformation (DE&S' programme of change to further enhance the organisation's performance) I have also been contributing a lot to work associated with the spirals/toolkits. These are just a few of my tasks; every day brings something new which keeps the job interesting and challenging.

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

The opportunities within the Project Professional Development Scheme are vast. I have a mentor who I meet with monthly, who guides my career progression and supports me in getting the most from my role. Also, being on a Development Scheme means I move teams every six months over a two-year period. This provides lots of opportunities to get to know a wide range of people with different specialist skills and learn from them.

What do you most enjoy about your job?

The thing I enjoy most about my job is that every day is different. There is a new challenge or obstacle to overcome and therefore I never have a dull day. Also, moving teams fairly regularly means there is always something new to learn.

What's your ambition?

My ambition is to become a qualified project manager and to work my way up within the organisation. During the course of the scheme I am working towards my APMP qualification, which will provide me with a good understanding about project management which I can then apply to the projects within DE&S.

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

I feel my greatest achievement was, after only six months on the scheme, being able to go into a project I knew nothing about and write their Risk Management Plan and Project Management Plan. I was able to do this by using the knowledge I had gained from my APM



Picture: Jack Ekersley

training, reading other documents from the project to understand the background and speaking to members of the team. This was a massive challenge, but so rewarding, as I learnt so much.

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

There are so many opportunities in DE&S so you can definitely find a career, whether it is in finance, commercial, project management, etc. You get the chance to work, gain qualifications and progress all at the same time. It is also very supportive, as there are lots of people with vast amounts of experience to learn from and who always seem happy to help. I would highly recommend DE&S as a place to work.

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

There are lots of social benefits of working for DE&S, including flexible working, which enables a great work/life balance. However, the main benefit for me is the CSSC Sports & Leisure membership. This allows me to use the gym facilities, including classes, get cheap cinema tickets and discounts in many shops and restaurants all for under £4 a month. Bargain.

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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Civil Service

CURRENT VACANCIES

Merlin Systems Integrity & Software Manager DE&S

Yeovil | £30,424 | Higher Executive Officer C2 | Closing date: 29 Jan 2017

Reference number **1503112** Post type **Permanent** Hours **37 Hours****Job Description:** This post is responsible for the management of a multi-function project team for delivering the development, procurement, safety, quality assurance, inventory management and in-service support of a wide range of munitions for all Front Line Commands.**Engineering Management Apprentice** DE&S

Bristol | Year 1- £14,556 Year 2- £15,578 Year 3- £18,6432 | Closing date: 29 Jan

Reference number **1513665** Post type **Permanent****Job Description:** The scheme is open to anyone over the age of 16 years at the start date of the apprenticeship.**Engineering Management Apprentice** DE&S

Plymouth | Year 1- £14,556 Year 2- £15,578 Year 3- £18,643 | Closing date: 29 Jan

Reference number **1515042** Post type **Permanent****Job Description:** The scheme is open to anyone over the age of 16 years at the start date of the apprenticeship.**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 and 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.**DESG Graduate** DE&S

Bristol | £25,382 | Graduate Engineer | Closing date: 30 Mar 2017

Reference number **1513270** Post type **Permanent****Job Description:** 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.

FUTURE VACANCIES

Project Control/ Scheduler DE&S

Bristol | £30,071 | Closing date: 31 Jan 2017

Grade Senior Executive Officer C1 **Post type** Permanent
Type of role Project **Hours** 37 Hours

Job Description: You will strategically advise and influence stakeholders on a range of complex strategic issues, as well as ensure our Schedulers are equipped to deliver and execute timely plans and schedules.

Commercial Manager B1/B2 DE&S

Bristol | £58,674/£49,835 | Closing date: 28 Feb 2017

Grade Higher Executive Officer / Band C2 **Post type** Permanent
Type of role Commercial **Hours** 37 Hours

Job Description: The commercial function provides independent professional judgement on commercial and procurement matters to meet the business need, ensuring compliance with relevant legislation and guidance.

Degree Engineering Apprenticeship DE&S

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

Grade Higher Executive Officer / Band C2 **Post type** Permanent
Type of role Engineering **Hours** 37 Hours

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 Management DE&S

Bristol | £30,424 | Closing Date: 10 Mar 2017

Grade Higher Executive Officer / C2 **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.

Supply Chain Management DE&S

Bristol | £24,362 | Closing Date: 10 Mar 2017

Grade D **Post type** Permanent
Type of role Management **Hours** 37 Hours

As above.

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?

Rachael Adams

Job?

I work as the Weapons Environmental Liaison Officer to drive Environmental Protection and Sustainable Procurement within the Weapons Operating Centre.

Your route into DE&S?

I got my first job in the Ministry of Defence (MOD) as an Environmental Manager in 2009, working for the Defence Infrastructure Organisation (DIO) in Sutton Coldfield. A few years later I moved to Bristol for a new adventure and gained employment as the Trials, Evaluation Services and Targets (TEST) Safety and Environmental Manager. This opportunity gave me exposure to System Safety management, which later enabled me to get a promotion to C1 as an auditor working for the Quality, Safety and Environmental Protection (QSEP) Team. More recently, I moved back to Weapons and since April 2016 I have been working as the Weapons Environmental Liaison Officer.

Your claim to fame?

In January 2015, I appeared on the BBC TV show Bargain Hunt presented by Tim Wonnacott. Bargain Hunt is the show where two teams are given £300 and one hour at a fair to buy antiques which they have to sell at auction, hopefully making money into the bargain. Both teams are advised by an antiques 'expert'. We bought a plastic skeleton which we decided to call Gary (after the seller's name) which went on to make us a profit — we actually won a grand total of £40! At the time Tim was a TV show contestant himself, in Strictly Come Dancing, so while we were there the Strictly team did some filming for their own show, so I was briefly in that too!

Your advice to anyone?

You don't have to be qualified to be called... you can also be called to be qualified. By that I mean just because you haven't got that perfect qualification doesn't mean that your ideal job is unachievable. Through hard work and enthusiasm it can be yours, and the qualifications can follow at a later date.

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

I love to play netball and have arranged for our Abbey Wood netball team to go to Spain for the last few years so we have an annual netball tournament in the sun! I also play for a local team called Jets, who play in the Avon League, where I mostly play defence or sometimes centre. I am quite versatile actually, except shooting, at which I am terrible. In my spare time I like to give back to the local community and coach a Back to Netball team called Edge Netball on a Thursday evening, where players can learn



the sport in a less competitive and more social environment.

What are you most proud of?

In May 2016, I had my long hair cut short to donate to a charity called The Little Princess Trust. They use the hair to make wigs for children and young adults who have lost their hair through chemotherapy. A few of my friends also took part and between us we donated enough hair to make a whole wig (it takes five people to make just one wig). I also raised money for a charity called Clic Sargent, who support children and young adults who have been diagnosed with cancer. These are incredible charities and I felt very privileged to have had the opportunity to support them both.

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

I would take my partner because he's a really good cook and I am useless! At least that way I know I will have great food to survive. I would also take my bed so I can have a good night's sleep and probably my tooth brush.

What irritates you the most?

When my partner uses all of the pots and pans to cook and I spend most of the evening cleaning up after him!

What is your favourite place in the world?

Lijiang, China. This place is utterly breathtaking and really does look like a picture-perfect postcard of a traditional Chinese scene with cobbled stones, red lanterns and rolling hills. The food is out of this world and the people are really friendly and fascinating. I have been a couple of times and Lijiang is still fairly remote and untouched by western tourism, so you really do get a sense of authentic Chinese culture.

Your secret?

Even though I am a vegetarian, I absolutely love going home and eating traditional battered chips from the Black Country. The chips are sometimes cooked in beef fat (sshhh!) — it's the only time, I promise!

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

Email tom.morris114@mod.uk

Simulating the art of war



Pictured:

DE&S have bought flagship software to ensure the British Armed Forces have access to top of the range simulation training.

The Soldier Training and Special Programmes team acquired an enterprise licence of Virtual Battle Space 3 (VBS3) software on behalf of the Ministry of Defence (MOD) as the government department's Defence Virtual Simulation (DVS) solution.

VBS3, produced by Bohemia Interactive Simulations, is used as a training tool by organisations in almost 40 countries, including the US Army, US Marine Corps and the Armed Forces in France, Sweden and Canada.

It provides an immersive virtual environment that helps soldiers train on tactics, rehearse for missions, and practice standard operating procedures.



The software is designed to help soldiers learn to think, make decisions and improve communications before heading to the field for live exercises.

John Brookes, Joint Training section Deputy Head within the DE&S Soldier Training and Special Programmes team, said: "VBS3 software is exceptionally capable and fulfils a large and diverse range of our simulation requirements for individual and collective training, experimentation and force development.

"The software's new role as the Defence Virtual Simulation solution means it will help the MOD realise the Defence Training & Education Coherence vision, allowing us to deliver more and better simulation to our users across the UK's Armed Forces."

The MOD's DVS will be the common virtual simulation tool to provide an interoperable, accessible and deployable virtual simulation capability across Defence.

The DVS capability will enable simulated activity across all levels of training, education and experimentation. The DVS contract is for three years with a one year option, with a comprehensive support solution included.

Rusmat Ahmed, Bohemia Interactive Simulations VP of Sales in Europe, the Middle East and Africa, said: "We are very pleased to continue our association with the MOD, which began with VBS2 in 2007, by now providing our VBS3 software that is used for military training the world over.

"By investing in DVS for UK Defence, the MOD brings UK expertise to the very active group of European and allied countries using VBS3 for training, as well as benefitting from the pool of international innovation and best practice of VBS3 users."



DE&S PEOPLE



Nick warming to daunting challenge

Nick Semmens, from the DE&S Corporate Communications team, will be taking on the world's toughest footrace to raise funds for Cancer Research UK.

The Marathon des Sables takes place every year in the blistering heat and sand dunes of the Western Sahara.

Next April, the race welcomes around 1,200 competitors from around the world looking to meet the challenge of racing across 250 kilometres of desert in six days.

If the distance alone isn't enough, temperatures regularly exceed 50°C and make the air so dry that sweat evaporates almost instantly. Competitors must also carry their own food and equipment which, rather ominously, includes a venom pump.

Nick said: "I first heard about the MDS when attending a talk from running coach Rory Coleman. Rory

is an MDS veteran, having completed the race 12 times and even coached Sir Ranulph Fiennes to finish the race aged 71!

"I have chosen to raise funds for Cancer Research as the disease continues to affect all of us and resonates strongly with my family at the moment.

"Aside from the physical challenge, one of the most difficult challenges will be leaving my family at home. "Since securing a place on the race, a baby daughter has arrived who will be six-months old when the race comes around. The only thing that will make this a bit easier to tolerate is the thought that I have been able to raise some serious cash for charity."

You can sponsor Nick at www.justgiving.com/Nick-Semmens

MOTTO

the MOD Lottery
October 2016 winners

£10,000	David Hardaker, RAF Menwith Hill
£2,500	John Jones, Royal Fleet Auxillary
£1,000	Christine Gibson, Wethersfield
£500	Jennie Enticknap, RAF Odiham
£250	Paula Cox, Shrivenham
£100	Jeffrey Noyes, Yeovilton
	Lyn Richardson, ABW
	Margaret Heywood, Gloucester
	Martin Skinner, Riyadh
	Peter Jones, York
	Diane Sumison, ABW
	Debs Ilyas, RAF Northolt
	James Harper, UKHO
	Brent Hanson, Castlemartin
	Peter Hinde, Carlisle
	Diane Miller, Lympstone
	Maxwell Wilson, Andover
	Donna Webb, RAF Honington
	Peter Mundy, Cardiff
	Darron Waring, ABW
	Robert Foyle, Salisbury
	Gary Tippetts, MOD St Athan
	Sally White-Hall, Sandhurst
	Terenja Humphries, Sutton Coldfield
	Denise Foggett, Brussels



Above: Heather Fraser launches MOD Women in Nuclear.

A group set up to address the challenges faced in the Nuclear Sector has been launched.

MOD Women in Nuclear (MOD WIN) was highlighted within the 'Engaging a diverse workforce' presentation on November 29 as part of the Nuclear Community Conference.

The group will seek to address a whole host of issues, including the low numbers of women entering and the increased skills capability needed to meet demand within the Ministry of Defence (MOD).

Heather Fraser, a member of the Chief Engineer Team within the DE&S Submarine Operating Centre, has led and set up this initiative with the support of Deputy and Head of Profession (Nuclear).

At the event, Heather discussed her experiences of working within nuclear, explained more about what MOD WIN is, how it will operate and how people can get involved.

Attendees also took part in workshops, where they discussed issues around attracting and retaining women in nuclear.

For more information contact DESSM-WomenInNuclear@mod.uk or visit <https://jive.defencegateway.mod.uk/groups/mod-women-in-nuclear>.

Epic effort from swimmers

Staff from the DE&S ISTAR Programme Delivery Group 3 are set to raise more than £2,500 for charity after undertaking a mammoth 10 hour swimming challenge.

The gruelling swim took place at Filton Swimming Pool and saw 22 of the team, with help from adult learners and school children taking swimming lessons, complete more than 5,500 lengths – a staggering 140 kilometres.

Money raised will be split between the Royal British Legion and Harry, the three-year-old nephew of one of the swimmers, who has cerebral palsy and needs constant care.

Organiser Mick Bell said: “Very many thanks should go to all who took part in the swim, especially those swimmers who did 10 kilometres or more. An additional thank you goes to Rob Glass who did a great job poolside organising the event on the day.”



Above: Members of the DE&S ISTAR Programme Delivery Group 3 team after the sponsored swim



Above: Members of DE&S Commercial at Bristol City FC Academy

Members of the DE&S Commercial function attended an outreach event hosted at the Bristol City FC Academy to raise awareness of the wider Civil Service as a future career prospect.

The aim was to demonstrate to pupils from six schools across the Bristol area how inclusive and accessible the Civil Service is.

The DE&S team introduced pupils to key tools and approaches through activities such as demonstrating a simple negotiation.

This encouraged pupils to work as a team and broker the best deal – a skill that is vitally important at DE&S and across the Civil Service.

The task was mentioned as a highlight of the event that proved an exceptionally positive experience for all DE&S staff involved.

This event was coordinated by Sam Cherington who, as part of the DE&S outreach team, aims to maximise exposure of Civil Service careers within schools and amongst the future workforce.

Graduates from the DE&S Defence Engineering and Science Group (DESG) joined graduates from the Ministry of Defence's Information Systems and Services (ISS) department for a Graduate Open Day.

The aim of the day was to provide a networking opportunity and introduce graduates to each other from both Corsham and Abbey Wood MOD sites, exploring the type of work they are involved in and in turn improving the graduate networks.

Presentations covered work within the DE&S Project Marshall delivery team, as well as ISS led teams; Information, Exploitation and Dissemination (IXD), Imagery and



Geospatial (IMaGE) and Battlefield and Tactical Communications and Information Systems (BATCIS).

Graduates were also encouraged to feel confident about promoting better ways of working, such as introducing

new technologies or ideas to their teams.

Plans are in place to host DE&S graduates at MoD Corsham for a similar event in the near future.

desider



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