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*the magazine for
defence equipment
and support*



**RAF Typhoons take to
the skies with Meteor
air-to-air missile**

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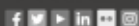
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Foreword

Happy New Year to everyone. I hope that those of you who took time off at Christmas had a relaxing festive break with your family and friends.

The end of 2018 marked the achievement of some key programme milestones and I'm pleased that we have awarded multi-million-pound contracts with industry to scope the designs for five new Type 31e warships.

On the support side, we have signed an agreement to install state-of-the-art radios on 39 ships used by the Royal Navy and Royal Fleet Auxiliary, while the Merlin helicopter fleet has now undertaken 200,000 flying hours in operations, exercises and humanitarian support.

And in Land, the first of three battle critical transporters - Enhanced Palletised Load System (EPLS) Mk3 vehicles - which carry vital ammunition and supplies to the front line have been delivered to the British Army to further strengthen its logistics backbone. All tremendous achievements.

And not forgetting our people who make all this great work happen, DE&S apprentices have been praised by a primary head teacher for being a credit to our organisation after they helped during a Science, Technology, Engineering and Maths week.

Finally, I must mention Lieutenant Colonel Craig Palmer from the Artillery Systems team at DE&S who was shortlisted for a Sun Military Awards (The Millies) for his actions following the Parsons Green bombing on London Underground. Craig's swift actions and decision to face danger rather than flee helped police identify the suspect and resulted in the terrorist's arrest. Read his amazing story inside.

"I would like to say a sincere thank you to those DE&S employees who worked over the holiday period"



By Sir Simon Bollom, CEO

I would like to say a sincere thank you to those DE&S employees who worked over the holiday period continuing to provide our armed forces with the support and equipment they need to do their jobs.

Just before we left for the Christmas break the efforts of DE&S staff were again recognised - this time by Vice-Chief of the Defence Staff (VCDS), General Sir Gordon Messenger, who told DE&S staff at his recent Abbey Wood town hall how impressed he is by our work at the heart of the UK defence community.

This year, DE&S will continue to focus on programme delivery with some important milestones across all domains. We will also be implementing the recommendations from the Modernising Defence Programme and we will be responding to the need for a focus on agile procurement and innovation.

Last month's successful Army Warfighting Experiment, managed by the DE&S Tech Office, was an example of how companies, both big and small, are being given the opportunity to do just that - on this occasion showcasing their innovative new ideas to the Army.

On this occasion Army HQ were given the chance to try out the latest Robotics and Autonomous Systems to see if they could benefit future operations.

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Major General Colin McClean, Director Land Equipment, talks to Desider about his role, DE&S' relationship with the Army and the organisation's future



Before my first appointment in DE&S I was a soldier and Army officer, using and maintaining equipment. I had, and still have, a fascination with engineering and wanted to understand the equipment process prior to it being used in the field. That's why, in 2001, I volunteered to join a role in procurement with DE&S' predecessor – the Defence Procurement Agency.

Since that first appointment, I've spent 17 years alternating between roles at DE&S and being back in the Army, using and maintaining the equipment. In October 2017 I was very honoured to be offered the role of Director Land Equipment.

After my appointment I introduced the mantra 'what have we done for them today?' within the Land Equipment Operating Centre (LEOC).

I strongly believe it helps us stay focused on the fact there is an end user of our services – whether that be soldiers, sailors, air personnel, Royal Marines or Special Forces – and we must never forget it's because of them we exist to support.

We are responsible for an enormous portfolio and LEOC provide and support most of the equipment the Army and

Special Forces use, from tanks and weapons to helmets and body armour, and we take this responsibility very seriously.

This year we have played a key role in ensuring that some of the major exercises and operations that the Army have been committed on have been great successes.

Seeing those exercises go off smoothly as a result of the huge amount of hard work the people in LEOC have done is hugely rewarding. I am always immensely proud of the way teams within my domain maintain a 'can-do' attitude under considerable pressure.

Another great success worth reflecting on is Defence Vehicle Dynamics (DVD), a huge event hosted by LEOC that was held in September last year.

The biennial event is an excellent opportunity for industry and customers to meet and gain an understanding of each other's perspectives, challenges and opportunities. This year we had over 5,000 visitors; it was a great event. I'm very proud of my team for putting it together and making it such a triumph.

For our part I'm delighted to say that our relationship with the Army, as our principal

I am always immensely proud of the way teams within my domain maintain a 'can-do' attitude under considerable pressure

customer, is very healthy. They don't necessarily understand all the processes of DE&S, but it's not really their job to do so. It's our job to ensure we help them understand what they need to in terms of our processes, and, in turn, that should assist them with their decision making.

Besides delivering for our customers, my other main priority is looking after and supporting my own staff. Embedding change always is – and has been – tough, and it's pleasing to see we now have a clear vision of what we're aiming to achieve. But it's not just about providing our people with the tools and behaviours required to deliver today, it's also about shaping what the business will look like in 10 years' time.

We need to maintain momentum throughout the coming year so that embedding change naturally becomes continuous improvement. I think this will make DE&S the most professional acquisition organisation amongst any of our partner nations.

First battle-critical vehicles delivered to British Army

Pictured: The handover ceremony at MOD Ashchurch – pictured centre left to right, Thomas Hemmerich (MD MTBUK), Colonel Phil Prosser (DE&S) and Davey Wilson (MD Babcock International) (Picture by Ian Dixon). Below: An EPLS Mk3 vehicle in operation



The first three Enhanced Palletised Load System (EPLS) Mk3 vehicles – that transport ammunition and vital supplies quickly into live operations – have been delivered to the British Army.

Earlier this year DE&S agreed a contract to convert almost 400 HX77 15-tonne MAN Support Vehicles into the battle-critical vehicles. EPLS allows a vehicle to load up to 15 tonnes of supplies – on pallets or in ISO containers – including ammunition, water, food and bulk medical supplies in less than 90 seconds.

Their ability to be quickly offloaded and reloaded results in brigades in forward operating zones receiving vital supplies at speed, thus ensuring fewer assets are at risk of attack.

The EPLS vehicles, the first three of which were delivered at MOD Ashchurch in November, will further strengthen the logistics backbone of the British Army.

A total of 40 EPLS Mk3 standard vehicles are due to be delivered by early 2019, with the final vehicles entering service by end of March 2021, coinciding with the planned withdrawal of the legacy Demountable Rack Offload and Pickup System (DROPS) vehicles from operational service.

The withdrawal of DROPS will deliver an estimated £13 million of savings generated by expected sales receipts and projected support costs savings.

The contract, secured by the DE&S Operational Support

Vehicle Programme (OSVP) team, will see a total of 382 15-tonne support vehicles converted and fitted with EPLS Mk3 Load Handling Systems.

The number of vehicles includes 33 winterised/waterproof versions, which will add further capability to operations undertaken by the Royal Marines.

The contract and successful delivery of the first three vehicles has been made possible through positive collaboration between DE&S, MTB UK and Babcock International.

MTB UK strip and rebuild the support vehicles before fitting them with EPLS, while Babcock initially inspected the vehicles before the work and undertook the post conversion acceptance testing.

Vic White, DE&S Vehicle Support Team Senior Operations Manager, said: “The excellent working relationship between DE&S, MTB UK and Babcock has been critical in the success of this programme, which will ensure that the British Army continues to have the best materiel distribution capability while on operations.”

EPLS has a number of advantages over DROPS. It is equipped with a container handling unit, which means that it can load an ISO container directly, rather than the container being put on a flat rack first. It can also be armoured and offers the driver improved safety and situational awareness.



The excellent working relationship between DE&S, MTB UK and Babcock has been critical in the success of this programme

Vic White, DE&S Vehicle Support Team Senior Operations Manager

Three shipbuilding teams shortlisted to build new Type 31e warships in UK

Pictured: Defence Minister Stuart Andrew is greeted by Commander Ben Keith on board HMS Diamond in Portsmouth (Picture by LPhoto Barry Swainsbury)



DE&S has awarded multi-million-pound contracts to three shipbuilding teams so they can push ahead with plans to build five new Type 31e warships in the UK for the Royal Navy.

Teams led by BAE Systems, Babcock and Atlas Elektronik UK have been shortlisted for the competition to build the five frigates for £1.25 billion.

Each group will be awarded a contract worth up to £5 million to fund the next stage of their plans, with the preferred bidder for the design and manufacture of the ships due to be announced by the end of next year. The MOD want the first ship delivered in 2023.

DE&S Director Ships Acquisition Henry Parker said: "We welcome the opportunity to work collaboratively with industry to finalise their designs for the Type 31 frigates. This will ensure that we select the best value proposal for the Royal Navy."

News of the contract was announced by Defence Minister Stuart Andrew during a visit to Her Majesty's Naval Base in

Portsmouth last month.

The minister said: "This is the first frigate competition the UK has run in a generation, and we are funding three shipbuilding teams with extremely exciting concepts to continue developing their plans.

"Next year we will announce the winning bidder, and one of these designs will go on to bolster our future fleet with five new ships, creating UK jobs and ensuring our Royal Navy maintains a truly global presence in an increasingly uncertain world."

The awarding of the contracts is a key milestone in the National Shipbuilding Strategy, which was launched in September 2017.

The Strategy met the challenges set by an independent report written by Sir John Parker, a figure with a wealth of leadership and boardroom experience in shipbuilding, and was underpinned by the commitment to build the new Type 31e ships.

The bold Type 31e programme will move through procurement at an unprecedented pace: the vessel will commence production within three years of the launch of

We welcome the opportunity to work collaboratively with industry to finalise their designs for the Type 31 frigates

Henry Parker, Director
Ships Acquisition

the programme, far quicker than similar programmes of this type.

The ships will make up the next generation of the Royal Navy fleet, along with eight Type 26 warships, which will start being delivered from the mid-2020s.

The decision on where the Type 31e frigates will be based is still to be made.

RAF Typhoons launch for the first time with the Meteor air-to-air missile

Picture: An RAF Quick Reaction Alert Typhoon loaded with the latest Meteor missile taking off from RAF Lossiemouth (Picture by SAC Charlotte Hopkins RAF)



RAF Typhoons launched from RAF Lossiemouth for the first time with the Meteor air-to-air missile in defence of UK airspace during a Quick Reaction Alert mission.

The event, on December 10, represents the culmination of many years of research, development and testing to bring this advanced weapon into service on front-line aircraft.

RAF Typhoons maintain a constant state of readiness to defend the sovereignty of British skies. The introduction of Meteor brings a new and innovative long-range capability and further enhances Typhoon's already potent arsenal. This year they have been scrambled for a variety of incidents, including intercepting Russian bombers approaching UK airspace.

The missiles have been procured for the RAF by the Air-to-Air Missiles (AAM) team within DE&S Weapons and integrated onto the aircraft by the DE&S Fast Air Support Team (FAST).

AAM team leader Matt Brown said: "We have worked closely with

This fantastic achievement is the culmination of years of hard work by the Fast Air Support Team, our colleagues in the Weapons Operating Centre at DE&S and industry

Air Commodore Paul Lloyd,
Head of FAST

our colleagues in the FAST project team and our six nation partners – France, Germany, Italy, Spain and Sweden – to deliver this cutting-edge missile system to protect the UK's security and national interests. It is a testament to all the efforts made and gives a real sense of satisfaction to see it being used operationally."

Air Commodore Paul Lloyd, Head of FAST, added: "This fantastic achievement is the culmination of years of hard work by FAST, our colleagues in the Weapons Operating Centre at DE&S and industry.

"As part of Project Centurion, the meteor integration is one of three missiles that we are integrating onto Typhoon, making for an agile multi role aircraft."

The missile system can fly in any weather condition, perform against all current and known future threats – including combat aircraft and unmanned aerial vehicles/missiles – and will eventually operate from the F-35 Lightning aircraft. Crucially, the Meteor and launch aircraft will be networked by a datalink, ensuring

highly accurate and intelligent air strikes.

Chief of the Air Staff, Air Chief Marshal Sir Stephen Hillier, added: "RAF Quick Reaction Alert Typhoon fighters are now armed with the most advanced Air to Air missile in the world, the MBDA developed ramjet powered Meteor. Another huge leap forward in capability for the Typhoon Force, which is proud to continue defending the UK and our allies, 24/7."

Meteor is a state of the art complex weapon developed by a six nation European partnership led by the UK. It is built and manufactured by MBDA in Stevenage and has created 430 jobs across the country.

Alongside DE&S, the RAF will continue to develop the missile through-life, in-step with our international defence and industrial partners, supporting the UK aerospace industry while maintaining the UK's sovereign 'capability edge'.

Iconic red postbox delivered to Bahrain

The British Forces Post Office (BFPO) and the Royal Mail Group have joined forces to deliver a brand-new postbox to Bahrain – making it one of the hottest and remotest iconic red boxes in the world.

The postbox was delivered in November to ensure that troops in the Middle Eastern country could post Christmas messages to loved ones.

Located 4,000 miles away from BFPO's Northolt base, the postbox will be subjected to temperatures in excess of 50°C in the summer.

Simon Barker, UK Process Operations Director at Royal Mail, said: "We were delighted to play Father Christmas and gift an iconic red postbox to troops in Bahrain to use as we approach our busiest time of the year."



Fleet Solid Support competition

A syndicate of British firms, along with four international shipbuilding companies, has been selected to compete for the Fleet Solid Support ships contract.

The crucial vessels, which will deliver ammunition, food and supplies to UK forces across the globe, will work alongside the Royal Navy's fleet of warships and will be an important part of the UK Maritime Task Group.

The British consortium is made up of leading manufacturing and engineering companies Babcock, BAE Systems, Cammell Laird and Rolls-Royce.

They join Italian firm Fincantieri, Spanish company Navantia, Japan Marine United Corporation, and Daewoo Shipbuilding and Marine Engineering of South Korea as the five successful firms who have been invited to submit a tender for the competition.

The five companies, which were selected from eight interested firms, will now develop bids before a final decision is made regarding the winning bidder in 2020.

Shipyards across the UK will be able to bid for this work in 2022.

As part of the Royal Fleet Auxiliary, the vessels will be civilian-manned and carry self-defence weapons only.

Innovative logistics tool benefits British Army

The Land Equipment Operating Centre at DE&S have developed an innovative tool to accommodate the fluctuating logistic needs of the British Army.

Activity and Resource Planning (A&RP), which has been agreed to be carried out by DE&S and Director Support in Army Headquarters, is a five-stage process for forecasting logistics enabled by

a software tool called Veritas.

The process has been designed to align DE&S around a single forecasting plan to optimise inventory purchasing and repair decisions against a defined Army activity plan.

The tool's successful implementation has resulted in three high level outcomes: improved service to the end customer, decreased cost of

inventory provisioning and inventory levels optimised.

Colonel Charles Story, of the British Army, said: "A&RP and Veritas provide me with a much-improved understanding of equipment and logistic costs, enabling me to make informed decisions that will facilitate operational success and deliver best value for money for Defence."



VCDS praises DE&S employees

The Vice-Chief of the Defence Staff (VCDS), General Sir Gordon Messenger, told DE&S staff that they are at the heart of the UK defence community during a visit to MOD Abbey Wood.

Addressing a town hall hosted by CEO Sir Simon Bollom, General Sir Gordon said: "There's no question DE&S is part of the UK's defence team. In fact, you're utterly central to it.

"We should be proud of what the defence team delivers, which would not be possible without the outputs of this organisation."

He also emphasised a growing need for organisational agility to face the speed of technological change, affordability challenges and the need to attract and retain

the right people and skills.

He said: "For DE&S to continue to serve the front line at the same time as transforming is hugely impressive. £4.2 billion is a serious sum of money to deliver through efficiencies and savings.

"I'm aware that Abbey Wood isn't the only place where DE&S personnel work, and that the diversity of your outputs is way beyond acquisition.

"The work you do is very impressive – thank you."



HMS Queen Elizabeth returns to Portsmouth

HMS Queen Elizabeth has sailed back into Portsmouth after successfully completing initial fast jet trials in America.

The 65,000-tonne carrier's first transatlantic deployment, which began in August, saw her embark two F-35B Lightning II

test aircraft, from the Integrated Test Force based out of Naval Air Station Patuxent River, Maryland. She also conducted an historic, week-long visit to New York.

During the trials, the jets conducted 202 take-offs from the ship's ski ramp, 187 vertical

landings and 15 shipborne vertical landings – a landing technique unique to the UK.

They also dropped 54 inert bombs, testing the weight loading in a variety of weather conditions and sea states. The operating envelopes will be further

expanded during Operational Trials, scheduled for next year.

HMS Queen Elizabeth returned on December 10. The aircraft carrier will remain in Portsmouth during the early part of 2019 undergoing maintenance.

HMS Daring wins 'Millies' award

Four members of HMS Daring, now serving at MOD Abbey Wood, have celebrated success at the Sun Military Awards.

Lieutenant Commander Ben Kadinopoulos was the Weapon Engineer Officer on the Type 45 air defence destroyer, then took command as Senior Naval Officer before joining DE&S last May.

Three of his colleagues on the ship - Lieutenant Commanders Mark Rowbotham, Mike Williams and Nick Court – are also now based at the Bristol site.

Members of the crew, including Ben (pictured fourth from right), were presented with the Overseas Hero award by Olympic gold medalists - cyclist Victoria Pendleton and

boxer Anthony Ogogo - at Banqueting House in London's Whitehall on December 13.

Ben said: "It was an honour to represent all of the 260-strong crew of HMS Daring at the awards. Whilst we were just doing our job, it does make a difference to receive recognition, most especially for our families and loved ones who support us at home."

The ceremony was attended by military top brass and numerous celebrities including Ross Kemp, Gareth Southgate and Kelly Holmes.

The Hero Overseas unit award went to HMS Daring and her crew for sailing some of the world's most perilous waters last



year to protect vital shipping.

This included the narrow Bab-el-Mandeb Strait as the war between Saudi Arabia and Iranian-backed Houthi rebels raged in Yemen. The crew

spent 50 days operating in the high-threat area, at times within reach of missiles aimed directly at them, escorting more than 800,000 tonnes of shipping.



“I told them I was a serving officer in the British Army and that there was a bomber on the run that they needed to catch”

On September 15 2017, Lieutenant Colonel Craig Palmer helped catch a terrorist whose homemade bomb had partially detonated on the London Underground. Craig told Desider editor Tom Morris how the fateful day unfolded and how his courageous decision to gather crucial evidence resulted in the bomber being jailed for a minimum of 34 years

As terrified commuters and schoolchildren raced past him Lieutenant Colonel Craig Palmer had an agonizing decision to make. Barely 15 minutes beforehand on September 15, 2017 Craig, who has served in Northern Ireland, Iraq and Afghanistan, had kissed his wife goodbye and hopped on the train to work.

Having just made his connection he was reading the paper and thinking about his busy weekend watching his three teenage children at various sporting events when, at 8.20am, a bright flash in his peripheral vision changed everything.

“I heard a single scream, then louder screams before a stampede of people came running past me in the carriage,” he said.

Craig had been just 40 metres from the blast but he composed himself and – despite the thought of his wife and children weighing heavily on his mind – the soldier within him demanded he faced the danger head-on rather than flee.

His subsequent actions saw him shortlisted alongside just two others in the Hero at Home category at The Millies, the Sun newspaper’s famous Military Awards.

He said: “Behind me there were perhaps 200 people crushed on the stairwell trying to get away and it had been their terrified faces that made me realise I had to do something.

“I hoped it was not a terrorist act but when I went back into the eerily empty carriage I could see – in the debris – an object that was emitting grey smoke and I could smell the explosive.

“I realised then this was a serious incident and – after a million thoughts crashed through my mind – I decided to act and went through the gears very rapidly.”

Craig, a Senior Requirements Manager with Artillery Systems at DE&S, said his decision to act

was a combination of wanting to get justice for those involved and an “inner rage” at terror attacks being carried out on British streets.

He said: “I couldn’t see a bomber so was pretty sure they were on the run and that I needed to get information to police quickly to give them the best chance of catching them.

“It was a simple decision. I had to get photos of a partially-exploded IED which I could not be sure wasn’t going to explode again.”

Just four minutes after the explosion Craig called police with information including the crucial fact that the bomb had been in a Lidl bag which had burnt away shortly after his images were taken but will have helped police identify the suspect on CCTV boarding the train.

“I told them I was a serving officer in the British Army, explained what had happened, the nature of the bomb and that there was a bomber on the run that they needed to catch,” Craig said.

This cast iron information allowed police to get on the front foot and Ahmed Hassan being arrested the following morning as he tried to flee the country.

“That arrest was a relief and his imprisonment was vindication for what I had done. It was justice for the British people and I had helped make that happen,” Craig said.

In March this year Ahmed Hassan was jailed for a minimum of 34 years after being found guilty of attempted murder.

His homemade bomb resulted in 50 people suffering injuries either from the fireball sweeping through the carriage and burning their skin, hair and clothing, or from them suffering crush injuries as people desperately tried to escape the scene.

DE&S awards £23 million contract to keep UK sailors connected at sea

Pictured: The radios will be installed on 39 ships, including HMS Monmouth (Picture by L(Phot) Will Haigh)



DE&S has signed a £23 million agreement to provide Royal Navy and Royal Fleet Auxiliary (RFA) ships with new radios.

The state-of-the-art radios will be installed on 39 ships in total, including Type 23 frigates, survey and ice patrol vessels, minehunters and RFA supply ships, and will be used to communicate with other ships, ports and aircraft during operations.

The contract was negotiated by the DE&S Communication and Situational Awareness team within Maritime Combat Systems.

Team leader Stuart Morrison said: “My dedicated team has worked tirelessly with industry to secure a contract that will upgrade communications equipment on board almost 40 Royal Navy and RFA ships, while also ensuring best value for money for the UK taxpayer.”

“This modern, easy-to-use system will support operations at sea, improve safety and allow personnel on land, sea and air to communicate readily and securely with each other. Its ability to receive software updates

My dedicated team has worked tirelessly with industry to secure a contract that will upgrade communications equipment on board almost 40 Royal Navy and Royal Fleet Auxiliary (RFA) ships

Stuart Morrison, DE&S Communication and Situational Awareness team leader

and be operated remotely also ensures it’s long-term use.

The new radios will replace numerous older ones. As more modern pieces of equipment, they are easy to use and can be updated via software and operated remotely.

DE&S Director Ships Support Russell Brown said: “Delivering these radios will ensure that UK sailors at sea will stay connected with the world around them, performing an essential role in defence of our national security and interests.”

“DE&S has contracted with Thales to design, integrate and support cutting-edge V/UHF radio technology to the fleet, providing essential capability on which the Royal Navy and RFA depends, at best value to the taxpayer.”

Under the contract, Thales will develop, fit and support a V/UHF radio solution, which includes the acquisition of around 300 Rohde & Schwarz radios.

Defence Minister Stuart Andrew said: “These radios will provide UK warships and supply vessels with an essential link to the outside world, both in home waters and

on operations around the world.

“This cutting-edge technology will ensure that, in the face of intensifying threats, Royal Navy and RFA personnel have the tools they need to stay readily and securely connected.”

The first radio will enter service on a Type 23 frigate in 2020, with all radios due to be delivered and installed by the end of 2023.

Defence Aviation Safety Conference

29th - 30th April 2019,
Cophthorne Tara Hotel, Kensington, London



KEY SPEAKERS INCLUDE:



Lieutenant General Richard Felton CBE, Director General Defence Safety Authority (DSA), **UK MoD**



Major General Günter Katz, Director General, German Military Aviation Authority, **German MoD**



Major General John T. Rauch Jr, Air Force Chief of Safety Commander, Air Force Safety Center, **US Air Force**



Air Vice-Marshal Graham Russell, Director Helicopters, DE&S, **UK MoD**



Rear Admiral Jonathan Pentreath, Commander, Joint Helicopter Command, Army Head Quarters, **UK MoD**



Mr. Timothy Rountree, Director Safety & Environment, Quality and Technology, DE&S, **UK MoD**



Air Commodore Mark Chappell, Typhoon Force Commander, **Royal Air Force**



Air Commodore Mark Jeffrey, Head of RAF Safety Centre, **Royal Air Force**



Brigadier General Rolf Folland, Norwegian Air inspectorate of Flying, **Norwegian Air Force**



Air Commodore Jan-Paul Apon, Director, Military Aviation Authority, **Netherlands Armed Forces**



Brigadier General Laurent Aubigny, Director State Aviation Safety Authority, **French Armed Forces**



Colonel Anders Janson, Director of the Swedish Military Aviation Authority, **Swedish Armed Forces**

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Desider is the monthly corporate magazine for DE&S. It is aimed at readers across the wider MOD, armed forces and defence industry. It covers the work of people in DE&S and its partners, and other corporate news and information.

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NOAH'S ARK
MEDIA



On his exciting role, brilliant team and Chelsea football

John Farrow leads the Future Maritime Support Programme (FMSP) – transforming the Navy’s Support solution to be ready for the challenges of the next 10 years

What does your role involve?

FMSP is the brave new world of Navy Support – ensuring that our submarines and our combat ships are given the best possible opportunity to be at sea on time, ready and capable – all managed in a safe environment. We are delivering separate commercial contracts that will ensure we get the optimum performance from industry across the three naval bases of Clyde, Devonport and Portsmouth with all their associated services, across warship and submarine engineering and across maritime warehousing and distribution.

What about your role is exciting, rewarding or interesting?

Almost everything. We are trying to provide the Navy with a world-class support programme to see it into the future. It’s the largest support programme the MOD has ever attempted - that’s pretty exciting. The rewarding bit will come later – as we see all our hard work and effort turn into tangible support contracts that will deliver our broad aims, which are improved performance, greater resilience of our naval bases, intelligent use and retention of Royal Navy manpower and, of course, greater efficiency. If none of that was interesting, I really would be in the wrong job.

How important to you is teamwork?

It’s crucial. What I try to do best is create and lead effective teams, full of subject matter experts who are then given freedom to express themselves and do what they do best. A group of individuals –

however intelligent and able – is far less effective than a strong team all pulling in the same direction.

What is your view on transformation?

I have worked for many years in private industry in both automotive and aerospace and seen many transformation programmes. DE&S has gone down a route that brings in elements of private sector thinking but then attached all those shiny new parts to established Civil Service processes. That’s always going to create compromises, and how we navigate through them will determine how successful we are. In my humble opinion, we should keep the faith, continue to simplify, but most of all we should focus on reducing bureaucracy – in our core processes and particularly in our approvals.

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

After contracting for about four years alongside DE&S teams, I got to know the people really well and the ways of working – whilst retaining my private industry perspective. The idea of working full time for the MOD and “giving something back” became more and more appealing and I finally applied for a full-time role. But really it was the people. I have – and hopefully will have for many years to come – some very close colleagues that I genuinely believed I could make a difference to help and support.

What do you most enjoy about your job?

As above – the people. Like many of you I have regular frustrations with processes and

systems, but never the people. The current role has been particularly enjoyable in building (from a relatively small base) a multi-disciplined team capable of delivering significant benefits to the Navy; we have people from every function and we have a blend of civil servants, short-term external resourcing and large-scale consultancy support. The challenge to knit these various parts into one team with a purpose and an identity is what I relish.

What do you enjoy doing in your spare time?

When our son went to university a couple of years ago Kim and I brought in a substitute – a lovely Labrador puppy called Bella; she keeps me busy at weekends and my favourite time now is the long walks across the fields near our home. Otherwise I love any sport – playing or watching – and those who know me well are very aware of my passion for Chelsea.

What might surprise people about you?

My claim to fame is that I developed the first automotive internet website that could actually sell rather than just display; this was back in the late 1990s with the Internet just really getting going. Unfortunately, my French bosses at the time decided not to back the concept, explaining to me that selling online would never catch on.



Pictured: Some of the Robotics and Autonomous Systems on show at the Army Warfighting Experiment 2018 (Pictures by Beth Squire)

DE&S team ensures success of innovative Army Warfighting Experiment 2018

"A truly great example of DE&S supporting military experimentation, embedding themselves amongst us to deliver a hugely successful exercise"

Lt Col Richard Craig, SO1 Robotics and Autonomous Systems at Army HQ

The biggest military robot exercise in British history has concluded following a four-week battlefield exercise on Salisbury Plain.

The Army Warfighting Experiment (AWE) 2018 gives Army Headquarters the invaluable opportunity to look at the future of game-changing Robotics and Autonomous Systems (RAS) and investigate how they could potentially support future operations.

Managed by the DE&S Technology Office in collaboration with the Army, AWE18 – codenamed 'Autonomous Warrior' – has seen engagement from more than 50 companies, from large primes to one man 'garden shed' innovators, in a bid to secure an opportunity to showcase their products to the military.

The stakeholder and technological complexities of AWE are nothing new for the DE&S Technology Office, which has worked tirelessly over the past decade to deliver accelerated technology development and to provide new and innovative equipment to Operation Herrick in Afghanistan and Operation Telic in Iraq. Now the team is focusing on support of future requirements definition through pre-concept experimentation on behalf of Director Capability Army Headquarters.

Technology Office project managers, engineers, commercial and finance officers worked hard to develop innovative ways to ensure the success of the project – a large, complex task with hundreds of stakeholders, including Defence Secretary Gavin Williamson and the Minister for Defence Procurement Stuart Andrew MP.

This included the development of bespoke contractual frameworks through to 'Dragon's Den' style assessment panels, which rapidly and effectively allowed the team to put forward novel and innovative RAS systems for demonstration in the hands of the user.

James Morris, Assistant Head of Delivery at the DE&S Technology Office, said: "DE&S must become

a less complex organisation to engage with if we are to realise the potential of the vast array of incredible technology companies we have within the UK.

"My pan-function AWE18 team here in DE&S has truly broken down some of those virtual walls and created a welcoming and collaborative arena for industry and military to work together on an unprecedented scale.

"The aim of AWE is to create the conditions where innovation can thrive and where collaboration occurs at all levels – and we are certainly seeing that in every aspect of AWE18."

The DE&S Technology Office have been the friendly face of AWE18, managed the business to business relationships and have acted as liaison officers in the military-led experimentation environment. This has been essential to build strong working level relationships and was a key success factor in the project.

The team also delivered essential elements that underpinned AWE18, enabling it to run smoothly, including secure workshop environments, 4G masts to support data transfer, data capture equipment and frequency and flight clearances for Remotely Piloted Air Systems.

Lieutenant Colonel Richard Craig, SO1 Robotics and Autonomous Systems at Army Headquarters and AWE18 lead, said: "A truly great example of DE&S supporting military experimentation, embedding themselves amongst us to deliver a hugely successful exercise that could not have been achieved without their skills, expertise and effort. I'm looking forward to working with the DE&S Technology Office in the future, supporting AWE."

The final four weeks of AWE18 were made up of operationally representative exercises utilising innovative RAS technologies alongside members of the British Army and US troops, who tested what was on offer and its ability to work alongside their own equipment.

Bonus content at
www.des.mod.uk



Merlin fleet surpasses 200,000 flying hours landmark

Pictured: A Merlin Mk4 helicopter on board HMS Queen Elizabeth during trials (Picture by PO PHOT Dave Jenkins)



The Merlin helicopter fleet has achieved a total of 200,000 flying hours, signalling a landmark achievement for the aircraft used for operations, exercises and humanitarian support across the globe.

The Commando Merlin Mk4, delivered by DE&S to the Royal Navy earlier this year, was the mark of aircraft which enabled the milestone to be reached during HMS Queen Elizabeth aircraft carrier trials off the east coast of America as part of Exercise Westlant.

The Merlin Mk4 helicopters, based at RNAS Yeovilton, were on board the carrier with the primary objective of supporting the F-35B trials.

Captain Kieran O'Brien, team leader of the DE&S Merlin Delivery Team, said: "Delivering the Merlin Mk4 into service earlier this year was a mammoth challenge, but the dedication of the Merlin Delivery Team was outstanding and ensured that Ship-Air release clearances were delivered ahead of schedule to enable three Merlin Mk4 aircraft to deploy on Exercise Westlant.

Surpassing 200,000 flying hours is an exceptional achievement for Merlin and the team will continue to work tirelessly to support the aircraft

Captain Kieran O'Brien,
team leader of the DE&S
Merlin Delivery Team

"As the world evolves, the Merlin aircraft remains adaptable and fluid in design to support all the nation's maritime helicopter requirements.

"Surpassing 200,000 flying hours is an exceptional achievement for Merlin and the team will continue to work tirelessly to support the aircraft."

The first Merlin variant – Merlin HM Mk1 – was delivered to the Royal Navy on May 17, 1997, and entered service on June 2, 2000.

The helicopter fleet is known for its ability to deliver troops and supplies into the heart of the action, be that a conflict zone or a humanitarian disaster, as well as providing search and rescue cover.

The Merlin HM Mk1 first saw operational service during Operation Telic in 2003, and both the Mk1 and Mk2 have been fundamental to anti-piracy operations in the Persian Gulf, protecting UK interests through anti-submarine warfare and supporting Atlantic Patrol Tasking (North) by preventing the flow of narcotics around the Caribbean.

The Merlin HC Mk3 first saw operational service in 2003 in the

Balkans, before later campaigns on Operation Telic in Iraq and Operation Herrick in Afghanistan.

And, most recently, the Commando Merlin Mk4s have seen deployment on HMS Queen Elizabeth, providing search and rescue support to the F-35B trials and remaining on standby for humanitarian support during the hurricane season.

This latest variant was delivered to the Royal Navy in May this year and has been upgraded to a faster and more powerful aircraft.

Key features include a folding main rotor and tail, upgraded flight controls and a tactical computer – all designed to ensure it can now operate effectively from a wide range of ships, including the new 65,000-tonne aircraft carriers as it did during the initial carrier sea trials last year.

Dreadnought programme receives £400 million funding boost

Pictured: Defence Secretary Gavin Williamson visits the Submarine Academy for Skills and Knowledge at BAE Systems' site in Barrow-in-Furness (Picture by Beth Squire)



Defence Secretary Gavin Williamson has announced a £400 million funding boost for the Dreadnought programme, as he opened a new training academy and revealed the name of the second Dreadnought submarine.

The planned funding release, which supports the building phase of the programme, came as the Defence Secretary also unveiled a £25 million BAE Systems academy that will upskill employees to work on Royal Navy submarines for the next two decades.

The £400 million investment will safeguard more than 8,000 jobs in Barrow and across the UK, which are all supported by the £31 billion Dreadnought programme and supply chain.

The announcement was made during the Defence Secretary's visit to BAE Systems' site in Barrow-in-Furness, where he also named the second Dreadnought submarine as HMS Valiant.

The Defence Secretary said: "Next year marks half-a-century since British nuclear-armed submarines began patrolling the waters in response to the danger

posed by the Cold War – and the world is again facing a raft of intensifying threats.

"This £400 million investment will ensure the Dreadnought programme remains on track so we continue to have a nuclear deterrent at sea for decades to come. Not only does today's news see us safeguard 8,000 jobs right now, but I have also opened a brand new multi-million-pound facility to train Britain's submarine engineers of the future."

The Submarine Academy for Skills and Knowledge will provide around 2,500 people a month – including 600 apprentices from across industry and the Ministry of Defence – with invaluable skills and training to benefit the work carried out on the Dreadnought and Astute submarine programmes.

Submarine Delivery Agency chief executive Ian Booth said: "The Academy for Skills and Knowledge is essential in developing the vast range of talent in Barrow and ensures that the workforce is equipped with the best possible tools needed to meet the ever-growing demands

This £400 million investment will ensure the Dreadnought programme remains on track so we continue to have a nuclear deterrent at sea for decades to come

Gavin Williamson, Defence Secretary

placed on the UK's submarine construction industry?"

Cliff Robson, managing director of BAE Systems Submarines, added: "The new academy will give our current and future workforce access to the very latest in learning and development, demonstrating our lasting commitment not just to our current employees but to those who will join our company in years to come."

The latest investment comes after £960 million worth of contracts were announced in May to ramp up the current phase of construction for the UK's four nuclear-armed Dreadnought submarines.

The funding announcement comes a year after the launch of the Government's Industrial Strategy, which set out a long-term plan to boost the productivity and earning power of people throughout the UK.



Pictured clockwise from top left: Omani and UK armed forces work alongside each other, Jackals moving into a firing position in the Omani desert, Chinooks deliver Royal Marines during a beach assault, Defence Secretary Gavin Williamson arrives at the Fire Power Demonstration area in a British Army Challenger MKII tank, a Royal Marine during an amphibious raid at Raz Makaz and a RAF Voyager transport aircraft at RAFO Musannah Air Base during the exercise (Pictures PO(Phot) Si Ethell, SAC Will Drummee RAF, Cpl Nicholas Egan RAF and Leading Photographer Dean Nixon)

DE&S teams play key role in supporting Exercise Saif Sareea 3

In total 5,500 British Regular and Reserve personnel arrived in the Omani desert to train alongside 60,000 of the country's troops

DE&S has been instrumental in the success of a combined military training exercise between UK and Omani Armed Forces – by supporting the largest UK training activity in the Middle Eastern region for 17 years.

Exercise Saif Sareea 3 (SS3) was the third UK-Oman joint exercise, with the previous two taking place in 1986 and 2001, and was the highest priority in the Defence Exercise Programme for 2018.

The exercise was formulated to test the UK and Oman's ability to deploy a 'Coalition Joint Task Force' to the Gulf region and operate in austere and challenging conditions together, culminating in a 'firepower demonstration.'

At DE&S, the Vehicle Support Team (VST), Defence Support Chain Operations and Movements (DSCOM) team and Operational Infrastructure team all played a fundamental role in ensuring its success.

In total, 5,500 British Regular and Reserve personnel arrived in the Omani desert to train alongside 60,000 of the country's troops. It also involved the deployment of 213 Armoured Fighting Vehicles and 932 other vehicles needed for the exercise.

DE&S were informed that they would be required to support the planned activity in January 2017 and in total provided £43 million worth of spares.

One of DE&S' greatest challenges was ensuring the Theatre Entry Standard Armoured Vehicle fleet, selected by Army Headquarters for the exercise, was up to an acceptable roadworthy standard.

Brigadier Simon Hamilton, VST team leader, said: "Many of these vehicles had been in storage for 10 years, so there was an enormous amount of work for both DE&S and our main strategic partner Babcock to ensure these platforms were in a suitable condition to take part in this exercise."

To ensure the best chance of success, the VST

deployed subject matter expert Artificer Quarter Master Sergeant (AQMS) Lee Duncan-Page as a liaison officer with the Battle Group in Oman.

Brigadier Hamilton added: "Having the AQMS on the ground was instrumental in either resolving issues on the ground or feeding them back to the project teams back in Abbey Wood."

The Broader Middle East (BME) Operations team within DSCOM also played a significant role.

In total, 12 C-17, 33 Voyager and two Atlas transport aircraft, as well as five charter aircraft, including an Antonov An-124 strategic airlift aircraft, were used to deploy 3,819 personnel and 410 tonnes of air freight, including combat supplies such as medical materiel and rations.

To support the soldiers, the sea lift team also deployed six ships, which delivered 12,485 linear metres of equipment, including ammunition, rations and vehicles.

The BME Operations team, in conjunction with the air freight centre, processed more than 500 Air Way Bills (an air consignment note acting as a receipt and evidence of the contract of carriage) in the course of keeping the deployed troops equipped throughout the exercise.

Major Alex Lamb, Broader Middle East Operations SO2, said: "We are delighted that the combined efforts of the team in DSCOM helped enable Defence's biggest exercise in over a decade."

To enable troops to operate in the field, the Operational Infrastructure team at DE&S provided a Headquarters working environment, field catering systems, a variety of generators and associated power distribution, and possibly the most appreciated item - air conditioning units.

Team leader Sam Rawle said: "My team were delighted that we could play our part in what was an extremely successful exercise."

DE&S apprentices praised as ‘highlight’ of primary school STEM week

Pictured: DE&S apprentices attended Riverside Primary School in Plymouth (Picture submitted)



DE&S apprentices from Devonport held a Science, Technology, Engineering and Mathematics (STEM) week at a local primary school in a bid to excite youngsters about the subjects.

A team of 13 apprentices worked throughout Riverside Primary School in Plymouth each day after former apprentice Ben Ham, now a governor at the school, engaged with the head teacher Brian Jones and established his enthusiasm for supporting the initiative.

Mr Jones said: “As a school, we decided to raise the profile of STEM by holding a week of STEM-related activities and, despite having lots of visitors and enrichment activities, the highlight was the apprentices from DE&S that joined us.

“These young men and women were a credit to DE&S as well as to themselves. We would love to work with any of the apprentices again and wish them all the best in their careers.”

The apprentices supported the teaching staff with lessons on friction, making balloon rockets, designing and making winches, boat building and building bridges for a steam train.

Tasks included finding suitable

These young men and women were a credit to DE&S as well as to themselves

Brian Jones, head teacher at Riverside Primary School

materials, designing, testing and costing. The children learned about propulsion, friction, designing, team working and hand skills, as well as having plenty of fun.

The activities encouraged some more creative engineering thinking and allowed the students to create amazing engineering resources, including roller coasters and bridges.

Apprentice Will Summers delivered a lesson on friction for children in Year 3.

He said: “To be allowed to teach the kids as a group the way we wanted made it more engaging for them, and to see them engaged, excited and asking questions to learn more was really great to see.”

Fellow apprentices Molly Bytheway, Nathan Gee and Becky Wilden also said the opportunity to engage with primary school pupils had been rewarding.

Molly said: “It was really rewarding to see how enthusiastic people were towards activities they may not have thought about doing or enjoying before.”

Nathan said: “I found it very rewarding working with various age groups and it helped me grow my interpersonal skills.”

Becky added: “It was really nice to inspire younger children who

may want to go into STEM in the future.”

The week also provided a great opportunity for the apprentices to step out of their comfort zones, build confidence and develop their leadership skills.

Lorna Stubbs, Devonport Engineering Training Manager, said: “The week gave the apprentices the opportunity to develop their DE&S behaviours and competencies, as well as recognising how what they do could have a huge impact on the lives of the young people in the school.”

60 second spotlight

"It's never too late to change your career path if you are willing to put the work in"

Joe Clatworthy

Job

Engineering Apprentice at Devonport

Your route into DE&S?

I trained as a carpenter at 21 and spent two years as a workplace apprentice. I then worked for myself for five years in domestic properties, and while doing this I began buying and refurbishing houses. After seven years, I felt I needed to change my career and follow my passion for engineering, and I found the DE&S apprenticeship was a perfect fit. It has allowed me to re-train and develop new skills within engineering and project management. Also, being based in Devonport means I get hands on experience with the vessels in dock.

Your claim to fame?

While playing youth football for my local town side, I captained my team in an international tournament playing the youth sides from across Europe. We beat and knocked out AC Milan in the group stages and went on to play Paris Saint German in the semi-finals, where we lost 2-1. We were the only British club invited to play at that time.

Your advice to anyone?

It's never too late to change your career path if you are willing to put the work in.

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

When I'm not at work I love to spend time with my family going for walks and adventures, and just generally exploring the local area. I also love riding, working on motorbikes and fixing cars in my garage.

What are you most proud of?

I'm most proud of my son and the effect of having him has had on my life. It has given me a real drive to succeed and achieve the best future for him and my family. It has also helped me to stay focused throughout my apprenticeship, which I hope will progress into a fulfilling career within the Ministry of Defence.

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

The first thing I would take would be an mp3 player, as I always have music playing no matter what I'm doing. I'd also need to take coffee making supplies, as I can't start the day without a strong coffee. Finally, I'd take a motocross bike so I can explore the island.

What irritates you the most?

As a motorbike rider I would say it's drivers who pull out in front of you because they are in such a rush and then drive slowly without a care in the world.

What is your favourite place in the world?

My favourite place I've visited in the world is the Scottish Highlands. It was just unbelievably beautiful and there is so much to explore with all the different lochs and moorlands. Having said that, I have grown up in Cornwall since I was seven and I think I sometimes forget how lucky I am to be so close to the beaches and the amazing coastline.

What would surprise people about you?

Maybe that I have bought and sold five houses in five years – all before the age of 30.



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

Email
tom.morris114@mod.gov.uk

Christmas carols, a charity challenge and a helping hand



Around 400 people attended the MOD Abbey Wood Christmas Carol Service.

The event, on December 12, was organised by volunteers from the DE&S Christian Network, which seeks to connect, support and inspire all Christians, regardless of background or denomination.

It was supported by the Military Wives Choir, Salvation Army Band and the Cornelius Trust.

This year also saw the welcome return of the indoor snowballs, which were used to finish off the singing, with snowballs being thrown into the crowd, many of whom were enjoying a mince pie.

Reverend Wing Commander Andrew Jones, Chaplain to MOD Abbey Wood, led the service, which featured the carols Silent Night, O little town of Bethlehem, We three kings of Orient are and Joy to the world, and readings from the Gospels of Luke, Matthew and John.

He said: "Thanks to everybody for their hard work and to those at Abbey Wood who helped us put on such a lovely carol service. We had a wonderful turnout and I hope everybody had some fun and a little food for thought."

The Padre and the Christian Network wish everybody a blessed Christmas.



A Royal Marine Reservist based at DE&S has spearheaded a team that raised more than £14,500 for charity by successfully conquering the National Three Peaks Challenge.

Colin Spottiswoode, a project manager with the Defence Munitions Team, was approached by the Capella Foundation and asked if he would lead and train a 16-strong unit that could safely take on the largest mountains in the UK – Ben Nevis, Scafell Pike and Snowdon – back to back.

Colin readily agreed and immediately recruited colleague and fellow reservist Chris Chennell.

The team braved battering wind and rain scaling Ben Nevis (1,345m) and two-metre visibility in the dark on Scafell Pike (978m). Sleep deprivation proved their greatest challenge on their final leg at Snowdon (1,085m), but they completed the gruelling challenge in 27 hours and 58 minutes.

Colin said: "This was a great effort considering the varying levels of experience and range of fitness within the group, as well as all the logistics of completing this challenge safely."

The Capella Foundation was set up to help increase awareness of medical complications during pregnancy and increase the support available to those affected. Money raised will help fund a research study into pre-eclampsia.

Members of staff at Defence Munitions (DM) Gosport have given a local Scout group a helping hand by redecorating one of their huts.

Mark Champion, DM Gosport site manager, recently organised the community project with the support of Amey Defence Services, which saw him lead a team that repainted the ceiling and walls in the main Scout hut room at the 6th Gosport Air Scouts hut in Rowner.

The 6th Gosport (Rowner) Air Scout Group is an active group with over 80 young people as members, supported by 20

adult volunteers. The aim is to provide young people with skills for life, including outdoor skills, home skills and how to care for their environment.

The DM Gosport team applied themselves so well to the task that they managed to complete the hall's well-deserved facelift in just under three hours.

Mark said: "My heartfelt thanks to all who took part and contributed."

The DM Gosport Caravan Club also supported the event by purchasing themselves the disposable overalls and gloves, the paint and the painting equipment needed.



School pupils inspired by DE&S

DE&S welcomed more than 100 Year 12 and 13 school pupils to MOD Abbey Wood to promote the Post-16 apprenticeships schemes run by the organisation.

Students from Bradley Stoke Community School, Abbeywood School, Winterbourne Academy and Oldfield School were invited to hear about the Business, Commercial, Finance, IT, Engineering and Project Professional Apprenticeships that are on offer as an alternative to going to university.

The students learned all about DE&S, with talks given from all three arms of the armed forces and Senior Civil Service. As part of the day, they were also shown some of the equipment procured by DE&S for the

armed forces to give them a feel for what we do.

Project Professional apprentice George Mangan said: "The day was a real success and it was great to see so many of the students go away enthused by what they had seen and heard.

"The idea behind the event was to expand our local resource pool, as, even though they are so close to Abbey Wood, many of the students from these schools weren't aware of DE&S and wider civil service apprenticeships."

DE&S Project Professional apprentices have also been taking part in a school mentoring programme and mock interview days at Bradley Stoke Community School.



MOTTO the MOD Lottery September winners

- £10,000** James Paterson, NI
- £2,500** Gordon Battersby, Coulport
- £1,000** Bradley Pengelly, Brecon
- £500** Helen Chester, Loughborough
- £250** Nichola George, ABW
- £100** Graham Smith, Washington
- Patricia Lang, Glasgow
- Christopher Hibbs, Salisbury
- Hilary Wilding, Preston
- Kenneth Webster, ABW
- Nicola Budd, Aldershot
- Peter Togwell, ABW
- Francis Cassam, Liverpool
- Laura Thirgood, Brecon
- Barbara Paul, Peterborough
- Susan Beaumont, Melton Mowbray
- Terence Fenton, ABW
- Helen Bell, ABW
- Donna Webb, Bury St. Edmunds
- Daniel Carville, Gateshead
- Kathryn Dymond, Plymouth
- Jonathan Parry, ABW
- Darren Robson, Portsmouth
- Joanna Switalksi, ABW
- Paul Impey, Lincoln

Last month's missing word was:

Dockyard

Word Search

- | | | |
|-------------|------------|------------|
| Automotive | Future | Plymouth |
| Bahrain | Hero | Portsmouth |
| Challenge | Highlands | Radio |
| Dreadnought | Innovative | Sailor |
| Edinburgh | Maritime | Scouts |
| Exercise | Merlin | Vehicles |
| Fleet | Navy | Voyager |

Find which word or name is missing from this wordsearch.

Note - they may appear vertically, horizontally, diagonally, forward or backward.

M E S A I L O R H Z K R M D L N E P
A K V C Q N J J H I A I R S I G L D
R O Z I O I I P L D G E S L N Y H H
I S P I T U M A I I A H R E M G U T
T E F X A A T O R D Z E L O M L V U
I Y X C S Z V S N H M L U A V N D O
M E V I T O M O T U A T U C N U L M
E R F A V J U W N H H B O U Y D E S
E U L Z N G T V C N O R E H M F S T
W T E O H S Y T E D I N B U R G H R
A U E T S E L C I H E V R R K S A O
I F T M B G C Z P Q C P E E B A B P
F D R Q A K E R P X B B N C W V A I
H J J T V O Y A G E R X W L K P E K

Case Study

Sharron Ford, Leadership and Talent Lead, gives her insight into some of the benefits of working for the organisation

Name:

Sharron Ford

Job title:

Leadership and Talent Lead

How long have you worked for DE&S?

23 months

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

I had always worked in the private sector and, while it was a completely different world to the one I had come from, I was excited by the opportunity to make a difference during a time of huge transformation and cultural change.

What does your role entail?

I look after the talent programmes in DE&S and I am also in the process of supporting setting up a centre of expertise for graduates and apprentices. My role is very diverse and I get involved in all sorts of things. I also own, on behalf of HR, the leave and flexible working policy, which means I get to step outside my “day” job and get involved in the operational side of the business as well.

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

I truly believe that anyone who wants to develop and grow will seek out opportunities to do so. DE&S has a deployment model which means you can be split across two different roles if you want to develop a particular skill. People are really approachable and will share information and knowledge freely. For

example, we have had people in our team being shadowed, and we have gone and shadowed others to better understand what they do. There are always opportunities to get involved on different projects, learn new things and work with people you don't normally work with.

What do you most enjoy about your job?

I'm lucky enough to work with some fabulous people. My team are dedicated, committed, creative and make coming to work a lot of fun. My role is very varied, and I never know what each day is going to bring, but there is a huge change agenda and I know I can really make a difference.

What's your ambition?

I would love to move into a more strategic, senior leadership role to test my skills and stretch myself further. I would enjoy the opportunity to shape strategy, change and direction of leadership.

What's your greatest achievement to date?

My team and I have made some significant changes. I think I am most proud of the fact that we managed to change the conversation around learning from a focus purely on academic qualification to one about learning being embedded every day.

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

I love the mix of civilian and military that gives a really unique culture. It is an organisation that truly believes in its employees having a voice and making changes based on that voice. It is like no other organisation I have ever worked in.

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

Families Day is such a fun event! Once a year you can bring up to four members of your family onto site and see what we do. On the day you can talk to the scientists, climb in the tanks and watch the police dogs in action – it gives real insight into the breadth and depth of the work we do here.



WORK FOR DE&S

For more info and job opportunities visit:

www.des.mod.uk



Civil Service

Here are six great reasons to work for DE&S



Bonuses & Recognition

Annual bonus and one-off payments based on performance for going above and beyond



Pension

Our Alpha pension is conservatively valued at 21% of your salary. Most private companies only offer 6-12%



Flexible Working

Balancing work and life, various working patterns



Professional Development

Choose a career path that's right for you



Holiday

25 days rising to 30 days after 5 years



Facilities

We provide a modern, safe and convenient work environment

For even more reasons see our 'Little Book of Big Benefits' at

www.des.mod.uk

Future Vacancies

Corporate Strategy & Development Professional DE&S

Bristol | £42,000 - £58,000pa | Professional I

Estimated timeline: End of January 2019

Post type **Permanent**

Job Description: You will play a pivotal leadership role across the Corporate Services Function in ensuring the strategic direction of continuous improvement and business change activities. The role requires core skills in leadership experience and technical experience in managing complex programmes and the ability to engender positive behaviours that motivate and develop our people.

Architect/Senior Architect DE&S

Bristol | £19,000 - £63,000pa | Senior Admin Specialist/Professional I

Estimated timeline: Beginning February 2019

Post type **Permanent**

Job Description: You would join our forward thinking and progressive Architectural department and form an integral part of our IM&IT team. You will be responsible for delivering a strategic approach to ensure that information and IT is secure, reliable, available, and managed in line with departmental and legal requirements.

IT Administrator DE&S / SDA

Bristol & Warminster | £17,000 - £23,000pa | Admin Specialist

Estimated timeline: Mid-January 2019

Post type **Permanent**

Job Description: You will provide accurate and timely administrative support to various areas of DE&S. You will regularly interact with and support colleagues within their specialist areas, in addition to engaging with internal IT and IS users.

WORK FOR DE&S

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