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the magazine for defence equipment and support



**Big Bang:  
DE&S meets future  
scientists and engineers**

# THE DE&S WAY

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Pictured: The Big Bang Fair

**desider**

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# FOREWORD

By Tony Douglas, CEO

April 2017 marks the 10th anniversary of this great organisation, which provides me with a timely opportunity to thank you again for all your efforts.

Prior to joining DE&S, more than a year ago, I spent three months meeting with staff and was immediately struck by the incredible dedication and passion that flows through the organisation.

I am pleased to say that my impression remains as strong now as ever and I meet staff on a daily basis that continue to inspire me.

Acquiring the best equipment and support for the Armed Forces is a job that cannot be underestimated and much of what we do saves lives.

So it was fitting that last month Her Majesty the Queen unveiled the Iraq and Afghanistan Memorial in London. The monument pays tribute not only to the military and civilians that deployed to those theatres of operation but also those who supported them in depth from the UK – many of whom are at DE&S.

As an organisation we are continuing to transform for the better and, as you are aware, over the next 12 months we'll embed the new ways of working we've introduced and look for new opportunities to become more efficient.

Part of our journey has included a desire to put the 'S' back into DE&S and I was delighted to see an excellent attendance at our first ever Support Day.

I thoroughly enjoyed the Dragons' Den element of the day. I and the other dragons were very impressed by the participants innovative ideas.

On the theme of innovation a team from DE&S attended the Big Bang UK Young Scientists and Engineers Fair in Birmingham for the first time.

The event, which attracts more than 100,000 visitors, is aimed at 7 to 19 year-olds considering a career in any of the Science, Technology, Engineering and Maths (STEM) subjects.

I am told the DE&S stand attracted a lot of attention which is excellent news as we are determined to attract the engineers and scientists of the future to deliver our projects and support in service equipment.

On the business front last month we announced a £14 million contract that will deliver Tempus Pro – an innovative lifesaving medical monitor – to the UK Armed Forces.

It is great to hear the Army, our customer, commending the equipment as transformative in the care of military patients.

And the first of the Royal Navy's new Offshore Patrol Vessels was formally named HMS Forth in Scotland last month.

These 90-metre warships will be tasked with vital counter-terrorism, anti-smuggling and maritime defence duties and will all be in service by 2021.

Just two more examples of the great work we do here. Keep it up.

## SENIOR LEADER COMMENT

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- 06** Nick Elliott, Director General Commercial, talks to Desider about learning the ropes, the importance of recruiting and incentivising suppliers to deliver success

## NEWS

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- 07** **Lynx effect:** After 41 years of service the Maritime Lynx helicopter has been retired from service
- 08** **Go HMS Forth and conquer:** The first of the Royal Navy's new Offshore Patrol Vessels (OPVs) is formally named in Scotland
- 12** **Beach Babe:** Ajax is put through its paces by 11 Amphibious Trials and Training Squadron
- 14** **Support is key:** DE&S stages first Support Day to highlight support element of the organisation
- 15** **Lifesaver:** Contract announced for Tempus Pro medical monitor which will ensure ill or injured personnel receive best possible treatment
- 20** **Feeling the benefit:** DE&S holds a Benefits Day to inform employees about the amazing offers available to them
- 22** **A great honour:** Memorial to all Armed Forces and civilians who served in the Gulf, Iraq and Afghanistan unveiled by the Queen
- 33** **Under attack:** Atomic Weapons Establishment's (AWE) nuclear threat reduction team take part in radiological crime scene exercise

## FEATURES

---

- 16** **It all started with a Big Bang:** DE&S attends Young Scientists and Engineers Fair to meet potential DE&S employees of the future



## FEATURES

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- 18 New kids on the block:** Vehicle Support Team tells Desider how focusing on support is providing dividends
- 24 Innovation is key:** The DE&S TECH team look back at their achievements this year and the exciting future ahead for innovation

## REGULARS

---

- 26 First Person** - DE&S Policy Secretariat Head Mark Bailey on his fast-paced role, high public profile work and running the Walt Disney World Marathon in Florida
- 28 Jobs** - Desider's latest recruitment pages
- 32 60 Second spotlight** - Much loved Abbey Wood car park attendant Mark Stiddard on his passion for football and skittles, his love of reading and how to avoid ending up in a cannibal's hotpot
- 34 DE&S People** - DE&S marks International women's day, DE&S Graduate Jason Gray helps educate schoolchildren about the joy and perils of using the internet, and the Unmanned Air Systems team get to work at a local Wildlife Trust



## Nick Elliott, Director General Commercial, talks to Desider about his role, seeing the outcomes of transformation and changing the defence supply chain for the better



Picture: Jack Eckersley

Having now been in DE&S for around eight months, I am finally getting to grips with the unique challenges of defence procurement. Buying tanks, ships and planes is a little different from the norm but in truth there are many similarities between this and buying trains and delivering major infrastructure projects that I am used to from my previous career with Network Rail.

As Director General Commercial, I'm responsible for overseeing all of our commercial deals and helping to drive value from our supply chain. I'm also responsible for leading the Commercial Function within DE&S.

Ensuring our Armed Forces have the equipment they need is hugely important. The scale of our role, in terms of the size of spend, the diversity of activity and the importance of the outcome is unlike any other challenge. One minute I'm negotiating a multi-billion pound contract for building ships, the next I'm visiting a Defence Munitions site and taking questions from staff about their pay and conditions. There's no other job like it.

DE&S has around 1,000 commercial staff, the majority of whom work out in the five domains (Ships, Submarines, Land, Air and Joint Enablers), supported by a small central team. Over the last few months we've been

focusing heavily on recruiting and in our recent Band C campaign have made offers to 132 people, nearly half of whom were external candidates.

Filling our resourcing shortfalls and getting an inflow of new people into DE&S is vital in helping us achieve our objectives over the next 12 months.

In support of this, we will shortly be announcing our new commercial delivery partner, which will make a big difference to how we both resource our activities and support the many commercial improvement opportunities that we have identified.

A big priority for me is establishing a new joint commercial group as part of the Defence Supplier Forum. Our future success is dependent on how we collaborate more effectively with our suppliers and our supply chain. We want to incentivise suppliers to deliver success and improve the way they serve defence. To do this, we need to move towards a mentality of taking greater risk for greater reward and that will be a huge transformational change for many.

Often the defence supply chain focuses on mitigating against failure as opposed to driving for success. We should be looking for the opportunities to out-perform, to save money and to exceed our targets. Protecting against

failure is important, but if you set out from day one only thinking about this, you tend not to fully exploit the opportunities that you have.

DE&S as a whole needs to become better at managing complexity. We can only do that with the right people, who are looked after properly and incentivised to deliver their very best.

The transformation programme, as well as offering benefits for the individual in terms of pay and reward, will give everyone in DE&S a professional home and support network. This will make sure they're being properly developed and getting the right career opportunities at the right time.

From a business perspective, this will allow us to more effectively manage how we deploy our people, skills and talent. We'll be able to fill shortfalls much easier than before and offer people the opportunity to move around the business without needing to formally apply for a new role.

Having been involved in a similar transformational journey with my last organisation, I've got a lot of learning that I'm transferring to DE&S. For me, transformation is all about how we enable DE&S to become a better business and it's the key to delivering what defence needs.

# Farewell sweet Lynx

**A**fter 41 years of service and nearly half a million flying hours, the Maritime Lynx helicopter has been retired from service.

The Lynx has been the cornerstone of frigate and destroyer operations.

Armed with Sea Skua anti-ship missiles, it was deployed in the Falklands and Iraq conflict. The helicopter has also engaged in drug seizures in the Caribbean and Indian Ocean, supported disaster relief operations from the Gulf of Mexico to the Philippines, carried out rescue missions, and helped with scientific research on the frozen continent.

Following a farewell flypast by four Lynx helicopters around southern England, the formal act of decommissioning one of the Royal Navy's most successful aircraft took place at RNAS Yeovilton.

At the event Fleet Commander Vice Admiral Ben Key delivered heartfelt words penned by First Sea Lord Admiral Sir Philip Jones.

He said: "The story of the Lynx is more than that of a machine. It's about generations of men and women who dedicated their careers to design, build, train, operate and maintain these

aircraft and all of those who supported them, at Portland, at Yeovilton, around the UK and across the globe."

Captain Mark Langrill, DE&S Lynx-Wildcat Team Leader, said: "The Lynx has been a quite outstanding aircraft for the Royal Navy. Delivering a capability which has belied its small size, and operating in the harshest environments, it has earned the absolute trust of all those who have relied upon it.

"This success has been underpinned by the dedication of the generations of skilled men and women across a multitude of organisations, including DE&S and our industry partners.

"I hope that all of those who have played a part in the story of the Navy Lynx over the last 41 years will take pride in their collective achievement, and I have no doubt that in the Wildcat we have a worthy successor to this remarkable aircraft."

Before retiring from service, guests were treated to a solo Lynx flying display before the final operational Lynx was readied for its last mission. With Vice Admiral Key at the controls, it headed for HMS Ocean off the Cornish coast to perform the last Lynx

deck landing. Finally, during the pitch black of night, the very last Lynx to roll off the production line for the Royal Navy back in 1988, safely returned to RNAS Yeovilton.

—““—


This success has been underpinned by the dedication of the generations of skilled men and women across a multitude of organisations, including DE&S and our industry partners

Captain Mark Langrill  
DE&S Lynx-Wildcat Team Leader

—””—

Pictured: The four Lynx above MOD Main Building during the flyover on March 17



Picture: Lee Howard 

Picture: Jack Eckerstey



**T**he first of the Royal Navy's new Offshore Patrol Vessels (OPVs) procured for the Royal Navy by DE&S was formally named in Scotland last month.

The 90-metre warship, which will be tasked with vital counter-terrorism, anti-smuggling and maritime defence duties, was named HMS Forth in honour of the famous Scottish river in a ceremony at the BAE Systems Scotstoun shipyard.

The ship will soon depart on sea trials before entering service with the Royal Navy in 2018. She is the first of a fleet of five new Batch 2 River-class OPVs being built on the Clyde, which are all expected to be in service by 2021.

The work to build HMS Forth and her sister ships is sustaining around 800 Scottish jobs, as well as the critical skills

required to build the Type 26 Global Combat Ships, construction of which will begin at the Govan shipyard in the summer, subject to final contract negotiations.

HMS Forth was named by the Lady Sponsor Rachel Johnstone-Burt, who, in tribute to Scottish shipbuilding and in keeping with Naval tradition, broke a bottle of whisky on the bow.

Mike Holstead, Head of OPV and Type 26 in DE&S Ships Acquisition, said: "It was a marvellous occasion, where HMS Forth was shown in her true glory; the sun even came out as soon as the Marine Band struck up. The efforts by the teams in DE&S, Navy Command and BAE Systems to put on this event were exemplary and I would like to congratulate all of those involved. It was a great illustration of

how the MOD and industry can work side-by-side to a fantastic end."

Peter Knowles, OPV Project Manager at DE&S, said: "This is the first time I have worked on an event of this size and it was a great experience to work with teams across DE&S and industry and see it all come together. I really enjoyed the event and was very proud to have been involved."

HMS Forth, the fifth Royal Navy vessel to bear the name over the past two centuries, is affiliated with the city of Stirling, maintaining a connection which began when the people of the city adopted a previous ship with the name Forth during the Second World War.

It is an advanced vessel equipped with a 30mm cannon and a flight deck capable of accommodating a Merlin



# HMS Forth named in Scotland



helicopter, and manned by a crew of 58 sailors. Displacing around 2,000 tonnes, she has a maximum speed of around 24 knots and can sail 5,500 nautical miles without having to resupply.

Vice Admiral Simon Lister, Chief of Materiel (Fleet) at DE&S, added: "HMS Forth, part of the updated River class of Offshore Patrol Vessels, is one of the most advanced ships of its type and will provide the Royal Navy with the means to undertake vital operations safely and effectively."

"The naming is a significant milestone in the life of HMS Forth and in the wider Offshore Patrol Vessel programme, which is well on track to deliver all five of the new ships by the end of 2019."

The MOD has invested £648 million in the OPV programme, and its

delivery is one of the key commitments laid out in the Strategic Defence and Security Review 2015.

Minister for Defence Procurement, Harriett Baldwin, said: "From counter-narcotics operations in the Caribbean, to securing the UK's borders on patrols closer to home, the Royal Navy's new Offshore Patrol Vessels will help protect our interests around the world."

The Royal Navy currently operates four Batch 1 Offshore Patrol Vessels, one based in the Falkland Islands and three at HMNB Portsmouth, operating globally on tasks ranging from counter-narcotics operations to Atlantic patrols.

Pictured from top: DE&S CEO Tony Douglas at the event, Sea Cadets pose for photographs in front of HMS Forth, CoM Fleet Vice Admiral Simon Lister chats with the media, the Royal Marines Band Service entertain the crowds, Sea Cadets take selfies on their mobile phones

# NEWS IN BRIEF

## ARMOURIED VEHICLES IN ESTONIA

The first of hundreds of UK military vehicles arrived in Estonia last month to support the UK's enhanced Forward Presence battlegroup based in Tapa.

A Roll-on-Roll-off ferry set off from Southampton carrying Terrier, Titan and Trojan armoured battlefield engineer vehicles and stopped in Germany to collect Warrior infantry fighting vehicles, Challenger 2 tanks and AS90 self-propelled artillery guns.

The vehicles will be supported and maintained by the recently

formed DE&S Vehicle Support Team (VST) led by Brigadier Colin McClean.

These vehicles will help give the 5 Rifles Battlegroup the capability to operate in a wide range of exercises and operations within the 1st Estonian Infantry Brigade.

The arrival of these vehicles follows the first deployment of 120 personnel to the country at the end of last week, standing by our allies and bolstering the Estonian Defence Forces.

See page 18 for more on the DE&S Vehicle Support Team.



## ARCHER CLASS NOW FIGHTING FIT



A Ship Life Extension Programme has been completed on 16 patrol and training vessels extending the out of service dates to the mid-2030s.

The P2000 Archer Class vessels, which entered service between 1983 and 1998, are used for specific Fleet tasking including providing navigation and sea-

sense training to students who are members of the University Royal Naval Units (URNU).

The capability of the P2000s was affected by main engine

performance and breakdowns became more frequent.

In 2013 Navy Command endorsed an option to provide funding for a Ship Life Extension Programme (SLEP) and the DE&S Commercially Supported Shipping (CSS) Boats team started work with HMS Biter in 2013 before handing over the final vessel - HMS Puncher - last month (pictured).

SLEP Project Leader Steven Todd (pictured far left with Director of UK Docks Charlie Barley) said: "The Boats team have worked hard with our industry partners to deliver this improved capability on time and budget. This programme will maintain the P2000 availability well into the 2030s."

## AIRCRAFT CARRIER JETTY NAMED

Her Royal Highness the Princess Royal has officially named the jetty which will house the Royal Navy's giant new aircraft carriers in Portsmouth.

The Princess unveiled a plaque at Portsmouth Naval Base on March 20, officially naming the vast berth as The Princess Royal Jetty. As Commodore-in-Chief for Portsmouth, The Princess Royal is a frequent visitor to the naval base and takes a keen interest in activities there.

It will be home to the Royal Navy's two new 65,000-tonne Queen Elizabeth class aircraft carriers.

Formerly known as Middle Slip Jetty, the berth has been upgraded

and strengthened to support the carriers as part of a raft of infrastructure upgrades taking place ahead of the arrival of the first ship - HMS Queen Elizabeth - later this year.

Minister for Defence Procurement, Harriett Baldwin, said: "The work on The Princess Royal Jetty is a fantastic example of how we are investing in the future of the Royal Navy and is the culmination of £100m of infrastructure upgrades in Portsmouth in preparation for our two new aircraft carriers.

"The Queen Elizabeth class carriers, together with our F-35 jets, will transform our ability to project power around the world."



## A400M PRAISED ON GLOBAL VISIT

The head of the RAF praised the capability that Atlas A400M offers his service during the aircraft's showcase visit to Australasia.

As part of the trip the aircraft made its debut appearance at the Royal New Zealand Air Force (RNZAF) 2017 Air Tattoo at Ohakea Air base.

Chief of Air Staff, Air Chief Marshal Sir Stephen Hillier, joined 70 Squadron crews at the air show.

Discussing Atlas, he said: "It's a fantastic capability for the RAF, showing our ability to deploy all the way from the UK to the other side of the world.

"It underlines the RAF's global mobility capability in support of

operations – wherever they may be.

"Atlas boasts cutting-edge technology combined with the ability to move oversized loads vast distances. It is a formidable strategic and tactical air lift platform."

Air Vice Marshal Tony Davies, of the Royal New Zealand Air Force, added: "The Atlas has great range and payload capability. I am really envious that the RAF has them."

The Atlas programme is project managed by the A400M project team in DE&S Air Support. Last month, the 15th of 22 ordered aircraft was delivered to the RAF.



## DE&S 10 YEARS OLD THIS MONTH

DE&S is 10 years old this month having come into existence on April 1, 2007.

The organisation, as we now know it, was a merger of the Defence Procurement Agency (DPA) which was responsible for buying equipment for the Armed Forces and the Defence Logistics Organisation (DLO) which was responsible for supporting and maintaining it.

After months of speculation the Ministry of Defence (MOD) announced the planned merger in July 2006 with then defence procurement minister Lord Drayson saying: "Splitting new procurement from on-going support does not help people really take a through-life perspective.

"We intend to merge the DPA and DPO to create a new organisation with a unifying culture of delivery to the front line and support to operations."

Since its inception DE&S has been responsible for delivering and supporting thousands of pieces of equipment used by the Armed Forces and staff remain committed to the cause.

DE&S CEO Tony Douglas, who has headed the organisation since November 2015, said: "I am incredibly proud to be at the helm of DE&S as the organisation marks its 10th anniversary and remain continually inspired by your commitment and determination to procure and support the very best equipment for the Armed Forces."



## MOD AIRPORTS SECURITY DEAL



The DE&S Air Commodities team have awarded a contract to provide a wide range of aviation security solutions across all Ministry of Defence (MOD) airports globally.

The multi-million contract, awarded to Smiths Detection, will see the company provide industry-leading speed and security for hand luggage, passengers and freight.

The security detection equipment includes mobile X-ray inspection systems, dual view X-ray equipment for inspecting air cargo, trace detectors, walk

through metal detectors and innovative scanners for screening people; all backed by a ten-year support programme.

Iain McLeod, a team leader with DE&S Air Commodities, said: "This key contract will deliver checkpoint and hold baggage security for all UK Ministry of Defence airports over the next decade.

"Installation is currently underway, maintaining and enabling class-leading aviation security to support our operations around the globe."



—“

The success is another example of DE&S working well with its stakeholders and industry to deliver successful trials

Paul Kavanagh, Demonstration Phase Project Manager for Ajax

—”

Pictures: Andrew Linneth



# Ajax makes a splash

The Ares variant of Ajax was recently put through its paces by 11 Amphibious Trials and Training Squadron (11 ATT Sqn) on Instow Beach in North Devon as part of the vehicle's extensive trials programme, part of which will prove it can be transported by air, rail, road and sea.

DE&S is procuring 589 Ajax (6 variants) – the next generation of the British Army's armoured vehicles – with the first expected to be handed over to the Army this year.

Ajax, which is being built by General Dynamics UK, will be a key component in the Army's future Strike brigades and represents a step change in capability.

At Instow on March 2nd, an Ares variant of Ajax – designed to support and carry troops – was first put through a dip tank to confirm that entry and exit angles could be negotiated and to check for any unexpected leaks.

The armoured vehicle then crossed the beach and entered the sea to prove that it could successfully traverse water obstacles and manoeuvre on and off a landing craft with a dozer blade fitted to the front. Tie down schemes were also developed and tested dynamically on board the landing craft.

Paul Kavanagh, DE&S Demonstration Phase Project Manager for Ajax, said: "Our customer, the British Army, has a range of deployability requirements, as part of which it must be able to embark and disembark a beach landing craft with the dozer fitted to the front of Ares. These trials were critical and proved just that.

"The success is another example of DE&S working well with its stakeholders and industry to deliver successful trials."

Last year, General Dynamics UK opened an engineering hub in Merthyr Tydfil, which will become the assembly, integration and testing centre for Ajax.

The facility, a disused forklift truck factory now managed by General Dynamics UK, will create 250 highly skilled jobs, an addition to the 300 jobs sustained in nearby Oakdale, and a further 2,250 jobs throughout the UK supply chain.



# Support Day success

**D**E&S staged its first ever Support Day to highlight the drive towards placing more emphasis on the support element of the organisation.

The event, at MOD Abbey Wood on February 27, was held to help broaden people's knowledge of the important role support plays in delivering capability to our Armed Forces.

DE&S CEO Tony Douglas introduced the day to highlight his intention to focus on support, which is one of his objectives, goals, strategies and measures (OGSM) this year.

Hundreds of DE&S employees attended market stalls that had been set up by DE&S teams to explain their role in the support process.

There were also a number of presentations, all of which were fully attended and gave staff a more intimate setting to discuss a number of topics that impact the support element of DE&S, as well as a fantastic networking opportunity.

A 'Dragons' Den' event was also held,

where groups were asked to present action plans around a support goal to a panel including the DE&S CEO, Chief of Materiel (Land) Lieutenant General Paul Jaques, Chief of Materiel (Joint Enablers) Pete Worrall, Director of General Programmes Tony Chisnall and Director Logistics Delivery Roger West.

The plan had been to take forward three presentations to progress, but the senior leadership were so impressed with the innovation and ideas shown to them that five were selected.

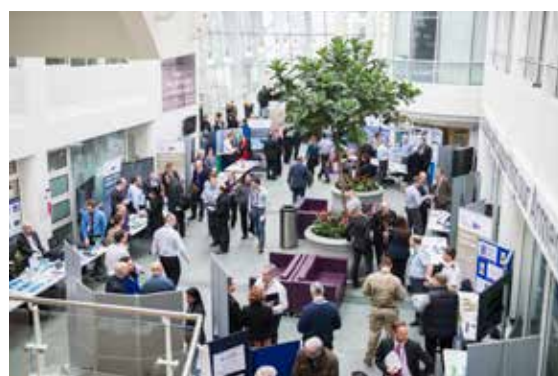
The winning presentation came from the team who impressed the CEO and panel members with their use of technology to track and monitor defence's postal requirements.

General Jaques said: "This was an excellent event and, as part of the Executive Committee with responsibility for delivering support to our Forces, I was delighted to be part of a day designed to improve and promote support for our people as well.

"Staff across DE&S have put

in a huge effort to make this day a success and drive home the importance of encouragement and collaboration within the organisation. I was particularly impressed with the creativity of our staff who were involved in the 'Dragons' Den' workshop and we plan to take forward some of the suggestions made."

Due to its success, further events are planned for DE&S satellite sites in the future.



Pictured: DES CEO Tony Douglas talks with Lt Col Mark Lloyd from the British Forces Post Office (BFPO), inset above: crowds at the event at MOD Abbey Wood

# Medical care upgrade



Above: Tempus Pro demonstration

Minister for Defence Procurement, Harriett Baldwin said: "Our Armed Forces serve with incredible commitment and bravery, and the new Tempus Pro monitor will ensure that they will receive the best possible care and treatment should they be wounded or taken ill on operations.

"Backed by our rising defence budget and our £178 billion equipment plan, our investment in these cutting-edge medical monitors demonstrates how we are working with our NATO allies to provide lifesaving equipment to our frontline personnel."

Tempus Pro can be used remotely on medical evacuation vehicles and aircraft, battalion aid stations, hospital ships and field hospitals. It will help to provide consistent and streamlined medical support, meaning the records of all sick and injured Armed Forces personnel can easily move with them as they progress through different levels of care. The monitors are being purchased through the NATO Support and Procurement Agency (NSPA).

Major General Martin Bricknell, Director Medical Policy and Operational Capability, said: "Tempus Pro will absolutely transform our care of military patients.

"It will enable us to train our medical staff on a single fleet of patient monitoring devices, allow us to start monitoring our patients much earlier in their clinical care on operations because it can survive the military environment, and it will provide continuous clinical information on a patient from when they were injured right up until they arrive back in the UK."

**D**E&S has awarded a £14 million contract that will deliver innovative lifesaving medical monitors to the UK Armed Forces.

The Tempus Pro monitors, designed and manufactured by Remote Diagnostic Technologies (RDT) in Basingstoke, can help facilitate emergency treatment for Royal Navy, British Army, and RAF personnel if they are injured or taken ill on active duty.

The lightweight, robust and portable monitor, which is battery operated, can be used on land, at sea and in the air. It transmits medical data such as blood pressure, pulse and respiratory rate in real time back to medical facilities and treatment teams, giving them a better understanding of a patient's condition ahead of time.

DE&S CEO Tony Douglas said: "This state-of-the-art piece of equipment shows how we are delivering proven, world-leading equipment to our Armed Forces. The Tempus Pro monitor is a step forward in innovation and safety, demonstrating how we are committed to improving the medical care received by those keeping our country safe.

"This deal also highlights DE&S' strong, collaborative partnership with industry, benefitting both our Armed Forces and the wider UK economy by sustaining around 60 UK jobs."

The deal has already seen 444 monitors delivered to the Armed Forces, with plans for around 900 more to be purchased over the next five years. The contract is part of the MOD's Innovation Initiative, aiming to encourage imagination, ingenuity and entrepreneurship in pursuit of maintaining a military advantage in the future.





# DE&S lands in with a Big Bang

DE&S attended the Big Bang UK Young Scientists and Engineers Fair in Birmingham for the first time this year. With more than 100,000 visitors over four days, the event is aimed at seven to 19 year-olds who would like to consider a career in any of the Science, Technology, Engineering and Maths (STEM) subjects.

DE&S was one of the over 200 organisations represented at Birmingham's NEC hoping to attract the eye (and the brain) of the engineers and scientists of the future – a challenging task in an incredibly busy, and noisy, conference centre.

However, the DE&S volunteers – most of them graduates and apprentices – braved the crowds to explain how Science, Technology, Engineering and Maths (STEM) subjects tie in with the equipment provided to the Armed Forces.

Air Marshal Julian Young, Chief of Materiel (Air), who attended the event (pictured right), said: "It is important to remember that STEM isn't about straight recruiting: it's about engaging young people and making sure they understand the value and opportunities of studying mathematics and science subjects in the future - this enables them then to take up engineering or technology as a career. Once we get to that stage, then we can start thinking about attracting talent from the larger pool.

"I'm proud to be the DE&S Apprentice & Graduate Champion, and for the past two years I've also been the Defence Engineering Champion, so it's great to be here and see all these young people considering a STEM-related career path."

A queue system had to manage the entry to the DE&S stand, swarming with young people who wanted to know more about the

kit and get a hands-on experience with the Virtus body armour, the Dragon Runner bomb disposal robot, the thermal imaging kit, and virtual reality training.

Amelia, a student from a secondary school in Bedford, was one of them. "The things I've seen on the stand are really cool – there's something for everyone. I hadn't heard about DE&S before and I wasn't yet sure if I'd like to go down the STEM route, but after today it's a possibility I'd like to consider", she said.

And she wasn't the only one. Charlie, from Banovallum School, in Lincolnshire, agreed: "I had a go at the thermal imaging station and I found it really interesting. I'd like to join the RAF as an engineer when I finish school, and this was a great opportunity to take a closer look at some of the kit they have."

This was also a positive experience for the adults, especially the ones who can steer the kids towards a career in STEM. A teacher from Broadway Academy, based in Birmingham, told Desider: "The kids love all hands-on activities like these, and it's surprising how much they take in when they are given these opportunities. It's great to get them out of the classroom so they can interact with people who work in STEM fields."



Pictures: Jack Eckersley 



# Birmingham



## Aircrew protective equipment and detection helmet

This helmet, used by specialist helicopter crews, provides protection from Chemical, Biological, Radiological and Nuclear. Its clean air supply lasts up to 5 hours (more than the helicopter can stay airborne for) and it will survive an initial crash impact of up to 300G.

## Mk10 Tornado ejection seat

It can operate up to 50,000ft, with an ejection velocity of 22m/s during the first 0.6-1.3 seconds of ejection. The seat is zero/zero capable, which means that the aircraft can be stationary on the ground and it will still fully operate. Plus, it comes with a personal survival pack.

## Dragon Runner bomb disposal robot

Designed to 'scout out' during small unit operations, it keeps the soldiers away from dangerous situations, as it works through a remote control from hundreds of metres away. It can perform in the most challenging environments and bad weather – it's so durable it can even be thrown!

## Virtus body armour

Lighter, more comfortable and easier to put on than previous systems, Virtus makes it easier to carry heavy kit.

## MX-15 reconnaissance system

Used in Royal Navy helicopters, MX-15 can track targets in the dark using thermal imaging and track the speed at which a target is moving. It has 20% better range than its predecessors and supports up to 6 sensors at the same time.

## Clambake surveillance system

It offers short range protection for patrol bases with minimum infrastructure and can detect objects and dangers 800m away, with a recognition range of 510m.

## Defence Virtual Simulation virtual reality driver training

The DVS has provided savings and lessened the training's environmental impact. The Oculus Rift headset is an example of the potential use of virtual reality to enhance training via increased immersion.

What was on show →

# Keeping the Armed Forces mobile



The newly formed Vehicle Support Team is dedicated to ensuring the Armed Forces have vehicles ready to mobilise at a moment's notice. Desider met the team leader Brigadier Colin McClean, who explained the advantages of being able to focus solely on 'Support' within DE&S

The Vehicle Support Team (VST) started life in December with the purpose of creating a Ministry of Defence one stop shop for all in-service land vehicles used by the Army, Navy and RAF.

The 320-strong team was formed by merging four different portfolios within DE&S: Armoured Tracks, Protected Mobility Vehicles, Operational Support Vehicles and the Service Management delivered by Babcock International following the sale of the Defence Support Group.

They are charged with looking after more than 30,000 vehicles in terms of maintenance, support and contract management and making sure that they are continually ready for training and operations.

VST Head, Brigadier Colin McClean, said: "We are in the 'fight tonight' game, by which I mean, if soldiers, airmen, sailors or Royal Marines are asked to mobilise, they will mobilise in vehicles that we support.

"That could be Foxhounds that are currently



It is what more 'S' in DE&S looks like. I worry about support in every working moment and I don't have to be distracted by anything else

Brigadier Colin McClean  
VST Head





in Afghanistan, Mastiffs currently in Iraq, Jackals currently in Poland, or Challenger 2 main battle tanks in Estonia. We need to ensure these vehicles are ready to do what the nation needs them to do.

“If a tank breaks down on exercise in Poland today, you find out about it tomorrow and need to have found a solution by the next day. It’s dynamic and gives you a rush. You get to deliver things and know you are making a genuine difference.

“Next year, that looks like a £601 million business in terms of spend, allowing Front Line Commands to be ready to go on operation as required.”

The VST deal with a wide portfolio, ranging from Bulldog vehicles that came into service in 1961 to Terriers that came into service in 2012 and have the world’s most advanced technology on board.

“It’s a wide spectrum of engineering complexity and we have people across the VST that deal with both Bulldogs and Terriers and everything in between”, Brigadier McClean said.

“Merging the four smaller portfolios allows us to share expertise and have joined up conversations with the customer and supply base.

“It is what more ‘S’ in DE&S looks like. I worry about support in every working moment and I don’t have to be distracted by anything else.

“It also gives our military customer a single



Above: Members of the VST: Ian Eldridge, Rachael Griffiths, Col Phil Prosser (Lead Operational Support Vehicles), Gill Garlington, Dr Allan Paterson (Dep Head VST), Col Stephen Heron (Lead Service Management Function), Brig Colin McClean (Head of VST), Judith Furby, Rickie Nixon (Lead Armoured Tracks)

point of contact and a clear line of sight for accountability, which has to be right, in my view.”

Major General Mark Gaunt, Director Support at Army HQ, said: “Having a single point of contact at DE&S for our portfolio of in-service vehicles has already improved our communication channels and, most importantly, we are seeing the benefits in the

field. A great example of how this new system is more effective for our soldiers is the level of support to the recent deployments to Estonia and Poland as part of Operation Cabrit. The Army look forward to this relationship growing ever closer over time.”

To find out more about the VST please email Brigadier McClean directly.

# Feeling the benefit



**M**OD Abbey Wood hosted the first ever DE&S Big Benefits Fair to showcase the extensive and valuable wider employee Benefits package available to the workforce.

The fair, held on March 28 and 29 in Neighbourhood 2, was aimed at highlighting further why DE&S is an exciting and dynamic organisation to work for.

Hosted by the DE&S Reward Team, the Fair attracted around 1,000 visitors over the two days, all keen to find out more and make the most of what was on offer.

Stallholders included the much-valued Civil Service (CS) partners: CS Insurance Society, CS Sports and Leisure, CS Healthcare and Boundless – formerly CS Motoring Association.

These not for profit Mutual Societies have a long history, for instance Boundless (formerly Civil Service Motoring Association) was founded in 1923 with the aim of bringing people together through a shared passion for motoring and adventure. Our partners offer an array of voluntary benefits including affordable healthcare,

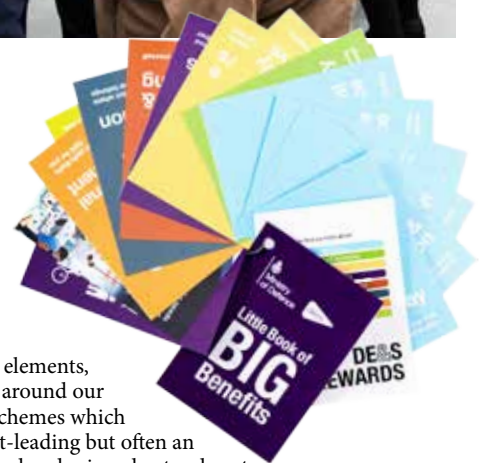
insurances as well as member discounts on a wide range of services and products.

In addition to other in-house and external partner market stalls displaying their wares, a key giveaway was the 'Little Book of Big Benefits', (pictured) a swatch style booklet providing a brief and broad summary of benefits under the various benefit categories: Financial, Discounts, Family, Flexible working, Health and Wellbeing and Travel and facilities.

The booklet is multi-purpose and will be used at careers fairs to highlight to potential new recruits the fabulous deals on offer at DE&S.

Head of Reward, Drew Matthews said: "I am delighted with the level attendance at our first Benefits fair and with the positive feedback received so far from colleagues that visited. DE&S has a great benefits package and we want to make sure everyone is aware of what's on offer and able to make the very most of it.

"Our new Big Benefits Booklet tells the broad story and we are planning more detailed communications on



particular elements, especially around our Pension Schemes which are market-leading but often an undervalued and misunderstood part of our Reward Package. Financial Education is another key area we will be looking at so that everyone can manage their finances well and be confident about the future. Watch this space."

DE&S colleagues on other sites and any Abbey Wood based people who missed the fair can catch up by visiting the campaign site on the Defence Intranet where a link to the Little Big Book of Benefits can be found.

# desider

specialists... experts... the Atomic...  
 weapons... chme...  
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 part in a...  
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 exercise was used to demonstrate to European observers good practice techniques in responding to a radiological crime scene.  
 AWE is a member of the European Union sponsored GIFT (Generic Integrated Forensic Toolbox) project, and the company played a vital part in helping nations improve

open... experience in the Chemical, Biological, Radiological and Nuclear (CBRN) area.  
 The exercise... areas of monitoring, collection... recovery, exhibit... imaging. Participating in the exercise gave the team of specialists the opportunity to combine crime scene techniques with the forensic requirements of

law enforcement.  
 AWE senior technical sponsor, Paul Cooper, said: "The GIFT project is a key international collaboration to enhance European resilience against criminal activity which involves the use of radioactive materials. AWE not only planned and delivered the exercise, our responders also actively participated over the two days. I personally attended and observed



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# Queen unveils war memorial

A memorial recognising the contributions of the UK Armed Forces and civilians that supported them during the Gulf region, Iraq and Afghanistan conflicts from 1990-2015 was unveiled by the Queen.

Accompanied by His Royal Highness the Duke of Edinburgh, Her Majesty The Queen unveiled the Iraq and Afghanistan Memorial in Victoria Embankment Gardens, Westminster, last month.

More than 2,000 people, including some staff from DE&S, Prime Minister Theresa May, Defence Secretary Sir Michael Fallon, the Duke and Duchess of Cambridge and Prince Henry of Wales joined the Queen for the dedication of the new memorial following a Service of Dedication.

The memorial was formally unveiled at a short ceremony in Victoria Embankment Gardens, in front of the Ministry of Defence.

Secretary of State for Defence, Sir Michael

Fallon, said: "It is vital that we recognise our Armed Forces and civilians who contributed, both abroad and at home, to the campaigns in the Gulf, Iraq and Afghanistan.

"Today's service is an appropriate occasion to honour their immense efforts and sacrifices. We should also reflect on the continued service of the men and women of our Armed Forces deployed around the world today to help make us safer at home."

Designed by sculptor Paul Day, the Iraq and Afghanistan Memorial is positioned nearby monuments to the Second World War and the Korean War.

The new memorial features two large stones – one representing Iraq and the other Afghanistan – linked by a giant, two-sided bronze tondo depicting the memorial's theme of "Duty and Service".

The memorial gives equal prominence to military and civilian contributions, including, amongst others, the delivery of healthcare and

humanitarian work. It is specifically intended to be inclusive of all those who contributed and therefore bears no names.

Prime Minister Theresa May said: "The missions in Iraq and Afghanistan called on hundreds of thousands of our military and civilian personnel to put their lives on the line in a heroic effort to help secure greater peace and stability in some of the most hostile environments that we have ever known.

"Today, we honour the extraordinary courage and dedication of every one of those British men and women who stepped forward to answer that call.

"We pay tribute to those families who spent long periods apart and we stand with the friends and families of all who lost loved ones."

## Case Study Proud to serve - DE&S Protected Mobility Vehicle Portfolio



Above: John Swanborough, Steve O'Leary and Alan Paramore

One of many DE&S teams to make a large contribution to both the Iraq and Afghanistan conflicts was the Protected Mobility Vehicle Portfolio (PMVP), now part of the Vehicle Support Team. During the conflicts, a team of 80 worked extreme hours to deliver more than 2,000 vehicles worth £5 billion to support the troops.

### Team leader Steve O'Leary OBE:

"As a team, we were heavily involved in both conflicts, delivering and supporting a number of armoured vehicles, including Mastiff, Wolfhound, Ridgback, Jackal, Husky and Foxhound.

"We were under intense pressure, but the team pulled together, including industry, to make sure we got the Army the best possible equipment as quickly as possible.

"I am immensely proud that there is an enormous amount of young men and women who are able to spend time with their families and that babies are being born

today because service personnel came home from Afghanistan and Iraq having been in PM vehicles that protected them against the Improvised Explosive Devices (IEDs).

### Mastiff Service and Delivery Manager (2006- 2013) Alan Paramore MBE:

"The efforts of this team, and of course many others in DE&S, changed the course and conduct of the war without a shadow of a doubt. The buy-in within this team was second to none and it was a privilege to be part of it. We were pushing the boundaries and learning all the time. People were working unbelievable hours because they knew exactly how important their job was – it was saving thousands of lives.

"Mastiff was subjected to over 300 IED explosions, but only once was anybody killed – there were real tears on the floor plate that day – but, tragic as it was, it did underline the incredible protection the vehicle had offered many thousands of crew members during all the other events.

"We had Mastiff crews who had returned from the conflicts come onto our floor plate having been in a Mastiff that had been subjected to an IED to thank us. I once had a young Lieutenant Colonel come in and hug me because our vehicle had saved him and his crew. That stays with you for ever."

### DE&S Counter IED Liaison Officer John Swanborough:

"I spent five months in Afghanistan ensuring there was excellent communication between the Army and DE&S so that soldiers were best protected against the threat of IEDs.

"I was lucky enough to attend the unveiling and it was entirely right that both the civilian and military factions received recognition for their efforts during both conflicts.

"There was a lot of royalty and members of the Government there, which gave the occasion the sense of importance it deserved, and in fact it was very moving.

"It would have been impossible to have everyone there, who deserved to be there, so I felt very honoured that I was able to represent my own, and the team's, contribution."





Pictured: (From left to right):  
 Simon Ransom – Tech Office Air - RWUAS Phase 2, Phil Betson – Tech Office Maritime - Unmanned Warrior, Heather Goldstraw – Tech Office Head, Ralph Scott – SBRI Lead, Kris Davies – Tech Office Strategy, Holli Kimble – Tech Office Strategy, Luke Sullivan – SBRI – LVEX – Plextek

# A YEAR IN INNOVATION

One of the key themes that arose out of the Strategic Defence & Security Review (SDSR 15) was the need for defence to place innovation at the forefront of its thinking. DE&S CEO Tony Douglas is eager to drive innovation forward across the organisation. He said: "Innovation is not a specific action or piece of technology; it's about embracing a new way of thinking. Technology and the economics of defence are evolving rapidly. Thinking innovatively will enable us to remain ever vigilant in the face of these changes in the sector." With this in mind, DES Tech Office has been working hard to create 'enablers' for innovation across the organisation. The past 12 months have seen a drive for innovative technologies and practices – here are some of the highlights selected by the team.

Small Business Research Initiative (SBRI)

SBRI is a novel procurement strategy developed by Innovate UK which allows the public sector to address difficult challenges. DE&S has launched five SBRI competitions which have resulted in 192 individual proposals from industry, SMEs and academia. Amongst the many breakthroughs have been the developments of the armour gel next generation glove, flame retardant wool and electronic camouflage. Other areas being explored include using quantum lasers to detect fuel leaks before they happen, and geo-electrical imaging to test the bonds of acoustic tiles on submarines. Heather Goldstraw, Head of DTECH Technology Office said: "Using SBRI opens up opportunities to access an incredible range of SMEs and academia that haven't worked with DE&S before on difficult defence challenges."

Defence Innovation Initiative Launch

At a flagship event in London, the Secretary of Defence Sir Michael Fallon launched "Advantage Through Innovation", a prospectus that details the Defence Innovation Initiative and outlines how innovation is vital to maintaining our military advantage into the future. It also sets out the challenge that defence and national security organisations face from a world of rapid and fundamental change which will see long term shifts in the balance of global economic and military power. Alastair Goodson, DE&S Tech Office Deputy Head, said: "The headline components included a Defence and Security Accelerator, and an £800 million Defence Innovation Fund over 10 years. There was a lot of interest in the DE&S stand, and DE&S is well connected with the departmental initiative."

Rotary Wing Unmanned Air Systems (RWUAS)

An £8 million investment was secured into an innovative research and development programme exploring the future of unmanned air systems. The second phase of RWUAS Capability Concept Demonstrator (CCD) will help to inform the Royal Navy and British Army of upcoming technologies in the unmanned air systems arena. Following the announcement DE&S CEO Tony Douglas said: "Investing in innovation is a priority in DE&S and research programmes, such as the Rotary Wing Unmanned Air System, demonstrates 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."





**BriteCloud**

A contract was placed with Leonardo-Finmeccanica for British designed and built miniature decoys to help protect combat jets from missiles. Packed with missile-confusing advanced electronics, BriteCloud (the size of a beverage can) is able to be fired from an aircraft's flare dispenser. It was derived from a technology demonstrator programme undertaken within DE&S Tech Office between 2012 and 2015. Service evaluation trials are underway on RAF Tornados.

**Unmanned Warrior**

A joint exercise with more than 40 companies, including eight SMEs and armed forces from four nations, took place in October 2016 off the West coast of Scotland to showcase innovative ideas to the Royal Navy. DE&S played a key role in delivering a tremendously successful large-scale demonstration of the latest autonomous technologies while simultaneously strengthening international interoperability.

**Plextek Trial**

In February, DES Tech Office trialled a new electronic camouflage system against different terrains and backdrops. The adaptive visual camouflage has been developed by Plextek, an electronic design and product innovation consultancy, and uses e-ink technology, similar to e-readers, to transpose an image onto the side of the vehicle.



This method of display uses a small amount of power and will continue to display the image when unpowered. In addition, the image brightness changes naturally with ambient light levels.

The vehicle was assessed at three distances – 400m, 500m and 1km – to determine if it could be easily detected, recognised or identified.

**DE&S Innovation Strategy**

In December 2016, DES Tech Office published the DE&S Innovation Strategy, which aims to enable conditions for innovation to thrive within the organisation. The strategy supports the Defence Innovation Initiative and emphasises that technology alone does not deliver innovation. All functions and teams within DE&S have a role in setting the conditions for successful innovation and should be empowered to do so. Dir Tech Mike Quigley said: "The innovation culture that the organisation strives for is intended to be enabling rather than controlling and is aligned with the behaviours set out in the DE&S Way".

Building on these successes, DES Tech Office has this month launched the "Inspiring Innovation" campaign aimed at ensuring DE&S is recognised as an organisation of agile innovators. A two-day event will be held at Abbey Wood on May 17 and 18 to encourage debate around interesting topics, common challenges and opportunities faced by DE&S. It will also allow staff to share learning from experience; showcase recent innovations both internally and externally; and introduce new methods to stimulate creative thinking. For more information on getting involved in this event please email [DESTECH-InnovationStrategy@mod.uk](mailto:DESTECH-InnovationStrategy@mod.uk)

**Get involved next month**

“ I enjoy working with a great team who are dedicated to doing a really high quality job, but with a good dose of humour thrown in ”

# On his fast-paced role, the value of teamwork and his love of rock

**Mark Bailey heads the DE&S Policy Secretariat (Pol Sec) team which supports Ministers so they can meet their Parliamentary responsibilities in relation to equipment and support**

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

I lead the DE&S Policy Secretariat (Pol Sec) team, which supports Ministers and enables them to meet their Parliamentary responsibilities in relation to equipment and support. Parliament holds Ministers to account for the actions and decisions of the MOD, including DE&S, so it is crucial that we provide timely and accurate advice that enables Ministers to properly discharge this role. We deal with a wide range of business including Parliamentary Questions, Ministerial correspondence, briefings and Parliamentary Committee work. The team also ensures that DE&S meets its statutory obligations under the Freedom of Information Act. Secretariat work is part of the Policy Strategy and Parliamentary (PSP) profession, and I am also closely involved in taking forward work on the further professionalisation of PSP as a specialism within the Corporate Services Function.

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

Life in Pol Sec is never dull! It's fast paced, often time compressed and varied, so you never know from one day (or hour) to the next what might be coming your way. I have undertaken a number of Pol Sec roles in my career and been involved in some interesting and high public profile work including the Bloody Sunday Inquiry, Army personnel cases and more recently, procurement of steel for defence equipment projects. It's a great role for getting an insight into, and dealing with, the full range of DE&S business and being involved in work that has exposure through to the highest levels in the Department. It's always rewarding to see our work being used by Ministers to inform Parliament and the public; accepting that sometimes this simply generates more questions!

## **How important to you is teamwork?**

It's clearly essential to the successful delivery of business both within my team and across the wider DE&S. Pol Sec can only function

effectively through close working relationships with a wide range of stakeholders including subject matter experts in the project delivery teams, whom we rely on to provide timely and accurate information to inform our outputs to Ministers and senior staff. One of the biggest challenges is taking all of this stakeholder input, often differing opinions, and moulding this to produce a coherent product attuned to Ministers' requirements; but I'm fortunate to have a great team that work well together, across DE&S and wider MOD to achieve this.

## **What is your view on transformation?**

I genuinely believe that this is a really positive time to be in DE&S. Having worked in the organisation since its inception I have seen a number of initiatives and organisational changes come and go, but for me, this is the first time that DE&S is beginning to feel significantly different in terms of the way we will operate, and approach people management going forwards. The challenge will be to effectively embed all of the new processes and give sufficient time to the people aspects, which will be essential in building and maintaining our performance, whilst still delivering the day job. It will be a busy and interesting first year!

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

Previously based at Andover and Bath, I was part of the DE&S Collocation Team which consolidated DE&S HQ functions at Abbey Wood and practiced what I preached by also relocating myself, seeing DE&S as providing the challenge and opportunities to consolidate and develop my future career in the MOD. I worked in the Defence Logistics Organisation (DLO), which together with the Defence Procurement Agency, merged to form DE&S in 2007. And my first Pol Sec role was in the pre-DLO Army Quartermaster General's single service logistics organisation, so I have spent a significant amount of my career in the procurement and logistics environment doing roles around Secretariat,

HR and change management, all of which has provided invaluable experience for DE&S Transformation.

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

I like the varied, unpredictable and fast-paced nature of the work, but sometimes suffer what I wish for! I enjoy working at Abbey Wood; it's important to have a good working environment and although we have our challenges, we have some good facilities and it's a lot better than some of the accommodation I have worked in during my MOD career. Most of all, I enjoy working with a great team who are dedicated to doing a really high quality job, but with a good dose of humour thrown in.

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

I'm an average runner and am often plodding around Abbey Wood in my lunch hour with colleagues, but only started doing events when I relocated to the West Country about seven years ago and decided to have a crack at the Bath Half Marathon. I now have a number of 10k and half marathon races under my belt, and the Walt Disney World Marathon in Florida. Aside from that, I enjoy time with the family, music, travel and generally getting out and about to keep active, which is important when we always have a full office cake table!

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

I was in the Air Cadets and had a glider pilots license before I could drive; alas no longer current. I guess I don't fit the stereotypical image of long hair and tattoos, but I am a lifelong hard rock fan, still regularly attending gigs and festivals after 30 years. So if I we meet and I keep asking you to repeat what you have said, it's probably my hearing.....

# CASE STUDY

## Hannah Wood, from the DE&S Corporate Communications Team, on dealing with the press, leading media events and the perks of working for DE&S

**Name:**

Hannah Wood

**Job title:**

Media Officer

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

Nine months

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

I have a background in media and journalism and always wanted to pursue a career in Government communications. So when the chance came around to work in the media team at DE&S I was really pleased. Aside from the role itself, the flexible working arrangements, as well as the good working environment, attracted me to the post.

**What does your role entail?**

On a day to day basis, I am responsible for handling reactive media enquiries from journalists quickly and efficiently. This means working with people across DE&S and the wider MOD to provide information to the media, whilst ensuring we effectively manage the organisation's reputation. On the proactive side, I am responsible for arranging and leading on media events for Ministers and DE&S seniors and writing media briefing and press releases to highlight the positive work we are doing at DE&S. I also regularly contribute to Desider magazine.

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

There are many opportunities to progress and develop in this role; I've had access to join professional bodies such as the Chartered Institute of Public Relations (CIPR), received training to further my design skills and knowledge of how the media operates and there is also the opportunity here to gain further qualifications.

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

My job challenges me and allows me to step outside my comfort zone. It's really exciting and interesting and I've had the chance to do some amazing things, including working on ministerial media events up and down the country, attending air shows and organising the media around the Duke of Edinburgh's visit to Abbey Wood! I'm also very fortunate to have a supportive team around me, which makes my job even more enjoyable.

**What's your ambition?**

My aim is to work hard and progress up the levels in a communications role. My goal is to be a Head of External Communications one day!

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

The moment I'm most proud of is the first ministerial media event I led on. I organised an event at Raytheon's site in North Wales, where the Minister for Defence Procurement announced a support contract for the Sentinel surveillance aircraft. My role involved logistical planning for the event, producing a media briefing pack for the Minister, writing a press release and supporting the Minister with media interviews from outlets including the BBC and ITV. The event was a success and the media coverage that followed was very positive. I've gone on to lead and support on a number of events since, but the sense of excitement and achievement of completing my first one, will always be a career



Picture: Ed Low

highlight for me.

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

There's room for progression and personal development, you can gain additional qualifications, enrol on professional development courses and there's also the opportunity to work on challenging and exciting projects.

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

At DE&S you get access to plenty of schemes, including Defence Discount and CSSC Sports and Leisure, which gives you money off at high street stores, restaurants and cinema tickets, as well as good deals on gym membership and travel. There's also a good work life balance with flexible working and the option of home working.

— “ —  
 I've had the chance to do some amazing things, including working on ministerial media events up and down the country  
 — ” —

# 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

**Dreadnought Environment and Sustainability Manager** DE&S

Bristol | £37,071 | Senior Executive Officer C1 | Closing date: 7 Apr 2017

Reference number **1530086** Post type **Permanent** Hours **37 Hours**

**Job Description:** The role includes the management and delivery of environmental, hazardous materials and sustainability activities for the Successor submarine platform detailed design and build period (April 2011 – c2028) as part of the Future Submarines project team.

**QEC Acceptance and Assurance Engineering Manager** DE&S

Portsmouth | £30,424 | Higher Executive Officer C2 | Closing date: 17 Apr 2017

Reference number **1531852** Post type **Permanent**

**Job Description:** You will support the Acceptance and Assurance of the Queen Elizabeth Class (QEC) Aircraft Carrier programme from First Entry Portsmouth (FEP); ensuring that all requirements for the provision of sustainable, safe and capable vessels are available to the required timescales.

**Finance Higher Apprenticeship** DE&S

Bristol | £19,101 | Administrative Officer | Closing date: 18 Apr 2017

Reference number **1533106** Post type **Permanent**

**Job Description:** The Finance Higher Apprenticeship Scheme offers an excellent opportunity to develop your skills through hands on learning and training, including working towards attaining professional qualification.

**Naval Authority Group - Head of Materials Technology** DE&S

Bristol | £49,835 | Grade 7 B2 | Closing date: 19 Apr 2017

Reference number **1532389** Post type **Permanent** Hours **37 Hours**

**Job Description:** This role includes leading a team of specialists providing materials related safety advice to support Naval Authority decisions on new procurement projects as well as through life support.

**MOD Information Profession Apprenticeships** DE&S

DE&amp;S locations | £16,455 - £17,760 | Admin Assistant E2 | Closing date: 23 Apr

Reference number **1532835** Post type **Permanent**

**Job Description:** It is a requirement of the apprenticeship that you successfully complete all elements of the apprenticeship framework or standard you will be working towards. You will be expected to attend training for functional skills (if appropriate) and professional training.

**MOD Information Profession Apprenticeships** DE&S

DE&amp;S locations | £24,663 - £28,253 | Executive Officer | Closing date: 23 Apr

Reference number **1533437** Post type **Permanent**

**Job Description:** It is a requirement of the apprenticeship that you successfully complete all elements of the apprenticeship framework or standard you will be working towards. You will be expected to attend training for functional skills (if appropriate) and professional training.

# FUTURE VACANCIES

## Associate IT Developer Qlikview DE&S

Bristol | Up to £35,000 | Closing Date: 9 Apr 2017

**Grade** Level 2, Band C2 (Higher Executive Officer) **Post type** Permanent

**Reference number** 1534965 **Type of role** Project **Hours** 37 Hours

**Job Description:** As an IT developer you will be involved in the development for various Management Information outputs, typically including advanced interactive dashboards for use at executive level within the organisation.

## Strategic Weapon Project Controls Manager DE&S

Bristol | £37,071 | Closing Date: 28 Apr 2017

**Grade** Senior Executive Officer C1 **Post type** Permanent

**Reference number** 1526332 **Type of role** Management **Hours** 37 Hours

The post is required to provide support in all areas of project management to enable the engineering function within the Re-Entry In-Service Group to provide effective through-life support.

## Nuclear- US/UK Tech Exchange Lead DE&S

Bristol | £37,071 | Closing date: 5 May 2017

**Grade** Senior Executive Officer C1 **Post type** Permanent

**Reference number** 1534368 **Type of role** Management **Hours** 37 Hours

**Job Description:** The post manages the technical data, its analysis and its sourcing, to support the Next Generation Naval Nuclear Propulsion Plant (NGNPP) and collaborative US/UK exchange programmes of work.

## Project Manager DE&S

Bristol | £37,000 - £43,000 | Closing date: 30 Apr 2017

**Grade** Band C1 (Senior Executive Officer) **Post type** Permanent

**Reference number** 1530031 **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.

## Project Manager DE&S

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

**Grade** C2 **Post type** Permanent

**Reference number** 1530035 **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?**

Mark Stiddard

**Job?**

I operate one of the car parks at Abbey Wood and have other duties to attend to as well, which differ day to day. There is always something going on!

**Your route into DE&S?**

Although we very much feel part of the organisation, we are actually contractors. I started with Serco back in December 1995, not long after the site officially opened – which seems a long time ago now. You could probably staff the site twice over with the number of people I have seen come and go during that time. Before I came to Abbey Wood, I spent four years in the Employment Service dealing with benefit work. In my last year there, I was mainly helping young people and the long term unemployed back into work, which I found very rewarding.

**Your claim to fame?**

I'm the only one of the original Support Service team from 1995 that is still working at Abbey Wood and I remain relatively unscathed! I was also elected a vice chairman of one of Bristol's skittles leagues aged just 40. I was popular because I managed to get the AGM done in half the time and people could go to the bar!

**Your advice to anyone?**

Life isn't a dress rehearsal, so enjoy it and make the most of every opportunity that comes your way.

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

I have served the Bristol Downs Football League for the past 41 years in a variety of capacities and am currently Deputy Registration Secretary and Vice Chairman. In that time, I have also refereed the league and used to be an FA National List Referee Assessor. I also like to go to the gym and I go boxing training from time to time.

**What are you most proud of?**

I met George 'Johnny' Johnson at the Poppy Appeal launch last year and was very honoured that he personally signed a ceramic plate for me that featured an aerial dogfight over war torn London. I think it's a pity that he hasn't had an honour himself. On a personal note, I'm very proud of the way I was brought up. We were taught right from wrong and to say please and thank you. These values have stood me in good stead.

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

A year's supply of Waitrose hampers. I've never shopped there but I hear it's good and it would beat foraging for food. I'd take the Clifton Chronicles by Jeffrey Archer so I have



Picture: Jack Eckersley

plenty to read and lastly I'd take a sense of humour in case I have to keep the island's inhabitants happy, as they might be cannibals and I wouldn't want to end up in the pot!

**What irritates you the most?**

I promised myself when I was young that I would never turn into a Victor Meldrew type character, but now I'm getting older it's starting to happen! The one thing that really annoys me is people without any manners and no consideration for anyone else or their property. Please, thank you and a smile don't cost anything and can brighten someone's day.

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

I've been to some lovely places in the world, but I think that Portugal is my favourite. I used to have relatives that lived in the Algarve and it was a beautiful place to go and relax.

**Your secret?**

I hadn't read a book for many years until my friend gave me a book to read on World Book Day four years ago. Now I'm reading all the time and wondering why I left it so long!

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

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



# Demonstrating good practice in keeping our nation safe

Specialists and experts from the Atomic Weapons Establishment (AWE)'s nuclear threat reduction team organised and took part in a multi-agency sponsored off-site exercise.

Co-funded by the Home Office, the exercise was used to demonstrate to European observers good practice techniques in responding to a radiological crime scene.

AWE is a member of the European Union sponsored GIFT (Generic Integrated Forensic Toolbox) project, and the company plays a vital part in helping nations improve their operational experience in the Chemical, Biological, Radiological and Nuclear (CBRN) area.

The exercise involved areas of monitoring, contaminated evidence recovery, exhibit continuity and packaging. Participating in the exercise gave the team of specialists the opportunity to combine crime scene techniques with the forensic requirements of law enforcement.

AWE senior technical sponsor, Paul Cooper, said: "The GIFT project is a key international collaboration to enhance European resilience against criminal activity

which involves the use of radioactive materials. AWE not only planned and delivered the exercise; our responders also actively participated over the two days. I personally attended and observed our Monitoring and Radiation Protection specialists demonstrating a range of techniques to enable the police forensics team to exploit a simulated contaminated crime scene.

"I am very pleased that we were asked to share our expertise in this important area and I am extremely proud of our people. The opportunity to practise our skills and techniques with UK law enforcement colleagues was invaluable - as it helps us to further develop our own capabilities to deal with incidents of this nature."

Further exercises are expected to take place at European locations later this year.

As a member of the European Union sponsored GIFT project AWE plc has received EU programme funding. For more information please visit:

## AWE

AWE's team of scientists, engineers and specialists have supported the UK's Continuous At Sea Deterrence programme for over 60 years, providing and maintaining warheads for Royal Navy submarines - from design and manufacture to in-service support and decommissioning. AWE is a company owned by the MOD, operated under a government-owned, contractor-operated (GOCO) arrangement. AWE supports DE&S in delivering the Defence Nuclear Programme (DNP) under a contract managed by the Strategic Weapons Project team.

AWE's unique nuclear skills and expertise means that they are also able to provide intelligence and 24/7 support to the UK Government by providing solutions to combat nuclear threats, terrorism and nuclear proliferation.



## DE&amp;S PEOPLE

# MOD Cyber Champions support Safer Internet Day

**A** DE&S graduate went to Samuel Whitbread Academy in Bedfordshire to volunteer for Cyber Champions – an initiative promoting digital literacy in schools and communities across the UK.

Jason Gray (pictured presenting far right) teamed up with three MOD information apprentices from RAF Henlow and three external cyber champions to deliver cyber safety workshops to more than 420 Year 9 pupils.

The motto for Cyber Champions ‘be smart, be safe, be social’ highlights that the internet is an amazing platform and provides a wealth of opportunities, but that some people will exploit human trust and prey on those who

are vulnerable or ignorant in the online world.

Jason said: “When asked who owned a smartphone, every single student raised their hand, a complete contrast to when I was their age, only 11 years ago.

“This underpins the need to discuss sensitive subjects, such as sexting, webcam hacking, phishing, smartphones, cyber bullying and online gaming. We used case studies and stories to reiterate what can happen and some of the devastating consequences.

“We also discussed the cyber footprint they are creating by using Facebook, YouTube, Instagram, Twitter, etc. and the importance of managing social media.”

For more information on Cyber Champions visit [www.cyberchampions.org](http://www.cyberchampions.org).



## MOTTO

the MOD Lottery  
January 2017 winners

<b>£10,000</b>	Deborah Green, Cranwell
<b>£2,500</b>	Carmel Grant, Andover
<b>£1,000</b>	Patrick Wattam, Digby
<b>£500</b>	Jonathan Stocks, Wyton
<b>£250</b>	Mark Wright, Alconbury
<b>£100</b>	Gwendolene Waddell, Chicksands
	Alan Deed, York
	Christopher Harvey, ABW
	William Ross, Kinloss
	Fiona Sutherland, Newcastle
	Jurgan Wilson, DSTL
	John Gordon, Liverpool
	Carl Rooney, ABW
	Gareth Moore, Corsham
	Annette Matton, London
	Gregory Love, Catterick
	Victoria Hack, Chatham
	Adele Appleby, UKHO Taunton
	Peter Griffin, ABW
	John Griffiths, ABW
	Jeanette Jarvis, Devonport
	Karen Smith, Tidworth
	Adam Davies, ABW
	Derek Kelso, Abingdon
	Daniel Morris, ABW



**M**embers of the DE&S Unmanned Air Systems (UAS) team visited a farm and nature reserve run by the Avon Wildlife Trust on a team building exercise.

A total of 14 staff (pictured) from the logistics and sustainability team went to Folly Farm in Pensford, Somerset, at the end of February, willing to roll up their sleeves.

Whilst there, they spent their time clearing weeds and brambles from the 250 acre site, which boasts wildflower meadows and ancient woodlands, as well as an ecological education centre.

As well as hard labour, the team also enjoyed some team building exercises designed to help staff appreciate the strengths within their group.

Zoe Pudlo, the DE&S team’s Through Life Support Manager, said: “The team decided they wanted to take on something that was challenging, rewarding and benefitted the local community.

“It was an excellent way to get to know each other, have some fun and enjoy some fresh air surrounded by some very beautiful countryside.”

# International Women's Day

Abbey Wood celebrated International Women's Day on March 8 with a conference hosted by the MOD Women's Network South West (pictured).

The overarching theme 'Be bold for change' was this year particularly relevant for DE&S, at such a key point in its transformation journey.

Jan Riches, co-leader of the network, encouraged the audience to approach change with enthusiasm and do everything they could to make it work, before introducing keynote speaker Lieutenant General Paul Jaques, Chief of Materiel (Land) and executive sponsor for diversity and inclusion.

He focused on the need for education around equality and addressed the need to create a more diverse environment in senior positions. He said: "As a business, we want our people to behave in a way that is good for our brand and gets things done. We're on a journey to change the paradigm, and we need to educate in the strengths of diversity.

"It is important to recognise how much better you can make decisions

when you have a diverse group of people – and putting more women in senior leadership roles ends up with better outcomes. That is clear."

The event also included talks from two inspirational women. The first was DE&S Programme Manager Helen Wheatley, the first Ministry of Defence female engineering apprentice, who gave an overview of her broad career and encouraged the audience to always take up the right opportunities. The second, Katie Renton, from BMT Asset Management after following a career in the RAF and the MOD, spoke about resilience and overcoming obstacles.

In addition to the presentations, an interactive workshop used humour and group sessions to identify how individual and team attitudes can be improved to enable effectiveness.

Finally, Bernadette Nicholas, co-leader of the network, challenged the attendees to identify a personal action to take forward this year in support of both the International Women's Day pledge and emerging MOD opportunities and challenges.



DE&S staff (pictured above) visited the Met Office in Exeter to learn about products and services the Met Office is able to provide Defence and where Met Science and Technology (S&T) is heading.

The visit, in February, was hosted by Nick Bruce-Jones and Katherine Marsden from the Defence Team within the Government Services Directorate, who offered an interesting insight into the wide range of forecasting and analysis the Met Office is able to provide.

Staff, many of whom were from the DE&S Technology Office, heard that, alongside the more familiar tools like Met Office Military Information Display System (MOMIDS), Defence customers use many other operational decision aids to determine how light

levels, heat stress and many other environmental parameters will affect platforms, sensors, systems and influence military operations.

The Met Office and the Royal Navy's Joint Operational Meteorology and Oceanography Centre (JOMOC), support operations both from fixed base and also deploy Mobile Met Unit (MMU) teams, featuring RAF reservists from Met Office staff.

This support is enshrined in the Joint Force Command-owned Customer Supplier Agreement between the Ministry of Defence (MOD) and the Met Office.

Any DE&S staff member with a met related project question should contact Charlie Sladden, SDI Gatekeeper DESTTECH-EGSDI-GKPR@mod.uk

A team of DE&S Advanced Engineering Apprentices travelled to RNAS Yeovilton to teach Yeovil Sea and Royal Marines Cadets how to build wooden slingshots.

Alexander Amos, Tony Corke, Chloe Garland and Luke Lawrence from MOD Abbey Wood told cadets they had to come up with a solution to defend a base from hostile enemy ships.

The three-day exercise saw the apprentices help cadets construct the slingshots that were then used to launch tennis balls to destroy targets.

Alex said: "The aim was to condense the Concept, Assessment, Demonstration, Manufacture, In-Service, Disposal/Termination (CADMID) cycle in to three days, showing how essential it is to project teams in DE&S."

Sub-Lieutenant Hannah Robinson, of the Royal Navy Reserves and Commanding Officer of Yeovil Cadets, said: "Engineering is one of the areas which Sea Cadets can specialise in and the workshop has given them a chance to experience another element of engineering. They were really inspired by the DE&S team."



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