

# desider

the magazine for defence equipment and support

**New surveillance and  
target support deal**

# THE DE&S WAY

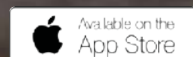
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cover image

Pictured: Soldier aiming a rifle fitted with a Laser Light Module (LLM) Mk3 and Lightweight Day sight (LDS)

**desider**

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# FOREWORD

By Tony Douglas, CEO

I was thrilled last month to hear that DE&S had been presented with 'Employer of the Year' at the University of the West of England's (UWE) 'Celebrating UWE Talent' awards.

The award recognises organisations that have made an outstanding contribution to supporting the development of UWE students' and graduates' employability skills.

We have been building a strong relationship with the university over a number of years in the realisation that there is a wealth of talent on our doorstep.

It's fantastic that the university clearly value the collaboration as much as we do and we will continue to build on this excellent partnership.

In keeping with the theme of partnership, I had the great honour last month of meeting nine Major Generals who paid a visit to Abbey Wood as part of their Army Generalship Programme.

It was refreshing to have an honest and open conversation with them about how we will be operating in the future and any issues and concerns they had.

For a number of them it was their first visit to DE&S and I know that all of them were incredibly impressed by the expertise and dedication of our staff to procuring and supporting their equipment so thank you to all of those who met them.

Just days after their visit – as if to underline that commitment - we awarded a deal for Surveillance and Target Acquisition Support (STAS) to a company in Wales called Qioptiq.

The deal will see battle-winning handheld equipment - including night-vision goggles, day and night weapon sights, periscopes, laser aimers and target locating equipment repaired and maintained over the next six years, to ensure they are available to troops on operations around the world.

Elsewhere there was good news for the RAF with the announcement that we have signed a deal with MBDA to regenerate Storm Shadow to ensure the air launched missile remains ready for operations.

Collaborating with the French on this agreement saved millions of pounds and further underlined the strong working relationship we have with our close neighbours.

And finally we have further strengthened our collaboration with industry by investing £8 million to extend an innovative research and development programme exploring emerging technologies in the unmanned air systems arena.

Innovation is vital to stay ahead of the game. It is beholden on us to pursue emerging Defence technologies so that we can best support our Armed Forces.

In short, another very successful month. Enjoy the issue.

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## Henry Parker, Director Ships Acquisition, talks to Desider about his role at DE&S, becoming a civilian and facing the most challenging year of his career



Picture: Ed Low

**A**fter 34 years in the Royal Navy, I've recently become a civilian. I've worked for DE&S and its predecessor organisations for 11 years and I want to continue doing DE&S work.

I have also worked for an additional 11 years on Ships Acquisition related activity for other organisations. I have worked on both the build and refit of submarines, worked with the US Government in Washington DC to make agreements over the Successor programme, and have also worked for BAE Systems in Barrow. I've experienced all parts of the development life-cycle delivering DE&S projects in industry, in MOD HQ and as ship staff (i.e. the customer) accepting a final product into service, and I think that's a great benefit to my work.

My role as Director Ships Acquisition means that I, along with my team, look after the build of Britain's complex surface warships. Currently that's the aircraft carriers, the Type 26 global combat ship and offshore patrol vessels. We're also supporting the Government's decision-making on the National Shipbuilding Strategy, providing advice and data around the new frigate Type 31 project.

There are 150 staff working in my area. Around 80 of those are in Abbey Wood and

the rest are based at various locations across the UK. I have a team in Rosyth; a team working on the carrier programme with industry at Bristol Business Park; another team working on Type 26 in Filton; and a smaller number based in the Clyde shipyards as well.

It doesn't matter what function you're in – HR, Finance, Engineering, everyone on my team is building a ship. We manage an enormous amount of activity with an incredibly small team. It's hard work but it's also extraordinarily rewarding. All my staff should be very proud of the role they play; they do a great job.

My favourite part of the job is going out to the shipyards and speaking with those involved in the manufacturing process. Numbers are really important, as they allow you to have an informed discussion about what decisions you need to take to keep the programme on track. But it's actually talking with the people on the ground that brings those numbers to life and helps us understand what's going on.

Last year was a very busy year for Ships Acquisition. In the 2015 Strategic Defence and Security Review, the decision was taken to reduce the number of Type 26s and bring in a second class of frigate, which will be identified by the National Shipbuilding Strategy. This required us to rebuild the programme and

re-organising the schedule around changed assumptions on the numbers of Type 26s we'll be purchasing.

But thinking ahead to the next 12 months, I expect this to be the most challenging year of my career. Following the announcement of the Type 26 deal with BAE Systems in November 2016, we're now working towards steel cut and the signing of the manufacturing contract in the summertime.

We're also aiming to get the first Offshore Patrol Vessel off-contract, i.e. to accept delivery of a product that meets our contracted requirements, by the end of July. That will be followed by acceptance of the first of the carriers, the HMS Queen Elizabeth, by the end of the year. In addition, we're looking forward to supporting the delivery of the outcomes of the National Shipbuilding Strategy.

I always say my proudest achievement came very early on in my career, when I was a young Lieutenant delivering a submarine from build to fleet acceptance. But this time next year I may be saying that achieving all of this is my new proudest moment!

Pictured: A CGI of a Storm Shadow Missile © MBDA UK Ltd



# Storm Shadow deal signed

**D**E&S has awarded a £146 million contract on behalf of the Ministry of Defence (MOD) to regenerate an anti-air launched missile.

The deal, with MBDA, secured by the DE&S Air Dominance and Suppression (ADS) team, will ensure the Storm Shadow missile remains fit for purpose and ready for operational use by the RAF.

Storm Shadow is a combat-proven, long-range, precision cruise missile, already in service with RAF Tornados. The regeneration will consist of a midlife refurbishment of current missile parts such as the turbo-jet engine, an upgrade of the navigational system and a like for like replacement of items such as the cabling, seals and gaskets.

The missile is designed to target substantial buildings and structures, such as military facilities, control centres, bunkers, missile sites, airfields, which might otherwise require the use of several aircraft over the course of numerous missions.

The midlife refurbishment programme has been developed in co-operation with the French Government, who will be regenerating their own similar missile, known as SCALP – a collaboration which will provide £50 million in savings for both countries.

Speaking about DE&S' involvement in the contract, Simon Stephens part of the ADS team, said: "This contract has been the culmination of four years hard work with MBDA UK and our counterparts in the French equivalent of the MOD, the DGA."

He added: "This cooperation with industry and our French colleagues has allowed us to develop the mid-life refurbishment programme for Storm Shadow, and the French equivalent missile SCALP, meeting a challenging timetable and achieving £50



Pictured: Minister for Defence Procurement, Harriett Baldwin, with her French counterpart Laurent Collet-Billon

million savings across defence. It's a positive example of our Anglo-French collaboration."

Minister for Defence Procurement, Harriett Baldwin, made the announcement alongside her French counterpart Laurent Collet-Billon.

Speaking at the event, she said: "Storm Shadow is a proven and vital missile for the RAF, and this £146 million upgrade will ensure it is always ready for whenever our Armed Forces might need it to defend our way of life."

She added: "This contract is an important part of the Government's £178 billion plan to ensure our Armed Forces have the right equipment at the right time."

The contract will keep the missile in service for the next decade and beyond and help to sustain around 60 UK jobs at MBDA in

Stevenage and Bolton and over 40 jobs through the supply chain.

Praising DE&S' collaboration with industry on the midlife refurbishment contract, Chief Executive Officer Tony Douglas added: "The contract to regenerate Storm Shadow, a combat-proven, all-weather precision missile, provides a clear example of the MOD and UK industry working effectively together with our counter-parts in France; providing our UK Armed Forces with the best equipment possible while sustaining dozens of UK jobs."



Pictured: After the announcement Sir Michael Fallon visited various facilities in Oxford to promote innovation. Here he is pictured at Reaction Engines looking at a heat exchanger, a component part of the SABRE (Synergetic Air-Breathing Rocket Engine)  
Below: DE&S CEO Tony Douglas

# Investment in innovation

**D**E&S CEO Tony Douglas has hailed an £8 million investment in an innovative research and development programme exploring the future of unmanned air systems.

The second phase of the Rotary Wing Unmanned Air Systems (RWUAS) Capability Concept Demonstrator (CCD) will help to inform the Royal Navy and British Army of upcoming technologies in the unmanned air systems arena.

Mr Douglas said: "Investing in innovation is a priority in DE&S; and research programmes such as the Rotary Wing Unmanned Air System demonstrate our commitment to ensuring our Armed Forces have the best and most advanced equipment and support possible.

"This project also highlights how we collaborate effectively with industry, utilising skills across both organisations to fully understand the emerging capabilities in the unmanned arena."

The programme was announced by the Defence Secretary, Sir Michael Fallon, during an innovation speech at Oxford University last month.

Developed in partnership with Leonardo Helicopters, the two year investment will be a vital tool in discovering how unmanned air systems

can support our front line troops whilst on the battlefield, on operations and in training.

Speaking at the event, Sir Michael said: "Defence is working with partners across the country to harness innovation to keep this country safe and build a prosperous economy for everyone.

"Backed by our rising defence budget and £178bn equipment plan, this joint research will deliver the understanding our Armed Forces need to maintain our military advantage in the future."

RWUAS CCD will utilise the specialist engineering skill base at Leonardo Helicopters by exploring emerging rotary wing technologies and methods. It aims to identify, develop and exploit the opportunities offered by emerging technologies, to reduce costs and increase the agility, flexibility, resilience and persistence of UK rotary wing capability.

Phase two of the programme will draw upon the findings from the first stage, which focused on the Royal Navy's requirements for an unmanned air system. This second phase will build upon this, expanding its scope to explore opportunities for this to contribute to both the maritime and land battle space.



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Investing in innovation is a priority in DE&S; and research programmes such as the Rotary Wing Unmanned Air System demonstrate our commitment to ensuring our Armed Forces have the best and most advanced equipment and support possible

DE&S CEO Tony Douglas

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# Targeting future success

A Welsh company has been awarded an innovative £82 million contract to provide support for vital surveillance and targeting equipment to our UK Armed Forces.

The Surveillance and Target Acquisition Support (STAS) deal with Qioptiq, which is based in St Asaph, North Wales, will see 53 types of battle-winning handheld equipment - including night-vision goggles and day and night weapon sights - repaired and maintained over the next six years, to ensure they are available to troops on training and operations around the globe.

The contract, secured by the Dismounted Close Combat (DCC) team at DE&S, will help to create eight new positions at the company, which

employs around 560 people at its St Asaph and Bodelwyddan sites. In addition, by merging

20



Pictured: Qioptiq have been awarded the contract to provide support for vital surveillance and targeting equipment to the UK Armed Forces

previous individual support contracts into one deal, the MOD will make savings of £47 million over the next six years.

Speaking about the STAS contract, DCC programme leader Marcus Bruton said: "The achievement of successfully securing this contract with Qioptiq is down to a sustained effort by a highly skilled project team over three years.

"STAS is part of the wider initiative by the Land Equipment Operating Centre to deliver more cost effective support solutions to the Army customer by putting the S back into DE&S."

Team member James Hennessey added: "As an ex-soldier, getting the right equipment at the right place at the right time has always been important. To ensure STAS achieves this for the STA suite of equipment has been at the back of my mind right from the early concept phase. To finally see STAS deliver makes me extremely proud of all the people who have been involved with delivering a fit for purpose and value for money support solution that fully meets the customer's needs."

The contract award was announced at the IDEX trade show in Abu Dhabi by Minister for Defence Procurement Harriett Baldwin. Speaking at the event, she said: "It's a pleasure to announce this £82 million contract here at

IDEX. This deal will provide our troops with the equipment they need to stay safe, while also delivering £47 million of savings.

"This contract is made possible by our £178 billion equipment plan, supported by a Defence budget that will rise every year until the end of the decade."

The STAS deal covers equipment used right across the Armed Forces, from frontline infantry and Royal Marine soldiers to military specialists such as bomb disposal experts, including infantry periscopes, laser aimers and target locating equipment.

Mike Batty, part of the DCC team within Soldier Training and Special Programmes, said: "I am very proud of how the team have taken a complex and wide ranging requirement and worked closely with industry to deliver an innovative contract whilst making significant savings."

He added: "This work will allow us to offer the required support for 190,000 pieces of STA equipment in a far more efficient manner"

DE&S Chief Executive Officer Tony Douglas also attended the IDEX trade show and praised the success of the STAS contract delivery.

He said: "This new deal with Qioptiq has reduced costs by a third, demonstrating how we are constantly striving to build innovation and value into Defence procurement and support. Crucially, the STAS contract will deliver improved support to Her Majesty's Armed Forces."



Pictured: A soldier wearing a head-mounted night vision systems (HMNVIS)

# NEWS IN BRIEF

## BESPOKE DE&S STAMPS LAUNCH

Two bespoke DE&S stamps have been commissioned and went on sale last month.

The stamps, one of which is pictured on the right, are available to purchase at the Royal Mail's Post & Go stamp machine located in the Central Facilities Building (CFB) at MOD Abbey Wood.

Two additional stamp designs have been submitted to the Royal Mail's stamp programme and, if approved, will be commissioned.

The Post & Go stamp machine has been installed at Abbey Wood on a trial basis by the British

Forces Post Office (BFPO) in response to staff feedback.

It provides a quick and convenient way to purchase stamps (first class, second class and airmail), using the inbuilt secure chip and pin device. Mail can then be sent via the onsite post box.

Other services, include allowing staff to pay bills and send multiple items overseas, will follow.

Roger West, Director Logistics Delivery, said: "This is a great initiative that will help our staff send mail in a fast and convenient



way, with the potential to offer an enhanced service in the future."

See page 15 for *Desider's* feature on BFPO

## HMS ALBION UPGRADE SUCCESS



The Royal Navy's amphibious command ship HMS Albion has embarked her crew, marking a major milestone in the ship's

multi-million pound capability upgrade in Plymouth.

The successful restoration of Albion is a credit to the enduring

partnership between DE&S and the Ministry of Defence's industrial partner Babcock.

Almost 350 Royal Navy sailors

and Royal Marines have moved on board for the first time in almost six years.

The ship celebrated with the galley serving its traditional first fish and chips in HM Naval Base Devonport.

The ship's senior naval officer, is Commander Stuart Yates.

He said: "The moving onboard of my ship's company of sailors and Royal Marines marks a pivotal point in HMS Albion's rejuvenation and confirms that we remain on track to commence operations in 2017."

To date, 1.2 million man-hours of work have been needed to ready the 20,000 tonne ship for operations. The major package of work will see in excess of 110 improvements incorporated.

## DEFENCE EXHIBITION IN CARDIFF

The Defence Procurement, Research, Technology & Exportability (DPRTE) 2017 Conference & Exhibition takes place in Cardiff this month.

The exhibition is attended by hundreds of industry delegates, exhibitors and representatives from MOD and DE&S acquisition teams, prime contractors and trade bodies.

The aim of the exhibition is to provide the defence buyer and supplier, including numerous Small & Medium-sized Enterprises (SMEs), with the opportunity to interact and communicate across a single platform.

It is believed this will enhance

effective collaboration and competition in all areas of defence procurement, technology, research and export activity.

The DE&S and MOD acquisition community will have the opportunity to engage informally with companies in the defence marketplace in a specialised Buyer Engagement Zone.

This year, Nick Elliott, DE&S Director General Commercial, is one of the keynote speakers.

DPRTE takes place on Tuesday, March 28, at Cardiff's Motorpoint Arena. To register or find out more about the event please visit [www.dprte.co.uk/](http://www.dprte.co.uk/)



# NATO SUBMARINE RESCUE SYSTEM IS TESTED IN ARCTIC WINTER

The NATO Submarine Rescue System (NSRS) has been tested in Arctic waters for the first time during an exercise in Norway.

NSRS is unique in that it is a capability managed directly by DE&S on behalf of the three partner nations (Norway, France and the UK) and does not belong to a front line command.

During Exercise Northern Sun 2017 in Evenes, crew members were rescued from aboard a participating Norwegian submarine 'stranded' 127 metres below the surface.

In doing so, the NSRS team successfully proved the submarine rescue vehicle and the hyperbaric

pressure system in average temperatures of -10C.

Commander Ian Duncan, project manager for the NSRS team, liaised with Defence Supply Chain Operations and Movements (DSCOM) to get 350 tonnes of equipment flown to Norway aboard seven C-17, two Antonov and two A400M aircraft.

He said: "This was also the first time we have flown the equipment between Prestwick and Evenes."

In addition diving and medical teams from the three partner nations took part.

The NSRS has the capacity to rescue up to 150 personnel from a disabled submarine 610 metres beneath the surface.



## DE&S VOYAGER TEAM VISIT BRIZE

Members of the DE&S Voyager team visited RAF Brize Norton to see the platform they proudly support in action.

The team, which was praised last year for converting a Voyager into an aircraft fit for transporting Government ministers and members of the Royal Family in just seven months, got to fly on board a Voyager and witness air-to-air fuelling.

The team saw two planned Air to Air refuelling serials over the North Sea as part of a 'familiarisation visit'.

The first involved seven RAF Typhoons - a number of which used the hose and drogue wing mounted pods refuelling points. The second saw a C-130J

Hercules, which used the centre line refuelling hose behind the Voyager Aircraft.

Voyager team member Robert Allen said: "With sunshine and blue skies the conditions were ideal for the staff to view at close hand the AAR refuelling process and the incredible engineering that goes into it."

Colleague Helen Knott said it had been a unique experience.

"It was a very long but interesting day which gave us all a rare but fantastic opportunity for civilian staff to witness the operational side of the Voyager fleet," she said.

The team would like to thank the RAF flight and cabin crew on the day for facilitating the visit.



## BUSINESS MANAGEMENT SYSTEM



A new Business Management System, which will become a one stop shop for all DE&S process documentation, launches next month.

It's a huge step change for DE&S, bringing all the ways we work together into one single source. Central to transformation, it will put in place the consistent processes we need, to deliver the outstanding service our customers expect.

Business Process and Assurance Function Manager, Phil Sheldrick, said: "Not only will our work to

standardise and consolidate our entire working processes make life easier for our staff.

"The level of consistency and efficiency we'll achieve will ensure we can deliver better to our end customers - which is ultimately the driving force behind everything we do."

The Business Management System will launch with the organisation's essential processes, and will continue to evolve with new processes added in phases over the coming months.

Some of the British Army's highest ranked officers have praised the commitment and talent of DE&S staff after paying a visit to MOD Abbey Wood last month.

As part of the Army Generalship Programme, a total of nine Major Generals visited the Bristol site to get deeper insight into how DE&S does business and meet some of the staff dedicated to procuring them the very best equipment.

During their time at Abbey Wood they also met with DE&S CEO Tony Douglas, Chief of Materiel (CoM) Land Paul Jaques who is also Quartermaster-General to the Army (QMG),

and Kevin Connell, managing director of General Dynamics, to get an industry view.

Major General Nick Borton, General Officer commanding the 3rd (United Kingdom) Division, said: "This was my first visit to Abbey Wood in many years, and it was truly heartening to see the effort going into equipping and sustaining the force. We are the owners of the vast majority of tracked armoured vehicles in the Army, and I was delighted to see the number of exciting new equipment projects in development, to ensure we have fully modernised battle-winning kit in the future. The whole enterprise is extremely impressive."

Major General Felix Gedney, Brigadier Army Staff, said: "It was impressive to see the

scale of the work being conducted by DE&S to deliver acquisition and support for the Front Line Commands. I was particularly struck by the commitment and expertise of the people at Abbey Wood, and the progress of the transformation programme."

Major General Ben Bathurst CBE, General Officer Commanding London District and Household Division, said: "I was last in Abbey Wood 20 years ago, when I worked in the equipment capability area so I was already aware of how dedicated and passionate the people who work here are. It's 20 years on and projects have become even more complex but it's clear too that the workforce has moved on and there is so much talent here.

"I have been incredibly impressed and I very much value being given the opportunity

Picture: Ed Low

# Army top brass praise DE&S staff on visit to AB

to visit.”

During their meeting with CEO Tony Douglas, he explained that the organisation was undergoing significant change through its transformation programme to ensure it continued to attract and retain the very best talent.

He also outlined the importance of understanding the customer, his desire to ensure the support aspect within DE&S is increased and the importance of having absolute clarity around requirements from the very start to ensure they can be delivered.

Tony told them: “We are very proud to be the procurement agent for the Armed Forces and we work as hard as we possibly can to achieve the best possible value through the equipment and support agenda.

“Our responsibility is to work with you to do our level best to deliver better value so we can

invest in better capability.”

He added that he was happy to get tough with industry, where he believed there was a “great scope of opportunity” to drive enhanced deals and innovation within the Defence industry and added that having military personnel at DE&S remains vital.

“I absolutely want military staff in DE&S. They anchor us to reality; they provide a proper linkage to the customer requirement; and they bring reality to their civil servant colleagues’ understanding of why DE&S is here,” Tony said.

Asked what he and DE&S wanted from the Army, Tony replied: “Clarity from the outset is vital.

“We need to understand the parameters that drive success from the get-go. If it cannot be realistically delivered the ‘computer should say

no’ and then we can deal with the reality.”

Brigadier Doug Gibson, Head of the Land Domain and Army Customer Team (LDACT) at Abbey Wood, coordinated the visit.

He said: “DE&S are here to equip and support our Armed Forces. We invited the Major Generals because we need to explore how the Army gets the most out of DE&S, and for DE&S to be an intelligent supplier we need to understand our customer well.

“I hope that having come here and spoken to our staff they will realise how incredibly passionate they are and how determined they are to provide them with the best possible equipment.”

Pictured: DE&S CEO  
Tony Douglas with  
the Major Generals

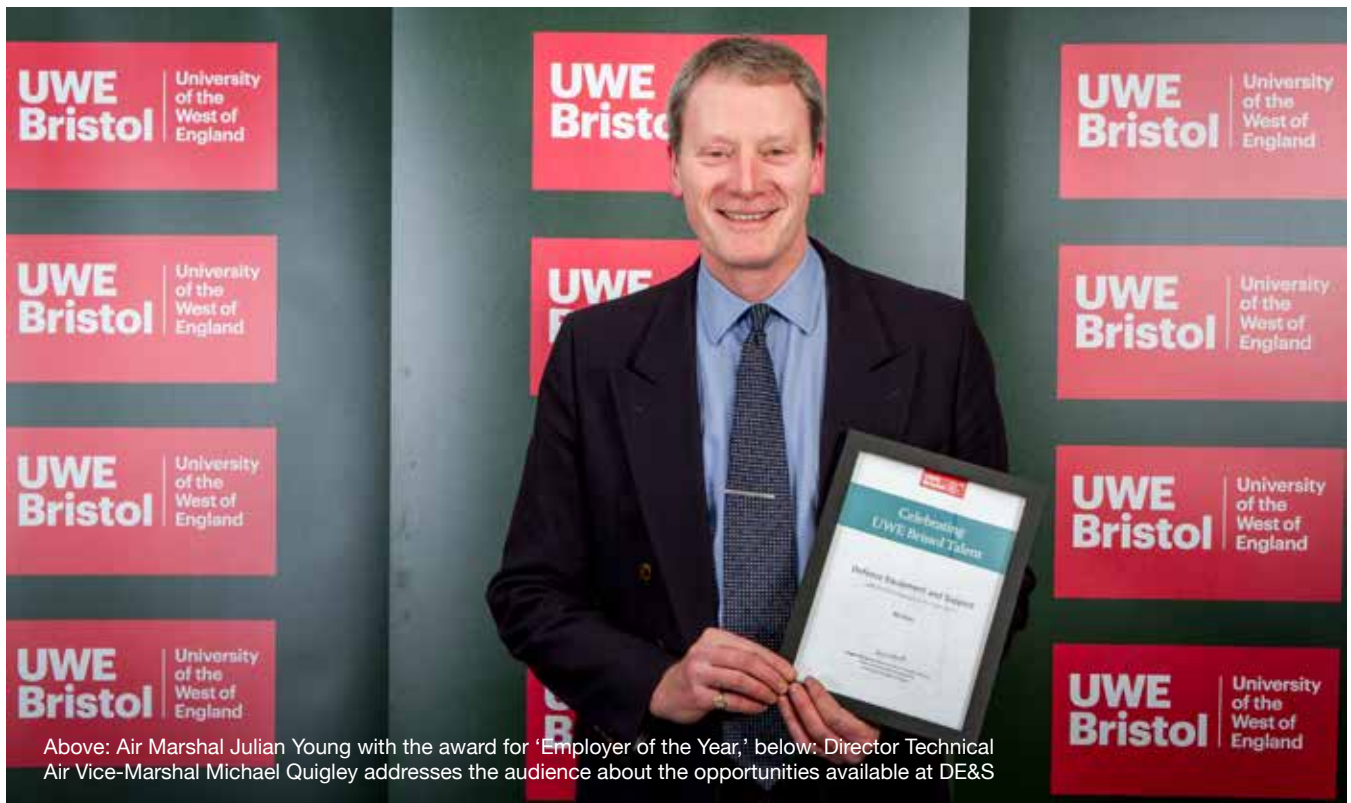


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“It was impressive to see the scale of the work being conducted by DE&S to deliver acquisition and support for the Front Line Commands. I was particularly struck by the commitment and expertise of the people at Abbey Wood, and the progress of the transformation programme

Major General Felix Gedney

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Above: Air Marshal Julian Young with the award for 'Employer of the Year,' below: Director Technical Air Vice-Marshall Michael Quigley addresses the audience about the opportunities available at DE&S

# DE&S employer award

**D**E&S has been recognised for its strong links with the University of the West of England (UWE) at the university's prestigious 'Celebrating UWE Talent' award ceremony.

At the university's Exhibition and Conference Centre on February 15, DE&S was presented with 'Employer of the Year' - an award that recognises organisations that have made an outstanding contribution to supporting the development of UWE students' and graduates' employability skills.

Following the successful Dismounted Close Combat (DCC) project management internship programme, DE&S has, this year, increased the number of placements offered to UWE Bristol students to 36.

In addition, DE&S has created part-time student opportunities and worked with academic colleagues on the development of the Information Management / Information Technology element of their Apprentice and Graduate Scheme.

Chief of Materiel (Air) Air Marshal Julian Young, attended the ceremony in his role as DE&S apprentice and graduate champion, alongside Director Technical Air Vice-Marshall Mike Quigley, who is the senior liaison between DE&S and UWE.

Air Marshal Young said: "I was delighted to attend the 'Celebrating UWE Talent' awards 2017, and even more so to find myself invited onto the stage on behalf of DE&S as our organisation's apprentice and graduate champion to collect the 'UWE Bristol Employer of the Year' award.



"For some years now, DE&S has been aware of the huge pool of talent at the university, which is our nearest neighbour, and we have been keenly establishing links in a bid to highlight the exciting careers in a variety of functions we can offer here at Abbey Wood and at our satellite sites around the UK. It is great that we have now offered placements to 36 undergraduates.

"We intend to continue building on the excellent relationship that exists between DE&S and UWE and look forward to the mutually-beneficial union prospering both us and the university's students for many years to come."

A spokesperson for UWE said: "DE&S has a long-standing relationship with UWE Bristol and over the last 12 months the organisation has significantly increased their engagement with us, by proactively and regularly participating in a variety of on-campus activities, providing a broad range of placement, internship and graduate roles, as well as contributing to curriculum-lead presentations.

"The organisation is committed to supporting diversity in the work-place at every level and, through this fruitful partnership work both organisations have been able to share in this fantastic success."



**d**  
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CONTENT

# BFPO: Delivering an all important morale boost



Pictures: Ed Low

Above: Paul Bagley sorts through mail bound for HMS ships

→ Continued

## The British Forces Post Office (BFPO) is moving with the times when it comes to technology but, as Desider discovered, the number one staff priority is to get the mail to members of the Armed Forces come hell or high water

“The one thing with mail is that it’s an enormous morale booster. Despite the advent of the internet and mobile phones, there is nothing more important than getting a letter or parcel from a loved one that you can take to your tent or trench and read again and again.”

These words, from Lieutenant Colonel Brett Duxbury, Commanding Officer BFPO Support Services & SO1 Postal and Courier Operations, ring true throughout Desider’s visit.

He is keen to highlight the technology in place. This includes x-rays of mail coming in, a new six colour scanner that can test for chemicals, powders and explosive substances and a new gateway recently installed that will detect any radiological matter on lorries entering the BFPO compound.

On the way out of the depot, a further enhanced x-ray takes place, allowing mail to be put on civilian planes at Heathrow and Gatwick. These aircraft transfer mail to locations not

served by the RAF aircraft flying out of RAF Brize Norton. The stringent security requirements mean that BFPO must hold Civil Aviation Authority accreditation for this to be possible.

And while this security is vital in the world we now live in, the focus of the 27 military and 200 civilian staff at the BFPO’s purpose built centre at RAF Northolt in West London remains making sure mail and Protectively Marked Material (PMM) is delivered the “final mile” to our Armed Forces as efficiently as possible.

Paul Bagley, the Leading Regulator in charge of coordination of fleet mail, is one such staff member who perfectly

encapsulates the spirit of the team at BFPO.

Paul, who joined the Navy in 1993, is the single point of contact at BFPO for ships. As such, he liaises with personnel on board to find out on what date and at which port they will be arriving.

“Having joined the Navy as a young sailor, there was great anticipation about getting into port and receiving letters from friends and family, especially if it was your birthday”, he said.

“It has so much impact, because you have such little contact with the outside world when you are on board. That’s why I appreciate it’s so important I get it right.

“Last Christmas, a tonne of mail was bound for overseas but only made it as far as Amsterdam. I managed to



Pictured: Post being delivered to personnel in Afghanistan



## When it comes to safety remains getting

recall it and get it there via a different route, because I knew it was incredibly important in terms of morale that the Christmas gifts arrived.”

Returning to the mail distribution centre, Lt Col Brett Duxbury explains that everything coming in – which ranges from birthday cards to large items ordered from more than 250 businesses that have a contract with BFPO – is first x-rayed for staff’s safety and to check that there is no dangerous air cargo, such as aerosols and lighters.

Mail then makes its way onto a cross belt sorter, which weighs, photographs and measures the mail before it is whisked into the relevant sorting bay according to its BFPO number that indicates which of the 48 overseas operational locations or 110 ships it is destined for.

In addition to its main services, the BFPO receives all mail addressed to the Ministry of Defence Main Building in Whitehall, and has 18 staff dedicated to ensuring Foreign Commonwealth Office (FCO) mail is sorted for delivery in diplomatic bags to Embassies across the world. It is also responsible for the Defence Courier Service (DCS), which transports highly classified and sensitive PMM. It all makes for a highly complex operation.

Lt Col Duxbury said: “People have this image of us all just hand sorting letters, but, as you can see, there is an awful lot more to it.”

“Despite the advent of the internet and mobile phones, there is nothing more important than getting a letter or parcel from a loved one that you can take to your tent or trench and read again and again.”

Lieutenant Colonel Brett Duxbury  
Commanding Officer BFPO



Pictured: RAF Police undertook a training exercise with sniffer dogs during Desider's visit to BFPO

## Utilising technology to keep personnel in touch with home

Lieutenant Colonel Mark Lloyd runs the Technology Support Services at BFPO, ensuring the organisation mirrors industry as best it can.

“People have this image in their minds of lots of people throwing mail into bags, but we have to operate as an extension of Royal Mail and the Post Office, and that means we have to move with the times and automate the process,” he said.

As such, Mark and his team have introduced a series of tools ensuring that mail coming into BFPO is sorted and despatched as efficiently as possible.

The most important is the Postal and Courier Electronic Record system, which allows mail to be tracked via a barcode to its location and gives easy access to detailed performance metrics. “It allows us to forecast volumes and air freight so we can work alongside Defence Supply Chain Operations and Movements (DSCOM) to put the right measures in place for mail transit.”

In addition, his team have worked to create a Postal Address File – a UK style post code equivalent for BFPO numbers – so personnel serving abroad can order online shopping as if they were at home.

“Serving abroad you could feel a little isolated, because the BFPO code wasn’t recognised anywhere, so you ended up having to have stuff delivered to your parents,” Mark said.

“Now companies like Tesco and John Lewis recognise it, it makes lives a lot better for service personnel and their families.”

An example of keeping up with industry is the installation of Horizon – an automated manned Post Office counter – at overseas bases. These offer additional facilities, allowing personnel to top up mobile phones, pay their electricity bills, use MoneyGram and purchase travel money.

“This will give personnel abroad access to much better services, which is our focus here at BFPO,” Mark added.



Above: Lt Col Lloyd demonstrates how Pacer is used to track mail and collate data

# Providing shelter from the storm



Pictured: A helicopter within the Rapid Environmental Shelter (RES) erected to support Unmanned Warrior  
Below right: The RES hangar pictured from the outside

**T**here are almost 800 islands located off the coast of Scotland and anybody who has visited any of them will know just how inhospitable the weather can be.

Breath-taking views, calm waters and glorious sunshine can be replaced at a moment's notice by driving rain, gale force winds and almost zero visibility.

This type of beautiful but barren environment is exactly the type of challenge that the TWE capability is designed to overcome.

In short, TWE enables the Ministry of Defence (MOD) to deploy temporary hangars in support of operations, exercises or trials at short notice without the manpower and cost requirements of a permanent 'wet build' solution.

That is why Navy Command quickly

identified that Unmanned Warrior – a recent display off Scotland of the potential offered by maritime autonomous systems – would need TWE capability.

The capability means a huge hangar can be erected in between four and seven days (wind dependent) and can accommodate all in-service fast jets, rotary wing aircraft and Unmanned Aerial Vehicles (UAV's).

While in some places around the world the temperature outside can be as stifling as 50 degrees or as freezing as -50, those inside the hangar are kept at a comfortable internal ambient temperature of 20 degrees.

Jo Llewellyn heads up the DE&S Infrastructure team that manages and supports TWE, working alongside 20 Works Group Royal Engineers who survey the land before 5001 Squadron RAF erect the structures.

She said: "The purpose of Unmanned Warrior was to demonstrate the latest unmanned system technologies, including air, surface and sub-surface vehicles and sensors.

"In June 2016, Navy Command identified a requirement for a TWE in support of the trial Unmanned Warrior 16 (UW16), due to the rugged and hostile environment on the island of Benbecula."

One key bit of kit within the TWE capability suite is the 20 metre span Rapid Environmental Shelter (20m RES) – a versatile shelter designed for use in the most austere and varied environments, from Baltic conditions to the searing heat of the desert.

Jo said: "Its primary purpose is to provide an environmentally controlled, safe working space for aircraft, enabling personnel to carry out missions that are considerably more

The DE&S Infra Team manage and support the Technical Working Environment (TWE) to ensure temporary hangars are deployed and erected at short notice in inhospitable environments. Desider went to find out more about one of their latest missions



#### TWE teamwork

TWE - a Tri Service capability - is sponsored by the Army, while the tasking authority is Permanent Joint Headquarters (PJHQ).

Initial site surveys for TWE are carried out by 20 Works Group Royal Engineers and RAF 5001 Squadron. Finally, the asset is constructed and maintained by 5001 Sqn.

challenging without infrastructure.

“A recent study by the RAF at Coningsby concluded that the use of a RES increased aircraft serviceability by 20 per cent when compared with aircraft stored outside in the elements. This delivers a marked increase in the number of sorties that can subsequently be staged while on operations.”

The team set about making arrangements to ensure a RES could be deployed and erected in time for the hugely successful event.

Jo added: “Over a period of three months, the MOD conducted reces and drew up the logistic plans so that the asset was delivered by September 2016. The project team from OIP along with 5001Sqn, who are the only Suitably Qualified and Experienced Person (SQEP) constructors and maintainers for TWE, arrived and the erection of the shelter progressed.

“By attending the build the Infrastructure team were able to discuss any issues face to face with the user, capture and address areas of continuous improvement, gain an understanding of the ongoing challenges that 5001Sqn face with the products and discuss the most up to date construction methods used

in other inhospitable locations where TWE is deployed around the globe.

“This particular mission ably demonstrated the tri-service nature of the capability and the cooperation between the different organisations involved.”





# RN bids farewell to Sea Skua



Top: A Lynx helicopter armed with a Sea Skua Missile  
Above: A serviceman takes a tea break during the Falklands War

**A** DE&S team is managing the retirement of an air to surface missile that was accelerated into action when the Falklands War broke out in 1982.

The Lightweight and Medium Attack Systems Project Team (LMAS PT) is responsible for organising, dismantling and disposing of the entire Sea Skua missile stockpile and its support equipment across a number of locations.

The missile was developed as a helicopter-borne light strike weapon of medium range for use against fast patrol boats and similar vessels. Remarkably, despite its 35-year service life, there have been no modifications to the original missile design.

At the start of the War, Sea Skua was still undergoing acceptance trials but

these were necessarily expedited so they could be effectively used during the conflict.

On May 2 1982, two missiles launched from HMS Coventry's Lynx played their part in putting the Argentine patrol boat *Alferez Sobral* out of action for the remainder of the war. Three weeks later, two Sea Skuas were used against the Argentine supply ship *Río Carcarana*, setting it ablaze and later that day, from the Lynx of HMS *Penelope*, a further missile was successfully launched against the beached Argentine vessel *Río Iguazú*.

Sea Skua continued to be launched with a high success rate and with outstanding results. During the First Gulf War, 12 ships sunk using only 17 Sea Skuas, with the first being fired on

January 29 1991, sinking an Iraqi Fast Patrol Boat.

Originally, Sea Skua was intended to have a 15-year service life, but it has offered the Royal Navy a highly effective offensive capability for the past 35 years. Sea Skua is now in the final stage of its extended service life and approaching its out of service date of March 31 2017.

Michaela Eatough, Sea Skua In Service Manager, said: "LMAS PT would like to highlight the outstanding working partnership between DE&S, Defence Munitions and MBDA UK that has resulted in effective support to the Royal Navy front line users over its many years of service."

Full disposal will be completed in 2019.

# desider



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Above: Sir Michael Fallon talks with apprentices at BAE Systems in Barrow-in-Furness

# New subs training facility for apprentices announced

A facility designed to train the next generation of engineers to build submarines procured for the Royal Navy by DE&S will open in Barrow-in-Furness next year.

Defence Secretary, Sir Michael Fallon last month met apprentices working on Britain's new submarines who will benefit from the £25 million Apprentice Training Facility.

BAE Systems announced that the new training facility will provide a tailored learning environment for an estimated 1,000 craft and technical apprentices currently in training.

Sir Michael met apprentices working in a range of areas, and toured the Devonshire Dock Hall, where Audacious, Anson and Agamemnon, the fourth, fifth and sixth of seven Astute class nuclear-powered submarines, are under construction.

Mr Fallon said: "This investment demonstrates the benefits that our growing defence budget brings for highly skilled jobs in the North West and across the country.

"It will ensure we have people with the skills necessary to deliver one of the most complex programmes in the world that will help modernise our fleet of nuclear submarines."

Apprentices at BAE Systems already work on the cutting-edge Astute Submarines, the most powerful attack submarines ever

operated by the Royal Navy, as well as the Dreadnought Programme, the new fleet of four Ballistic Missile submarines that will carry our nuclear deterrent.

The new modern facility is due to open next year and will include a teaching block, classrooms, offices, craft workshops and welfare facilities.

It is planned that the facility will include to-scale 'submarine mock-up sections' which will allow apprentices to gain hands-on experience in a controlled environment and help them develop skills working to the tolerances required to build submarines.

Following a £1.3 billion investment by Defence, construction has started on the Dreadnought submarines.

Backed by a rising Defence budget and £178 billion equipment programme, both the Astute and Dreadnought programmes secure thousands of highly skilled jobs in Barrow and right across the UK.

Tony Johns, Managing Director of BAE Systems Submarines, added: "The design and build of a nuclear-powered submarine is one of the world's most complex and technically demanding engineering challenges. It's vital we have the right people with the right skills to deliver these programmes and this investment underlines our commitment to the future.

"The new facility will provide a modern learning environment to supplement the training our apprentices already receive."

The MOD is committed to delivering more high quality apprenticeships and work experience for young people right across Defence, and encouraging our industry partners to do the same.

— “ —

It will ensure we have people with the skills necessary to deliver one of the most complex programmes in the world that will help modernise our fleet of nuclear submarines

Defence Secretary, Sir Michael Fallon

— ” —



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CONTENT

# A model of restraint



Desider meets JADTEU

## The Joint Air Delivery Test and Evaluation Unit (JADTEU) has a very clear message for DE&S – engage us early and we could save you a lot of time and money. Can you afford not to?



Above: Squadron Leader Nick Harrington, second in command at JADTEU

**T**he importance of what the Joint Air Delivery Test and Evaluation Unit (JADTEU) does is hammered home in a harrowing 15 second video within minutes of Desider arriving at RAF Brize Norton.

We watched in horror as a Boeing 747 American cargo plane is seen lurching uncontrollably in the air before plummeting to the ground and erupting in a fireball with the loss of all those on board, plus of course the valuable equipment and supplies.

While we look on at the plumes of black smoke emanating from the crash site, Squadron Leader Nick Harrington, second in command at JADTEU, breaks the silence.

“The American National Transportation Safety Board determined that the probable cause was that a load became unrestrained and slid to the back of the aircraft, causing severe damage. The situation became unrecoverable – seven lives were lost”, he said.

“Our job, fundamentally, is to do all the tests and evaluation (T&E) to make sure something like that doesn’t happen to an RAF aircraft again. Yes, it is challenging footage but, from our perspective, it brings what we do sharply into focus.”

JADTEU’s mission is ‘to enable the delivery by air of manpower, machines and materiel through development trials and training in

order to enhance Defence capability.’

As such, the unit comprises five sections: Air Portability, Aerial Delivery, Helicopters, Parachute Test Team and a Training Section. They also provide advice and recommendations to MOD sponsors, industry and foreign governments.

Two thirds of JADTEU’s 120 are uniformed staff from the Army, RAF, Navy and Royal Marines. The remaining third comprises of civilians who provide technical expertise in a number of areas, including design, engineering and technical illustration.

Virtually all of the military staff have extensive operational experience, which adds valuable front line knowledge.

Nick said: “Practically, our job is to be subject matter experts so that any solution that comes out at the end of our T&E process is fit for purpose to support the fielding of operational capability.

“That is why the relationship between us and DE&S is so important.

“If something you are procuring needs to be, or in the future may need to be, safely delivered by air transport, parachute or underslung, JADTEU can identify any potential problems at an early stage and work with you on finding a solution.

“For example, just because a vehicle is

fit for road moves, it doesn’t mean it is fit for transport by air. There are higher safety requirements that may require very different lashing points.

“Another good example is a parachute system. Just because a parachute works in a civilian environment it doesn’t mean it will with a soldier in full kit, a helmet, weapon and a radio system. They need to be able to reach handles and you need to be very wary of snag hazards.

“If we are engaged in the DE&S process at an early stage, even when we can’t find a solution, it’s still valuable – especially at tender stage.

“The message we want to get across is that we are here to help you develop a safe and economic solution, so engage us early and we could save you an enormous amount of time and money.”

To engage with JADTEU, in the first instance contact the Trials Coordination Officer Katie Lincoln: Tel: 01993 896295, Mil: 954616295 Email: [Katie.lincoln750@mod.gov.uk](mailto:Katie.lincoln750@mod.gov.uk)



# Meet some of the team



**Technical Drawing team – Paul Bilkey (Graphic and Media manager)**

“My incredibly talented team’s job is to produce clear, highly accurate illustrations that can be understood by personnel who may be inexperienced or operating under serious pressure.

“Black and white line drawings give far clearer explanations than photographs, which can contain far too much information and can be confusing.”



**Aerial Delivery – Captain Charlie Robinson**

“Currently we are looking at solutions to enable a range of equipment to be air dropped from the Hercules and the A400M, when it comes into full service.

“We look at drops on land and water of things as small as ammunition and water packs and as big as heavy vehicles weighing up to eight tonnes.”



**Engineering – Squadron Leader John Kirk – Officer in Command**

“We are one of very few bodies in the military to have design approval status within the Military Aviation Authority Design Approval Organisation Scheme (DAOS) for aerial delivery systems and air transport related equipment – a capability we are very proud of.

“This gives us the ability to come up with engineering solutions quickly and we are keen that DE&S teams come to us.”



**Airportability – Flight Lieutenant James Andrews**

“We are lucky enough to have mock ups of a C17, A400M, C130 and CH47 Chinook, allowing us to assess air portability suitability, including loading, unloading and restraint on all RAF transport aircraft.

“This leans into the importance of everything we do, and engaging with us means a lot of time and money can be saved.”



**Helicopters Section – Master Aircrew (MACR) Jonah Jones**

“Our focus is on helping modify equipment



Picture: Ed Low



If something you are procuring needs to be, or in the future may need to be, safely delivered by air transport, parachute or underslung, JADTEU can identify any potential problems at an early stage and work with you on finding a solution

Squadron Leader Nick Harrington



“Defence General Munitions has one of the broadest, interesting and important portfolios I’ve seen in the MOD - there are few areas which don’t operate without something we provide”



# On life in the MOD, adapting to a changing world and spud guns

Martyn Williams is team leader of Defence General Munitions (DGM), which buys, supports and manages almost everything that goes bang, pop or burns but isn't a complex missile, bomb or nuclear device

## **Overview of your career?**

I joined the MOD before university as a Defence Engineering & Science Group student and graduate. After a secondment to a US Aerospace company, I worked on A400M, as well as the Tornado electronic warfare and radar projects. I then spent five years in London learning another side of the MOD in exports, private office and Treasury before returning to Bristol to develop the Land Equipment Transformation Programme. After that, I ran the Programme Office for Protected Mobility and Manoeuvre Supports project teams, leading Urgent Operational Requirement (UOR) to core work and future support solutions before moving to DGM.

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

As Team Leader, I see my core role as supporting and challenging people in DGM to deliver and develop. It's a real mix of maximising our framework to enable people, setting some strategy and governance, driving forward bigger delivery work and business change and acting as general ringmaster. I run our overall team structure, approach, planning, reporting and so on, hold the higher level delegations and am primarily accountable for DGM delivery. Clearly this is meaningless without all the fantastic skills, experience and horsepower in DGM.

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

DGM has one of the broadest, most interesting and important portfolios I've seen in the MOD - there are few areas which don't operate without something we provide. We also do the packaging, disposals, in service surveillance, engineering support and, of course, all the multidisciplinary business elements of commercial, finance, corporate support and operations planning. It's a big team, but quite a delegated model, so there are lots of hands on opportunities for people to own and deliver projects.

## **What are the issues that you face and the best ways of overcoming them?**

Often the common ones of resource pressure, articulating robust requirements and delivery solutions and dealing with multiple business change drivers are a real challenge.

We all need to better recognise and understand the changing world around us, which never stands still, and how the framework we operate within is developing. Some of it we can affect and really must be proactive in positively influencing it while some of it we need to adapt to ourselves.

## **How much importance do you place on teamwork?**

Obviously, it's massively important, from working with immediate colleagues in all functions to working across the business and with our customers and industry partners.

The biggest challenge is ensuring a joint focus on enabling delivery and increasing productivity - for individuals, teams and the overall business. We need to understand each other's needs, communicate with openness and honesty and show willingness to change and compromise.

## **How will transformation affect your team?**

In many areas it's business as usual, but we're looking to carefully tailor application and use the most productive changes. Transformation should give us a stronger, more sustainable framework with better tools and processes to operate in. Some of this in the wider business will be unseen and transparent to those at the coalface, but we will enjoy the indirect benefits from how DE&S is organised, works, and interfaces with stakeholders, recruits, reports and controls its operations.

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

Despite moving around lots, Defence Acquisition has been my career anchor throughout everything. There's something so

inherently tangible and important about what we deliver, not to mention the massive breadth and interest across it and an ethos of delivery and doing the right thing for our Armed Forces and the taxpayer.

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

What we do and how we do it across a massively interesting portfolio. There is something inherently satisfying in the equipment we deliver and support. I love the occasional chance to see a trial, factory or munition, but, better still, hear the team's achievements and their satisfaction in what they deliver, whether directly on the munitions or other business enablers.

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

Either playing the guitar when no one is looking or I'm generally found pottering around the house or garden fixing and making stuff with the kids. I'm quite pleased with the industrial size spud gun I made last summer!

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

I used to be quite active and enjoyed hockey, squash, diving, archery, various martial arts, climbing, snowboarding to name a few. Now I am looking for opportunities to re-find and share these skills and new ones as a part time cubs leader.

## **What next?**

I'm soon going to be taking up post at Army Headquarters as Head Integrate across their capability delivery programmes - a great chance to share some DE&S experience. We need to build ever stronger DE&S-Front Line Command joint business planning and a shared Project, Program, Portfolio Management (P3M) community.

# CASE STUDY

## Louise Taylor, from the DE&S Storm Shadow Project Controls team, on job envy, helping roll-out transformation and why DE&S provides a great working environment

**Name:**

Louise Taylor

**Job title:**

Storm Shadow Project Controls

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

Seven months

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

I've always wanted to work for the Ministry of Defence (MOD). My other half has worked in DE&S for a few years so I've seen first-hand the work/life balance and the training, development and career progression opportunities. Honestly, I was jealous. So when I found out I was the successful candidate for the role I'm in now, I was very pleased. I knew DE&S would provide the encouragement and support I needed to progress in my career.

**What does your role entail?**

My role is quite varied, but my main responsibilities include maintaining the project schedule, monitoring risks and creating cost performance reports for Earned Value management (EVM) as part of the monthly drumbeat. A large part of my role is helping with transformation – the way in which the organisation is managing its business and people.

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

In October, I helped organise the Weapons Operating Centre (WOC) Speed Mentoring Event with Wendy Hall and Emily Matthews. At the last minute, I had the opportunity to take part myself. Luckily, as I was still quite new to the MOD, I did have a few questions around career progression within DE&S, which we discussed. Their advice was extremely motivational and I have since found a mentor who is helping me action the advice I was given. Personally, I would highly recommend trying Speed Mentoring if you haven't already.

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

I enjoy interacting with people so I'm glad I get to work with lots of stakeholders, both internally and externally. I also like knowing no one day will be the same, and I'm always learning something new.

**What's your ambition?**

At the moment I'm a C2 Project Manager on loan to a Project Controls role. Whilst I enjoy the role, I would like to move back to Project Management at some point, and my aim is to get to B1 (or level equivalent).

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

I've been playing an active part in the organisation's transformation. I've successfully completed the spirals – the process of rolling out our new ways of working – for Storm Shadow Mid-Life Refurbishment (MLR). I've now been introducing the new processes and tools to two other teams, and acting as a point of contact for other projects within my domain. I've also joined our internal Change Advocate Network (CAN) and WOC change network. I'll be helping embed changes we're making, providing guidance as we go through transformation and answering questions, where needed.



Picture: Ed Low

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

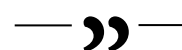
If you like variety, enjoy a challenge and want the opportunity to be part of something wider than your role, DE&S is a great environment in which to do this. I'm glad I chose to work in an organisation which drives training, career progression, and allows you to gain the experience required to be the best you can be.

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

I'm really into my fitness, so an onsite gym is a fantastic benefit for me. The gym is a good size, it has pretty much everything I need, and I really enjoy the variety of classes available, from a fast paced circuit session, to a calming yoga class – the MOD gym covers it all!



If you like variety, enjoy a challenge and want the opportunity to be part of something wider than your role, DE&S is a great environment in which to do this



# 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](http://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](http://www.civilservicejobs.service.gov.uk)

## Rewards and benefits

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

which offer numerous discounts to members.

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

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

## Equality and diversity

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

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

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

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

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

Read more about equality and diversity in MOD.

## How to apply

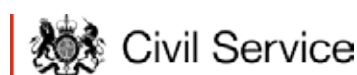
We are looking for innovative, talented, focused individuals to join us in being instrumental in defending Britain's interest both at home and overseas.

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

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

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

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## CURRENT VACANCIES

**Supply Chain Manager D** DE&S

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

Reference number **1521195** Post type **Permanent** Hours **37 Hours****Job Description:** With financially delegated authority, you will manage and monitor Inventory Levels in accordance with Inventory Plans/ Contractors in Service support plan against customer demands.**Supply Chain Manager C2** DE&S

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

Reference number **1521233** Post type **Permanent****Job Description:** This is a key senior specialist role that will interact with Strategic and Operational Managers to optimise inventory and monitor and validate supply plans against operational demand, supply constraints and changes to requirements.**Integrated Logistics Support Manager** DE&S

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

Reference number **1519445** Post type **Permanent****Job Description:** You will work alongside Project Managers to ensure that ILS policy and processes are effectively implemented for the purpose of providing the optimum support solution whilst ensuring value for money.**Senior Project Controllers** DE&S

Bristol/Yeovil | £49,835 | Grade 7 B2 | Closing date: 19 Mar 2017

Reference number **1522445** Post type **Permanent** Hours **37 Hours****Job Description:** The role is responsible for setting and maintaining the performance management baseline for project(s) within a Delivery Team. You will direct and integrate all aspects of earned value management, cost management, cost estimating, planning and scheduling and risk management across a Delivery Team.**Senior Finance and Accountant Managers** DE&S

Bristol | £49,835-£70,103 | Grade 7 B2/Grade 6 B1 | Closing date: 26 Mar 2017

Reference number **1522342** Post type **Permanent****Job Description:** You will be responsible for the management and preparation of financial and business related analysis. You will also be in charge of achieving and reporting on current and long term business objectives for significant areas of responsibility and contributing to the development of long term business objectives.**Independent Safety Auditor/ Advisor** DE&S

Bristol | Up to £60,000 | Grade 7 B2 | Closing date: 26 Mar 2017

Reference number **1526801** Post type **Permanent****Job Description:** You will provide audit and advice capabilities through a catalogue of services to DE&S project teams to assure the delivery of safe and suitable equipment to the Front Line Commands.**In-Service Engineers** DE&S

Bristol | £28,000 - £32,000 | C2 Level 2 | Closing date: 26 Mar 2017

Reference number **1521958** Post type **Permanent****Job Description:** In Service Engineers deliver a complex portfolio to the British Armed Forces and will beat the heart of our in service technical teams, advising the military on how to resolve front line issues.

# FUTURE VACANCIES

## DESG Graduate DE&S

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

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

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

## Safety Engineers DE&S

Bristol | £37,071-£42,991 | Closing date: 2 Apr 2017

**Grade** C1 (C2 position also available-£30,424 to £35,285) **Post type** Permanent  
**Type of role** Engineering **Hours** 37 Hours

**Job Description:** As a safety engineer you will provide subject matter advice to aid DE&S assuring new and existing capabilities are delivered safe to operate, as well as demonstrate skills and experience in a range of safety management areas.

## Electrical Engineers DE&S

Bristol | £37,071-£42,991 | Closing date: 2 Apr 2017

**Grade** C1 (C2 position also available-£30,424 to £35,285) **Post type** Permanent  
**Type of role** Engineering **Hours** 37 Hours

**Job Description:** You will be responsible for delivering safe and effective systems and equipment, including managing design change and implementing sustainable support solutions, as well as providing through-life management and specialist engineering expertise and advice.

## Mechanical Engineers DE&S

Bristol | £37,071-£42,991 | Closing Date: 2 Apr 2017

**Grade** C1 (C2 position also available-£30,424 to £35,285) **Post type** Permanent  
**Type of role** Engineering **Hours** 37 Hours

**Job Description:** As a mechanical engineer, you will have skills and experience across mechanical engineering disciplines and may have specialised in marine engineering, such as fluid systems, mechanical handling or ship propulsion systems.

## Project Manager DE&S

Bristol | £28,000-£32,000 | Closing Date: 30 Apr 2017

**Grade** C2 **Post type** Permanent  
**Type of role** Management **Hours** 37 Hours

**Job Description:** As a project manager you will help design, plan and implement projects, managing your team, to ensure projects are delivered on time, to cost and performance.

*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&amp;S PEOPLE

## 60 SECOND SPOTLIGHT

**Name?**

Gaurang Patadia

**Job?**

I am currently Deputy Business Manager with the C-130J Project Team. The role involves many things, including HR workforce planning, assisting in running business management section, administration of recruitment activities, advising line managers on minor HR issues, manpower data management, business continuity, and DE&S transformation implementation for the C-130J project team. Outside of my team, I am involved in various DE&S staff networks. I am a committee member of the DE&S Multi Cultural Community (MCC).

**Your route into DE&S?**

I come from the private sector and before joining the MOD I worked in sales and marketing, banking, recruitment and resourcing sectors. I joined the MOD in 2012 as a civilian HR expert working in the Defence Business Service (DBS). After working for DBS, I then joined the DE&S Engineering Skills Development Team (ESDT) as a part of DESG Graduate team. This job was very busy with managing DESG graduates and getting involved in organising placements, Graduate Development Scheme (GDS) events and DESG outreach work promoting MOD careers in local schools and colleges. I also led DESG career fair campaigns from start to finish, representing DE&S in the UK's top 18 leading universities up and down the country. This job truly gave me insight into projects within DE&S. Before joining C-130J on promotion, I spent some time in Flight Simulation and Synthetic Training (FsAST) team and learned the ropes of business management.

**Your claim to fame?**

I volunteered to represent DE&S on DESG stand at Civil Service Live events at the Colston Hall in Bristol. I was unaware that my photograph had been taken (inset above) at the event and it got printed across government media channels. Next day I had calls from friends working in other departments who had spotted it.

**Your advice to anyone?**

In life there are many situations where you have two options - flight or fight. You decide.

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

I love to spend time with my family, playing with my two boys who are aged three and 11 months. When I get the opportunity, I also enjoy reading motivational books and sometimes just relaxing and doing absolutely nothing.



Picture: Jack Eckersley

**What are you most proud of?**

My career. Having come from the private sector, I had to be adaptable, flexible and a quick learner if I wanted to progress. I worked really hard to make my way up and am proud to have reached middle management level. I'm also very proud of my wife.

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

I would take a Tony Robbins' book (an American businessman, author, and philanthropist), a lighter and a fishing rod.

**What irritates you the most?**

People who over-analyse everything.

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

Barcelona, because of the architecture and amazing beaches and the Himalayan Mountains for their tranquillity and beautiful hill regions, which are especially evident in Darjeeling and Kashmir.

**Your secret?**

Well, it's a secret, right?

—“—

In life there are many situations where you have two options - flight or fight. You decide.

—”—

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

Email [tom.morris114@mod.uk](mailto:tom.morris114@mod.uk)



# Back and ready for action



Long service: This photograph of HMS Trenchant was taken in the Clyde area of Scotland in June 1993  
Below: Rear Admiral John Weale (Rear Admiral Submarines) conducts inspection rounds of HMS Trenchant

**A** Royal Navy attack submarine has successfully completed a high level inspection after a long maintenance period in Plymouth.

Rear Admiral Keith Beckett, DE&S Director Submarines Support, was joined by Rear Admiral John Weale (Rear Admiral Submarines), to conduct inspection rounds of HMS Trenchant.

The inspection of the attack submarine at HM Naval Base Devonport follows the most complex and lengthy Trafalgar Class maintenance period that Devonport has ever managed.

HMS Trenchant's crew were keen to express to the Admirals what had occurred during the maintenance period as they donned overalls to inspect the interior and talk to the ship's company.

During this period, she has received a reactor upgrade and improvements to her weapons and sensor systems during a maintenance period, now in its closing stages, which for the first time has been a joint project between ship's staff, MOD and Babcock Marine.

RAdm Beckett said: "It is clear that a close working relationship between DE&S and industry has resulted in HMS Trenchant completing this important milestone in her return to sea.

"I was incredibly impressed by the knowledge and enthusiasm of the crew,

who were eager to explain what had happened during the maintenance period. Equally, the main contractor, Babcock Marine, was keen to show off a very high standard of workmanship."

Lieutenant Charles Thornton, HMS Trenchant operations officer, added: "It was a fantastic opportunity for HMS Trenchant's crew to show off the results of a testing maintenance period. This maintenance period has proven to be extremely demanding with many complex work packages taking place.

"The crew have been very busy preparing the boat for rounds and have shown huge amounts of pride and ownership of the submarine demonstrated in the run-up to this event. We are all really keen to welcome training staff on board and return to operations to utilise the kit that the engineers have all worked so hard to maintain."

HMS Trenchant, which in 2012 set the record for the longest time spent deployed away from base port by a nuclear-powered submarine (11 months), will next undergo a period of testing and training at sea under Flag Officer Sea Training before being declared ready for operations and return to active service later this year.

Ordered in 1983, the submarine was launched on November 3, 1986, and commissioned into the Royal Navy on January 14, 1989.



— “ —  
It is clear that a close working relationship between DE&S and industry has resulted in HMS Trenchant completing this important milestone in her return to sea

Rear Admiral Keith Beckett  
DE&S Director Submarines Support

— ” —

## DE&amp;S PEOPLE



**T**he Fast Air Support Team (FAST), responsible for Typhoon, Tornado and Battle of Britain Memorial Flight (BBMF), has successfully digitised more than 70,000 pages of paperwork and airworthiness records.

Project manager Keith Woodbridge (pictured with colleague Carole Cowan) said the department decided to undertake the process in 2016.

“We amassed a mountain of paperwork since then and this digitisation programme has been a real success,” he said.

Having sailed past the 70,000 pages of records milestone there is about a third of its paperwork across a number of operating sites still to go.

Keith added: “Battle of Britain Memorial Flight is next on my list and getting into Spitfire and Hurricane’s historic records is an exciting prospect. “I’d be happy to share my thoughts on this programme if other teams are interested.”

## MOTTO

the MOD Lottery  
December 2016 winners

<b>£10,000</b>	Anthony Cullion, Glasgow
<b>£2,500</b>	Pamela Widdows, Andover
<b>£1,000</b>	Keith Board, ABW
<b>£500</b>	Claire Tremeer, Lichfield
<b>£250</b>	James Newman, ABW
<b>£100</b>	Karen Nightingale, Peterborough
	Mary-Louise Russell, Andover
	Adi Veitokkiyaki, Corsham
	Jane Ellis, High Wycombe
	Robert Hanson, Lichfield
	Andrea Alton, ABW
	Carol Cleverly, Yeovilton
	Benjamin Goman, ABW
	Alan Brown, Coulport
	Benjamin Bahnhall, ABW
	Cy Dilger, Appleby-In-Westmorland
	Peter Gristwood, RAF Leeming
	Steven Eddy, ABW
	Barry Stone, Liverpool
	Claire Leese, Chester
	Kevin Watson, ABW
	Gillian Hughes, Liverpool
	Stephen May, ABW
	Alan Oliver, HMNB Clyde
	Michael Howard, Nottingham

# LGBT mark History Month

**T**he DE&S Pride Network commemorated lesbian, gay, bisexual and trans (LGBT) History month with a conference under the motto “learn from our past, recognise our progress, shape our future”.

The event, last month, focused on the development around LGBT rights and legislation, as well as on the Civil Service’s attitude to LGBT staff over the past decades.

Air Marshal Julian Young, Chief of Materiel (Air), and LGBT champion Ian Craddock, Director Helicopters, attended the conference and showed their support for the initiative.

Ian Craddock reiterated his commitment in his role as champion and encouraged everybody, whether LGBT or straight allies, to make the most of his support as a member of the senior management team.

He said: “My role is to make sure I do everything I can to promote fair treatment, as well as intervene

and speak out against inappropriate behaviours. These are principles I’d hope everyone in DE&S signs up to, as they are essential if we are to get the most out of the talent in the organisation and deliver the best of Defence.

“I’m also absolutely committed to making sure DE&S is a safe and welcoming place, where people feel free to express and be themselves.”

Air Marshal Young (pictured below speaking at the conference) added: “I’m delighted to be here, and I hope that my presence shows that the DE&S Executive Committee is supporting you. However, I wanted to do something about it myself and I’m very pleased to have this opportunity. The reality is that you shouldn’t need my support. I hope that, in the future, these kinds of events will be looked back as a nice part of history and there will be no need for them anymore.”

To join the Pride Network, please contact [DESHR-Pride@mod.uk](mailto:DESHR-Pride@mod.uk)



**T**he first of this year’s Professional Engineering Forum took place last month.

The engineers were treated to a series of presentations including one by Richard Thompson, of Williams Formula 1, where he explained how new Formula 1 technologies are being applied in non-offensive defence engineering such as protection and simulation.

They also heard from representatives of engineering solutions providers Dr Paul Jerrem (e2v) and Louis Thompson (Costain).

In addition Clive Buckley, DTECH Engineering Group Head, updated the Engineering Community on the main topics relating to the development of the Engineering Function within DE&S.

“We now have a much better understanding of where our engineers are working, and the close relationship with other functions such as Project Management and Integrated Logistics”, he said.

The next Professional Engineering Forum, with the theme Women in Engineering, takes place on July 27.

# DE&S graduates inspired

**A** Graduate Discussion Group from the Defence Engineering and Science Group Graduate Scheme visited the Battle Back Centre based at Lilleshall Hall for their Learning from Experience Meeting.

The Battle Back Centre is one of seven centres offering wounded, injured and (long-term) sick personnel from all three services the chance to cope, share and recover.

The Battle Back Centre was created through the MOD's Defence Recovery Capability Programme, funded by the Royal British Legion and promoted via the Help for Heroes charity.

Since 2015, the Battle Back Centre has helped roughly 1,000 military personnel battle back from some of the most difficult situations.

The centre offers the best adaptable

facilities and accommodation to personnel who need a fresh start and who are struggling to recreate the camaraderie of the Armed Forces. A typical Battle Back Centre multi-activity course programme runs for one week, offering 24 students the chance to undertake activities such as climbing, water sports, caving, wheelchair basketball, clay shooting and archery. As well as participating in activities, the students have the opportunity to talk to one another about their experiences. In addition, Battle Back Centre staff coach and mentor all the students in an open and honest atmosphere. The staff are part of the reason the Battle Back Centre is such a success in the long recovery process and this offers the personnel's families much needed respite.



**S**ix military personnel from DE&S competed at the REME Cross Country Championship at Tidworth Garrison amongst a field of 450 men and women.

This is the first time that a DE&S team has entered the competition, which sees participants run six miles over muddy undulating terrain, for a number of years.

The team, made up of DE&S staff from across departments, was Major Fergus Sullivan, WO1 (ASM) Alan Axon, WO2 (AQMS) Stu Millson, Staff Sergeant Josh Anderson-Jones and WO1 (ASM) Ryan Townsend (pictured left to right). Brigadier Colin McClean also ran but is not pictured.

ASM Axon led the DE&S team home with a finish in the top 100, whilst Maj Sullivan completed a personal best for the course beating his previous time by more than seven minutes.

**M**embers of a DE&S team at MOD Abbey Wood demonstrated a bomb disposal robot to children at a local junior school.

Special Projects Search and Countermeasures Portfolio (SPSCP) Engineers Harvey Tucker and Dan Bennett visited Elmlea Junior School as part of the school's technology week.

Harvey and Dan demonstrated Dragon Runner – a small bomb disposal robot procured and supported by SPSCM and used by Joint Forces EOD teams throughout the UK and worldwide.

Their presentation to the Year 4 pupils highlighted the use of robots within all three Services and examined and explained the fundamental elements that are needed for a robot.

They then expanded and reinforced those elements using Dragon Runner, explaining the design features, how it's used and the importance of this type of equipment in saving lives.

Pupils were then given a chance to test out some of Dragon Runner's (pictured during operations) abilities, performing driving and manipulation tasks.

Dan said: "SPSCM would like to thank Elmlea Junior School for the opportunity to meet with pupils who were engaging and enthusiastic and demonstrate one of the wide variety of capabilities that SPSCM delivers."

The Dragon Runner robot was originally procured by SPSCM for the Army in 2009 as an urgent operational requirement for Op HERRICK but has since been bought into core equipment.



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