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the magazine for defence equipment and support



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successes on film**

desider


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cover image

Pictured: Live Firing Tactical Training Infantry Battle School Brecon

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desider is distributed free to DE&S employees and the equipment capability organisations. Copies may be sent to readers outside MOD, including in the defence industries and is published on the world wide web via GOV.UK. While the editor takes care to ensure all material produced is accurate, no liability can be accepted for errors or omissions. Views expressed in *desider*, and products and services advertised, are not necessarily endorsed by DE&S or the MOD. All editorial submissions must be cleared by the relevant MOD authorities.

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FOREWORD

By Tony Douglas, CEO

I would like, in my final foreword for *Desider*, to say a heartfelt thank you to all DE&S staff across the UK and abroad for your hard work and dedication.

Make no mistake, I am incredibly proud to have played a small part in what is a huge endeavour to provide and support the very best equipment for Her Majesty's Armed Forces.

And while I leave with a heavy heart, I also depart knowing that DE&S is surging forward in the right direction and has a leadership team dedicated to making the organisation the very best it can be.

But back to business, I have been delighted to see that the organisation remains determined to inspire the next generation and looking to strengthen the DE&S workforce.

I can't imagine how exciting it must have been for the hundreds of school children who took part with DE&S apprentices in the @Big Bang event on HMS Bulwark in Devonport Royal Dockyard. What a wonderfully unique experience for them and I am sure they loved every minute.

Meanwhile, MOD Abbey Wood hosted 6th formers from two local schools to introduce them to the world of defence, inform them about the exciting roles DE&S has to offer and handle some of the innovative kit we supply and support. Both great initiatives.

Talking of our kit, some of it can be seen in all its glory this month in a feature with the organisation's Creative team, who have selected some of their favourite pictures from the last 12 months. There are some tremendous images that showcase some of the very best we have to offer.

Another team featured is in the Unmanned Aerial Vehicles domain, who explain how Reaper has completed 10 years of service and will shortly complete 100,000 flying hours. This state-of-the-art capability was brought into service by DE&S during the Afghanistan War and proved a vital asset.

And the Food Deployment Programme is also addressed. With the festive season on the horizon the DE&S Logistics Delivery Operating Centre (LDOC) will be working overtime to ensure personnel all over the globe get a Christmas dinner – a crucial task that plays a huge role in maintaining morale of those who may be miles from their loved ones.

Before signing off I wanted to say a big thank you to everyone across all DE&S sites for their efforts in raising money for the Poppy Appeal again this year. I understand we have raised around £18,000 – a tremendous effort and mark of respect.

And finally I must mention Derek Gray, who has been presented with the Imperial Service Medal at DM Gosport for almost 50 years' service to the MOD.

Derek himself started out as an apprentice in 1967 and had a fantastic career that took him all over the globe. Congratulations and enjoy your retirement.

I wish all of you the best for the future.

Read more about Tony's thoughts about DE&S on page 12

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Sir Simon Bollom, Chief of Materiel (Ships), talks to Desider about his role, his reasons for re-joining DE&S and why he's proud of his team



Picture: Jack Eckerley

If you think my name (or face) looks familiar, you'd be right. Last time I had the opportunity to share my thoughts with you I was Chief of Materiel (Air). But in April 2016, after 13 years at DE&S and 35 years in the Royal Air Force, I retired from service... for the first time!

Although I enjoyed my retirement, defence was what I was deeply committed to and I was delighted to be invited to re-join DE&S in April 2017 as Chief of Materiel (Ships).

Having completed all the gardening, DIY and car maintenance that I could, the opportunity to take on the role as CoM (Ships) came at the perfect time. I was very proud to be invited back to DE&S and to have the privilege of leading this team in a totally new environment. I'm fiercely committed to supporting my team and the Royal Navy and making a difference in my new role.

One of the things that keeps me coming back to DE&S is the ongoing success that we generate and the sense of accomplishment you get from having achieved a difficult target in acquisition and support. There's nothing better than being part of or associated with a team that has delivered a programme and seeing the pride and sense of accomplishment that they get from delivering new equipment or support into the Navy's hands.

As CoM (Ships), that's exactly what I set out to do each and every day. I'm responsible for

the acquisition of new ships and the support of the current fleet. I've got around 1,500 highly dedicated people in my area, both military and civilian. Their commitment to delivering for the Royal Navy on the front line, their professionalism and their good humour in the face of a number of difficulties are remarkable.

Over the past nine months, they've worked to achieve some significant milestone deliveries. Everybody will have seen the HMS Queen Elizabeth carrier leave Rosyth and the Tide class tankers arrive in the UK all the way from South Korea. Those were two visible highlights but there are many others.

I'm also very proud of the excellent work that my staff have done in delivering support. This includes the Common Support Model and a whole host of other measures which have collectively improved our support delivery to the front line.

The transformation programme, particularly setting up the balanced matrix and introducing functional management, has had a very positive effect on our programmes and people. It's allowed us to introduce a consistent and professional project management and project controls system which will help us keep a tighter control of our projects and industry suppliers, giving us better cost and time outcomes. There's still plenty to do to get this right, but I am confident that we are on the right path.

Going forward, we need to take charge of the transformation agenda and keep the momentum going to make sure we don't lose what we've already built up and to carry on developing this even further.

But my key priority for 2018 is to continue delivering the commitments we've made to the Royal Navy. We've started on a journey in terms of support improvement, but there's still much that we need to do in terms of delivering availability to the front line.

— “

Although I enjoyed my retirement, defence was what I was deeply committed to and I was delighted to be invited to re-join DE&S

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Safety always on the radar

DE&S has secured a new £18 million contract to support the Royal Navy's air defence fleet and sustain jobs.

Defence Minister Harriett Baldwin announced the contract, placed by the Maritime and Air Weapon Systems (MAWS) Project Team within DE&S Weapons, when she visited BAE Systems' Great Baddow site in Chelmsford on November 23.

The contract will ensure the continued availability of the battle-winning Long Range Radar (LRR) equipment on the UK's six Type 45 Destroyers, including maintenance and repairs. The work will sustain 11 highly-skilled jobs with BAE Systems in Chelmsford, as well as four in Portsmouth.

Richard Smart, Director Weapons at DE&S, said: "The UK's Type 45 Destroyers are part of the backbone of the Royal Navy and this contract supports their primary air defence role, offering the best protection available to the ships and crew.

"This support agreement is the product of the strong skills base we have in UK Defence. This will keep Royal Navy personnel safe at sea as they defend our interests all over the world."

The Long Range Radar provides the Royal Navy with a detailed air surveillance picture of the battlespace, capable of automatically detecting and tracking hundreds of separate targets simultaneously at ranges of greater than 200 miles.

It is a key element of the Type 45 air defence capability and is also employed on the new Queen Elizabeth Class Aircraft carriers.

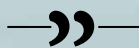
The new contract, which will run for the next five years, will cover support for the entire Type 45 fleet, as well as one shore-based facility in Portsmouth.

Simon Rowe, project lead in the MAWS team, said: "Placing the contract was the culmination of months of hard work across the MOD and industry teams. Not only have we transitioned to a Single-Source



This will keep Royal Navy personnel safe at sea as they defend our interests all over the world

Richard Smart,
Director Weapons at DE&S



Procurement Regulation (SSPR) compliant Qualifying Defence Contract (QDC), the team has also been able to build in greater flexibility and efficiency in comparison to the previous contract.

"Throughout the negotiations, it was pleasing to see the ongoing support to the Royal Navy user remained at the top of everyone's priorities."

Whilst at the site in Great Baddow, which homes BAE Systems' research and technology hub AI Labs, the Defence Minister met scientists and engineers and discussed space opportunities as well as Long Range Radar technology.

Mrs Baldwin said: "It's been great seeing the cutting-edge innovation of British industry today, especially as my first experience of British business was so close to this site. This multi-million pound contract will boost the future of both this high-tech hub and our Navy's battle-winning radars."

Les Gregory, Product and Training Services Director for BAE Systems, added: "We are delighted to have been awarded this follow-on contract to support the Long Range Radars across the Royal Navy's Type 45 Destroyer fleet, which will also enable us to explore further growth opportunities."



£133 MILLION

to provide fresh, chilled, frozen and ambient food to our UK Armed Forces when on operations or exercises anywhere in the world. UK element is worth £73 million, overseas element is worth £60 million



£10 MILLION

DFP will deliver around £10M in savings over the next five years

Each year we will deliver:

 4.8M
sausages

295k 
Mars Bars

 1.3M
KG of potatoes

272k 
KG of onions

 272k
KG of Beef

3,000 
turkeys

 500
KG of sprouts

Serving up a taste



More than 3,000 turkeys and 500 kilograms of sprouts will be delivered to UK Armed Forces deployed at home and across the globe to keep spirits up this Christmas.

The festive season can be a difficult time for personnel, especially those stationed thousands of miles from their families. It means some home comforts like a Christmas meal – as well as a few cards from loved ones – can do wonders in boosting morale.

Along with the usual staples, those abroad can look forward to other tasty treats, including mince pies, Christmas pudding, After Eight Mints, luxury biscuits and cheesecake.

And Christmas wouldn't be Christmas without those little extras that also get provided, such as crackers, balloons, party poppers and party hats.

Colonel Matt Wilkinson, chief of staff, Logistics Delivery Operating Centre (LDOC), said: "Food really is important when you're working under the most trying circumstances, especially at Christmas time. It can make a real difference, and the effect on morale can totally outweigh the calorific value of what's been delivered."

Earlier this year DE&S signed two multi-million pound deals to provide food for the UK Armed Forces deployed across the globe; a deal which will also contribute to savings of up

e of home this Christmas



180,000 kg of bananas, 4.8 million sausages, 259,000 Mars bars and an eye-watering 272,000 kg of onions.

Minister for Defence Procurement, Harriett Baldwin, said: “The Deployable Food Programme is essential to ensuring our troops are able to perform at their very best in some of the most challenging environments around the world.

“These contracts will also help deliver best value for money to the UK taxpayer, by making savings of up to £10 million over the next five years.”

The UK contract, worth £73 million, has been awarded to Vestey Foods UK Ltd, while the overseas element, worth £60 million, will be provided by EcoLog International – which began delivery on October 1. The contracts, which make up 60% of the whole DFP, will cover the delivery of food and non-food items, such as plates and cutlery, as well as the logistics of transporting these products to troops.

Chief of Material (Land), Lieutenant General Paul Jaques said: “Our contracts, delivered with our industry partners, continue to ensure our troops receive the best possible quality nutritional food to help our Armed Forces remain motivated, focused and healthy when faced with some of the most complex and demanding situations in the world.”

The DFP also incorporates the criteria outlined in the Department for Environment and Rural Affairs (DEFRA) Balanced Scorecard. This is a UK Government initiative which ensures factors such as animal welfare, nutrition, ethical trading and engagement with small businesses is prioritised in the delivery of food to the public sector.

Christmas at BFPO

In 2016, BFPO delivered an impressive 314,000 kilograms of mail during the Christmas period, to widespread countries all over the globe. This year is shaping up to be just as busy, with preparations having been underway since October.

Alongside the necessary logistical planning, a widespread communications campaign, spanning social media, print and radio, has been launched to keep the military community informed of everything they need to know about sending BFPO mail this Christmas.

And the importance of mail to those serving overseas, away from their families and friends, is not to be underestimated.

Head of BFPO, Colonel Andy Moffat OBE, explains: “Having been posted abroad at Christmastime myself on numerous occasions, I have experienced first-hand just how important receiving mail is in keeping morale high. It’s your connection with home, however far away you may be, and BFPO are proud to deliver wherever Personnel are in the world.”



Food really is important when you’re working under the most trying circumstances, especially at Christmas time

Colonel Matt Wilkinson, chief of staff, Logistics Delivery Operating Centre (LDOC)



to £10 million across the next five years.

The contracts, worth a total of £133 million, consist of the UK and overseas elements of the Deployable Food Programme (DFP), a vital scheme which transports fresh, chilled, tinned and frozen food to the British Army, Royal Navy and Royal Air Force when on operations or exercises, both here at home and around the world.

The programme provides a worldwide food supply solution to meet the needs of our troops deployed on operations and exercises worldwide.

Aside from the Christmas deliveries, each year the programme distributes more than 1.3 million kg of potatoes, 138,000 kg of carrots,

NEWS IN BRIEF

DE&S FUNDS SHOCK BENEFITS

Funding from DE&S' Naval Authority Group (NAG) has enabled cutting-edge airgun testing that is providing a series of significant benefits.

Previously, powerful explosive shock tests were carried out on new equipment and platforms to be introduced into service, which can be very costly, in money and time and had significant safety management requirements.

But UK-based Thornton Tomasetti Defence Ltd (TTDL), developed a method that utilizes an innovative application of seismic airguns that fire off high-pressure air under water, simulating explosive shockwaves caused by mines and torpedoes without chemical by-products.

The testing ensures the design of a ship will function in a wartime scenario and is a significant environmental breakthrough as testing can be done away from marine habitats.

The UK is the first nation to use this technology. The success has seen TTDL awarded the prestigious Business Innovation Award for 2017 from the Institute of Physics.

David Manley, the NAG deputy head ships, said "In the past trials have been slow, expensive and had an obvious safety and environmental impact. The new system allows dozens of shots a day, allows trials to be conducted with ships alongside in harbour and with no explosive risk."



F-35: US VISIT BOLSTERS RELATIONS



Alan Peter, DE&S Director of Commercial Operations has been to the US to visit the Lockheed Martin F-35 Production Facility in Fort Worth, Texas and the US Naval Air Station, Patuxent River.

With the arrival of the F-35 Lightning aircraft at RAF Marham, its future land based UK home, drawing ever closer, Alan made the trip to see the UK aircraft and meet key personnel.

Alan (pictured centre) enjoyed a comprehensive F-35 Programme overview followed by a production line tour which encompassed the aircraft final finish, acceptance test and flight line facilities.

At Patuxent River Alan

was shown the aircraft, by Commander Stephen Crockatt RN, the UK Team Lead for the F-35 Lightning II Integrated Test Force.

The visit also took in the F-35 Program Office (PO) in Washington and was an opportunity to meet with British defence staff.

Speaking after the visit, Alan said: "This was an extremely useful visit and a wonderful opportunity for me to see the production facility and aircraft first hand. My thanks goes to everyone who contributed to the trip and I look forward to seeing how things progress with the programme in years to come."

SALES TO SUPPORT UK INDUSTRY

DE&S is again offering NATO Codification Services to UK companies as an aid to marketing and sales of their products to foreign governments.

UK Industry had been keen the service was re-introduced because some foreign governments require NATO Stock Numbers (NSN's) allocated to products before they will purchase them, or add them to their inventories.

The re-instated service, introduced by the DE&S Support Enablers Operating Centre (SEOC) United Kingdom National Codification Bureau (UKNCB),

also has a more streamlined payment process and website.

UKNCB Team Leader, Richard Ireland, said: "It is wonderful that we can support UK companies in increasing their ability to compete in foreign markets and this will provide many benefits for the UK's industry."

For more information on all codification requirements within defence, including Commercial Codification, please visit www.ncb.mod.uk/ or contact Commercial Codification Enquiries on 0141 2242231.



STAFF THANKED FOR SUPPORT

Richard Smart, Director Weapons, delivered mid-year updates to staff across eight DE&S locations in the UK this year to highlight the crucial role that the Weapons Operating Centre (WOC) plays in supporting Front Line Commands on both UK and International Operations.

Richard delivered his first update briefing to DE&S Weapons Operating Centre staff at DM Gosport in September and his final address at MOD Abbey Wood in mid-October.

Using the DE&S Objectives, Goals, Strategies and Measures as the main theme, Richard reflected on key achievements and challenges since the implementation of transformation

and also how various issues have been addressed within the Weapons Operating Centre since the last People Survey.

He also used the forum to congratulate and thank his teams on recent achievements, including successful missile test firings. Martin Boyd, who attended the DM Beith briefing, said: "The mid-year review is a good opportunity for all staff to get the latest insight on the key issues affecting the WOC and wider DE&S. The Q&As have been particularly beneficial and have provided staff with the platform to engage directly with one of the Senior Leaders within the organisation."



INDUSTRY DAY PROVES SUCCESSFUL



Almost 150 representatives from industry visited MOD Abbey Wood to hear how the transformation programme at DE&S is shaping the way they work together going forward.

Businesses attending Industry Day last month heard informative presentations from a number of the DE&S senior leadership team.

DE&S CEO Tony Douglas warmly welcomed industry and gave them a briefing around the organisation's priorities, while Director Transformation Geoff Robins discussed where DE&S is with transformation and the successes it has yielded.

Director General Programmes Tony Chisnall outlined how

DE&S had implemented new processes to work with industry in a more efficient manner and Director General Commercial Nick Elliott explained how DE&S was changing its terms of trade to create genuine collaborative relationships that would drive efficiency and reduce costs.

The session concluded with a candid question and answer session.

Willy Hockin, Director Defence at ADS Group, said: "This was an excellent event with high quality presentations from key decision makers. Industry get huge benefit from the opportunity to network with both members of the senior DE&S team and each other."

DATES FOR DVD 2018 ANNOUNCED

Army Headquarters and DE&S Land Equipment have revealed that DVD will take place on September 19 and 20 next year.

DVD2018, which is held at Millbrook Proving Ground in Bedfordshire, showcases the equipment and technology that can support a British Army and is fit to meet future challenges.

The event will bring together the military, industry and the acquisition community for two days of informal discussions, engagement with users, briefings, seminars, demonstrations and live displays.

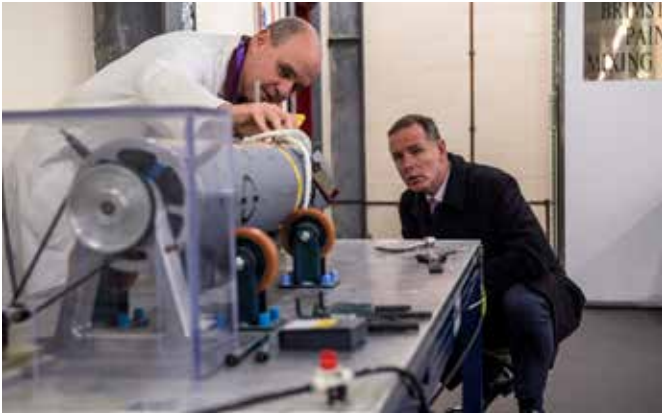
Those attending will be able to see a wide range of equipment on display, from industry and the military, including everything

from specialist vehicles to all the equipment and services necessary to support land-based military operations.

Colin McClean, Director Land Equipment at DE&S, said: "Having been a founding member of DVD in 2001, I am a huge fan of what the event offers. We currently live in challenging times, both operationally and financially, so as never before we must work as a team for mutually beneficial outcomes.

"DVD2018 will afford both customer and supplier the opportunity to enhance our shared understanding of the challenges that we face and to generate solutions."





‘Working with the family in DE&S has been very special indeed. It is an incredible organisation with some incredible people’

DE&S CEO Tony Douglas is moving on to pastures new after arriving at MOD Abbey Wood in 2015. He tells Desider that he leaves knowing DE&S is in excellent hands

How do you reflect on your time with DE&S and your wider role in defence?

It has been an absolute privilege to be involved in defence. Working with the family in DE&S has been very special indeed. It is an incredible organisation with some incredible people who are doing amazing things to support our armed forces. I can honestly say the last two years have been a joy and I leave with a heavy heart. However, I also leave with a warm heart because there have been many experiences that will last with me forever.

What have been the highlights of your time with DE&S?

I feel a sense of pride and achievement at playing a part in the delivery of some key programmes. The kind of feel good factor that the nation gets, defence gets and DE&S gets from something like the Queen Elizabeth Carrier is completely phenomenal, and why wouldn't it be? It's the first time we have had an aircraft carrier in a generation and it is something very special. But I could apply the same example across all of the domains that are working on project and support activities large, medium or small. That is because teams make an emotional connection to what they are involved in and have a huge sense of pride in what they do – that is a powerful component. I will take with me what it feels like to have played a very small part – within a very large family – in some of those incredible projects and programmes.

What has impressed you most during your time with DE&S?

I think the way in which people have

embraced change. The DE&S Way is in some ways a relatively straightforward proposition, but over time I think it will play an increasingly significant role in changing what DE&S will become – an organisation with true world-class capability. We are already on our way, although there is still much to be done. If we continue to deliver in line with the DE&S Way and behave in the way the DE&S Behaviours suggest, then I think that the organisation will continue on this really exciting journey towards achieving that vision.

You have spoken before about how impressed you are with the attitude and abilities of the DE&S workforce. What's your message to them?

To continue to embrace change. We are committed to a transformation which is now moving into a phase of becoming business as usual. I would encourage everyone to see this as an opportunity to not only deliver better performance to Her Majesty's armed forces, but to also develop new skills and capabilities on a personal and team level. This will allow DE&S to continue to be a very special place which attracts and retains remarkable skills.

You have installed a strong executive team – what words of advice would you leave them and Michael Bradley, DG Resources, who takes over as interim CEO of DE&S?

Having worked with Michael (Bradley) for the last two years I have absolutely no question in his ability to continue to steer DE&S. I am delighted that, with Michael acting as interim chief executive, continuity and clarity will be maintained around both objectives,

goals, strategies and measures (OGSM) and the DE&S Way. Michael is also the principal executive sponsor for DE&S transformation, so I'm confident that he will work with the rest of the team to keep our change programme on track. The wider executive team is top quality and there is a genuine diversity of thought, which for me is individually and collectively to the benefit of DE&S. They are an amazing team that have the privilege to lead an amazing organisation and should carry on doing precisely what they are doing.

What learnings from your time with DE&S will you take into your next role?

Many people who work within large complex organisations say in company x and y things are easier and more straight forward. Using that logic, I'm not sure those companies actually exist. The bottom line is that big complex organisations with lots of people require engagement. One thing I really like is the way in which the Change Advocate Network (CAN) was established within DE&S. The fact that we have over 900 volunteers who individually and collectively engage in supporting and communicating change is something I find really constructive. I may well take that with me to my next role because it's a concept that I believe really works.

What will you miss most about your time with DE&S?

I will miss Her Majesty's armed forces and the connection into that remarkable group of organisations, and I'll miss all the wonderful people I have met at DE&S.



Pictured: Remembrance service at MOD Abbey Wood

Picture: Jack Eckerley



DE&S remembers the fallen

DE&S sites across the UK fell silent for two minutes last month as staff paid tribute to those who have lost their lives serving their country.

Events to mark Remembrance were held at a number of DE&S sites with around £18,000 expected to have been raised for the Royal British Legion.

This year the Poppy Appeal marked 100 years since Passchendaele and the 35th anniversary of the Falklands conflict under the banner 'Falklands 35'.

Chris Della Porta, who organises the Poppy Appeal at MOD Abbey Wood, said: "DE&S staff across the UK had shown great enthusiasm in joining together during the year to raise a significant amount of money for the Royal British Legion."

At MOD Abbey Wood a moving service, conducted by Reverend Wing Commander Andrew Jones, was attended by senior DE&S staff including Chairman Paul Skinner, CoM (JE) Pete Worrall, CoM (Land) Lieutenant General Paul Jaques, Director Submarines Acquisition Rear Admiral Paul Methven and Air Vice-Marshal Keith Bethell, Director Combat Air.

As the Last Post was played in the main piazza both civilian and military staff stood in silence honouring the fallen and paying their respects to the men and women and their families who are still in active service protecting our country.

Wreaths were laid on behalf of the

Government, DE&S, Civil Service, Royal Navy, Army, RAF and Trades Unions. Filton and Bradley Stoke MP Jack Lopresti and Trade Union Representative Alan Grey were also in attendance.



DE&S staff across the UK had shown great enthusiasm in joining together during the year to raise a significant amount of money for the Royal British Legion

Chris Della Porta, Poppy Appeal organiser



At DM Plymouth a traditional Remembrance Service was held at the War Memorial on site which was transferred from Royal Naval Armament Depot Bull Point when it closed.

The service was attended by around 30 staff and was conducted by Naval Chaplain Matt Godfrey with a wreath laid by Head of Weapons Support Neil Rixon. Whilst remembering all those who made sacrifices, they particularly remembered two employees

of Bull Point Armaments Depot who lost their lives in 1941 during a bombing raid.

A service was also held at RAF Northolt where a number of BFPO staff attended.

At the forefront of the fundraising was a team of cyclists from MOD Abbey Wood who successfully cycled from Belgium to Bristol to mark 100 years anniversary of the Battle of Passchendaele.

The huge effort meant the team could present the RBL with a cheque for more than £5,000.

Numerous other events were held including a 'Bake off' and cake sale by the Marshall project team at Abbey Wood which raised £154.70, a 'University Challenge' style quiz by the weapons operating centre at Abbey Wood also raised funds, and, at DM Longtown, a 'Falklands 35' cake made by Tracey Stubbs of Carillion Amey raised another £50 for the Poppy Appeal.

Henry Parker, Director Ship Acquisition and DE&S Poppy Appeal sponsor for 2017 said: "I would like to extend my thanks to all of the volunteers who have put so much energy into this all-year effort."

Sue Potepa, Royal British Legion Bristol and Districts Fundraiser, said: "The RBL would like to express its gratitude on behalf of all service personnel, veterans and their families for the amazing support the MOD staff have shown over the years."

For more on 'Falklands 35' see page 28

SoS visits HMS Queen Elizabeth

The new Secretary of State for Defence, Gavin Williamson, saw the work of DE&S up close when he visited HMS Queen Elizabeth at sea earlier last month.

The Defence Secretary, who undertook a tour of sites across the country to meet with MOD staff who are working on key programmes, landed on the flight deck of the 65,000 tonne warship, which was located off the South Coast on the latest round of sea trials.

The MOD is part of the Aircraft Carrier Alliance and the DE&S Ships Acquisition team is fundamental to the ongoing delivery of the Queen Elizabeth Class programme, which also includes HMS Prince of Wales.

Just as importantly, the DE&S Warship Support team are negotiating new contracts within the £1 billion Common Support Model to support the Royal Navy's entire surface fleet, including the two new aircraft carriers, into the next decade.

While he was on board, the Secretary of State announced that HMS Queen Elizabeth would be officially commissioned into the Royal Navy by Her Majesty the Queen in a ceremony in Portsmouth on December 7.

Mr Williamson said: "In a world of intensifying global threats, this magnificent ship will be a leading force fighting to protect

— “ —

In a world of intensifying global threats, this magnificent ship will be a leading force fighting to protect the values of the UK and our allies. It's an honour to visit her at sea, and to meet such a passionate crew

Gavin Williamson
Secretary of State for Defence

— ” —

the values of the UK and our allies.

"It's an honour to visit her at sea, and to meet such a passionate crew. I'm sure Her

Majesty will be similarly impressed at next month's historic ceremony for the nation's new flagship, which proudly bears her name."

HMS Queen Elizabeth's Commanding Officer, Captain Jerry Kyd, said the visit came at a crucial point in the trials process, which is being closely supported and analysed by DE&S officials.

He added: "I was delighted to be able to welcome the Defence Secretary on board HMS Queen Elizabeth at what is a very exciting time for the ship, for the Royal Navy, and for Defence as we move into the final phase of our sea trials.

"We spoke about the progress made on our trials so far and the exciting future ahead as the UK regenerates its strike carrier capability."

HMS Queen Elizabeth's sister ship, HMS Prince of Wales, is now structurally complete and based at Rosyth.

Pictured: Secretary of State for Defence, Gavin Williamson meets HMS Queen Elizabeth's Commanding Officer Captain Jerry Kyd on board the aircraft carrier

Picture: Defence Imagery





REAPER

- Started flying for RAF in October 2007
- First armed flight in March 2008
- April 2013 Waddington Reaper operating facility commissioned
- Reaper went straight from Op Herrick to Op Shader in October 2014
- October 2017 Reaper achieves 10 years in continuous operations
- In December 2017 Reaper expected to pass 100,000 flying hours
- Out of Service Date early 2020s

Reaper: A decade watching over our armed forces

10 years ago Reaper entered service to provide critical support to UK troops in Afghanistan. This month the remotely piloted air system (RPAS) also passes 100,000 flying hours. Desider heard more from the DE&S team behind the cutting-edge capability

During the war in Afghanistan it became very clear that the UK had an essential need for support on the ground from a remotely piloted air system (RPAS) with an Intelligence Surveillance Target Acquisition and Reconnaissance (ISTAR) capability.

Following approval as an Urgent Operational Requirement (UOR) for Operation Herrick, DE&S acquired a UK version of the US Predator RPAS from General Atomics Aeronautical Systems Inc. – the UK version was named Reaper.

The RPAS ISTAR capability entered service in October 2007, just a few months after approval of the UOR and, in March 2008 the UK Reapers were upgraded to provide them with the additional capability to deliver Hellfire missiles and/or GBU-12 Laser Guided Bombs (LGBs).

UK Reapers operating in Afghanistan were initially remotely controlled from Creech Air Force Base, Nevada by the RAF's 39 Squadron alongside the US Predator squadrons.

In 2013, DE&S constructed and commissioned a dedicated UK Reaper operating facility at RAF Waddington. This new facility began operations in April of that year enabling UK Reapers to be controlled by XIII Squadron from RAF Waddington as well as 39 Squadron in Nevada.

Support to UK Reaper operations during Op Herrick was provided by DE&S. Depth and forward maintenance for the Ground Control Stations (GCS) was provided by the Original Equipment Manufacturer (OEM) and in-theatre support for the Air Vehicles was provided by the US Air Force. By the time Op Herrick ended Reaper had clocked up over 70,000 flying hours.

Following the drawdown of Op Herrick the UK Reapers were brought into core and re-deployed immediately to the middle-east to support Op Shader, the UK's contribution to the US-led Coalition's counter Daesh operations.

DE&S negotiated new In-theatre support arrangements, switching to a Contracted Logistic Support (CLS) solution contracted through the US Government to the OEM.

The UK Reapers provide a round the clock armed ISTAR capability on Op Shader and are held in very high regard by the Coalition. This means that the support provided by DE&S is

essential to maintain this key capability.

Marking the 10th anniversary of Reaper operations, Air Commodore Ian Gale, Reaper Senior Responsible Owner (SRO) said: "Reaper

—“—

The fantastic job that Reaper has done and is doing is only possible thanks to the excellent support provided by the UAS Team at Abbey Wood

Air Cdre Ian Gale, Reaper SRO

—”—

provided an essential and excellent capability to Op Herrick before being re-deployed to Op Shader where it continues to do so today.

"The fantastic job that Reaper has done and is doing is only possible thanks to the excellent support provided by the UAS Team at Abbey Wood."

Having just celebrated the successful completion of 10 years of continuous operation, another milestone is fast approaching – this month the UK Reaper fleet is expected to achieve the major milestone of 100,000 flying hours.

Air Cdre Simon Ellard, the Head of the DE&S UAS Team said: "Both the 10th anniversary and the 100,000 flying hours are major milestones for both the RAF and us here at Abbey Wood. I am proud of the excellent work of the Reaper team in providing the initial UOR capability, all of the support to enable an enduring capability, continued capability upgrades, and more yet to come."

Looking to the future, the team will not be resting on its laurels. As well as supporting current operations, DE&S is also delivering new capabilities to the Reaper fleet such as new high definition cameras to ensure that the RAF's Reaper Force continues to provide first class service to into the next decade.

On current planning the Reapers will continue to provide capability until the early 2020s when they will be replaced by a new RPAS capability based on GA-ASI's Skyguardian programme; MQ-9B Protector will be a step change in capability offering greater range/endurance, greater weapon capabilities and will be certified and cleared to fly in UK airspace.



Local students discover defence during ABW visit



Pictures: Jack Eckersley

To shed some light on the work it does and show the local community opportunities available, DE&S opened its doors at MOD Abbey Wood to students from two Olympus Academy Trust schools.

Students from Bradley Stoke and Abbey Wood Community School were invited to experience defence first hand. They saw how the army uses the Black Hornet – the world’s smallest helicopter – in the field, followed each other’s moves using thermal imaging and found out how the armed forces are kept safe with health monitoring systems on body armour.

But as they learnt during the visit on October 30, it’s not all just kit and combat. Hearing from DE&S apprentices, Technology Office’s Colonel Graham Finch and Project Controls Corporate Function Manager, Tim Sheldon, they were exposed to a variety of jobs necessary to support the armed forces.

“I knew nothing about DE&S before coming here today – it does so much more than just guns. I’m really into business and didn’t realise there were so many different functions here. I’d definitely take working here into consideration”, said one of the visiting students.

Tim Sheldon (pictured right) – who started

his career in the civil service 20 years ago – believes it’s crucial to build strong links with schools and give back to the local community. “DE&S is a huge employer in the area and

— “ —
**DE&S is a huge employer
 in the area and we want
 to support development
 opportunities for local
 children, engage them and
 show them the array of jobs
 available here**

Tim Sheldon, Project Controls Corporate
 Function Manager

— ” —
 we want to support development opportunities for local children, engage them and show them the array of jobs available here. We hope to organise more events like this in the future”, he commented.

Finding out about various apprenticeships, work areas and opportunities was particularly important for Bradley Stoke Community School teacher Celia Arberry, who believes students need to get a better understanding of employability and future options.

“This is a fantastic opportunity to get students out and about in the working world. Getting to come here is a big opportunity for them; it’s great”, she said.

The Olympus Academy Trust (OAT) is a partnership of schools, currently comprising eight South Gloucestershire schools, one all-through, two secondary and five primary academies.



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Pictured: Jack Eckersey during vehicle training at ATDU Bovington

Pictured: Charlie Perham covering the HMS Queen Elizabeth departure in Rosyth



A picture perfect 2017

It's been a hectic year for the Creative Team at DE&S, who have been busy capturing images and film to reflect some of the great kit we provide for the armed forces.

Andrew Linnett, Charlie Perham and Jack Eckersley travel across the UK to photograph and film anything from aircraft carriers and steel cuts to aeroplanes and live firings.

As well as Desider benefitting from their expertise, the pictures and footage they capture are used far and wide across DE&S literature and media outlets both at home and around the globe. A selection is also uploaded to Defence Imagery.

And while it may sound like a glamorous job, the varied locations mean it's a lot of early starts, nights away from family and late finishes for the trio.

Head of Creative Andrew Linnett joined the MOD in London as a photographer in 1991 before moving in 1993 to Fox Hill in Bath.

He progressed to take charge of the photographic team in 2005 and became Head of Creative in 2015 after moving to MOD Abbey Wood in 2011.

He said: "It's been an exciting year with some excellent opportunities, including the A400M beach landing trials, the Royal International Air Tattoo (RIAT), Ajax trials and of course the aircraft carriers."

"Charlie and Jack are relatively new to the team and it has meant lots of trips which have given them a real understanding of the wider defence portfolio.

"They have also brought a fresh set of eyes to the team, which in turn has raised the quality of the imagery we are capturing. I am also still learning from them in terms of the digital technology and techniques."

See over the page for some of the team's favourite images this year →

Pictured: Charlie Perham covering A400M landing trials at Pembrey beach, South Wales



Pictured: Andrew Linnett on board HMS Queen Elizabeth at Rosyth

FEATURE

Pictured: Live Firing Tactical Training Infantry
Battle School Brecon by Jack Eckersley



Pictured: A Jackal at the Armoured Trials and Development Unit in Bovington by Jack Eckersley





Pictured: HMS Queen Elizabeth departure Rosyth by Andrew Linnett



Pictured: A Chinook at the Royal International Air Tattoo by Jack Eckersley

— “ —
 It's been an exciting year with some excellent opportunities
 — ” —



Pictured: A400M beach landings by Andrew Linnett

Unique event inspires school c



DE&S apprentices in Devonport took part in a unique event on board a Royal Navy warship that was aimed at engaging and inspiring hundreds of school children.

The two-day @Big Bang event on HMS Bulwark in Devonport Royal Dockyard encouraged students to consider entering into science, technology, engineering and mathematics (STEM) related careers as well as giving students the opportunity to see life over the Dockyard wall.

The school children, aged between nine and 11 from various schools in Plymouth, participated in 10 exciting STEM activities, which included ship building with building blocks and constructing towers using materials such as paper, marshmallows and spaghetti.

Other activities included assembling simple hydraulic circuits, building fan powered boats and various engineering puzzles. At the end of each day prizes were presented to winning individuals and teams by senior business leaders.

Devonport DE&S Advanced Engineering Management apprentices James Cooke, Stacey Bishop, Declan Heard, Shelby Sewart, Will Neild, Mike Peck and Lawrence Parker embraced this opportunity to influence and engage with the next generation of engineers, whilst gaining and displaying valuable DE&S competencies and behaviours.

Will Neild, who was responsible for a shipbuilding masterclass, said: "Using building blocks and a lot of imagination 200 young people managed to create some weird, wacky

— “ —
I was very interested in STEM subjects when I was younger and would have jumped at the opportunity to attend this, so I'm happy that people have been given the chance to do so

Declan Heard
DE&S apprentice

— ” —

children



and wonderful creations over the two days. It was great fun being involved in helping create ships that only primary school pupils could dream up and featured shark tanks, go karts and a space shuttle.

“It was a great event to be involved in and I strongly encourage everyone to take advantage of future events.”

Fellow DE&S apprentice Declan Heard, who escorted primary children around the ship, added: “I think it was brilliant to see how kids interacted with the activities with genuine interest and enjoyment.

“It allowed the school children to gain a further understanding of the Naval Base and learn more about such an important part of Plymouth’s history.

“I was very interested in STEM subjects

when I was younger and would have jumped at the opportunity to attend this, so I’m happy that people have been given the chance to do so.”

As well as DE&S apprentices, school children were able to talk with members of the Armed Forces and Babcock apprentices.

The thought-provoking event was supported by Mayflower 400, City College Plymouth, Careers South West Group, Plymouth City Council, Plymouth University and the National Marine Aquarium and hosted at Devonport Royal Dockyard by the Royal Navy, Babcock International and the MOD.

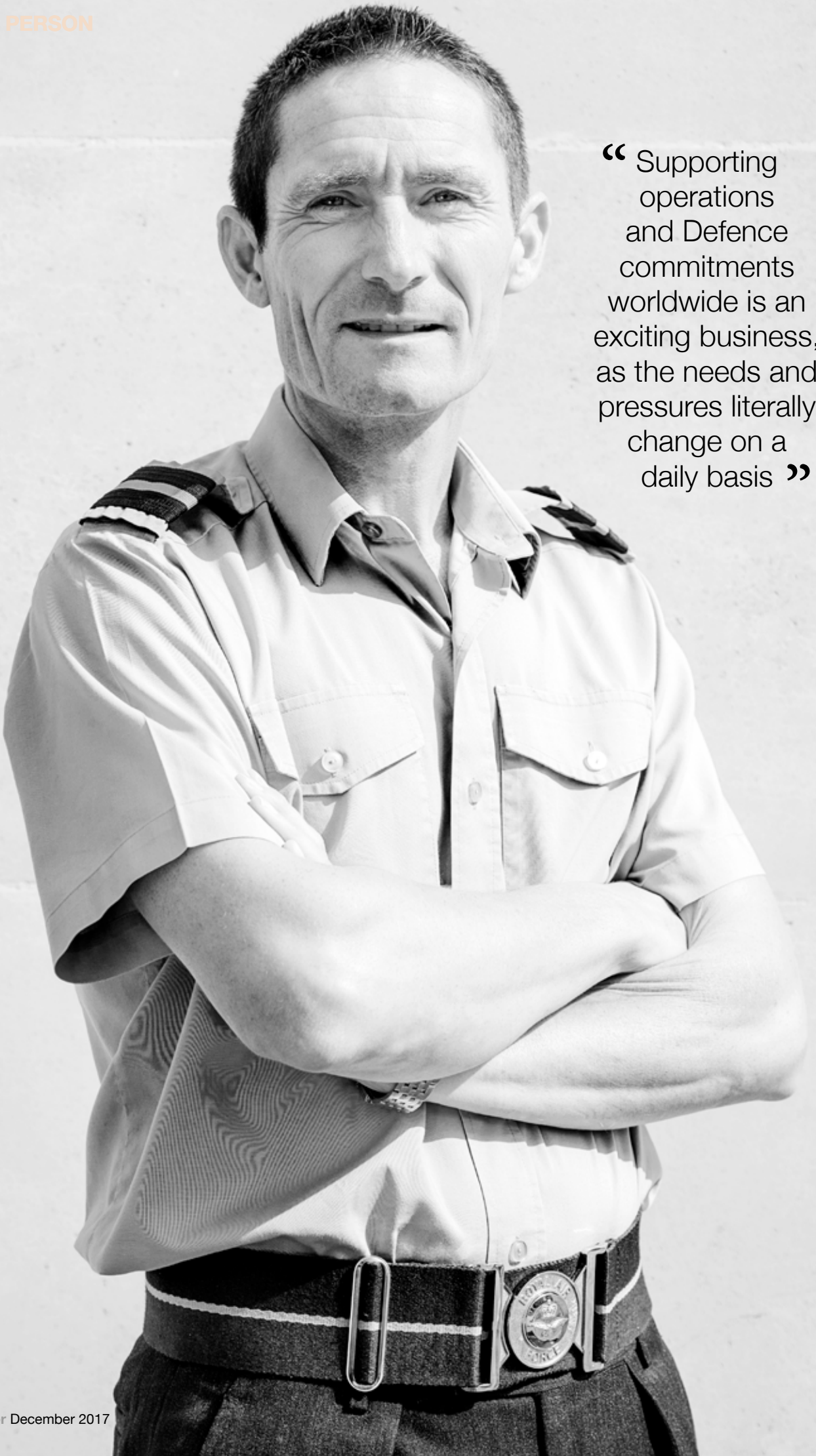
HMS Bulwark

HMS Bulwark is one of the Royal Navy’s Albion-class assault ships designed to respond quickly to any crisis and world events.

In 2016 the ship took part in Joint Warrior and the Royal Navy’s Joint Expeditionary Force (Maritime) Task Group in the Middle East and Mediterranean.

Remaining ready for any contingency the ship took part in amphibious exercises off Albania and Egypt and Oman before spending a short period training the Somaliland Coastguard.

During the course of the deployment the crew ate 20 tonnes of potatoes, three tonnes of baked beans and used 23,000 tea bags.



“ Supporting operations and Defence commitments worldwide is an exciting business, as the needs and pressures literally change on a daily basis ”

On transformation, team work and loving his job

Air Commodore Damian Alexander CBE is Head of DSCOM. His job is to provide worldwide supply chains to meet Defence tasks as evidenced in September after parts of the Caribbean were ravaged by powerful hurricanes

What does your role involve?

As Head of Defence Support Chain, Operations and Movements (DSCOM) in DE&S my role is to provide worldwide supply chains to meet Defence tasks. To achieve this DSCOM tasks air and surface assets to meet Defence's global supply chain needs and also provides a range of supporting services, such as passenger and freight movements. Our assets include allocated aircraft from the RAF's Air Mobility Force (such as Voyager and C-17), charter aircraft (such as the AN-124 for outsized loads) and the UK's strategic Roll-on Roll-off ferries. Our many tasks can be in support of operations, exercises, defence engagement or other supply chain demands, all of which support Defence activity. DSCOM also provides a 24/7 operations room for DE&S in the event of a crisis; the most recent example was for coordinating DE&S' humanitarian aid and disaster relief support to the Caribbean last month, where we provided an operational logistics lens into DE&S for the Permanent Joint Headquarters, Front Line Commands and Head Office.

What about your role is exciting, rewarding or interesting?

Supporting operations and Defence commitments worldwide is an exciting business, as the needs and pressures literally change on a daily basis. Adapting to fluid changes and challenges makes the job fast-paced and exciting; it is certainly not the type of job where each day is the same and this variety makes it incredibly interesting and rewarding at the same time. The reality, though, is that the majority of the daily problem solving is overcome by my team of highly professional experts; DSCOM is full of brilliant people and they work tirelessly to provide a first class service to our many customers. The breadth of my role also makes the job highly rewarding, as we have a fantastic overview of UK deployed activity and playing a contributing part to the UK's worldwide commitments gives us all a real sense of pride and immense job satisfaction.

How important to you is teamwork?

Teamwork is everything. As the focal point for operations within DE&S it is vital that we have slick and effective communications

with all of the DE&S operating centres, plus external stakeholders throughout the UK and across the globe. External coordination and teamwork is as important as internal communication; whether across Front Line Commands or with overseas personnel – such as the defence attaché network – we are only able to achieve our aims by constructively collaborating with all stakeholders, to find the best balance between effectiveness and efficiency. Ultimately, the key to teamwork success is flexibility and adapting our ways and the means constantly to satisfy all demands. As a recent example, pan-DE&S teamwork was essential in the initial two weeks of support to Operation Ruman (in the Caribbean), as the DE&S part of the outload was probably the most complex and demanding no-notice contingent deployment since DE&S was formed in April 2007. It was great teamwork that helped achieve DE&S' impressive initial response to those in dire need.

What is your view on transformation?

Organisations generally need to transform; these days to stand still is often to go backwards, given the pace of today's challenges and technological evolution. DE&S' transformation is enabling the organisation to shape itself for the future; whether through engineering a more performance-based culture or evolving practices to make us a more intelligent provider of services, transformation is necessary to get us where we need to be. But it's not easy; changing the culture of any large organisation takes time, but I've been thoroughly impressed by the change advocate network and the appetite for improvement in those I have met. Whether in the Senior Leadership Group or as a new, more junior arrival into DE&S, everyone has their part to play in transformation and – through positive teamwork – we will make it a success.

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

I joined the Royal Air Force in 1992 and, since then, have operated at the strategic, operational and tactical levels. I have worked in all areas of Defence, from DE&S to Front Line Commands and have often been involved with transformational projects relating to the strategic base and the support chain. I have Permanent Joint Headquarters experience and

have been on multiple deployed operations – both national and coalition – and have worked in single-Service, joint and multinational positions. I also have significant experience leading and managing a whole force, across a range of professions and with commercial partners. The combination of these skills and opportunities over the last 25 years meant I felt highly qualified and experienced for the role of Head DSCOM and I took up the position in May 2017 after winning the tri-Service open competition for the post.

What do you most enjoy about your job?

The people. I genuinely enjoy every day at work, as I work with some of the finest people around and we have a unified purpose. We are lucky to have a team comprising many military and civilian personnel; DSCOM is 165 strong and we have representation from every Service and across a broad range of functions, including from our strategic partners. The combination and potency of the team makes every day enjoyable; we also have fun and the result is an incredibly friendly, welcoming and enjoyable place to work.

What do you enjoy doing in your spare time?

I like keeping in good physical and mental shape and spend a lot of time running in pursuit of that aim. Undertaking physical activity helps me relax and I often think of new ways to approach a problem while running; it's a great way to free your mind and think differently. Weekends tend to be taken up coaching sports or ferrying my two young children to the plethora of weekend sporting fixtures they enjoy. After a long and packed day there is nothing more enjoyable than sitting down with my wife and relaxing... perhaps with a glass of wine! I also like socialising with good friends.

What might surprise people about you?

That I once met Tom Cruise when he was filming Mission Impossible 5 and, for some reason, my wife had little interest in what I had to say on that particular day (or maybe that's the norm!).

'Falklands 35' remembered



Pictures: Frankie Yuille

As part of the recent Remembrance Day events veterans who served in the Falklands met at MOD Abbey Wood to mark 35 years since the conflict.

One theme for this year's Abbey Wood Poppy Appeal was 'Falklands 35' and the 74-day conflict between April 2 and June 14, 1982, was marked at DE&S sites by putting up international signal flag hoists. The initiative raised just under £5,000 for the Poppy Appeal.

The hoists were created by DE&S teams at various sites, including DM Beith, DM Crombie, Portsmouth and DM Glen Douglas, as well as some local schools and clubs and were displayed on Bristol Poppy Day.

On the same day veterans met at Abbey Wood at an event also attended by Director Ships Acquisition Henry Parker and site Padre Wing Commander Andrew Jones who held a short ceremony to remember all of those who had lost their lives in the conflict.

Mark Harrison was invited to Abbey Wood as one of the veterans of the conflict. He was a sea cadet aged 14, and joined the Royal Navy aged 16. He was on board HMS Coventry, which on May 25, 1982, was hit and sunk by bombs dropped by Argentine Sky Hawk aircraft.

The strikes caused HMS Coventry critical damage and within 20 minutes the ship had been abandoned and completely capsized.

Mark said: "I jumped over the side into the sea and it was very cold. I eventually got to a life jacket with the help of a colleague and was winched into a helicopter. When I looked out of the window of the helicopter the ship was completely upside down with just the hull and propellers visible."

— “ —
**I eventually got to a
 life jacket with the
 help of a colleague and
 was winched into a
 helicopter**

Mark Harrison, Falklands veteran

— ” —
 Tragically, 19 crew lost their lives and a further 30 were injured.

Ian Sheppard, who was on board HMS Antelope during the conflict, has worked at DE&S since 2014. His ship was hit by bombs

dropped by Sky Hawks on May 23, 1982.

He said: "There is a famous picture from the Falklands of HMS Antelope exploding and I saw this happen from on board a rescue craft. I had only left the ship about six minutes before it happened."

After the attack, bomb disposal officers went on board HMS Antelope in a bid to diffuse one of the bombs, but it went off tragically killing one of the officers and the order was given on May 24 to abandon the ship as flooding and major fires spread.

Ian added: "I think it has been poignant to use flags at DE&S to mark the anniversary and I have been chuffed to see some of the teams that have supported it."

Henry Parker, the DE&S Poppy Appeal sponsor for 2017, said: "The Appeal has used the theme of the Falklands War all year and I would like to extend my thanks to all of the volunteers who have put so much energy into this all-year effort."

"The presence of actual veterans of the conflict makes it all the more poignant as we remember those lost and injured in the service of our nation."

See Page 14 for more on Remembrance at DE&S sites

CASE STUDY

Vimbai Fedrick, Engineering Policy Manager within the Submarine Delivery Agency (SDA), gives her insight into the benefits of working for DE&S

Name:

Vimbai Fedrick

Job title:

Engineering Policy Manager

How long have you worked for DE&S?

Seven years

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

I began my engineering career working in the private defence sector. I had a number of specialist roles in electrical and control systems but wanted to broaden my experience and employ my engineering skills on a variety of projects. When engineering opportunities arose within DE&S, I took the chance to work for the customer in the public sector and I wanted to make a contribution in a different way. DE&S offers an unparalleled range of engineering projects and excellent career prospects, which is exactly what appealed to me.

What does your role entail?

In my role I work within the Submarine Delivery Agency (SDA) Chief Engineer's team managing a portfolio of maritime engineering standards. I work closely with wider industry to develop and manage engineering standards to ensure they are coherent and current to drive engineering best practice. I also set up team Learning From Experience (LFE) sessions on a monthly basis to encourage sharing of experiences and best practice across the team.

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

There is a vast range of work to develop professional and technical skills within the engineering function. I've had opportunities to represent the SDA and the function at engineering conferences, professional forums, lectures and courses sponsored by DE&S both internally and externally right up to Masters Degree level.

What do you most enjoy about your job?

I work in a multi-discipline team and we all work together to support the delivery of safe and capable maritime platforms. I also work closely with wider industry and, therefore, I have a good network of engineers to engage with. I formed a team social committee and I enjoy organising social events.

What's your ambition?

To continue inspiring other females to become engineers and be a good role model for future generations. Improve defence engineering standards and maybe even become chief engineer one day!

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

I co-authored a good practice guide for reducing 'No Fault Found' (NFF) together with industry which was published last year and has since been used by MOD and wider industry project teams to reduce through-life support costs and increase availability of platform equipment. I have also given presentations at international conferences, MOD and the engineering community as a subject matter expert in



Picture: Jack Eckerley

NFF. In addition, I have represented the Institution of Engineering and Technology (IET) and given presentations to other organisations such as GCHQ to encourage more women to get into engineering. I thoroughly enjoyed the experience and sense of achievement in sharing my knowledge and encouraging more people into engineering.

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

Yes, there are lots of opportunities for you to progress. Sponsored development courses which enable you to achieve your career prospects and are flexible/modular. Additionally, there is support through mentors, development managers and many opportunities for career progression with DE&S. Grab the opportunities that are available and maximise the use of the supporting infrastructure to take your career forward. It really is a case of you getting out exactly what you put in.

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

Flexible working allows me to manage a good work-life balance where I can work from home and be a part of a multidiscipline and multi-cultural team. There is a nursery near the site which is subsidised and makes life easier for child care. There is also a gym for the wellbeing of employees and members of the Civil Service Sports Club can get discounts on various sports and social events. I am a founding member of my team's social committee. So far we have organised two socials this year that have been well received and help to bring everyone together as a team.

WORK FOR DE&S

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

Graduate and apprentice schemes

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

If you have recently left school or university and are interested in embarking on a career in defence but do

not yet have the experience/skills required for our listed vacancies, find out more information on the range of graduate and apprentice opportunities DE&S has to offer is available at www.civilservicejobs.service.gov.uk

Rewards and benefits

We truly believe that DE&S is a great place to work, and it's important to us that all of our people feel the same way. Our unique employee experience offers:

- pride in supporting our armed forces
- delivery of some of the world's most complex projects
- significant investment in personal, professional and technical development.

We want to ensure that every single employee feels appreciated and fairly rewarded. That means having the best possible benefits package. As well as competitive performance-related pay and market-leading pension schemes, our employees benefit from flexible working, generous annual leave, and access to a number of member

discount, sports and social clubs. Our aim is to provide a workplace that gives you the flexibility to maintain a great work/life balance.

All our sites are designed to be accessible with good transport links, along with cycle racks and car parking. Our headquarters are in Abbey Wood, Bristol, with a range of facilities including a fully-equipped gym, on-site nursery, a range of restaurants and coffee shops, and a hairdresser's. But with over 150 locations across the world and close relationships with customers and suppliers, we also have opportunities based at RAF stations, Royal Navy and Army bases, depots and logistics facilities, or even on-site with industry partners.

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

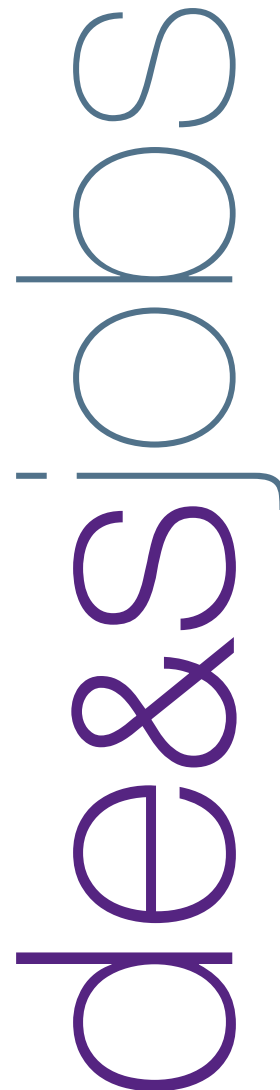
We are looking for innovative, talented, focused individuals to join us in being instrumental in defending Britain's interest both at home and overseas.

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.



CURRENT VACANCIES

Head of Portfolio Delivery DE&S

Bristol | £70,000 pa - £100,000 pa | SCS

Closing date: 10 Dec 2017

Reference number **1564025** Post type **Permanent** Hours **37 Hours**

Job Description: This post will take the lead in ensuring successful agreement of the Weapons Operating Centre's delivery obligations with its customers and supporting and challenging the Weapons Operating Centre's delivery teams in delivering against those plans.

Commercial Executive DE&S

Bristol | £56,000 pa - £72,000 pa | Senior Professional

Closing date: 4 Feb 2018

Reference number **1562298** Post type **Permanent** Hours **37 Hours**

Job Description: You will be responsible for a portfolio of teams and/or requirements, with a delivery and support focus, providing commercial leadership in one of the DE&S domains.

Senior Commercial Manager DE&S

Bristol | £42,000 pa - £55,000 pa | Professional I

Closing date: 4 Feb 2018

Reference number **1562153** Post type **Permanent** Hours **37 Hours**

Job Description: In this diverse and dynamic role, you'll be at the heart of all kinds of commercial projects and will be responsible for Sourcing, Sales, Contract Management, Disposals and Corporate Activities, supported by commercial professionals.

Engineering Management Apprentice DE&S

Bristol | Year 1 - £14,847 | Year 2 - £15,890 | Year 3 - £19,016

Closing date: 18 Mar 2018

Reference number **1558837** Post type **Permanent** Hours **37 Hours**

Job Description: A 3 year advanced engineering apprenticeship with up to 60 places. Year 1 is full time at Bridgwater & Taunton College, while Years 2 and 3 consist of 4x 6-month placements and work experience at Abbey Wood, split by a block release HNC programme at college.

DESG Graduate Scheme DE&S

Bristol, RAF Waddington | £25,890 pa | Graduate Engineer

Closing date: 3 Apr 2018

Reference number **1560819** Post type **Permanent** Hours **37 Hours**

Job Description: Fully accredited scheme by six of the major Engineering Institutions, with 4-6 month placements in a variety of locations across the UK and training courses aimed at developing technical knowledge.

DBS has a right to close the campaign earlier than the date advertised

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DE&S PEOPLE

60 SECOND SPOTLIGHT

Name?

Ben Charles

Role?

Approvals Project Manager working on the Future Maritime Support Strategy.

Your route into DE&S?

I've worked within Defence Acquisition and DE&S' predecessor organisations, the Procurement Executive and Defence Procurement Agency since the start of my career in March 1999. I spent a few years working in Communication Information Systems in what was then the Defence Communications and Services Agency between 2003 and 2005. Recent acquisition projects I've worked on include Typhoon, Type 45 Destroyers and the Type 26 Frigates.

Your claim to fame?

It was a blink and you'll miss it moment, but I was one of the volunteers for the naming ceremony for HMS Queen Elizabeth in July 2014 and I ended up in a couple of very brief shots of the video BAE Systems streamed on the day, as I helped escort some of the guests to the main grandstand area. The event itself for me was very memorable as Her Majesty the Queen and HRH the Duke of Edinburgh were in attendance. The atmosphere was fantastic!

Your advice to anyone?

Challenge yourself in each post assignment and avoid taking the easy, comfortable or safe option. My last posting challenged me considerably but I learnt a lot of new skills and had the opportunity to work on a very diverse range of tasks, to some pretty racy deadlines! I grew as an individual from that experience and as an added bonus I had the privilege of working with a broad range of talented colleagues from within DE&S, Navy Command and Head Office.

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

I'm a keen amateur digital photographer, primarily specialising in wildlife, as I love the challenge and never know how successful or otherwise I will be each time I'm out with my camera. I also enjoy reading, movies, listening to music and spending time with family and friends.

What are you most proud of?

In my last posting I worked on the Main Gate manufacture Business Case, approval and subsequent communications announcement for the first batch of Type 26 Frigates. It was an incredibly intensive period of work and something I'd been determined to be a part of. It was an incredibly proud moment when we got the final approval and it was subsequently announced publicly. The first steel cut of HMS Glasgow that shortly followed was the icing on the cake for me



Picture: Jack Eckersley

and equally something everyone who'd been involved in the project both past and present could be hugely proud of.

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

My camera including bag of accessories - especially spare batteries! A first-aid kit and a decent supply of things to read.

What irritates you the most?

Bad manners, there is no need for them!

What is your favourite place in the world?

I'd have to say two places - Devon and Cornwall. I've spent a lot of time there over the years enjoying the sea views and switching off from the usual routines; it has been a great place to unwind after busy spells at work.

What would surprise people about you?

I originally intended to pursue a career supporting the Communication Information Systems (CIS) infrastructure within MOD, when it used to all be

provided in-house prior to the advent of Defence Information Infrastructure. They did me a favour as it forced me to re-evaluate my plans. I ended up focusing on a career in project management instead, which moved me into the equipment delivery space and eventually the maritime domain; the area of Defence I feel I understand best, so all worked out well for me in the end!

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

Email tom.morris114@mod.uk

Business Intelligence Hub driving benefits

Picture: Andrew Linnett



A Business Intelligence (BI) Hub has been established so that DE&S can become a more digital organisation - a key focus of transformation - and its creation is now driving benefits across the business.

Turning data into information to help ensure the organisation is performing to plan and delivering for its customers is a significant part of DE&S' transformation.

With the capability to deliver, co-ordinate and standardise analytics and reporting across DE&S the BI Hub team are the new centre of excellence for business intelligence within the organisation.

The team's initial activity was to create a new dashboard concept demonstrator in August 2016 to provide monthly corporate performance reporting for the Performance Committees.

As an interactive, digital report, it can be used to interrogate data and drive performance around key indicators - and by December 2016 the benefits were already being seen as the Performance Committees went digital and replaced the previous 60-page printed report.

Since then, the Performance Committees have seen improved discussions as the focus has moved away from the integrity of data and more on driving performance.

Michael Bradley, DE&S DG Resources, said: "The use of the dashboards at the Performance Committee meetings has been a great step forward as it defines the key information we use to run the business. By linking the dashboards to key sources of data such as the P3M suite we will be able to drill down through the organisation in a way that has never been possible before."

Following this success the next steps are to cascade the dashboard down through the operating centres to help drive consistency around data and reporting during hold to account meetings and in due course integration with the P3M toolset.

This will further increase the quality and consistency of information, and will make it easier to spot any issues earlier. Furthermore, the additional analytics enabled through the new dashboard will not only help the organisation look at past performance, but also

monitor the current situation and forecast for the future.

Although currently the BI Hub is focussed on the Performance dashboards it is providing advice and support to other initiatives such as the Commercial dashboard, the HR dashboard and the Support dashboard. In doing so, the BI Hub is looking at the underlying data structures to ensure that we are always using common data which is then used many times. The BI Hub is also looking at standardising the tools we use and providing support across the business in their application.

Rob Houghton, BI Hub Programme Manager, explains: "A primary objective of the BI Hub is to be able to react much more quickly to data requests from the organisation and then work closely with data sources to ensure information is accurate. From a customer perspective, the new dashboard is seen as a real positive, as it allows us to forecast far better on important project milestones."

DE&S PEOPLE

DE&S staff are recognised

Derek (Dolly) Gray has been presented with the Imperial Service Medal (ISM) at Defence Munitions (DM) Gosport after almost 50 years' service.

Derek started his basic engineering skills training at the apprentice school at Flathouse Quay in Portsmouth, where he was taken by his father on September 4, 1967.

Almost half a century later his father was again present to see Derek receive his ISM from Neil Rixon, head of Weapons Support at DE&S.

After his initial training, Derek went to Frater (now known as DM Gosport) and completed training on Mk8 Torpedoes, motor vehicles, diesel trains, gun section and a spell in the drawing office.

Once his apprenticeship had finished he joined the guns section and worked on numerous guns including

the vintage saluting guns, at Fort Blockhouse. During this time he had spells at Portland, Rosyth, Glasgow, Vospers at Southampton and Chatham.

He eventually became Charge hand in the afloat section in Portsmouth dockyard, where he arranged and organised the work on Navy and Royal Fleet Auxiliary ships.

In addition, he worked as a gun fitter in Gibraltar for five years and, after returning to Gosport, carried out overseas gun inspections all over the globe, including Iran, Brazil, Hong Kong and Barbados.

His final role before retirement was as a gun quality inspector.



MOTTO

the MOD Lottery
August 2017 winners

£10,000	David Pinkerton, Northern Ireland
£2,500	Myles Johnston, Northern Ireland
£1,000	Matthew Ward, Bristol Parkway
£500	Stanley Fysh, ABW
£250	Simon Crabtree, ABW
£100	Jennifer Smith, Shrivenham
	Alison Brooks, Cheadle Hulme
	Roy Benson, Liverpool
	Luke Skone, ABW
	Sarah Calverley, ABW
	Susan Donaghey, HMNB Clyde
	Luke Skone, ABW
	Mark Swan, Walworth
	Paula Payne, London
	Sian Bowen, Swansea
	Diana Hollywood, Edgbaston
	Michael Hiner, York
	Paul McGinn, Cardiff
	Jamie Cushion, ABW
	Lee Vout, ABW
	Alison Burgess, ABW
	Julie Coyle, Liverpool
	Tracy Evans, Kent
	Ann Littlejohn, Stockbridge
	Phillip Hatton, Brize Norton



Lieutenant Commander Shaun Enever has been presented with the Long Service and Good Conduct Medal (LS&GCM) with Clasp at MOD Abbey Wood.

Lt Cdr Enever has been the Future Anti-Surface Guided Weapons (FASGW) Requirements Manager working for Weapons, Evaluation and Capability Assurance (WECA), embedded in the DE&S Lightweight and Medium Attack Systems (LMAS) Project Team since 2013.

He was presented with the LS&GCM in recognition of 25 years' service to the Royal Navy.

Originally from Nottingham, Lt Cdr Enever joined the Royal Navy in 1992 and has served as a Lynx Observer throughout his time. Before becoming

FASGW Requirements Manager he held a variety of First and Second Line Lynx aviation appointments, the highlight being as Flight Commander on HMS York during Operation Telic (Iraq) in 2003.

As FASGW Requirements Manager he is responsible for the Sea Venom and Martlet weapons and the integration onto the Wildcat Mark 2 helicopter with an in-service date of 2020. Lt Cdr Enever leaves his current role this month.

He was presented with his LS&GCM by Chris Harris, LMAS Team Leader.

Educating the DE&S way



Twenty members of junior personnel from the Vehicle Support Team (VST) at DE&S joined an Army HQ battlefield study exercise to Normandy.

The four-day trip to northern France was arranged with the aim of building relationships with the DE&S customer, educating DE&S civilian staff to the reality of the operating environment and to remind staff of DE&S' purpose.

At each site the group received informative presentations so they could draw contemporary lessons from historical analysis of the Normandy campaign. The VST employees were also expected to give presentations to help build their confidence.

Before boarding the ferry for France, the group visited the map room at Southwick House in Fareham, where the Normandy landings of June 1944 were planned.

Once in France, the team received presentations at Pegasus Bridge, the Armoured Vehicle Royal Engineer memorial at Juno Beach, the Sexton

Self-Propelled Gun at Ver-sur-Mer near Gold Beach, the port of Arrormanches, and, at Longues-sur-Mer, the German artillery battery.

On the final day, staff travelled to the Omaha Beach memorial at Pont du Hoc where the landings were described in detail and allowed staff to try and imagine what it would have been like to be a soldier attacking the beach.

Before returning they paid a visit to the Commonwealth War Grave Cemetery at Bayeux to pay respects to those who lost their lives during Normandy and the Second World War. A remembrance service was held and a wreath placed on behalf of DE&S and Army HQ.

VST team member Rob Gough said: "It really opened my eyes to the importance of what we do in DE&S.

"It allowed me to reflect on our work and that our achievements directly saves lives. It was a thoroughly enjoyable educational experience."



David Sharps of the DE&S Support Enablers Operating Centre (SEOC) at MOD Abbey Wood has visited a local primary school to explain the importance of engineering in the modern world.

David, who works in SEOC's Maritime Customer Engagement Team, went to Heytesbury Primary School near Warminster after a request from the Institution of Mechanical Engineers (IMechE) to assist the Primary Engineers Award Scheme.

David, who is a member of IMechE, was only too happy to help and gave a talk about his role in support, how various engineering activities help keep Royal Navy warships at sea and his previous work in the public transport industry.

He also answered questions from the children, aged between eight and 11, about what inspired him to become an engineer, what parts of ships and railways he had worked on and which were the best jobs he'd had and why.

David then helped children with their "If I were an engineer" Primary Engineer design competition entries, suggesting ways their ideas, including a novel alarm clock within a pillow and a driver's-side car window wiper, could be developed.

The school went on to do very well in the competition, with seven Distinction grades, three Merit grades and six Pass grades.

David said: "Judging by the children's enthusiasm, ingenuity and imagination, British engineering has a bright future."

A launch event was held at MOD Abbey Wood for the DE&S Neuro Inclusivity Network (NIN).

The NIN promotes awareness, interaction, inclusion and recognition of neurodiversity in the workforce, and the value that the workforce's neurodiversity brings to the organisation.

The term 'neurodiversity' applies to everyone, both 'Neuro Divergent' and 'Neuro Typical' individuals, and the different ways in which people learn, process, or communicate information. Recognising neurodiversity in

the workplace is a start to helping ensure that individuals, with typically somewhat hidden neuro divergent conditions, are able to access the right support and adjustments in the workplace to achieve their potential.

At the event, an overview of the NIN was provided, followed by an effusive discussion between its attendees, with valuable and constructive points and ideas raised, which will be used to help shape the network and the advice and support it provides.

The network is looking to hold more neuro diversity events over the next year.

**INCLUSION
DIVERSITY &
OUTREACH**
DE&S - neuro-inclusivity network

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