



the magazine for defence equipment and support

Fairford and Farnborough
Air Show Special





The Duchess of Cambridge with Prince George at RIAT Picture: Ed Low



www.gov.uk/government/publications/desider-2016

#### **Editor:**

Tom Morris - 9352 37888 or 0117 9137888 tom.morris114@mod.uk

#### Reporters:

Laura Martin Plaza, Hazel Stanley, Tom Knight, Hannah Carolin, Hannah Wood and Elliot Bradley

#### Photography and Design:

Andrew Linnett, Ed Low, Paul Griffin and Mark Hawke

#### **Distribution Manager:**

Dick Naughton - 9352 34342 or 0117 9134342 DES SEC-CorpOC-BusMgr1a@mod.uk

#### Advertising:

Edwin Rodrigues – Zinc Media, 13th Floor, Portland House, Bressenden Place, London SW1E 5BH Tel: +44 (0)20 7657 1819

edwin.rodrigues@zincmedia.com

#### **Printing:**



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## **FOREWORD**

By Tony Douglas, CEO

t was an absolute pleasure last month to welcome Harriett Baldwin MP to Abbey Wood for the first time in her new role as Minister for Defence Procurement.

The fact that she made time to visit DE&S employees just four days into her role shows the importance that she, the Government and Parliament attach to what we do.

She told staff directly: "I wanted to send you a signal, by coming here on the fourth day of my job, of how important the activity you are all engaged in here is to the country."

Hearing that made me feel extremely proud of who we are and what we do. Providing the Armed Forces with the best kit and support possible and help ensure the safety of our nation.

I was further reminded of the dedication of DE&S employees when I heard that more than 50 members from Armoured Vehicles Programmes and Defence General Munitions Team had volunteered, alongside their BAE Systems counterparts, to restore Lockleaze's Youth and Play Space.

In just two weeks they helped transform a dilapidated play area into an adventure playground that will be enjoyed by the local community for many years to come.

Thank you to all of those who took part and I encourage all of you to seek out opportunities to spread the word about DE&S and bolster our profile.

There is no end to the talents of our staff at DE&S, and I would like to highlight two other recent achievements.

The first is Mary-Jane Harvey of the Armoured Vehicles Programmes team, who received an operational medal for her service in Afghanistan under the Support to Operations programme.

The second is Hayley Barnden, a Submarine Safety Engineer at DE&S, who has won WeAreTheCity's Top 100 'Rising Stars in Defence' Award. Congratulations to you both.

It already seems a long time ago now but I also had the pleasure of visiting Farnborough this year, where we announced a number of significant milestones, including Brimstone 2, Apache, the P-8A Poseidon Maritime Patrol Aircraft, Typhoon support and a Strategic Partnering Arrangement with Leonardo Helicopters UK.

Alongside the award of a £28 million contract to support the Storm Shadow long range missile it signalled another extremely successful month for DE&S.

I was also delighted to hear that outgoing Prime Minister David Cameron gave a glowing endorsement to Director Air Support Adrian Baguley about the Voyager upgraded by his team in just six months for use by Government ministers and the Royal family.

I hope you will all take the opportunity to use the Desider app that launches soon. It will allow the team to incorporate bonus content, including film, so do take a look and let them know what you think.

## Cture Ed Low

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# David Johnson, Director Financial Plans and Analysis, outlines his career and tells Desider about change, meeting targets and how his staff impress him every day



joined the MOD in 1989, and I have had a whole range of jobs, from defence policy to HR to running the Army's Secretariat. This has been in different places, including Head Office, the Defence Logistics Organisation, Army HQ and Cabinet Office. I do consider myself pretty much MOD, man and boy.

Although I had several finance jobs while working in Head Office and then DLO, I only started specialising after I joined DE&S in 2011, where I have been in my current role for about three and a half years.

I have discovered that my job keeps evolving and that it never gets boring. It's the challenge, the variety and the people that keep me here. As in every job, the people really are the key - my staff constantly impress me with their resilience and cheerfulness. They are creative, adaptable and work together really well as a team. So too the wider finance team, who face similar challenges and work very hard at juggling all the balls every day.

Personally, my key tasks revolve around two big elements. The first is helping DE&S's customers, the Front Line Commands in particular, manage the £14 billion a year they spend in equipment and support. It's their money, but we play a big role in helping them use it effectively.

The second involves managing the £1 billion a year that we spend on our own operating costs as DE&S - the money that is actually ours

Until two years ago, these two elements – the equipment programme budget and the DE&S operating cost budget - were treated as one big lump of money, whereas now they are owned and accounted for separately. It is a bit like running a pension fund, which has to keep its own operating costs separate from all the money it manages that belongs to other people.

Getting used to this new way of working, and meeting the financial and non-financial targets placed upon us by the Department, has been a great achievement for the organisation. In the 2015/16 financial year we stayed within our operating budget and kept the short-term and long-term cost of the equipment programme under control. These are the things we live and die for in finance – hitting

our numbers - so we can be proud of our performance. Of course, we have to keep hitting our numbers every year!

Besides dealing with the numbers, like other members of the leadership team I have found Transformation becoming a big part of the "day job" over the last year or so. Transformation is the change we have chosen for ourselves, and it is a once in a lifetime opportunity that we need to make the most of.

In particular, my role is to support Michael Bradley in developing two of the eleven functions, Finance and Accounting and Project Controls. As well as developing the functions in an organisational sense, we are also trying to make key processes more effective and less time-consuming. For example, if we can reduce how long it takes to collect all the data to produce a monthly forecast, many DE&S staff will get some valuable time back.

I look forward to the rest of 2016 being as challenging and fulfilling as the first part has been!

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# Support contract for the RAF's long range missiles

ir Marshal Julian Young, Chief of Materiel (Air) at DE&S has hailed the award of a £28 million contract to support the Storm Shadow long range missile used by RAF Tornados and currently being integrated onto Typhoon aircraft.

Storm Shadow is a precision cruise missile, designed to target substantial buildings, from port facilities and airfields to bunkers, which might otherwise require the deployment of several aircraft over the course of various missions.

Last month, Secretary of State for Defence Michael Fallon announced that Storm Shadow was used for the first time in the current Iraq conflict, destroying a Daesh ammunition dump. The missile, which was previously deployed in Iraq on Operation Telic and in Libya on Operation Ellamy, is also in use with the French and Italian air forces.

Air Marshal Young said: "Storm Shadow has repeatedly and successfully proven its worth in operations in Iraq and Libya. The missile is able to perform in extreme conditions, offering a highly flexible, deep strike capability based around a sophisticated mission planning system.

"This contract is another milestone towards the accomplishment of the RAF's Future Force 2020: it will maintain Storm Shadow ready for operational use and ensure the RAF has state-of-the-art capability to strike ground targets at long range."

Former Minister for Defence Procurement Philip Dunne added: "Storm Shadow is a combat-proven, allweather precision missile system, and is also operated by some of our close NATO allies. It is a vital capability for the RAF, and this £28 million support contract will ensure it is available beyond the end of the decade.

"We have committed around £95 million to support Storm Shadow since it was brought into service in 2003. This is another example of how we are using our £178 billion equipment fund and growing defence budget to deliver the best possible equipment to the Armed Forces."

The contract with MBDA will support Storm Shadow over the next five years, ensuring regular maintenance and repair of the weapon system, as well as keeping it in a safe condition and at a high state of readiness for deployment.

This is the third in a series of complex weapons contracts aimed at progressively bringing the support of defence's missiles into a single unified portfolio. The new contract will offer a more sustainable and efficient approach, based on sharing common resources.

—**((**—

The missile is able to perform in extreme conditions, offering a highly flexible, deep strike capability based around a sophisticated mission planning system

Air Marshal Julian Young, Chief of Materiel (Air)



Below: A Storm Shadow missile





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## NEWS IN BRIEF

## **CEO VISITS GOSPORT**



CEO, Tony Douglas, visited Defence Munitions Gosport for the first time on Tuesday, July 26, as part of his summer roadshow series. Tony took the opportunity to share observations from his first six months in post and

vision for DE&S with staff. He also took part in a tour of the site's storage, production and workshop facilities, and a visit to the Upper Harbour Ammunitioning Facility and HMS Defender which was alongside.

## DE&S - A **BRONZE** STANDARD **EMPLOYER**

DE&S has been awarded Bronze Standard Employer by the Employers Network for Equality & Inclusion (enei).

Companies are assessed by the pioneering enei-designed e-quality tool which is utilised to benchmark organisational performance in equality and

It assesses performance on key areas of diversity across the nine Protected Characteristics defined by the Equality Act 2010.

The key areas are: Knowing your workforce, Integrating equality, diversity and inclusion, External relations and suppliers and Organisational improvements.

Gaining a bronze award demonstrates the progress being made by DE&S in embedding diversity in the organisation's business strategy and plans.

### CASP 16 SIGNING

General Sir Chris Deverell, Commander Joint Forces Command (JFC), and Tony Douglas, DE&S CEO, were delighted to jointly sign the JFC Command Acquisition Support Plan 2016 (CASP16) on June 30.

The CASP governs the relationship between JFC and DE&S and is part of a continuing transition towards a more disciplined interface called for by the Defence Reform Review.

CASP16 represents the formal mechanism by which DE&S can be held to account by JFC (and vice versa, where DE&S delivery relies on support from JFC) and details how DE&S will contribute to the delivery of JFC outputs through an agreed Programme of Work.

The CASP encompasses a wide variety of equipment, services, logistics and support projects, reflecting the diversity of the JFC portfolio. Projects range from helicopters to asset tracking systems, CBRN (Chemical, biological, radiological and nuclear) protection to unmanned air systems.

The CASP provides consistent understanding throughout the customer and supplier organisations and will facilitate 'holding to account' conversations throughout the period. These conversations are now occurring at all levels, between project managers and desk officers, at 1\* programme boards, and at 3\* CASP customer reviews.

## 20 YEARS OF MOD ABBEY WOOD

An exhibition and BBQ lunch were held at MOD Abbey Wood last month to mark the 20th anniversary of the site's official opening by Her Majesty the Queen on July 19, 1996.

The display, erected in Neighbourhood 2, detailed the design and development of the 96 acre complex, and included insight into the logistics around moving thousands of staff from around the country to Bristol.

The display also featured the major projects of the past few years, from Typhoon in 2003 to Ajax and the F35, with audio clips from employees featuring as part of the '20 years of working at Abbey Wood' section.

Francesca Yuille, of DE&S Corporate Communications, said: "We thought it was important to mark a significant milestone in the history of MOD Abbey Wood."



### SUBMARINE DISMANTLING PROJECT

The Submarine Dismantling Project (SDP) has announced the interim storage site for the submarines' Reactor Pressure Vessels (RPVs).

SDP is the MOD's programme to deliver a safe, secure and environmentally responsible solution for dismantling 27 defuelled submarines, 19 of which are currently berthed at Rosyth and Devonport.

Most of the material in the submarines can be recycled, or sent for hazardous waste disposal, but until the Government's underground Geological Disposal Facility

is available (post 2040) an interim storage site is needed.

This announcement marks a significant milestone for SDP and paves the way for the MOD to start the initial dismantling of the first demonstration submarine in Rosyth.

John Davis, SDP's Programme Manager, said: "This achievement is testament to the hard work and commitment of the SDP team and puts the MOD in a great position to move forward to the next phase of the programme.'



## **WEAPONS SYSTEM FOR TYPE 26**

The Ministry of Defence (MOD) has signed a £183 million contract for a new weapons system which will sit on board the Royal Navy's next generation Type 26 Global Combat Ship.

The Maritime Indirect Fire System (MIFS) will be integrated onto the Type 26 Global Combat Ships, currently being designed by BAE Systems. MIFS includes the five-inch, 62-calibre Mark 45 Naval Gun System, which is already in service with other NATO nations, including the US and Spanish navies.

The new contract will sustain 43 skilled UK jobs.

Minister for Defence Procurement Harriett Baldwin said: "This is a proven system, already operated by some of our NATO allies, and will give the UK a cutting-edge weapon for the Royal Navy's next generation frigates at the best possible value for the UK taxpayer."

Deliveries of the gun to the UK are expected to begin in 2020.

New contract for Royal Navy's Medium Calibre Guns. Page 28



## 100<sup>th</sup> ANNIVERSARY

To commemorate the 100th anniversary of the Battle of The Somme, 100 sandbags will be filled to create a trench at Abbey Wood in the run up to Bristol Poppy Day which takes place on November 3.

The first sandbag was filled and put in place on July 1 by Major General Robert Talbot Rice and Lieutenant Colonel Hawthorne Lockwood. All MOD staff are encouraged to fill and sponsor a sandbag. Each sandbag will carry a tag of the team that sponsors it and the names of those that fell at the Somme. To fill and sponsor a sandbag please contact DESLD-BristolPoppyDay@mod.uk



## New Minister DP visits Abbey Wood

ewly appointed Minister for Defence Procurement, Harriett Baldwin MP, visited Abbey Wood last month to meet DE&S staff and praised their "vital"

Mrs Baldwin took over the role from Philip Dunne MP in new Prime Minister Theresa May's Government reshuffle, and visited Abbey Wood just four days into her tenure.

After being introduced by DE&S CEO Tony Douglas, Mrs Baldwin, who was formerly the Economic Secretary to the Treasury, addressed staff in the Centre Facilities Building lecture

She said: "I wanted to send you a signal, by coming here on the fourth day of my job, as to just how important the activity you are all engaged in here is to the country.

"I know there is a constant focus on what you are doing, what you are delivering and the quality of what is being delivered to our Armed Forces.

"For that reason it was incredibly important for me to be here early on and meet all of you. It is something I fully intend to do on a regular

"What you are doing here is so vital to our national security. It really could not be more important to us in Government and to Parliament.

"Thank you for all that you do and I look forward to working with you closely. I am going to commit to making sure that the lines of communication between us are working effectively on behalf of our Armed Forces and the taxpaver."

Answering questions, the Minister thought the appointment of former Secretary of State for Defence, the Rt Hon Philip Hammond MP, as Chancellor of the Exchequer, combined with her experience with HM Treasury, should lead to better collaboration between the two.

Answering one question she said she wanted DE&S to "aspire to be the most innovative procurer of equipment in the world."

Mrs Baldwin also told staff that she had a close working relationship with fellow Midland MPs Philip Dunne and Sir Peter Luff, both of whom have previously held the role of Defence Procurement Minister, and would take advantage of their knowledge and experience in the role.



Above: Minister for Defence Procurement. Harriett Baldwin MP, addresses DE&S staff at MOD Abbey Wood

Below: CEO Tony Douglas welcomes Harriett Baldwin MP to Abbey Wood





...we make it happen

# Voyager refitted as VIP transport

n RAF Voyager has been converted into an aircraft fit for transporting Government ministers and members of the Royal Family in just seven months thanks to a shared desire between DE&S and their industry partners to make it happen.

The revamp of the aircraft was announced as part of the 2015 Strategic Defence and Security Review (SDSR) with the aim of providing a better value for money way of transporting Ministers rather than the current use of charter aircraft

As well as transporting VIPs, the Voyager, which flew former Prime Minister David Cameron to Warsaw on July 8, can also continue to perform air-to-air refuelling in support of RAF and allied aircraft.

DE&S project manager Gerry O'Kane said: "When the requirement was announced as part of the SDSR, both our team and industry knew it was our responsibility to make it happen.

"The biggest challenge was the time frame. We were essentially starting from scratch and putting a new business class airliner in place in seven months."

The transformation of the aircraft consisted of fitting 58 business seats to make it capable of its new role and offer a cost effective, secure and flexible transport solution.

Gerry added: "A well as fitting the aircraft with 58 business seats, we also had to go through the processes of getting the necessary approvals.

"With so many stakeholders involved, this took a huge amount of management and coordination between us and industry that ultimately proved successful."

The aircraft will be based at RAF Brize Norton in Oxfordshire, alongside the rest of the RAF Voyager fleet. It can fly from and to almost any airport across the world that can take an Airbus A330, and its range will allow it to reach much of the world without costly and time-consuming refuelling.

Geoff Simpson, a senior DE&S engineer in the Voyager team, said: "There were many stakeholders involved, but vitally there was a desire and willingness amongst all of us involved. We really pulled the stops out to make it happen.

"Working groups were formed around issues such as security and catering. Some security details, such as carriage of weapons, required that clearances needed to be secured, and although this is not a champagne service you cannot be serving VIPS a hamburger or sausage roll.

"Putting this all together and delivering on time and budget was a significant achievement which DE&S and its industry partners can be proud of"

Adrian Baguley, Director Air Support, said: "The team showed tremendous determination alongside their industry partners to deliver this project in an incredibly short time frame



Left: DE&S Project manager, Gerry O'Kane

"They can be rightly proud of the capability that they have delivered to transport the country's most senior dignitaries.

"The outgoing Prime Minister personally expressed how impressed he was with the aircraft and passed on his gratitude to all involved when I met him in Farnborough after the maiden sortie to the NATO summit in Warsaw."

Phill Blundell, CEO AirTanker Ltd added: "It is an excellent example of MOD and UK industry working together to enhance the capability of Voyager."



Putting this all together and delivering on time and budget was a significant achievement which DE&S and its industry partners can be proud of







## **26 HARBOUR PROTECTION SYSTEMS**TO 5 NATIONS

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7 Unmanned Surface Vehicle Systems to 4 navies

'We don't just talk about exports... we make it happen.'

## **Barrow infrastructure**

he programme to transform BAE Systems' site in Barrow-in-Furness, Cumbria, is gathering pace with the award of another major contract and the first steelwork being erected for the largest of the planned new facilities.

BAE Systems has signed a £67 million contract with Morgan Sindall to extend its Devonshire Dock Hall to incorporate new manufacturing and installation capabilities. The facility hosts the construction of Astute class submarines and is where Successor will be integrated and tested.

This development is part of an investment programme which includes a number of new facilities and refurbishment of existing buildings. The Central Yard Facility will stand 45m tall and work is well underway with the first pieces of its steel structure now in place. A new 28,000m2 off-site logistics facility is also due to open later this year.

Minister for Defence Procurement, Harriett Baldwin, said: "This infrastructure investment at BAE Systems in Barrow will help ensure our new Successor submarines are built efficiently.

"The Successor programme is a truly national undertaking, and this investment is another example of the Government's commitment to maintaining the UK's independent nuclear deterrent."

Allan Day, Director of the Site Redevelopment Programme at BAE Systems Submarines, said: "We are in the third year of an eight-year redevelopment programme and we're starting to see some dramatic changes across our site as we enhance our facilities and capabilities for the future. The Devonshire Dock Hall is an iconic building and is home to the construction of some of the world's most advanced and capable submarines. This contract will enhance the facility to ensure our workforce can deliver future submarine programmes to the Royal Navy."

This is the latest contract to be signed as part of the eight-year transformation of the submarines site, where the business is preparing to build the replacement for the Vanguard class submarines – known as the Successor programme.

The design and build of a brand new, nuclear-powered submarine is one of the world's most complex engineering challenges and is a significant national endeavour which will involve a supply chain stretching the length and breadth of the country.



Above: Artist's impression of the Devonshire Dock Hall

#### **Devonshire Dock Hall (DDH) facts**

- · Construction of the hall started in 1982
- The Hall is 269 metres long internally, 58 metres wide internally and 51 metres high
- The 100,000 tonnes of concrete on which it is built are two metres thick
- The doors at each end are 29 metres high
- Although construction continued until 1988, the Hall was substantially completed two years earlier and was opened by Margaret Thatcher in 1986
- The DDH is built on the existing Devonshire Dock and 2.7 million tonnes of sand were transported from Morecambe Bay to fill it in



the magazine for defence equipment and support



## DESIDER APP COMING SOON





## **Welcome DG Commercial Nick Elliott**



Left: Nick Elliott, DG Commercial

ast month, Nick Elliott took up the position of Director General Commercial. He told Desider about his recent career in the transport sector as well as his previous career in defence.

Nick Elliott joins DE&S from Network Rail, where he has spent the last eight years delivering major infrastructure projects and running the company's national procurement and logistics business.

As well as experience in a large organisation that has many synergies with defence, Nick also has a military background.

Originally a civil engineer by profession, Nick then spent 20 years in the Army as a combat and bomb disposal engineer, deploying on operations in Northern Ireland, the first Gulf War, the Balkans and Iraq.

In his new role, Nick will lead the DE&S Commercial Function and its 800 members of staff. He said: "My main responsibility is leadership.

"I am keen to create a strong community of commercial staff operating within the matrix organisation. Having a professional support network which enables our commercial teams to deliver for the customer is really important to me."

Nick has a passion for engaging with the workforce and wider commercial community. That is why, just six days into his new role, he was keen to speak to Desider about the enthusiasm he had already seen from the commercial teams.

"My first six days have been

exciting, interesting, really diverse and given me the opportunity to meet a lot of people," he said.

"The most important part of my role is to really understand our people and the work they do in order that we continually develop and improve. I have been really impressed with what I have seen so far, but there is plenty of opportunity to improve performance and increase efficiency. A culture of everyone getting better every day, is what I want to instil"

Similar to many of the staff at DE&S, Nick was attracted to the organisation because of the important work we do supplying the Armed

He explained: "In some organisations it's easy to lose sight of what value role means, but at DE&S our work is hugely important. Delivering the right equipment for the frontline service man and woman really can be a matter of life and death.

"It's got to be the importance of what we do along with the size and the scale of the challenge that attracted me to DE&S."

Whilst at his previous job with Network Rail, Nick prided himself on driving forward a lot of new collaborative contracts and partnerships with industry.

He said: "Working together to achieve joint goals is the only way in my mind that we can actually deliver genuine success.

"One of the things I am most proud of is putting in place a series of multi-billion pound committed -((-

It's got to be the importance of what we do along with the size and the scale of the challenge that attracted me to DE&S

Nick Elliott



value, collaborative contracts with our major infrastructure suppliers at Network Rail which transformed our relationship with the supply chain. Suppliers were selected as much for their behaviours as anything else and in the three years since commencement the close working relationship built between client and contractor has delivered significant benefits.

"This initiative also won Network Rail the award of Client of the Year from the Institute of Civil Engineers".

With Nick's prior experience on the front line and understanding of running large scale commercial enterprises, he is well placed to take DE&S's commercial function forward to enable DE&S to deliver the best equipment and support for our Armed Forces and the UK taxpayer.

## Fairford and Farnborough **Air Shows**

Special Report



## F-35B Lightning II

The crowds at the Royal International Air Tattoo (RIAT) and Farnborough International Air Show were treated to a display by F-35B Lighting II.

The end of June was the first time the supersonic stealth had been seen in British skies after making its way over from the US.

But while plane enthusiasts may have got a peak of the aircraft prior to the air shows, it was only the crowds who gathered in Fairford and Farnborough who got to see what it could

At Fairford, the world's biggest military air show which hosted a sell-out crowd of 153,000 people, pilots demonstrated the awesome capabilities of the world's most advanced fast

jet, including its ability to statically hover and land vertically.

It also participated in a flypast with the Red Arrows and two RAF Typhoons.

One bystander told Desider: "Seeing the aircraft in action genuinely gave me

At Farnborough, the F35 paid a visit and did some high speed fly pasts and demonstrated its ability to hover before disappearing into the distance.

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.



Above: A USMC F-35B performs at the Royal International Air Tattoo



Above: The new RAF F-35B Lightning II





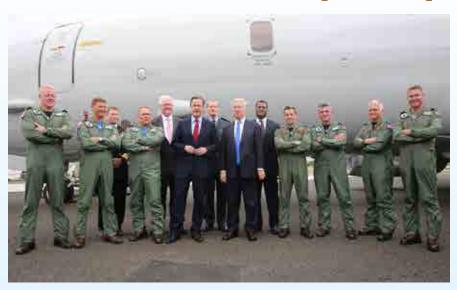


## **Maritime Patrol Aircraft (MPA)**

**♦ hief Executive Officer Tony Douglas** praised DE&S staff for their work on a deal to purchase nine P-8A Poseidon Maritime Patrol Aircraft (MPA) for the Royal Air Force.

He said: "Already in service with other nations, the P-8A aircraft was the best solution to fill our Maritime Patrol Aircraft capability gap; it is tried, tested and can be delivered in the timeline we need. The fact that we have been able to commit the main investment decision on this key procurement less than nine months after the Government announced its intention to buy these aircraft is a great testament to the agility, professionalism, and drive of DE&S, working closely with colleagues across MOD and the US Navy."

The new aircraft, manufactured by Boeing and purchased from the US Government via a Foreign Military Sale, will be crucial in protecting the UK's nuclear deterrent and the UK's two new aircraft carriers. They will also be able to locate and track hostile submarines, and they will prove a real asset in maritime Search and Rescue (SAR) operations. They will be stationed at RAF Lossiemouth in Scotland, bringing economic benefits to the region with an additional 400 personnel based there.



Above: The Prime Minister and Defence Secretary met the crew of a P-8A, along with Adrian Baguley (D Air Support) and Air Marshal Julian Young (CoM Air)

## **SPA with Leonardo**

he Ministry of Defence (MOD) announced the joint signature of a **Strategic Partnering Arrangement** 

(SPA) with Leonardo Helicopters UK. The new arrangement recognises the mutual relationship between the MOD and Leonardo (formerly AgustaWestland), and includes commitments to working together on year-on-year improvements in cost effectiveness.

It also recognises their respective roles in enhancing national prosperity through exports, where success generates revenue for the company and helps sustain valuable UK jobs and skills.

This new SPA recognises and builds upon the success of the past decade, during which Leonardo has provided support to UK aircraft conducting operations across the

globe, including in Iraq and Afghanistan.

It is not a contract and does not have financial value, but represents shared commitments to transparency and joint work that should bring benefits to the Armed Forces, the UK taxpayer and the company.

Pete Worrall, Chief of Materiel Joint Enablers at DE&S, said: "We anticipate spending around £3 billion with Leonardo over the next decade to upgrade and support our helicopters.

This arrangement represents a great opportunity for both Leonardo and the MOD, making clearer our respective and joint responsibilities when it comes to delivering maximum benefit to the UK taxpayer, our Armed Forces and for the company."

## **Brimstone**

n improved version of the Brimstone missile is ready for service on Tornados, providing the RAF with longer range and a more advanced guidance system. Brimstone is currently being deployed as part of the fight against Daesh in Syria and northern Iraq, and the new version will be able to defeat more challenging targets, both stationary and moving, with even greater accuracy.

Former Minister for Defence Procurement Philip Dunne said: "Brimstone has proven to be a key weapon in coalition operations against Daesh and these improvements, made possible through sustained Government support, build on that success.

'The MOD's £170 million investment in Brimstone 2 will increase the effectiveness of UK air power and provide a significant boost to the national economy, sustaining around 250 jobs across the South West and South East.

Group Captain Rich Davies, Station Commander of RAF Marham, added: "Brimstone is the RAF's weapon of choice in close air support operations. It is easy to use, highly accurate against static and moving targets, and allows pilots to tackle threats in a complex environment with maximum effect."

Brimstone 2 is expected to be available for use on RAF Typhoon aircraft from 2018.

## **Typhoon support**

landmark 10-year support arrangement for the RAF's Typhoon jets could see more than £500 million saved and reinvested in the aircraft following a deal with BAE Systems.

The contract, which is expected to be worth £2.1 billion, will sustain hundreds jobs across the UK, including RAF Coningsby and BAE Systems' site in Warton, Lancashire. The savings, generated through the Typhoon Total Availability eNterprise (TyTAN), will allow future capability upgrades for the aircraft, ensuring the RAF is equipped with world-class aircraft. For the first time in the MOD, TyTAN will allow recycling of support funding savings into the Typhoon project, showcasing the commitment to drive down support costs with industry.

**DE&S Chief Executive Officer Tony** Douglas said: "This 10-year Typhoon support arrangement is the product of close cooperation between MOD and industry, who are both focused on maximising efficiencies to identify savings and re-invest these in the aircraft.

"This innovative deal not only shows how committed we are to providing state-of-the-art equipment for our Armed Forces, but how we are also providing the taxpayer with value for





efence Secretary Michael Fallon announced at Farnborough the purchase of 50 of the latest generation Apache attack helicopters for the British Army.

The 50 Apache AH-64E are being bought in a \$2.3 billion Foreign Military Sale with the US Government to replace the UK's battle proven but ageing WAH 64 helicopters from 2022.

The new Apaches, which will enable the Army to sustain its Attack Helicopter capability until 2040, are even more capable than their predecessors. Flown by Army Air Corps pilots from Joint Helicopter Command, the AH 64E model of the helicopter can carry more weapons while being more fuel efficient, allowing it to operate in more demanding conditions for

Defence Secretary Michael Fallon said: "This deal will give the British Army an outstanding helicopter at good value for money for the UK taxpayer.

The new UK helicopters will be built by Boeing, and are already in service with the US Army, allowing the MOD to take advantage of the US Government's larger production programme in Mesa, Arizona, and benefit from economies of scale. To further guarantee value for money, systems from the current Apache fleet will be reused and incorporated into the new helicopters where possible.

Air Commodore Richard D Mason, Senior Responsible Officer for the Apache programme, said: "AH-64E represents a game changing capability over current UK Apaches.

"Advanced mission systems and technologies have transformed this battle proven helicopter, making it fit for purpose well into the 21st century, where it will continue to deliver support to UK and coalition troops, and will be a key enabler of the future Army STRIKE concept.

"This step change in capability also represents a great deal for the UK taxpayer. "Martin Sheppard and his team at DE&S have secured unprecedented access to manufacturing efficiencies that until now have only been available to the US Army. This programme has set the conditions for wider helicopter convergence and cooperation with our closest ally.'

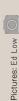
Although built in the US, the new Apaches will also bring benefits to the UK, with companies in Gloucestershire, Hampshire, Bedfordshire, Cheshire and Gwent being awarded subcontracts by Boeing that collectively represent around 5 per cent of the global Apache supply chain.

The support and training arrangements for the new Apache AH-64E helicopters represent a further opportunity for UK suppliers. The proposed arrangements for these services will be finalised over the next year, with contracts being placed toward the end of the decade. It is envisaged that these future arrangements will support around 350 jobs, a comparable number to that required to support the existing Apache fleet. Leonardo Helicopters (formerly AgustaWestland) will continue to lead the arrangements to support our existing Apache helicopters until they are retired from service in 2023/24.

**DE&S Chief Executive Officer Tony** Douglas said: "This is a momentous day for the UK Armed Forces, with these latest generation helicopters set to provide troops with a world-beating capability for decades to come.

The MOD's deal with the US brings UK benefits too; a range of UK companies are benefiting from working on the global Apache programme and the support and training arrangements of these new attack helicopters presents further exciting opportunities for UK industry.

The first UK helicopters are due off the US production line in early 2020 and will begin entering service with the British Army in







Above: HRH Duke of Cambridge, HRH Duchess of Cambridge and HRH Prince George of Cambridge walk down the stairs from an Australian Air Force KC-30A multi role tanker transport aircraft

#### isitors to the Royal International Air Tattoo at RAF Fairford were treated to a visit by the Duke and Duchess of Cambridge - and Prince George.

DE&S CorporateCommunications photographer Ed Low captured the wonderful image above of Prince William, Kate and George as they toured the Red Arrows. It was George's first official public engagement and he sat in one of their Hawk aircrafts.

The three royals then took the opportunity to tour the inside of a KC-30A multi role tanker transport aircraft belonging to the Australian Air Force.

Prince William also showed his son around a Squirrel helicopter, the same model he trained in as part of his RAF service.

The Duchess, an Honorary Air Commander, also spoke to members of the RAF Air Cadets, as the corps celebrated their 75th anniversary.

Andy Armstrong, Chief Executive of the RAF Charitable Trust Enterprises, said the royal visit was "the icing on the cake" of "one of the greatest ever Air Tattoos."

## Adventure play park transformed

ore than 50 DE&S employees volunteered their time to transform a dilapidated open space near MOD Abbey Wood into a dynamic adventure play park.

Members of staff from Armoured Vehicles Programmes and Defence General Munitions Team jumped at the chance to help around 200 BAE Systems volunteers restore Lockleaze's Youth and Play Space located less than two miles from MOD Abbey Wood.

In just two weeks, DE&S staff helped erect new 'castle-style' climbing towers connected by raised bridges, as well as a new covered bike maintenance area that will be used to teach mechanic skills to young people. There is also a new garden and outdoor seating area.

The park features a bench dedicated to the memory of Shamus McNama, a young man from Lockleaze who tragically lost his life earlier this year.

On July 22, Director Land Equipment Major General Robert Talbot Rice attended the official opening of the newly refurbished Play Space, which is managed by Groundwork South.

At the opening he said: "When this opportunity came up we grabbed it with both hands and were really pleased to be involved and work alongside our colleagues at BAE Systems.

"It is something everybody has felt really good about and we are delighted to have played our part in something that is so important to the local community.

The 50 DE&S employees joined around 200 others to ensure the tight deadline was met.

Gill Garlington, from DE&S Armoured Vehicles Programmes, said: "From what it was on day one to now is just a huge transformation.



Above: Director Land Equipment Major General Robert Talbot Rice (far right) with L-R Andrew Pritchard BAE Systems and DE&S employees Martyn Williams, Anna-Marie Barrow and Gill Garlington

"The whole thing has been extremely rewarding. I had never used a drill before but they had me putting in seats. I certainly learnt a lot.

"It's a wonderful facility for the children in the local community and I feel very privileged to have played a small part in making it happen.

Martyn Williams, DE&S Defence General Munitions Team leader, added: "Everybody was incredibly keen to see how the park looked after it was completed.

"It has been a huge success and the chance to come and work on something so tangible alongside our BAE Systems colleagues was a great opportunity.

"It has been an inspiring journey and the result is an amazing facility for the community."

Anna-Marie Barrow, of DE&S Land Equipment, added: "I find it very moving to think of the smiles it will put on the faces of the children and youngsters who will use it."

Andrew Pritchard, In Service Support Director at BAE Systems, said: "This was an excellent chance to spend time and get to know members of DE&S in a non-working environment.

"This experience puts us in a great position to work together in the long term."



Above: A volunteer gets stuck in



Above: Volunteers transformed the park in just two weeks





QinetiQ and the MOD working together to provide Test, Evaluation and Training Support Services

www.LTPA.co.uk

# Navy's 4.5" Medium Calibre Gun Contract

he DE&S International Guns Missiles & Rockets team have placed a contract to ensure the future availability and sustainability of the Royal Navy's Medium Calibre Guns (MCGs).

The 4.5 inch Mark 8 weapon, developed in the 1970s, has a range of more than 20 kilometres and has been used in conflicts including the Falklands, Iraq and Libya.

The International Guns Missiles & Rockets (IGMR) team has developed a five year strategic approach to increase reliability and improve end user confidence in the gun, which is fitted to all Type 23 frigates and Type 45 destroyers,.

Following a commercial competition, the circa £40 million, five-year

contract was awarded to Babcock in collaboration with BAE Systems: this collaboration will provide an enhanced complex equipment support service including targets to increase reliability and reduce obsolescence risk.

The IGMR team was aware that the Mark 8 always met its availability target but that the system did not always perform to the right standard.

As such, the team has introduced a 'reliability metric' – a novel concept within Naval Guns – to measure how reliable the system is in a bid to create a 'prevention not cure' approach. To further underline its commitment to improving the system, the team is organising open and honest feedback forums to ensure expected improvements are delivered.

The support contract will sustain around 40 jobs in Barrow-in-Furness and Devonport and aims to put in place a sustainable support solution for the 4.5-inch Mk8 guns, which will remain in-service until 2039.

IGMR team leader Stephen Ranyard said: "Following approval and contract award the 'real' work starts now and the DE&S team are looking forward to working with industry and the User community to deliver the improvements in weapon system performance that will improve Command confidence in this important capability."





## DVD preview

ne of the most important Land events in the UK returns to Bedford this year.

DVD 2016, sponsored by DE&S and the Army Headquarters and organised by Millbrook, will be held on September 7 and 8.

The event gives visitors, from all areas across Defence acquisition and support, the opportunity to network and share ideas about the future of the Army's equipment.

The development, modernisation and sustainment of Army capability is the underlying theme for this year's event, organised around the sub-themes of ready forces, strike and reducing logistic need.

Colonel Dominic Fox, Chief of Staff at the Land Equipment Operating

Centre, said: "DVD 2016 is promising to be an exciting and productive event. There will be Defence industry displays from more than 200 suppliers who will exhibit their equipment and services to showcase innovation and development."

"It will be particularly interesting to see the interaction generated between the Defence industry representatives and the MOD staff, both DE&S and Army, at the 'meet the team' briefing sessions - this is a rare opportunity for our Defence suppliers to engage directly with representatives of the MOD responsible for the each stage of the capability generation process.

"DVD remains an ideal forum for this interaction between Defence industry suppliers, DE&S teams, Army HQ staff and Field Army users."

Selected industry exhibitors will be invited to attend a pre-conference event on September 6. DE&S 'Meet the team' briefings will also be available across both exhibitor days. Displays will include a BAE Systems Terrier armoured vehicle and tactical wheeled vehicles, the General Dynamics Foxhound C2 and a Supacat Jackal 2.

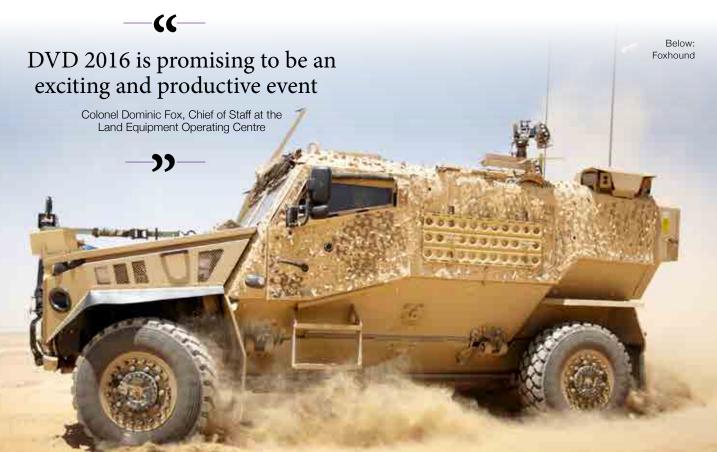
The DE&S Land Equipment Dismounted Close Combat (DCC) systems team will also have an interactive display and demonstration detailing the DCC journey over the past 10 years and looking to the future - including the Virtus body armour system and the SA80 personal weapon.

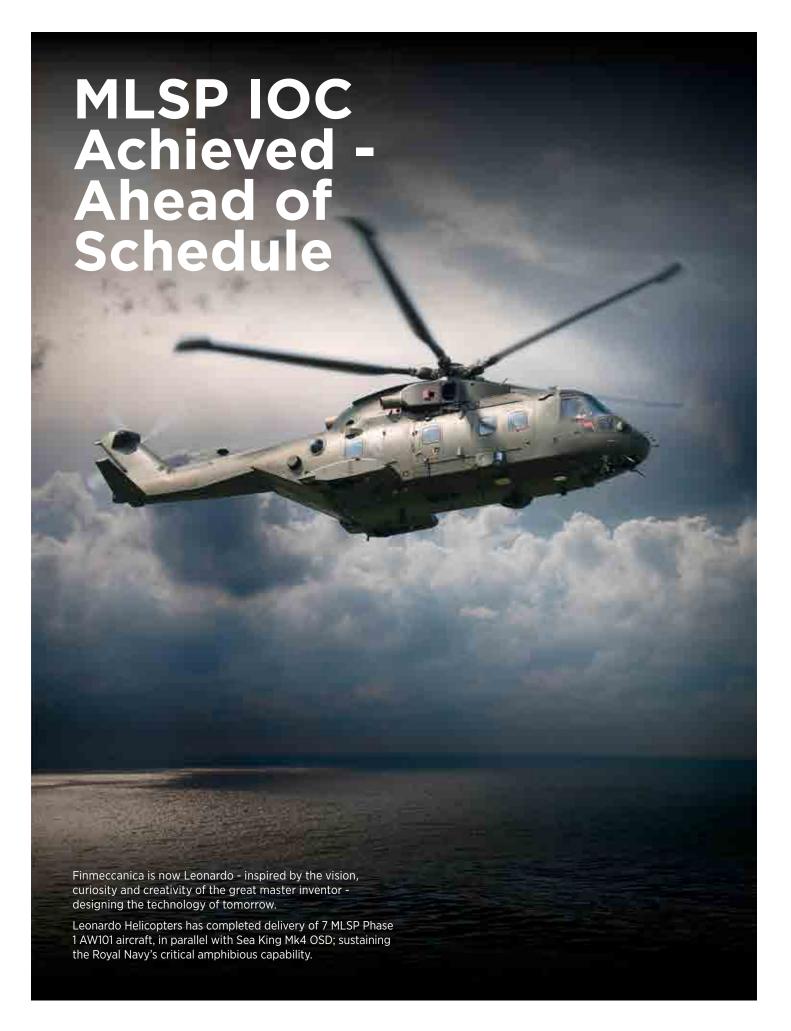
Below: Left to right -MAN tanker truck, Fuchs and Sniper rifle













# Targeting a more efficient approach

ew technology that will help the Army more effectively coordinate targeting activities including aerial strikes and humanitarian leaflet distribution is being procured by DE&S.

The Defence Targeting Toolset (DTT) is a software application designed by Raytheon UK for the Ministry of Defence (MOD) and provides a repository of targeting information.

The information can be used from the strategic level at the Permanent Joint HQ (PJHQ) all the way down to the tactical user at Brigade HQ to enable coherent planning for operations and reduce the risk of error.

DTT also provides a 'single version of the truth,' meaning users all have access to consistent and up to date targeting information and intelligence across all of the headquarters.

The DE&S project team procuring DTT are split across Abbey Wood and the DTT Battle Lab located at Waterloo Lines in Warminster.

The Battle Lab is also home to a number of the Raytheon software says this collaborative approach has provided many benefits

The Battle Lab provides a test facility, a knowledge base for advice to support the application and its development going forward, and technical support capability for DTT

Earlier this year, DE&S were pleased to be able to present the DTT application as a piece of suitably mature software for an Early Operating Capability (EOC) to be declared by Army HQ ahead of the planned in service date.

Colonel Matthew Botsford, Artillery Systems Program Leader, said: "The Defence Targeting Toolset is a major leap in managing targets and truly a 21st Century system.

"For the first time, many operators can see multiple targets, whereas previously this had been an ad-hoc process involving emailing spread sheets.

"I am incredibly proud of the joint DE&S/ISS teams for what they have done to date. This has been more than 10 years in the making and is on budget - a remarkable achievement."

The EOC milestone was added to the project as an additional opportunity, allowing DTT, which on DII, to be used on the MAGPIE network, a mission configurable network that is used on exercises and operations.

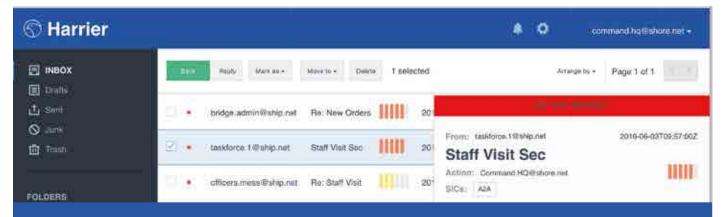
This will provide troops with access to the software on exercises and compliments the training that is now available at the Royal School of Artillery on the Defence Learning Environment.

There are many other applications that are available to support the targeting process. DTT will not replace these but will compliment what they are already doing.

Where necessary, DTT will also interface with existing applications such as the NATO Integrated Command and Control application.

The full in service date for DTT (once deployed on DII) will depend partly on the infrastructure, but in the meantime the project team continue to work with the users and Raytheon to improve the software both in terms of performance and usability.





#### Multi-Protocol Military Messaging from Isode

Isode provides server and client products for military messaging using STANAG 4406, ACP127 and SMTP, including gateways between these and other protocols. Isode also specialises in products for instant messaging using the XMPP protocol with support for constrained networks, federated multiuser chat and boundary guards.

For more information or to evaluate any of our products, visit www.isode.com.

Isode

info@isode.com





## On common sense, cyber and hiding in the mountains

Richard Medland has been the DE&S Principal Security Advisor since April 2012. He is in charge of solving crises and making sure they don't arise in the first place, as well as protecting business resilience

#### A brief outline of your career?

I trained as an accountant in the building industry and then worked as a National Insurance inspector. I wanted to join the MOD, so I pretended I was into computers and took on a programmer role, which led to business analysis and design. I have used those skills in all the jobs I have had since.

I'm not sure if this is the best story to tell, but I got into security the way many people used to: I was on holiday when someone asked who did security in my project; and was nominated because I wasn't there. Fortunately this opened up great opportunities for me as a security systems architect, designing information systems and as a programme manager working closely with industry. When this job came up, I thought it would be interesting to branch out of IT to work on the wider aspects of security; I had no idea just how challenging, wideranging and interesting it would be.

#### What does your role involve?

I oversee security at all DE&S sites, Defence nuclear sites and List X facilities; more than 1,000 facilities. The way I see it, my job is to protect people and things. On the proactive side, it means making sure we get the best value for money and having appropriate security capabilities in place. It involves protecting the public, the secrets of the nation and our international partners along with the intellectual property rights of defence industry, as well as making sure UK Defence has an advantage over any adversary.

On the reactive side, it means dealing with situations in which something has gone wrong. In those cases, everything tends to escalate very quickly and demand the involvement of seniors. For me, this is my everyday work, but for the people I assist it is one of the worst days of their lives, so it is very rewarding to be able to help people by calmly approaching the problem and work out the best way to understand and reduce the impact.

#### You are the security specialism lead in the Corporate Services Group. Is your role going to change in Transformation?

It will help me to do the role that I should be doing as a Principal Security Advisor. My job is to provide assurance to the Board that security risks are being managed and mitigated. In order to do that, I need to advise the organisation on how to reduce those risks. Transformation will give me more leverage to help people with their professional development, to make sure the right resources are used in the right places, and to generate more skills if necessary; people will not end up in security jobs simply because they were on holiday when the task was allocated.

We will spend £15.1 billion this year on equipment and support, and if we are spending that much money it must be really important to Defence. We must therefore ensure that this capability is going to be there when required. We need security to stop attacks, thefts, espionage and sabotage, and we need to make sure there is operational resilience.

#### What is staff's general approach to security?

In their daily lives, people take personal security very seriously - everyone locks their home in the morning when they leave for work because they know the risk if they don't. My job is to ensure they do the same in DE&S. I strive to ensure people are aware of their personal responsibility in this area. We work in Defence, and the whole point of Defence is having the capability to counter a threat.

My job is primarily to help people understand the real threats to our outputs. Armed with this knowledge I would like them to think: "if I'm spending this money on something, it must be important, and thus I need to invest some time and money on its protection". We are trying to make things easier for people, simplifying the message and the rules. But mostly, being more secure is about common sense.

#### Which myth about security are you most keen to combat?

It would have to be cybersecurity. If you ask people to define it, you would get a hundred different answers. Cyber is actually a made up word to describe a fictional world, introduced by William Gibson in his 1984 novel Neuromancer. He chose the word because it meant absolutely nothing. Cyber as an entity doesn't exist, but people, information, and physical storage of data do exist, and each of these need protecting.

Security is simple when we bring it back to the three essentials of what we need to protect, from whom, and how it might be attacked. The knowledge of the threats, and the subsequent behaviour of individuals in Defence (and our industry partners) is therefore the key mitigation to all of these threats. Failure by any of us to play our part in deploying proportionate and effective counter-measures against these threats risks reputational damage, financial loss and, most critically, given our mission, the compromise of the operational capability of the Armed Forces.

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

Going somewhere where there is no mobile phone signal. The least appealing aspect of this job is that I am always expected to be available, so I like walking in the mountains with no signal; I have a great team who can help while I am out of range.

## CASE STUDY\_

### Sophie Pierce from Ships Workforce Management and Communications gives her insight into working for DE&S

Sophie Pierce

#### Job title:

Ships Workforce Management and Communications Fast Track

#### How long have you worked for DE&S?

Five months

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

Being on a wider Civil Service Fast Track scheme, my preference was always to work within the MOD. After discovering the opportunities DE&S has been able to offer me, I am content I have made the right choice!

#### What does your role entail?

Primarily I support recruitment activity across the Operating Centre (OC), including arranging sifts and interviews. I am the lead for induction events for the Ships OC, and am looking at reviewing the processes to ensure new joiners are informed and welcomed to Ships in the best possible way. This is something that I have become passionate about, being so new to the business myself.

Another aspect is the Workforce Communications element of my role, which includes arranging events and training courses for individuals across the whole operating centre. I am also involved in planning and preparation for DE&S Families Day, as the OC focal point for 2016.

The Workforce Management team is situated within the Ships Portfolio Office, an enabling team that is constantly collating information from all the teams across the operating centre, which makes it a very fast paced environment. This is something I have had to learn to adapt to, but I enjoy the challenge and it makes my role very interesting - no two days are ever the same!

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

As part of my Civil Service Fast Track scheme, I am undertaking a Higher National Certificat level 4 and a National Vocational Qualifications level 4 in business. I have been able to choose the pathway of project management, which can provide me with some excellent skills to progress within the organisation. I also had the opportunity to visit HMS Bulwark and stay three nights on board, sailing from Liverpool to Devonport. Being in a recruitment role, it is easy to forget what our team supports - this visit really put this into perspective.

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

I enjoy the challenge of working in a fast-paced environment, as this has enabled me to develop my skills significantly in a very short space of time. Being in an enabling team means I am constantly networking and developing points of contact within the Ships OC and DE&S as a whole. Providing workforce resource to support the Project Teams across the OC has enabled me to see how the organisation works and the importance of what DE&S does.



#### What's your ambition?

The Fast Track scheme aims to provide the skills and knowledge to progress within my organisation, so ideally, upon finishing the scheme in two years' time, I hope to have the skills and experience to be able to obtain a promotion to C2 level. I would like to potentially move across other Operating Centres and Central Corporate business areas, whether that will be through moving roles or job shadowing to see how the organisation works as a whole.

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

I have overseen three induction events, which, being so new to the organisation myself, has quickly developed my understanding of the Maritime Domain and DE&S as a whole. My knowledge in relation to Human Resources has progressed significantly through overseeing two external recruitment campaigns, alongside being involved in a new project to increase Safety Suitably Qualified and Experienced Personnel (SQEP) and improve Safety Management in the Operating

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

I would recommend DE&S to others as a great place to work as I have seen the extent to which the organisation supports and develops individuals to reach their full potential. There is a strong collaborative working identity across the organisation as a whole. The added social benefits also provide a great balance between personal and professional commitments.

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

The flexible working hours mean you can easily adapt your working pattern to fit around personal and family life, and it also enables me to balance my time between study and work. There is an endless list of social benefits such as the Defence Discount card, the onsite gym and the Civil Service pension scheme. Having Costa in every building is also a personal added bonus of mine! The small things are easily overlooked but provide a great working environment.

### 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

E&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, 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.

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

### Rewards and benefits

n 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), a 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

E&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

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

Read more about equality and diversity in MOD.

## How to apply

Me 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.











### URRENT VACANCIES

#### Air Sentry Structures Support DE&S

Lincoln | £24,362 | Executive Officer /D | Closing date: 12 Aug 2016

Reference number 1498939 Post type Permanent Type of role Engineering Hours 37 Hours

Job Description: Support the management of the Airworthiness, Safety, Environmental and Security of the Sentry aircraft structure in accordance with published MAA and DE&S policy, guidance and procedures.

#### **Deputy Project Manager** DE&S

Bristol | £30,424 | Higher Executive Officer /C2 | Closing date: 13 Aug 2016

Reference number 1501261 Post type Permanent Type of role Info Technology / Project Delivery Hours 37 Hours

Job Description: Responsible for the management of the Air warfare Centre (AWC) Computer Support Flight (CSF) and Software Support Flight (SSF) support programmes on behalf of JFC. The project has an IT / electronics focus and previous experience in either or both of these would be a distinct advantage.

#### **Project Professional** DE&S

Bristol | £37,071 | Higher Executive Officer /C1 | Closing date: 15 Aug 2016

Reference number 1501969 Post type Permanent Type of role Project Delivery Hours 37 Hours

Job Description: This is a high profile post within the Command, Staff and Tactical Training (CSTT) section of TSSP, and will require a confident and motivated individual, who is comfortable working autonomously. Responsibilities include project managing the Battlefield Command and Control Trainer (BC2T), which is an In Service simulation system that allows training to be conducted from Section to Battlegroup level within Unit Lines.

#### Torpedo Defence and Counter Measures Project Manager DE&S

Bristol | £30,424 | Higher Executive Officer /C2 | Closing date: 05 Sep 2016

Reference number 1502844 Post type Permanent Type of role Project Delivery Hours 37 Hours

Job Description: The purpose of this post is to assist with managing the capability development and supporting projects for Torpedo Counter Measures (TCM) and Defence projects. These roles present an ideal opportunity for Project Managers interested in working within a small team in a big organisation, on smaller, but strategically important, projects utilising the full range of skills required to develop through the full Project Life Cycle (CADMID).

#### Supply Chain Manager DE&S

Bristol | £25,077 - £25,856 | Graduate Engineer | Closing date: 14 Oct 2016

Reference number 1495277 Post type Permanent Type of role Engineering, Science Hours 37 Hours

Job Description: The DESG scheme is a prestigious and fully accredited graduate scheme; probably the best development scheme in the UK scheme for Engineers and Scientists. This scheme leads to careers in engineering management of new and existing equipment and in-service support solutions within the Defence Equipment & Support (DE&S) organisation.

### FUTURE VACANCIFS

#### Logistics DE&S

Bristol | £24,362 | Estimated launch: Mid August 2016

Grade Executive Officer / D Post type Permanent

Type of role Logistics Hours 37 Hours

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.

#### Project Schedulers DE&S

Bristol | £30,424 & £37,071 | Estimated launch: Mid August 2016

Grade Higher Executive Officer / C2 & Senior Executive Officer / C1 Post type Permanent Type of role Project Delivery Hours 37 Hours

Project Professionals at DE&S can work on complex, interesting and often sensitive projects of great significance across many of the operating areas. There are excellent training opportunities for continued development.

#### Project Professionals DE&S

Bristol | £30,424 & £37,071 | Estimated launch: Early Sep 2016

Grade Higher Executive Officer / C2 & Senior Executive Officer / C1 Post type Permanent Type of role Project Delivery Hours 37 Hours

As above.

#### Air Engineering DE&S

Bristol | £24,362 | Estimated launch: Mid September 2016

Grade Executive Officer / D Post type Permanent Type of role Engineering Hours 37 Hours

DE&S' engineers work with industry partners to deliver programmes, provide specialist input to projects, and solve a range of engineering challenges.

#### Ships Engineering DE&S

Bristol | £30,424 & £37,071 | Estimated launch: Mid Sep 2016

Grade Higher Executive Officer / C2 & Senior Executive Officer / C1 Post type Permanent Type of role Engineering Hours 37 Hours

As above.

#### Procurement Managers DE&S

Bristol | £30,424 & £37,071 | Estimated launch: Mid Sep 2016

Grade Higher Executive Officer / C2 & Senior Executive Officer / C1 Post type Permanent Type of role Procurement / Commercial Hours 37 Hours

Procurement staff work with customers and project teams to purchase the equipment, works and services that the MOD requires. This could be anything from new warships to medical care.

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.



## **60 SECOND SPOTLIGHT**

#### Name?

Yve Lambert

#### Job?

IT Team Leader within Strategic Weapons Project Team

#### Your route into DE&S?

I suppose that my route into DE&S was guite unorthodox. I was teaching Equine Science at De Montfort University in Lincolnshire when I met my husband, who is in the RAF. As many partners of military personnel have found, it's really challenging to combine a career and children against a background of frequent relocation. My thought process was that, if I joined the MOD, I'd have a better chance of finding a job when we were inevitably posted!

I started as an E2 registry clerk at RAF Henlow in 2003. Within a year we were posted to Corsham where I successfully applied for an E1 job as personal secretary to a 1\* in the Defence Communications Services Agency (DCSA). I arrived in DE&S as a C1 in 2009 when the project team that I was working in was 'collocated' to Abbey Wood. My career anchor during this time had become Information Management, and in 2014 I was lucky enough to get the B2 Information Manager's job in Strategic Weapons.

#### Your claim to fame?

My husband is Chairman of the Soldiering on through Life Trust, which holds a yearly award evening, supported by senior military personnel, celebrities and occasionally royalty. I have met some really interesting people through the work of the Trust, including Anne Diamond, Jeremy Vine, Christopher Biggins and Lord Prescott. It never ceases to amaze me what goodwill there is towards our Armed Forces.

#### Your advice to anyone?

Leave the housework - the dust will still be there when your children are grown up. Never wear uncomfortable shoes. Plan for success, not failure.

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

My big passion is horses. Last year my daughter's beautiful show pony mare gave birth to a lovely foal and it's my job to bring him on and take him to shows. I spend as much time as possible outside so if I'm not at the stable yard I'm walking with my husband - we are climbing Kilimanjaro for charity in October, so are ramping up the training. I also love pilates and am planning to train as a pilates instructor. In any quiet time I love to read.



#### What are you most proud of?

My lovely family. My husband, who is also my best friend, is an absolute dynamo and is the most positive person I know - he is a full time RAF officer but still finds the time to be chairman of a national charity, husband and father. My children have survived having two very busy working parents and I am very proud of them both.

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

My sunglasses – I never go out without them. A hammock. Books - lots of them.

#### What irritates you the most?

People who talk and don't listen and people who moan about a situation without doing anything to change it.

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

The By Brook Valley, which I see from my bedroom window and never ceases to lift my spirits. When my daughter was little we used to hack along bridleways following the course of the valley and in later years it has become a favourite walk for us.

#### Your secret?

My close friends call me the dormouse, because I have a reputation for falling asleep at really inopportune moments. Over the years it has become a real joke amongst my friends that, if I disappear from the dinner table for more than 10 minutes, a search party is sent out. I'll leave to your imagination where my favourite spot for a little snooze is!

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

Email tom.morris114@mod.uk

## Afghanistan medal for civilian service



E&S employee Mary-Jane Harvey has received a medal for her service in Afghanistan under the Support to Operations programme.

Director Land Equipment Major General Robert Talbot Rice handed out the medal to Mary-Jane in front of her colleagues in the Armoured Vehicles Programmes (AVP) team. In a short speech, he recognised her invaluable contribution to the Armed Forces:

"I am full of admiration for staff who commit to deploying on operations. Not only does it give them a completely new perspective and understanding of our customers, but it also allows them to bring back new experiences into the organisation. Mary-Jane did a fantastic job during her deployment and it was my privilege to be able to present her with her operational medal."

Mary-Jane deployed as part of Operation Toral for six months in August 2015, as the only civilian in her unit. She worked as the Labour Support Unit Senior Operations Manager to provide human resources support to the Locally Employed Civilians working alongside the British Forces.

She said: "This has been a really rewarding experience. I was exposed to issues I wouldn't have faced in the UK and, although I can't deny it was challenging at times, it was a brilliant opportunity which has changed me as a person and given me a different sense of perspective."

## WeAreTheCity's Top 100

ayley Barnden, a Submarine Safety Engineer at DE&S, has won WeAreTheCity's Top 100 'Rising Stars in Defence' Award.

Defence was one of 20 industries making up the categories of the award ceremony, which celebrated the UK pipeline of female talent below management level and in doing so created 100 female role models.

Hayley was one of five women chosen to receive the accolade which was decided by 21 independent judges and 28,000 public votes.

Hayley said: "I was incredibly honoured to be nominated as a Rising Star in Defence, alongside several other women, both Military and Civillian. It was a complete shock to be announced as one of the winners and I'd like to thank my colleague Damien Cunningham for nominating me."

She added: "I unfortunately couldn't make the awards ceremony as I'd been invited to attend a Women in STEM conference in Brussels, but I followed the event on social media and I'm looking forward to working with all the Defence nominee's and winner's in the future?

Nick Newman, who presented Havley's award on behalf of PA Consulting Group, said: "The winners



of the defence category clearly represent leaders in the truest sense of the word."

Hayley recently appeared in Desider of November 2015, after winning the South West Final of the National Apprenticeship Awards.

### Forum success

he Nuclear Graduates and Apprentices Forum (NGAF) met up for their tri-annual event in July. The two-day event, hosted by DESG Graduates Samuel Wilkins and Lee Johns, was an opportunity for nuclear graduates and apprentices to learn how to further develop their careers by sharing their experiences and listening to motivational presentations.

Speakers included Rear Admiral Mike Wareham (Director of Submarines Acquisition), Richard McMeekin (Submarine Chief Engineer) and Clive Buckley (D-Tech Engineering Group Head).

Interactive sessions were organised throughout the event, to encourage and increase networking, with representatives from, AWE Aldermaston graduate scheme, DESG training teams, Submarine Workforce Management Team and the Nuclear Institute and Women in Nuclear (WiN).

The forum finished with an awards ceremony, to recognise those who have gone above and beyond in their contribution to the nuclear community.

Awards were presented by D-Tech Engineering Group Head, Clive Buckley and Technical Development Partner Grant Watkinson to: Charlotte Burman, Sam Wilkins, Lee Johns, Heather Fraser, Daniel Bradshaw, Alex Gisby and Thomas Post.

## **Exercise Bavarian Eagle**

ight members of the DE&S Land Equipment (LE) Soldier Training and Special Programmes (STSP) team visited the remote Allgau region of Bavaria, Germany, to learn a host of

The officers and Senior Non Commissioned Officers deployed on Ex Bavarian Eagle, which consisted of 10 days challenging skiing, survival skills, off piste techniques, avalanche drills and navigation.

The aim of the exercise was to deliver Ski Foundation 1 and Ski Foundation 2 qualifications whilst also identifying individuals with the skills to become ski leaders in the future.

Major Steve Burton MBE, of the DE&S STSP team, said: "The aim of adventurous training is to develop individual courage and leadership skills through exposure to risk in a challenging outdoor environment in order to enhance operational capability.

"Adventurous training is an integral part of military training that supports the development of the values and standards of the British Army, enhancing an individual's ability to withstand the rigours of operations.

Ex Bavarian Eagle definitely met the aim mentioned above, the challenging training in an austere and hostile environment helped to develop the leadership, teamwork, physical fitness and physical courage of those who took



Above: Members of the STSP team in Bavaria



## **Equestrian** Championships

ivilian and military riders from Abbey Wood enjoyed success at the UK Armed Forces Equestrian Championships 2016 held at the Addington Manor Equestrian Centre in Buckinghamshire.

Mrs Vanessa Arruda, from the DE&S International Relations Group, and her horse Cienus (aka Lui) won the Dressage class, and Commander Jo Bollen, from the DE&S Joint Services Support Team, captained the Royal Navy Dressage Show Jumping and Eventing Team into second place in the Open Services Team Show Jumping competition.

Rob Ponsford, from the DE&S C-130J team, competed at sabre/lance/revolver which involves jumping fences and taking out targets with the weapons.

Vanessa said: "We would like to thank Abbey Wood Saddle Club for their support, the Defence Sports & Recreational Association (DSRA) and the Royal Navy for their sponsorship."



Above: Vanessa Arruda and her horse Cienus

### Man v Horse Marathon



Above: Lara Mathias and Easter surge on

ennifer Spence of the DE&S Unmanned Air Systems team and Lara Mathias, a business manager in the Defence Safety Authority, took on the Annual Man v Horse Marathon held in Llantwrtyd Wells.

With Jennifer on foot and Lara on her trusty steed Easter, the pair, both members of the Abbey Wood Saddle Club, took on the famed 24 mile course across the Brecon Beacons.

Jen said: "It was epic! If running through bogs, brambles, rivers and getting eaten alive by mozzies wasn't enough, throw 50 horses into the mix!"

Lara, who triumphed on Easter, added: "It was very emotional day. I was so proud of my pony, who worked tirelessly through some tough terrain."

The ABW Saddle club is always looking for new committee and members. Contact DESCSTAir-ABW-Saddle-Club-OIC@

### Inspiring the **Next Generation**

en school teams, judges, teachers and staff from DE&S attended a successful Primary Engineer celebration at BAWA club in Filton.

The event, aimed at inspiring children to take their first steps into the world of engineering, saw teams design model vehicles and use them to see how far they could travel while carrying cargo.

Adjudication and instruction was provided by twelve engineers from DE&S who built on the engagement work already undertaken by mentors from DE&S over the previous ten weeks.

Run annually with the participation of schools from the Bristol area, the Primary Engineer team and supported by DE&S, the event has promoted the importance of engineering and the future it offers.

DE&S engineer Robert Bates said: "It is a fantastic opportunity for the children to showcase their Engineering ability, and I am constantly amazed at their ingenuity."

For further information contact Rachel Dyer on 36769.

### **Tennis** Championship

team representing MOD Abbey Wood has won the Army Inter Unit Tennis Championship.

The MOD Abbey Wood team held off competition from the Royal School of Military Engineers (RSME) in the final to claim the title in straight sets. It was the first time the event has been held since 2003.

The team had previously won the South West regional competition, which allowed entry into the finals day held at the Army Tennis Centre in Aldershot.

It marks the second sporting success in recent weeks, as a DE&S team finished as silver medallists in the B Cup final of the RAF Inter-Station Tennis Championships in June.

For more information about playing or competing contact Wg Cdr Edward Dodwell (DESDAT-SO1Assurance@ mod.uk) or Maj Ian Haigs (DESSPCISR-RM6@mod.uk).

### **MOTTO** the MOD Lottery May 2016 winners

#### £10,000

Karen Cash (Yeovilton)

£ 5,000

Mark McCrae (Liverpool)

£ 2.000

Paul Athawes (Abbey Wood)

Marie Nicholson (Lisburn)

Christopher Louka (Wethersfield)

#### £100

Elvis Farley (Abbey Wood)

Paul Betteridge (RAF Leeming)

Mairead Lally (Abbey Wood)

John Williams (Wimbish)

Bernice Dick (Corsham) Emma Potter (Marchwood)

Stephen Christina (Aldermaston)

Paul Thornton (Gosport)

Carole McCombe (RAF Valley)

Stephen Grocock (RAF Waddington)

Simon Gopsill (Sutton Coldfield)

Sharon Jackson (Kempston)

Carl Crane (Horse Guards)

Mark King (RAF Manston)

Derek Sturge (Brussels)

Miles Taylor (Ruislip)

Jacqueline Collier (Abbey Wood)

James Baird (RAF Fylingdales)

Paul Cowley (Whitehall)

Lyn Winfield (Andover)



Above: Edward Dodwell unleashes a forehand

