

desider

the magazine for defence equipment and support

A large Atlas C-130J military transport aircraft is the central focus of the image, parked on a polished floor inside a vast hangar. The aircraft is viewed from a front-quarter perspective, showing its four turboprop engines and high-wing configuration. The hangar's interior is characterized by a complex network of steel trusses and beams, with a yellow overhead crane visible on the right. The lighting is bright and even, highlighting the aircraft's details and the industrial environment.

**New home for
mighty Atlas**



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cover image

Pictured: An Atlas transport aircraft sits in the new £70 million hangar at RAF Brize Norton

desider

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Editor:

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

Reporters:

Laura Martin Plaza, Amy Marsh, Tom Knight,
Emma Lancaster, Hannah Wood, Louise Allford
and Monika Komar

Photography and Design:

Andrew Linnett, Charlie Perham, Jack Eckersley,
Mark Hawke and Ally Bowman

Distribution Manager:

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

Advertising:

Edwin Rodrigues
Advertising Manager
Noah's Ark Media Ltd
edwin.rodrigues@noahsarkmedia.com
+44 (0) 748 257 1535.

Printing:



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FOREWORD

By Michael Bradley, CEO

I am continually inspired by the tremendous work our teams do to equip and support our armed forces.

Of note this month is the Chinook team, who worked on the helicopter's sea trials on board HMS Queen Elizabeth, marking yet another milestone in the delivery of this incredible capability to the Royal Navy.

I'm also really pleased for the continued backing of our Defence Minister Guto Bebb, who opened the new 'super hangar' at RAF Brize Norton which will house the A400M Atlas transport aircraft.

This enormous £70 million facility can accommodate three of these huge world-class aircraft, and well done to the DE&S project team who've worked on this achievement. Top work.

This month's *Desider* features a number of inspiring people inside and outside DE&S. We welcomed former Formula One boss Ron Dennis CBE to MOD Abbey Wood last month in his capacity as a member of the External Advisory Panel on Innovation.

He was impressed by our commitment to innovation in the field of defence and I know those who met him were inspired by him.

Within DE&S, I am particularly proud of engineer Vimbai Fedrick, who spoke to 600 primary school pupils about her passion for defence and engineering. The children she spoke to said that Vimbai had inspired them to take up STEM skills in science and engineering, and to think about a career in engineering. Well done Vimbai for inspiring the next generation of potential engineers and DE&S staff.

Another excellent story this month features RAF Warrant Officer Daz Chapple, who took up boxing to counter the intimidation he suffered from bullies at school.

Almost 40 years later Daz, as Team Leader, will proudly lead England's boxing team at the Commonwealth Games in Australia next month.

Bullying in any form is unacceptable and, Daz, I am delighted that you turned a negative into a positive, and now have this incredible honour and achievement ahead of you.

These are just two of the thousands of inspirational staff we have at DE&S which make me proud to be a part of what we do.

Finally, we announced more significant achievements last month.

A £260 million agreement with the United States Government will provide support for the RAF's fleet C-17A aircraft, which can transport 77 tonnes of cargo and provide lifesaving humanitarian relief, as they did following Hurricane Irma last summer.

We ensured a £10 million RAF radar facility was erected at speed on a remote Scottish island in order to track unidentified aircraft, despite terrible weather conditions, after a request by the Chief of Air Staff Air Chief Marshal Sir Stephen Hillier.

And Chief of Materiel (Land) Lieutenant General Paul Jaques fired the 50,000th simulated round from an AS90 turret trainer that signals savings of £125 million to the MOD.

Well done to all the DE&S teams who have worked hard on the achievement of these milestones.

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Nick Elliott, Director General Commercial, talks to Desider about DE&S' commercial progress, his priorities for the next year and working together for business efficiency



Picture: Jack Eckersley

If you perused the pages of the April 2017 edition of Desider, you probably would have seen me smiling back at you from this very page. Back then, I shared with you my hopes for developing DE&S' commercial processes and improving the defence supply chain.

I certainly haven't been disappointed with the progress we've made since. We've achieved great things within the Land domain in regards to contracting for support; Joint Enablers have been doing fantastic work on agile procurement for the special forces; and the Type 31 contract for the Navy's new general purpose frigate is proving interesting in terms of how we help clients think about their procurement requirements within a fixed cost.

One achievement I'm particularly pleased with is the appointment of our commercial delivery partner. This is a joint venture between Turner & Townsend and Mace. They're providing additional manpower support where necessary and – perhaps more importantly – specialist skills and resources for some of our programmes of activity, like the commercial improvement programme.

Personally, I found being grilled for 90 minutes by the Public Accounts Committee on our single source contracts was a notable event. Especially as my children then watched

it online and accused me of being far too grumpy!

But as we start to move through 2018, I don't expect our challenges and priorities to become any less – in size, scope or significance.

First of all, I'm looking forward to working closely with the MOD centre on the modernising defence programme. They have a lot of initiatives around supply chain management, modernisation and how we do business across defence.

Another important commercial priority for this year is to embed our recent routes to market work into the business. The most exciting part is the work we're doing with the centre on making the assurance, scrutiny and approvals process more proportionate and fit for purpose. If we can get it right, it will become much quicker and less time and resource intensive.

Finally, I believe it's time to look at how we optimise the business from a commercial perspective to make sure we deliver efficiently. Transformation is about making us an effective business. How we now integrate our key systems and processes and get them all working together is very exciting.

There are currently a lot of ongoing improvement activities across the business which aren't all badged 'transformation'.

I think the real opportunity this year is to bring all of those together so we have one single business improvement set of initiatives and a coordinated view of how we're all working together.

To achieve all of this, our people need the correct environment to operate in. If I could wave a magic wand, I'd love to create a 21st century agile workspace for all our staff. The work that Barry Burton, Director Corporate Operations, is doing in this area is beginning to take us down that path but it won't happen overnight. Until then, we need to continue to work together and help each other keep the business firmly heading in the right direction.

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As we start to move through 2018, I don't expect our challenges and priorities to become any less

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£260M deal signed to keep RAF giants flying

A £260 million agreement with the United States Government to support RAF C-17 heavy lift transport aircraft into the next decade has been signed by DE&S on behalf of the MOD.

The Foreign Military Sale agreement, announced by Defence Minister Guto Bebb, will provide support for the RAF's fleet of eight C-17A Globemaster III aircraft, which provided lifesaving humanitarian relief following Hurricane Irma last summer.

With a maximum airspeed of around 510 miles per hour, the jet can transport 77 tonnes of cargo, equivalent to three Apache attack helicopters or a Challenger 2 tank, and has a wingspan equivalent to the length of five double-decker buses.

Defence Minister Guto Bebb said: "Our C-17 giants take everything from heavy equipment to vital troops to where they're needed right across the globe. This deal keeps them in the air into the next decade and affirms our leadership, alongside our American allies, in providing global security and humanitarian aid as we stand together in defence of our shared values."

This bilateral deal will deliver spares, design services, reliability and maintenance improvements, access to technical resources, and RAF aircrew and maintenance crew training programmes.

It will sustain more than 50 jobs in the UK through the support of a Boeing team at

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The signature of this deal has come about through the close relationship the Ministry of Defence has with our counterparts in the US, and will deliver world-leading support for the front line

Air Marshal Julian Young Chief of Materiel (Air),

— ” —

RAF Brize Norton, the home of the UK's C-17 operators, 99 Squadron RAF. Further work will be carried out in the US at Boeing facilities in San Antonio, Texas.

The new agreement, which extends and builds upon support arrangements that have existed since the C-17 came into UK service in 2001, will run until 2022.

Robert Pitts, C17, Command Support and Airborne Equipment Project team leader at

DE&S said: "Early delivery of this milestone was a fantastic achievement. I am enormously proud of the team's agility in staffing the case through to approval so quickly, particularly given the challenges of a fast-moving foreign exchange position.

"Francis O'Brien was a deserving recipient of a Director Air Support Commendation for his own efforts, and would be the first to acknowledge the support received from colleagues across the project team, the USAF Program Office, and Assurance and Scrutiny."

As part of the UK's Joint Rapid Reaction Force, the C-17 provides the RAF with long-range strategic heavy-lift ability, meaning it can deliver equipment and supplies close to where UK troops are on operations. Support for the RAF's C-17 fleet is meeting an important need laid out in the Strategic Defence and Security Review 2015.

Defence Equipment & Support Chief of Materiel (Air), Air Marshal Julian Young, said: "The signature of this deal has come about through the close relationship the Ministry of Defence has with our counterparts in the US, and will deliver world-leading support for the front line.

"It means the UK will be able to continue to depend on the C-17's remarkable capabilities in support of operations all over the world."

Pictured: An RAF C17 at RAF Gibraltar during the hurricane relief effort last year



Chinook trials on

Chinook helicopters have been undertaking landing, take off and manoeuvre trials at sea on board HMS Queen Elizabeth – the largest and most advanced warship ever built for the Royal Navy.

Two Chinooks from the Aircraft Test and Evaluation facility at MOD Boscombe Down arrived on board on February 2 as the carrier prepared to sail. The ship was joined later by two Merlin Mk2 aircraft, with all four aircraft carrying specialist flight testing equipment.

The helicopter trials on board the 65,000-tonne carrier's flight deck were made possible by the collaboration between DE&S teams, defence and industry.



on board HMS Queen Elizabeth

The DE&S Chinook team worked alongside DE&S' Ships Acquisition QEC, Merlin and Maritime Combat Systems teams as well as the Aircraft Test and Evaluation Centre (ATEC), the Defence Ordnance Safety Group, Leonardo and Boeing to ensure everything was in place for the trials to start.

John Goodby, of the DE&S Chinook delivery team, said: "Seeing the images of Chinook landing on board HMS Queen Elizabeth was a wonderful moment for all of us who worked on the project.

"We worked incredibly successfully with a number of teams within DE&S, wider defence

and industry to ensure all the engineering, trial clearances and logistic challenges were met within a very short time frame of five months.

"Ultimately our work has allowed these trials to take place and gather data to ensure pilots will know how to safely operate Chinook helicopters from this incredible warship whilst at sea."

Mark Geoghegan, Chinook team leader at DE&S, added: "Chinook Force started its very first deployment in the Falklands campaign, operating from the decks of ships. It is very apt that 40 years later it will now ultimately

return to this type of role and be partnered with what is sure to be another iconic defence platform for the next four decades."

Captain Jerry Kyd, the Commanding Officer of HMS Queen Elizabeth, said: "This was an important milestone in the ship's progression towards embarking the F35-B Lightning jets later this year, and ultimately the achievement of carrier strike capability."

Ultimately the carrier will be declared safe to fly Chinook Mk5, Mk6, Mk6A, Merlin Mk2, Mk3, Mk4, Wildcat and Apache attack helicopters, as well as the fast jets.



Pictured: Chinooks land on HMS Queen Elizabeth for the first time

NEWS IN BRIEF

DEFENCE EQUIPMENT PLAN 2017

Last month, the Ministry of Defence published its Equipment Plan.

The sixth annual summary, it sets out how the MOD will invest nearly £180bn in armed forces capabilities and world-class equipment and support over the next decade to 2026-27.

The plan also includes an assessment of the delivery performance of the largest defence procurement projects in the form of the Project Performance Summary Table (PPST), a representative sample of the largest equipment procurement projects, and whether their delivery forecasts have changed over the last year.

While the report shows variances in cost and time on some of our programmes, these are some of the largest, most complex procurement projects in the world, which are delivered over long periods.

We are making good progress in delivery and remain focused on ensuring that our Armed Forces get the best possible equipment at the best value for money for the taxpayer. The Modernising Defence Programme, recently launched by the Department, will also ensure that we continue to deliver better military capability and value for money in a sustainable and affordable way.



RON DENNIS VISITS ABBEY WOOD



Ron Dennis CBE, former CEO, chairman and founder of McLaren Technology Group, visited Abbey Wood in his new role as part of the MOD's newly established Innovation Advisory Panel.

The former F1 boss was met by Air Vice Marshal Mike Quigley and discussion took place around innovation throughout every stage of the project life cycle, across all domains.

The day included presentations on Chemical Biological Radiological and Nuclear Delivery, Biological Surveillance and Collector System, and Mine Warfare and Hydrographic Capability.

Ron's role on the innovation panel is to drive forward the MOD's Innovation Initiative, which aims to encourage imagination, ingenuity and entrepreneurship in pursuit of maintaining a military advantage in the future.

Alastair Goodson, DE&S Tech Office deputy head, said: "Ron was able to offer some really interesting and thought-provoking perspectives on innovation for DE&S to consider, prompted by the projects and issues discussed during the day. A follow-up is planned, and we look forward to working with him again."

EUROFIGHTER TYPHOON OFFER

MOD has submitted its final Eurofighter Typhoon offer to Belgium on behalf of the UK.

The proposal comes with the full support of the governments of the four Eurofighter nations – Germany, Italy, Spain and the UK – as partners in Europe's largest collaborative military aircraft programme.

It includes 34 Eurofighter Typhoon aircraft, underpinned by the offer of a deep strategic, defence and industrial partnership between the governments of Belgium and the UK.

Air Vice Marshal Keith Bethell, Director Combat Air at DE&S, said: "Our world-class Typhoon has led the way in combat air

power and this demonstrates the continued confidence in the capability the Typhoon has to offer. With more than 20,000 flying hours on global operations to date, the Typhoon offers unparalleled reliability and proven interoperability with our allies."

As well as the jets, the UK is offering Belgium the opportunity to benefit from the RAF's experience of over ten years operating the Typhoon. It proposes integration with the RAF's Typhoon support arrangements and a comprehensive package which includes a training partnership.



SHARING KNOWLEDGE A SAFE WAY

Working with Information Systems and Services, DE&S has delivered an online solution that makes sharing sensitive documents with authorised organisations and industry more efficient.

Defence Share, in partnership with Kahootz, can be used for pan-defence collaboration, including sharing and reviewing documents up to official-sensitive.

It replaces the need to exchange official-sensitive information using encrypted CDs and courier services, saving time and effort, and it can greatly improve the way organisations collaborate.

The service has achieved industry-standard certifications and it is also the only system

of this type to be accredited by Defence Assurance and Information Security.

Defence Share costs a maximum of £3.60 (ex-VAT) per user per month, payable by the sponsoring MOD team, and there is a minimum of 20 members per workspace.

Craig Savery, IT Strategy and Architecture Assistant Head at DE&S, said: "This secure online service will make sharing information far easier, ensuring DE&S teams can work more efficiently with any authorised external organisation and industry partner."

Full details available from DESCIO-Defence-Share-Admin@mod.gov.uk



DE&S AND UWE PARTNERSHIP A HIT



DE&S Chief of Material (Air) Air Marshal Julian Young attended the UWE Frenchay campus to deliver a keynote address at the University's Celebrating Talent awards evening, of which DE&S is lead sponsor.

The annual awards celebrate students' successes in employability-related activities such as work placements and entrepreneurship programmes.

Winning students successfully demonstrated achievements across a wide range of businesses, including those focused on sustainability, applied sciences, the environment and technology.

AM Young paid tribute to UWE as an outstanding centre

of learning which is conducting world-class research and producing highly employable graduates, and noted that DE&S has sponsored the previous three Celebrating Talent awards.

He said: "We are proud to do so and welcome the increasingly close working relationship between DE&S and UWE."

AM Young noted several ways in which UWE and DE&S have strengthened their links to significant mutual benefit. These include an increase of internships for UWE students from nine to 37 between 2016 and 2017, and work placement programmes allowing students to fit paid employment around their studies.

HMS FORTH ARRIVES AT HOME PORT

The first of the next-generation patrol ships procured by DE&S for the Royal Navy arrived in her home port last month.

Having set sail from Glasgow on February 20 and she arrived in Portsmouth on February 26.

HMS Forth is the first of a class of five state-of-the-art vessels, designed for counter-piracy, anti-smuggling, fishery protection, border patrol, counter terrorism and other maritime defence duties.

They will become the Royal Navy's eyes and ears around the UK, help to safeguard fishing stocks, reassure and protect Falkland Islanders and, if necessary, deploy to the

Mediterranean, Caribbean and elsewhere to safeguard our physical and economic interests around the world.

Chief of Materiel (Ships) at DE&S, Sir Simon Bollom, said: "HMS Forth's arrival at her home port is an enormously proud moment for all of us at DE&S. As she prepares for first global deployments, we will continue to work closely with industry to deliver her sister ships to the Royal Navy."

Forth will enter Service this year, while the remaining four ships - Trent, Medway, Tamar and Spey - are all expected to arrive by 2020.



Firing of 50,000th simulated



Pictured: The AS90 Turret Trainer at Tidworth Garrison

Pictures: Andrew Linnett

The 50,000th simulated round has been fired from an AS90 Turret Trainer, signalling savings of approximately £125 million to the Ministry of Defence.

The pivotal round was fired by Lieutenant General Paul Jaques, Chief of Materiel (Land), when he visited Tidworth Garrison in Wiltshire where the simulator is based.

The event, on February 14, was hosted by Jason Huntley and Gary Charlton of the DE&S Training & Simulation Systems Programme (TSSP) and industry partners Van Halteren Metaal (VHM) and G3 Systems in conjunction with Army Headquarters and 1 Artillery Brigade.

Lt Gen Jaques said: "This firing marks another milestone demonstrating Defence's innovative and cost-saving approach to deliver effective and worthwhile training for our personnel. I'm exceedingly proud of the team's work and the benefits gained by the soldiers that get to use the training equipment."

The trainer was first introduced in 2005 to train the commander, gunner and loader of an AS90 – a self-propelled 155mm Howitzer gun.

It is designed to allow gun crews to practice their routine firing drills, turret operating procedures and crew duties without the expense of live firing and offers the immersion and realism of firing, with a reduced safety risk and a highly reduced cost.

Based on a real AS90 turret, the trainer uses an electro-mechanical system to fully replicate a complete firing cycle. This includes the weight and size of the artillery rounds and the noise and turret movement on firing.

Since the trainer was introduced more than 8,500 soldiers have used the equipment. This experience enhances their safety for when they progress to live firing and allows them to focus on more advanced training scenarios.

Defence Minister Guto Bebb said: "This equipment provides high quality training for the British Army that's also cost efficient. As live firing events are extremely expensive and can be logistically challenging, using the AS90 turret trainer is a great alternative.

"It also offers immersive training that prepares users for live firing both in practice and on the battlefield."

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 This firing marks another milestone demonstrating Defence's innovative and cost-saving approach to deliver effective and worthwhile training for our personnel

Lieutenant General Paul Jaques
 Chief of Materiel (Land)

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Round saves £125 million



Pictured: Lieutenant General Paul Jaques prepares to fire the 50,000th simulated round

The turret milestone represented savings of approximately £125 million over a 12-year period on the basis that live rounds cost £2,500 per use.

The turret trainer was built by Dutch company VHM and is maintained by G3 Systems based in Portland, Dorset.

Ed Noorlander of VHM said: “Both VHM and G3 Systems are delighted to have been able to design, deliver and support this system for the MOD.

“Through the life of the contract the AS90 Turret Trainer has achieved 99.5 per cent availability and more than proved its worth to the Royal Artillery and to the tax payer.

“It is a great example of how Defence and industry can work together to improve operational capabilities whilst delivering clear efficiencies and value for money.”



Pictured left to right: Colonel John Musgrave (Commandant Royal School of Artillery), Ed Noorlander (VHM Director), Simon Pearce (DE&S TSSP Portfolio Lead), Lieutenant General Paul Jaques (CoM Land), Brigadier John Mead (Commander 1st Artillery Brigade), Peter Gleave (Managing Director G3 Systems), Gary Charlton (G3 Systems), Jason Huntley (DE&S TSSP)



Pictured: A soldier taking a hydration break during a live fire exercise in the Falklands last year

Picture: Defence Imagery

Combat Water Supply deal

DE&S has agreed a £33.5 million contract for the design, manufacture, supply and support of a Combat Water Supply System (CWSS) to provide safe drinking water for UK forces deployed abroad.

The five-year contract will see KBR bring into service a water purification, storage and distribution system, designed to deliver potable and palatable water.

It will be available for combat operations and for personnel deployed on humanitarian missions such as the recent deployments to the British Virgin Islands where the UK military provided life-saving support following the devastating hurricanes.

Once operational, KBR will provide fully integrated Contractor Logistics Support (CLS) through to 2025 with responsibility for the design, manufacture, testing and supply of each of the variants of the CWSS.

Major General Colin McClean, Director Land Equipment at DE&S said: "I am delighted we are working with KBR to deliver this critical capability to our land forces.

"The Combat Water Supply System will ensure the availability of high quality water wherever we are in the world, drastically reducing our reliance on bottled water, saving

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The Combat Water Supply System will ensure the availability of high quality water wherever we are in the world, drastically reducing our reliance on bottled water, saving money and lessening the environmental impact

Major General Colin McClean
Land Equipment

— ” —

money and lessening the environmental impact.

"This guaranteed provision of clean drinking water to maintain the health and

hygiene of our troops is increasingly essential as our forces maintain their high levels of both operational commitments and readiness for contingent operations. I know that our user community can't wait to get their hands on this new kit."

The objective of the CWSS programme is to deliver an end-to-end solution spanning the provision of water from its source to the point of use. Specifically, CWSS will be required to purify water from various sources, test and assure water quality, store, distribute and issue water to doctrinally mandated volumes. During the contractor logistics support phase, KBR will be responsible for the maintenance of the CWSS capability to agreed readiness and availability levels.

KBR President, EMEA Jay Ibrahim, said: "We are extremely proud of our long-standing record in delivering operational support to the UK MOD.

"This award is a reflection of the confidence that the MOD places in us to deliver critical operational infrastructure and is testament to the collaborative relationship that has been built over many years of working side by side with the UK's armed forces."



ENGINEERING A BRIGHTER FUTURE

With a presence dating back to the 1930s, Boeing continues to help grow economic prosperity in the United Kingdom by creating new jobs, strengthening partnerships, investing in research and inspiring future innovators. Since 2011, Boeing has tripled spending with UK suppliers and doubled the company's UK workforce to meet the needs of local airline, military and security customers. That's just the start. In the years to come, Boeing is committed to reaching new heights, together.

SEE HOW WE'RE HELPING BUILD
A STRONGER UK AT BOEING.CO.UK

 **BOEING**

Picture: Jack Eckerlesley

Huge hangar

A huge £70 million hangar large enough to contain three of the RAF's new Atlas transport aircraft has been officially opened at RAF Brize Norton.

The Atlas maintenance, repair and overhaul facility, which covers 24,000 metres squared (the equivalent of three and a half football pitches) and is 28 metres high, was built under Defence Infrastructure Organisation contracts





Hangar built to support RAF Atlas fleet

and is fitted out and fully operational in support of RAF transport operations all over the world.

The hangar is designed to make Atlas maintenance easier, safer and more efficient. The internal layout is the result of extensive feedback from support delivery teams and has been designed to be highly adaptable with easy access to specialist tools and equipment.

Minister for Defence Procurement Guto Bebb, who officially opened the hangar, said: “From deploying troops and armoured vehicles to a war zone, to getting vital support to

humanitarian disasters, our Atlas fleet plays a global role and it needs a home to match.

“This huge hangar provides exactly that, and will see Brize Norton ready our Atlas fleet for action wherever they are needed in the world.”

Support for the UK’s Atlas fleet is enabled through a £410 million agreement between DE&S and Airbus Defence and Space – part of the UK’s ongoing commitment to the Atlas programme which is sustaining 8,000 jobs across the national supply chain.

DE&S Director Air Support, Adrian Baguley, said: “The Atlas programme is delivering a world-class fleet for the RAF, offering the UK next-generation transport and airlift abilities

for operations all over the world.

“Expert support on the ground in the UK is an essential part of that capability and this new facility will ensure that work continues for decades to come.”

Atlas can carry up to 37 tonnes over a range of 2,000 nautical miles, transporting troops and equipment on operations and humanitarian missions. The UK has ordered 22 Atlas aircraft for the RAF, 18 of which have been delivered. The entire fleet is due to be delivered by 2022.

Wing Commander Ed Horne, the Officer Commanding 70 Squadron RAE, which operates the UK’s Atlas aircraft, said: “This new hangar provides us with a world-class maintenance facility to match the world-beating capability of the Atlas aircraft.”

Pictured: Defence Minister Guto Bebb walking through the new hangar with Tony Toner, Head of Airbus Support Centre UK



Daz beats bullies to lead England's boxers at Commonwealth Games in Australia

A DE&S employee who took up boxing to beat the school ground bullies will lead out the England Boxing team at the Opening Ceremony of the Commonwealth Games in Australia.

Sick of unpleasant comments and the threat of violence hanging over him, 10-year-old Daz Chapple took up the contact sport at his local gym in Saltash, Cornwall, so he could look after himself.

Now, almost 40 years later, Daz, a RAF Warrant Officer who works in the DE&S Air Commodities team, has been selected as Team Leader of Team England and, on the Gold Coast next April, will lead out 12 of the country's most talented amateur boxers – fully expecting them to bring back a haul of medals.

Daz said: "I came from a tough background, was bullied at school and decided I needed to protect myself.

"I saw an advert at my school, which happened to have a national schoolboy champion at the time, and I decided there was no reason I couldn't follow in his footsteps."

As soon as he started training Daz fell in love with the sport and went on to make several national semi-finals in the 51kg division.

He attended Saltash.net Community School and then St Austell College. At 18, he joined the RAF as an aerial erector and walked straight into the RAF boxing team.

After being posted to Germany for four years he returned to the UK and to the ring

but, such is his love for the sport, soon found himself juggling being a boxer, coach and team manager as well as having to fulfil all his commitments in his role with the Armed Forces.

Daz said: "The military have been very good to me. I put in a lot of extra hours but there

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It is an absolute honour for me. I have dedicated my life to boxing and to be asked to lead the team out in Australia is incredible. It just doesn't get any better

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are not many places you can work that would allow you the time or flexibility to be able to do this role."

In 2007 Daz applied successfully for a role of England Boxing team manager and is now Director England Boxing (Director of Talent and Performance and GB Talent Commission).

Over the years Daz has witnessed hundreds of bouts – one of which he particularly remembers.

"I actually managed Tyson Fury's first fight as an amateur which took place in the Officers' mess hall at RAF Wyton in Cambridgeshire", he said.

"He was so tall and had such a long reach the other guy could not get near him. He was fast, too, which singled him out. He has done well for himself."

But for Daz the single moment that now stands out is being given the prestigious appointment of Team Leader and being asked to lead out Team England Boxing at the Commonwealth Games.

He said: "It is an absolute honour for me. I have dedicated my life to boxing and to be asked to lead the team out in Australia is incredible. It just doesn't get any better.

"We have an incredibly strong team and I believe we will be very successful."



An epic career change

A former DE&S employee is enjoying a new and unique lease of life having joined the Tower of London as a Beefeater – and even his teenage son is impressed.

Former RAF Flight Sergeant Chris Clawson was posted to MOD Abbey Wood in 2012, where he supported the Brimstone project within the Weapons Operating Centre.

After a brief posting away in 2016, Chris returned in 2017 to DE&S as the RAF Small Arms Technical Advisor with the Soldier, Training and Special Programmes (STSP) team within the Land domain.

Chris, from Boston in Lincolnshire but now living in Keynsham near Bath, retired after 30 years of distinguished service with the military in January.

He then began training for his new role – officially known as a Yeoman Warder – of which there are just 37 at the world-famous tower. It is believed the alternative term – Beefeater – originated from when Yeoman Warders at the tower were paid part of their salary with chunks of beef.

Chris said: “I am incredibly proud to be the first recorded Bostonian to become a Yeoman Warder and I can’t wait to get to grips with this unique job. It is incredibly surreal to say I now live at the Tower of London; you are just immersed in the history and grandeur of it all. Throughout my life I have always set goals and this is a once in a lifetime opportunity.”

Once Chris completes his probationary period, his family will be invited to live with him in the tower.

He said: “They are as pleased as I am at the prospect of living somewhere so steeped in history.

“My daughter is doing A-Levels and when I did a radio interview recently about my new job her whole class listened into it. Even my 19-year-old son grudgingly admitted that having a dad who is a Yeoman Warder is cool.”

Over the next few months, Yeoman Warder Clawson will learn word-for-word the Story – the script of the famous Yeoman Warder Tour – before being allowed to lead a tour himself.

He will also become familiar with each of the 21 separate duties that the Yeoman Warders conduct each and every day.

During his career with the RAF Chris served in Iraq, Northern Ireland, Jordan, Cyprus and Oman, and has worked with the Red Arrows. Outside work, he is a camper van enthusiast and rugby fanatic, having represented the RAF Rugby Union team at veteran’s level.

Describing his time at MOD Abbey Wood Chris said: “I really enjoyed my time in DE&S, working with multinational and tri-service teams on vital projects was thrilling.

“My experience working in an environment of cooperation between teams was very good preparation for working at the Tower of London.”



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 **COGES**

New Shetland radar erected to

Despite extreme weather conditions a DE&S team has delivered a £10 million RAF radar facility on a remote Scottish island in order to track unidentified aircraft.

The DE&S Air Defence and Electronic Warfare Systems (ADEWS) Team, based at RAF Henlow in Bedfordshire, was tasked to carry out the programme by Air Chief Marshal Sir Stephen Hillier (Chief of the Air Staff) in the face of heightened Russian military activity.

ADEWS worked with many stakeholders operating as a single coherent team to revitalise the facility at Saxa Vord, located on Unst in the Shetland Islands, in just seven months when similar projects take around 24 months and tend to be scheduled for more hospitable weather conditions.

Key amongst the many innovations was the activation of the RAF's Mobile Meteorological Unit (MMU) – whose reservist forecasters identified every available weather window, day

or night, when it was safe to work on site, and provided much needed warnings of potentially dangerous phenomena such as lightning and extreme wind speeds. Those working on the radar stayed on the island, which sits 300km from Norway.

Such were the adverse conditions that construction of the radome (the dome that protects the radar) took place inside a specially-made steel windbreak some 22 metres across and 3-stories high, before being craned onto the radar tower.

ADEWS Acquisition Programme Manager John Turner said: "There were 120-mile an hour gusts of wind, repeated six inch overnight snowfalls, hail, thunderstorms and the team worked regularly in minus temperatures, overnight and on weekends – it was a phenomenal effort."

"The dome, 18 metres in diameter and weighing 10 tonnes, had to be lifted into

place by a 220-tonne crane in winds of less than 8.5mph. This was the most critical part of the whole project and was carried out during a short break in the weather. Just 24-hours later there were 134mph gusts of wind!"

"I believe we got a 24-month job done in just seven months and that is thanks to the tireless efforts of everybody involved."

The radar facility improves the RAF and NATO's surveillance coverage of the airspace north of the UK further out across the Norwegian Sea and well into the North Atlantic.

The installation also sees Saxa Vord return to the role it performed up until 2006, when the site was used as an early warning radar on NATO's northern flank.

ADEWS managed the redevelopment of the site and delivered the new infrastructure and capability for the RAF, commissioning

Pictured: The RAF radar facility at Saxa Vord, located on Unst in the Shetland Islands. The structure on the right is a specially-made steel windbreak used for the construction of the radome



protect UK Northern airspace

— “ —

The Air Defence and Electronic Warfare Delivery Team has shown outstanding innovation and teamwork to deliver this vital capability ahead of time and within budget

Simon Dakin, Director Intelligence Surveillance Target Acquisition and Reconnaissance (ISTAR)

— ” —

much of the work through the Foreign and Commonwealth Office (FCO) Services, with crucial assistance from the RAF's 90 Signals Unit from RAF Leeming, whose rigging and radome construction expertise saw the radome constructed in less than 48 hours. The team also commissioned sub-contractors directly, including Lockheed Martin and SERCO, with local suppliers delivering such essential expertise as road gritting, civilian security and local transportation.

The wider team was also assisted by the DE&S Situational Awareness Command and Control Delivery Team at MOD Abbey Wood and from other agencies including Brody-Forbes, Serco, Mobile Met Unit and McDonald Scaffolding.

Simon Dakin, Director Intelligence Surveillance Target Acquisition and Reconnaissance (ISTAR), for DE&S, said: “The

Air Defence and Electronic Warfare Delivery Team has shown outstanding innovation and teamwork to deliver this vital capability ahead of time and within budget.”

Saxa Vord is being seen as an exemplar site for the delivery of an air defence radar capability. The radar picture is delivered to the Control and Reporting Centres at RAF Boulmer (Northumberland) and RAF Scampton (Lincolnshire), from where its routine performance will be monitored and managed, with contractors only attending the site for maintenance visits.

Air Chief Marshal Sir Stephen Hillier said: “Right at the tip of the Shetland Islands, Saxa Vord is a very remote site, so I'm extremely grateful to the team who have been working hard through the cold of winter, with snow and 120 mph gales, to ensure that the construction has remained on schedule.”



Reaching out to enthuse and in



Standing in front of 600 primary school pupils, DE&S engineer Vimbai Fedrick had the task of convincing them to pursue a future in Science, Technology, Engineering and Mathematics (STEM).

"Seeing so many tiny faces staring back at me was quite overwhelming," Vimbai said.

"But they were very enthusiastic and seemed to really enjoy hearing about what a career in engineering has to offer."

Sitting cross-legged the children from The Olive School in Blackburn listened carefully as Vimbai, who is engineering policy manager in the submarine chief engineer's team, spoke about how her career has led her to travel and work with cutting-edge technology.

"Becoming an engineer is one of the greatest achievements of my life and I enjoy sharing my experiences," Vimbai said.

"With the support of my family and team

I've been able to make possible what other people may think of as impossible.

"It's really important to me to inspire the younger generation, especially girls, to pursue engineering as a career."

After taking part in the whole school assembly, Vimbai worked with around 30 year 6 pupils, getting them to work in groups to build a tall structure using two A4 sheets of paper, which could support at least 100g in weight.

Following the session, head girl Faiqa Murtaza said: "There is a stereotype that girls can't do specific jobs and Vimbai has proved the world wrong."

Year 6 pupil Zainab Patel added: "Vimbai inspired me and showed me that to be an engineer you don't just need to be able to build things. You need to be able to work as part of a team and have trust in one another."

The visit was part of a series of DE&S outreach initiatives, which see a number of staff visiting primary and secondary schools promoting STEM subjects – with the majority based within an hour of MOD Abbey Wood.

Chief engineer Robert Bates, who is supporting a range of outreach programmes during this, the Year of Engineering, visited Kings Oak Academy in Kingswood, to help them with their competition entries for the Leaders Award, the Primary Engineer initiative that DE&S is supporting. The competition asks pupils to come up with a design in response to the question 'If you were an engineer, what would you do?'

Having visited DE&S in January for the launch of the competition, this was the pupils' turn to put forward their ideas and get the help of an engineer with their designs.

"I was genuinely amazed at the variety

Inspire the future generation



allow us to support our armed services and our country in the way that we do.”

Luke and eight other volunteers have been coming up with new, interactive ways to engage with students, including running activities at Mangotsfield School to get students thinking about simple engineering principles behind design and build of bridges, rafts and trailers, and building prototypes.

Taking this one step further at Bradley Stoke Community School they challenged the students to design and build rafts within set

budgets, helping to give it more of a “DE&S feel”.

Teacher Laura Westgate, from Bradley Stoke Community School, added: “The session was fantastic, thank you for lending us your colleagues from DE&S. It was a fantastic event and we would definitely be looking to work with you again.”



of engineering solutions to real issues the students had come up with”, said Robert.

“They showcased great ingenuity in their designs, finding solutions to problems that have affected them directly. The sheer diversity shows just how influential the Leaders Award has been in inspiring problem solving in our engineers of the future.”

The work of DE&S STEM outreach is helping to tackle a national skills shortage in those fields and investing in its own future talent.

STEM Ambassador Luke Sullivan, who has been helping to coordinate visits to Mangotsfield School in Kingswood and Bradley Stoke Community School, said: “We are showing that engineering is more than overalls and fixing vehicles, and that all aspects of STEM have a valuable contribution and make up the 3,000 employed engineers that

Main picture: Vimbai Fedrick addresses pupils at The Olive Primary School in Blackburn. Above: Chief engineer Robert Bates chats with pupils at Kings Oak Academy in Kingswood, where he and DE&S colleague Lucy Fox-Russell (top) were helping pupils with their entries for the Leaders Award, the Primary Engineering initiative that DE&S is supporting.



Picture: Jack Eckerley

On teamwork, challenges and sharing success

Jo Osburn is Head of Maritime Combat Systems. Her job is to deliver and support combat system equipment fitted to surface ships and submarines

What does your role involve?

As Head of Maritime Combat Systems (MCS), I lead a team of 380 people based in Abbey Wood and the nearby business park, Portsmouth, Faslane in Scotland, HMS Collingwood in Fareham and BAE Frimley, who together deliver and support combat system equipment fitted to surface ships and submarines. MCS has a varied portfolio and a great mix of in-service projects and new acquisitions and service delivery activities, which means it offers experience across the full spectrum of acquisition and support. I often describe the outputs of the team as putting the “War” into the Warship, as the team are responsible for providing the integrated capability which allows those on the front-line to sense, detect, identify and if necessary neutralise targets. My focus is building and enabling a strong and capable team, combining the skills and experience of those within the team with those of our industrial partners to ensure we can deliver the outcomes required for our customer to time and within budget. Another key part of the role is to build a strong relationship with our stakeholders, working with them closely to understand the capability needs of today but also understanding the needs of the future and being able to work together to turn that into reality.

What about your role is exciting, rewarding or interesting?

We are living in uncertain times and in a challenging world from a security and Defence perspective. One of the most rewarding aspects of the job is when the team, working with industry, can deliver the most up to date, reliable and effective technological systems for use across the Combat System. Hearing first hand from Ships’ Company or our other Joint Forces customers that we have made a tangible and real difference to their war fighting capabilities is incredibly rewarding. I am hugely proud of the commitment, professionalism and enthusiasm of the MCS team.

How important to you is teamwork?

The team is the foundation stone of any organisation and effective teamwork will be at the heart of our success. I started my MOD career in HR so absolutely believe that people will be the key to our success. It’s a privilege

to work in MCS with people from across every function, who bring with them a wealth of combat systems, maritime and business experiences. It is also great that we build on this experience by welcoming new people into the team, many of whom are coming in from non-defence industries and who can bring with them new ideas and fresh approaches, making us challenge our way of working. We also have a strong intake of graduates, apprentices and interns, all of whom provide an opportunity to sustain our skills and experiences in the future. But the team is wider than just the MCS team, working effectively with our stakeholders, with our customers in Navy Command and Joint Forces Command, our stakeholders within DE&S and our industrial supplier network will enable us to bring the very best capabilities into service.

What is your view on transformation?

I do believe we are approaching our change in a more holistic way as we are addressing structural, process and organisational design changes whilst at the same time looking critically at our approach to HR and people management and development. For any change to be successful it requires everyone to support and invest in the change and we must continue to challenge ourselves to ensure we are not reverting to old ways of working.

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

It was by accident that I first joined the MOD. After finishing my A-Levels I saw a job in a HR department advertised at the Defence Evaluation and Research Agency (DERA) at Fort Halstead in Kent. My first job was an admin officer and I enjoyed the buzz of the place. I then saw an opportunity to pursue promotion as the Procurement Executive was seeking to build a new capability in Abbey Wood. I relocated to Bristol whilst it was still a building site and was responsible for recruiting and relocating the teams into the newly opened site. I have had some amazing jobs over the years, working in HR, Corporate Services and Secretariat, Business Strategy Development, Transformation and Equipment Project Delivery, which has given me a great grounding in how the department works. Having jobs in both the Defence Procurement Agency and Defence Logistics Organisation

gave me an opportunity to learn about acquisition and support and understand the vital role DE&S plays in supporting our armed forces.

What do you most enjoy about your job?

One of the most satisfying aspects of the job is being able to help and support people and teams in realising their potential. I love the challenge of thinking through a problem or an issue and working with the team to find a solution. Being innovative and creative in problem solving does, as Poirot would say, get the “little grey cells” working and the sense of team achievement when a problem is solved, a customer satisfied or a milestone achieved is priceless. Celebrating our achievements together, and sharing the frustration when sometimes things don’t go according to plan as a team, is important. The fast pace and varied nature of what we do in MCS does make every day interesting.

What do you enjoy doing in your spare time?

Like many working mums, when I have spare time I love spending it with my daughter and stepsons, my 87-year-old mother, family and friends. Like many others, I stand on the touchline at the weekend and watch my daughter and stepson play football for their local teams and am active in supporting my daughter’s school, especially at parent/teacher events and always can be found helping at her weekend drama group. For 15 years, I have volunteered for Girl Guiding UK, having recently given up being a Brown Owl, I now focus on helping units who are struggling or in need of some support. It is such a rewarding experience watching the girls tackle new challenges, learn new skills and grow into confident young ladies.

What might surprise people about you?

I am not known for being quiet, so it may surprise people that I do like a bit of peace and quiet. I like the peace of swimming or a long walk in the countryside. I also enjoy the creativity of trying out different arts and crafts. I have done glass painting, enamelling, pottery and even a little bit of sewing; but to be honest that did not go well!

DE&S PEOPLE

60 SECOND SPOTLIGHT

Name

Neale Heffernan

Role

Shift Supervisor – MOD Guard Service

Your route into DE&S?

I was a policeman in the Royal Air Force for 24 years and in the last three of those years I carried out some work at MOD Abbey Wood. I decided that it would be a good place for me to work and I successfully applied to work for the MOD Guard Service as a guard and, six weeks after that, I landed the role as shift supervisor, providing un-armed site security 24/7, 365 days of the year.

Your claim to fame?

In my engagement in the RAF I went on many operational tours, from the Falkland Islands to Afghanistan. In the limited time-off we had I created a long-standing relationship as a volunteer radio presenter for Forces Radio – BFBS. It all started in the mid-1990s in the Falkland Islands and carried on into my tours in Northern Ireland and Iraq. I had been a commentator for the RAF Dog Display Team in Germany and this gave me the confidence to try my hand at radio presenting.

Your advice to anyone?

As a guard on the front line to MOD Abbey Wood my advice to anyone is: "It's nice to be important – but it is important to be nice!"

What are you most proud of?

The reason why I came out of the RAF was to support my wife and my two daughters. My wife is disabled and my daughters have health and learning difficulties, respectively. My decision to leave the RAF and work at DE&S has given me the work/life balance I was craving and, as a result, the family's morale has gone up three-fold. In a nutshell I am proud of all three of them!

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

In most cases I come to work for a rest from chauffeuring my daughters to their extra-curricular activities, whether that is amateur dramatics or football practice. Housework and gardening takes up the rest of my time, as my wife works Monday to Friday.

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

I am teetotal so PG Tips would be a must, along with a caravan with all the home comforts. Finally a box set of the US TV Series called "Scandal", which is brilliant.

What irritates you the most?

Not a great deal irritates me. As I become older and wiser I have learned not to take life too seriously and try to be more relaxed in a working environment.



Picture: Charlie Perham

What is your favourite place in the world?

New York. We first went there for our honeymoon 19 years ago. The people were friendly and there was always somewhere to go. For example, one day we would be sitting in the middle of Times Square and the following day we headed over to Canada to visit Niagara Falls. We went back again two years ago, this time taking our daughters.

What would surprise people about you?

I was involved in an armed stand-off between the 10th Division of the Iraqi Army and my section at the Main Access Control Point at Basra International Airport. Thankfully the stand-off – all 40 minutes of it – reached a peaceful outcome.

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

Email tom.morris114@mod.uk

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.

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CURRENT VACANCIES

Head of Cost Assurance and Analysis Services DE&S

Bristol | £90,000 - £100,000 | SCS PB1/SLG | Closing date: 11 March 2018

Reference number **1573228** Post type **Permanent**

Job Description: You will provide effective corporate and strategic management and be responsible for managing the delivery of cost management, assurance and analysis services to customers, leading a team over 300 to provide independent costing advice.

Risk Analyst DE&S

Bristol | £19,000 - £36,000pa | SAS | Closing date: 11 March 2018

Reference number **1573784** Post type **Permanent** Hours **37 Hours**

Job Description: You will support the Project Manager in the administration of project risk through identification, quantification, management and analysis. Your day will be busy and varied from producing reports and facilitating workshops to evaluating cost and schedule uncertainty and carrying out project risk mitigating planning.

Cost Control Finance DE&S

Bristol, Gosport, Yeovil, AWE Aldermaston | £30,000 - £45,000pa
Professional II | Closing date: 11 March 2018

Reference number **1571491** Post type **Permanent**

Job Description: As a member of the Project Controls Function, you will use your knowledge and experience to support successful project delivery for Army, Navy, and RAF customers, by ensuring that project costs are rigorously controlled and relevant financial and performance reporting requirements are met.

Finance Apprenticeship Scheme DE&S

Bristol | £17,500 | Closing date: 12 March 2018

Reference number **1567186** Post type **Apprenticeship**

Job Description: Three-year development programme focused around finance and accountancy roles across different areas of DE&S. You will rotate through a number of placements and may also have opportunities to work in other finance roles supporting the MOD's vast estate and Front Line Commands.

Defence Engineering Degree Apprenticeship – 2018 DE&S

Bristol | £14,800 | Closing date: 18 Mar 2018

Reference number **1563157** Post type **Apprenticeship**

Job Description: Successful applicants will undertake a comprehensive framework of practical and academic training. The 3-5 year scheme will result in a Foundation Degree with the opportunity for individuals with the greatest potential to continue study for a Bachelors in Engineering (BEng). There are 26 places available across Nuclear, Weapons and the Air Environment including Unmanned Air Systems, fixed wing and rotary platforms.

FUTURE VACANCIES

Project Manager DE&S

Bristol | Salary TBC | Launch date: 12 March 2018

Grade SAS **Post type** Permanent

Closing date 2 April 2018 **Hours** 37 Hours

Job Description: We are looking for Project Managers to be supporting project delivery of equipment and services across any of our business areas. Projects could be as diverse as developing the nation's future submarines, procurement of fast jets or armoured vehicles and managing the delivery of food, vehicles and clothing to where they are needed.

Business Support Administrator DE&S

Bristol | £17,000 - £18,000pa | Launch Date: 23 Mar 2018

Grade AS **Post type** Permanent

Closing date 15 April 2018 **Hours** 37 Hours

Job Description: Our exciting Business Support roles cover the breadth and depth of DE&S, covering a variety of administrative duties across our Corporate Services Group. You can expect a challenge and opportunity to develop your knowledge of skill across the business.

Project Controls Coordinator DE&S

Bristol | £19,000 - £30,000 pa | Launch Date: TBC

Grade SAS **Post type** Permanent

Closing date 29 March 2018 **Hours** 37 Hours

Job Description: In this diverse and dynamic role, you'll be responsible for collating and standardisation of data from P3M toolsets. The post is expected to support the Project Controls manager in collecting, analysing and presenting complex cost information to internal & external stakeholders.

Principal Scheduler DE&S

Bristol | £ 30,000 - £ 45,000 pa | Launch date: TBC

Grade PII **Post type** Permanent

Closing date 29 March 2018 **Hours** 37 Hours

Job Description: The role supervises schedule, maintenance, monitoring and recovery plan development activities. You'll be responsible for planning and scheduling activities for large projects, which will require a high degree of technical skill and experience. The post holder may be required to act as a Function Development officer (FDO).

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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CASE STUDY

Chloe Stephens, an Engineering Apprentice with the Naval Authority Group, gives her insight into some of the many benefits of working for DE&S

Name:

Chloe Stephens

Job title:

Engineering Apprentice

How long have you worked for DE&S?

I have worked for DE&S for just over a year now.

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

I pursued a career in DE&S for a number of reasons. Firstly, the apprenticeship scheme allowed me to gain experience in a number of different domains – which is unique to this apprenticeship. I have always had a clear interest in engineering as a function, but the domain in which I would operate was never decided – which is why this scheme was perfect for me.

I chose to complete the apprenticeship over attending university immediately in order to gain experience and discover which engineering role it is that I am passionate about.

What does your role entail?

My role as an apprentice enables me to continue the development of my education – I am currently in my second year of a Higher National Certificate (HNC) and hoping to finish with a full house of distinctions. At the same time as this, I am on placements within the MOD. Here I am able to work on genuine tasks relating to whichever team I am with at the time.

I am currently placed within the Naval Authority Group (NAG) who are responsible for the certification of platforms including surface ships. Within the NAG my role covers a variety of different tasks which I am thoroughly enjoying.

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

Within the apprenticeship scheme, I am continuing to develop my education, currently completing a HNC in Electronic and Electrical Engineering and completing my National Vocational Qualification in Technical Engineering Support. There are also plenty of opportunities for development throughout my career within the engineering function. There are continuous opportunities to complete internal training, as well as furthering and pushing for degree options. DE&S will also support through to becoming a chartered engineer.

What do you most enjoy about your job?

I enjoy the continuous challenges I am presented with. I enjoy that every day is different, and there are different obstacles and problems I will have to face. Although nothing can prepare me for them, the continuous changes and challenges ensure that I am constantly interested and engaged by the work I am carrying out. I also get to go and see some pretty cool pieces of kit.

What's your ambition?

In the short term, my ambition is to complete the apprenticeship to the best of my ability with straight distinction grades. In addition, I want



Picture: Charlie Perham

to complete work that I am proud of, and makes a massive difference within the engineering function.

What's the greatest achievement to date?

Currently, I think completing the first year of the apprenticeship scheme a year early has been an achievement. I also obtained straight distinctions when we're only required a pass. But my greatest achievement has been the Tom Nevard award. For me, it was a different challenge and completely out of my comfort zone. But I worked with people I didn't know to create something that worked well – and we won!

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

I would recommend working for DE&S for the opportunities they present you with – especially during the apprenticeship and graduate schemes. You really are able to explore the variety of work carried out within the engineering function of the organisation, regardless of the domain.

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

The flexible working hours are great, as I am able to work longer days Monday-Thursday and leave slightly earlier on a Friday to enjoy my weekend. The offers that come from the Defence Discount card include a huge variety of options and definitely help you to grab a bargain.

Upskilling our people to drive DE&S professionalism

Picture: Monika Komar

DE&S is running several in-house development schemes to upskill employees and continually enhance the organisation's performance.

The schemes are in line with one of DE&S' core values of developing its people to drive continual improvement.

Since standing up as a function, Project Controls has faced a growing demand for skilled professionals across its disciplines. To address the issue, various development schemes are in place, building the function's capacity and capability.

Ed Goodman, Planning and Scheduling Development Scheme Manager, looks after two development schemes for planning and scheduling. The level 1 programme trains new joiners in 18 to 24 months, while the fast-track sessions are aimed at internal planners and schedulers who need upskilling.

"Project schedulers carry out a highly skilled role, bringing a wide range of project data together to produce the baselined schedule which forms the backbone of successful project delivery. The Planning and Scheduling Development Scheme aims to increase and retain resident planning and scheduling capacity and skills, as well as attracting new talent", Ed explained.

It's estimated 300 planning and scheduling professionals are currently required and, since the programme launch a year ago, 170 people have been trained. One of them is Josh Turvey,

Scheduler, Artillery Systems, who believes the scheme has allowed him to progress within DE&S and take on more responsibility.

"The scheme provides a defined training plan, equipping you with all the foundation

(JAMES) and Future Logistics Information System (FLIS) Reset Project Scheduler, went on to do the fast-track course.

"The training opportunities and support offered by the scheme have been invaluable and I have learnt a niche skillset in a short time. It really gives you a head start and opportunities you wouldn't find anywhere else", she commented.

Risk management is another discipline in need of more skilled professionals. Oli Baker, PC Corporate Risk Lead, supports two programmes to upskill people. A scheme aimed at level 1 new and internal professionals offers mentoring, deployment to projects and framework to manage participants' technical development, and a risk management conversion programme – aimed at level 2 and 3 employees – will turn existing project controllers and people from other functions into risk managers.

"We want to help our people develop, gain new skills and progress. The schemes help us grow our own capability and have a pipeline of skilled individuals coming through the business. This also means we don't have to solely rely on recruitment and can meet the demand for resources faster and more effectively", explained Oli.

— “ —
The training opportunities and support offered by the scheme have been invaluable

Alex Reuben, JAMES and FLIS Reset Project Scheduler

— ” —
 skills a level 1 scheduler will require. Through selected placements you will quickly be given the opportunity to apply these skills practically in live scheduling situations, further developing your knowledge and ability", he said.

Having joined the Project Scheduling Development Scheme in April 2017 with no scheduling experience, Alex Reuben, Joint Asset Management Engineering Solutions

Picture: Project Controls Corporate Function Manager Tim Sheldon handing out certificates following a successful development scheme



DE&S PEOPLE

Celebrating female spirit

DE&S staff member Alix Evans is appealing for help so that her Girlguiding group can transform an old red telephone box into an exciting toy library for local children.

Alix, who is leader of the 2nd Stoke Gifford Rainbows, has obtained permission from the parish council but needs help to ensure the work is completed.

Members of her team in the DE&S Land Domain have offered their services and Staff Sergeant Richard Bagenda – a chief engineer with DE&S – provided a free survey of the box, recommending repairs which would allow it to be a safe, water tight library.

But Alix is still after specialist skills including a carpenter, a cast iron welder and a glazier.

Her quest has attracted interest from local media and she and Richard gave an interview to BBC Radio Bristol

appealing for help.

Alix said: “In December 2017 the Rainbows visited the North Bristol Foodbank and learned that not all children were as fortunate as themselves. During a Rainbow chat, the girls decided they wanted to do something more long term, and thought of collecting toys and books.

“Once the box has been repaired and repainted, we will fit it out with those toys and books that the girls are donating themselves. We will then decorate the box with a monthly theme, making it a talking point of the village and ensuring interest is maintained.”

Anyone who would like to help should contact 2ndstokegiffordrainbows@gmail.com



MOTTO

the MOD Lottery
November 2017 winners

£20,000	Paul Robinson, St Fergus
£2,500	Paul Thomas, Digby
£1,000	David Kidd, Lisburn
£500	Diane Hanrahan, Lakenheath
£250	Vic Young, Shewsbury
£100	Fiona Mendolicchio, Northolt
	Shaun Smith, ABW
	Douglas Looman, ABW
	Sophie Poeton, Cardiff
	Sara Eshaw, Brize Norton
	Nige Phillips, Whitehall
	Adam Morris, Portsmouth
	Penelope White, Corsham
	Alison Fortune, ABW
	David Morgan, Northolt
	George Arnold, DSTL
	Barry Coleman, York
	Joseph Flood, Helensburgh
	Gerald Wilkes, RFA
	Benjamin Newmarch-Christensen, ABW
	Linda Starflinger, ABW
	Kay McCormack, Northallerton
	Debbie Lofthouse, Corsham
	Carolyn Payne, ABW
	Niven Keightley, Melton Newbray



Picture credit: Bristol Women's Voice/Evoke Pictures

Members of the MOD Women's Network (MWN) were out in force last month to join the 1,000 strong Lantern Parade in Bristol celebrating 100 years to the day of some women getting the vote.

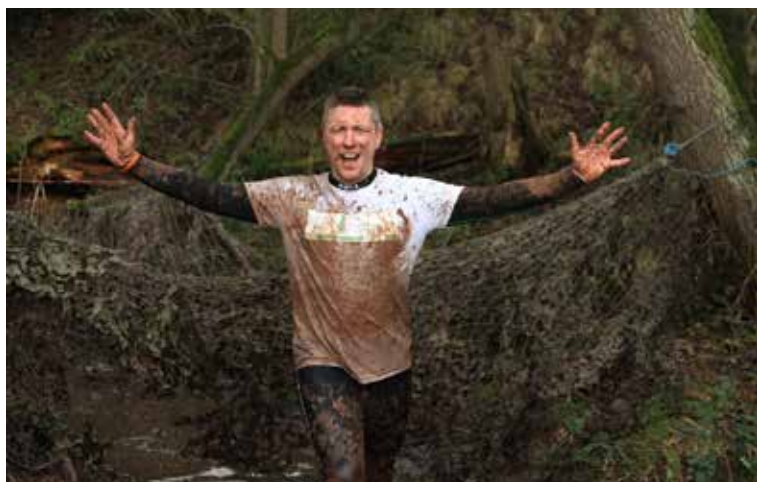
The parade, on February 6, celebrated the anniversary of the Representation of the People Act 1918, which enabled all men and some women over the age of 30 to vote for the first time.

The iconic Wills Tower on the triangle in Bristol was illuminated in suffragette colours (green, purple and white) before marchers made their way to the city centre, where there were

speeches and the '100 voices girls' choir sang 'March of the Women'.

Sarah Enos, MWN co-leader elect said: “It only seemed right that, as members of the thriving Women's Network at DE&S, a group of us should attend this event to celebrate and pay tribute to the women who fought for the right to vote. The atmosphere was amazing, evoking a real mix of emotions as we reflected on the challenges faced in the name of women's suffrage.”

Charity champions and a chess-whiz excel at DE&S



A DE&S employee who completed a gruelling schedule of challenges in 2017 for The Harry Johnson Trust is continuing his quest to raise even more money for the children's cancer charity.

Last year Tony Rowley, an ISTAR supply chain manager at MOD Donnington in Shropshire, raised £850 for the charity which provides respite support to children, and their families, receiving cancer treatment from the Oncology Unit at the Princess Royal Hospital in Telford.

He took on 12 different sporting challenges over the year – which included running his first half marathon, a 100-mile cycle, a duathlon (running and cycling), a 100-mile rowing machine challenge, a triathlon (running, cycling and swimming), and some serious off-road mountain-biking.

Tony said: "I was finding that before I had finished one challenge I was already in training for the next one. I was also balancing a busy work and, more importantly, family life with my wife and two young boys. But this is a fantastic volunteer-run charity – located just a couple of miles from my desk – that I hugely admire, so it makes all the effort and sacrifices worthwhile."

This year Tony's main effort will be a 24-hour hillwalking challenge in June, when he will continually ascend and descend Shropshire's iconic hill – the Wrekin.

To complement this, he will visit, under his own steam, all 41 locations detailed on the hill's summit toposcope. In addition, Tony will be taking part in further triathlon, duathlon, half-marathon and cycling challenges.

www.givey.com/anthonyrowley



DE&S Weapons employee Jerry Hendy has been selected to represent the UK at the 29th NATO chess championship in Texas.

Jerry, who started playing chess aged seven, qualified for the tournament after finishing second in a UK qualifying tournament at MOD Kineton in January.

Now in its 29th year, the NATO tournament is an extremely prestigious event which attracts around 100 competitors from 18 NATO nations.

Jerry is one of two MOD civilians in the UK team, which also features two players from the Army and Navy and Lieutenant Commander Dave Ross, who is the Chairman of the Combined Services Chess Association.

Jerry said: "I am absolutely over the moon to have been selected.

"My mother taught me when I was seven-years-old and I joined a club in Keynsham when I was a teenager and played there ever since.

"I think chess is the ultimate equal opportunities sport. You don't have to have exceptional strength, speed or agility and absolutely anyone can play it.

"However, I honestly didn't think that chess would take me to America – what an incredible bonus."

A team from Defence Munitions (DM) Gosport helped move an independent charity that offers vital cancer support services into a new permanent home.

The Harbour Cancer Support Centre in Gosport offers practical and emotional support to anyone affected by cancer across South East Hampshire.

Since 2001 it has been based at Gosport bus station, where trained staff are on hand to offer their support free of charge in a warm and welcoming environment.

However, the facilities had to be vacated as the bus station is being redeveloped and, once a new location was identified, staff at DM Gosport offered to help them move.

The DM Gosport team, led by site manager Mark Champion, worked alongside a number of other volunteers, including the Gosport Rotary groups, to get the work done.

Mark said: "The teams worked really well together to move a wide variety of furniture, office equipment and various other kit and boxes. This enabled the centre to close for just one day.

"I was delighted how many DM Gosport staff came forward to support the move and they all worked extremely hard on the day to ensure minimal disruption to the charity and, more importantly all the people that it helps support."





Pictured: Lucy Fox-Russell helping pupils with their entries for the Leaders Award, the Primary Engineering initiative that DE&S is supporting