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*the magazine for
defence equipment
and support*

**DE&S fast-track
cutting-edge
technology**



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Foreword

Another good and highly productive month for DE&S with new contracts signed and some significant milestones reached in support

"It is always heartening to see our teams delivering great results"



By Sir Simon Bollom, CEO

of our military customer while working closely with our industry colleagues.

As we strive to deliver cost-effective support, we achieved a significant milestone with the signature of an extension to the Long Term Partnering Agreement with QinetiQ, which will secure support and new investment into the operation and modernisation of UK Test and Evaluation capabilities across 16 military equipment testing, training and evaluation sites out until March 2028. Negotiated by the Trials, Evaluation Services and Targets team, the amendment delivers £190 million of new investment into test and evaluation estates and secures savings of over £85 million to the MOD. This includes services for major programmes, such as the Queen Elizabeth aircraft carriers and Dreadnought submarines, supporting the employment of 1,800 people.

In our ISTAR Operating Centre the Chemical, Biological, Radiological and Nuclear (CBRN) delivery team announced that a suite of capabilities including a field hospital and decontamination systems are in a position where they can be deployed for operational use. These facilities are vital in helping UK joint expeditionary forces operate even more effectively in a CBRN environment.

Elsewhere, 30 Black Hornet Mk3 Nano Unmanned Aerial Vehicles (UAV) have been procured rapidly by the DE&S Technology Office after the Defence Secretary announced that military robotic projects for the battlefield should be fast-tracked. Working with the British

Army, the team will now look at how the innovative capabilities offered by the Nano UAV could offer to support future operations.

It is always heartening to see our teams delivering great results, so I was pleased to see the Royal Navy taking delivery of the 60th high-speed Pacific 24 MKIV Rigid Inflatable Boat, procured by our Commercially Supported Shipping team as rapid response craft which can undertake rescue, anti-piracy and counter-narcotic missions.

An individual I must mention is Lieutenant Colonel Craig Palmer, whose remarkable efforts following the Parsons Green terrorist bombing were covered in January's Desider. Craig, whose actions helped police identify the terrorist, has been awarded the Queen's Commendation for bravery. Congratulations on this well-deserved recognition, Craig – you are a credit to the Army and DE&S.

And I will finish this foreword by paying tribute to our Chairman, Paul Skinner, who departs at the end of this month. Paul took on the role in 2014 and has guided us through our transformation process with great skill and been a superb guiding mentor to DE&S and the Executive Committee. Paul has made a massive contribution over many years to defence both as DE&S Chairman and a member of the Defence Board. Paul is a fantastic supporter of the DE&S workforce and is a huge advocate of your professionalism and commitment in delivering to Defence.

From a personal point of view, I have always benefitted from Paul's experience and appreciated his candour and wisdom. He passionately believes that delivery is key and that we must drive DE&S' performance to world-class levels. It is a message the Executive Board thoroughly endorses and we wish Paul all the best for the future and thank him for his tremendous support.

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Photo courtesy of FLIR Systems

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Danny Griffiths, Director HR, talks to Desider about his introduction to DE&S, the challenges he faces and his determined approach to improving life for staff



It's been eight months since I joined DE&S as Director HR and an interesting eight months it's been!

Before joining DE&S, I was Vice President with Nissan (Europe), where I worked for 27 years in several different locations mainly in HR and supply chain roles, of which the last three were spent in Paris, where I completed a pan-European transformation project. When that ended, I wanted to come back to the UK and do a job that enabled me to give something back to society. DE&S ticked both of those boxes plus, having spent many years in supply chain procurement, I felt a very strong connection with its purpose.

My first impressions were that there are many challenges to face here – the change agenda is big and the need for change is imperative – but I'm absolutely loving it. However, I chose DE&S without really knowing too much about Bristol and my wife (who's French) couldn't find it on the map! But it's a beautiful city and we're very happy to be here.

If I can look in the mirror at the end of the day and say "it's better than it was before I came" it will give me a great deal of

satisfaction. I believe I can already do that, and the work we've done on performance management has been my biggest achievement at DE&S so far.

As I joined, the team had done a lot of work on the CEO's 50% challenge to remove administration and improve the system. My challenge at the time was 'is that enough?', which stimulated a big debate and energised my team. We moved from wanting to do just enough to wanting to do something far more ambitious, which resulted in the Executive Committee endorsing a fundamental change to our performance management system and putting us on a journey of giving greater trust and empowerment to our staff.

Making sure the performance management system works is a continuing priority for the months ahead. Another is to look at how we attract and retain our staff – everything from how we present ourselves to perspective new employees, all the way through to understanding what's causing them to leave.

In my experience, it's often due to a lack of a visible career path, and putting career paths in place is my third priority. Many

If I can look in the mirror at the end of the day and say "it's better than it was before I came" it will give me a great deal of satisfaction

people ask me what success looks like. My version is three circles – family, money and a meaningful career – that you must get in harmony as you move through your working life, otherwise you won't be happy. A visible career path is a big part of that balance as it provides the meaning on an enduring basis.

I know staff are wondering about the actions we're taking following last year's People Survey. Although it may not be visible, the Executive Committee are responding very positively and there's an enormous shift in thinking taking place. The challenge now is to turn that thinking into concrete actions and I'm confident we're on course to make things better.

Personally, I genuinely want to make things better. If I believe something's wrong, I'm happy to call it out and challenge, but in a constructive way and identifying potential solutions. Finally, a big thank you to all those people who have helped me to become part of the DE&S team and I look forward to the challenges that will help DE&S to be a better place to work.

DE&S Technology Office acts quickly to procure cutting-edge Nano UAVs

Pictured: The British Army trialling Black Hornet Mk3 at the Army Warfighting Experiment last year (Picture by Beth Squire)



The DE&S Technology Office have procured 30 Nano Unmanned Aerial Vehicles (UAVs) just days after being given the green-light to fast-track military robotic projects onto the battlefield.

The team reacted to a request from the British Army following the Army Warfighting Experiment (AWE) in late 2018 for an in-depth look at the capabilities offered by Nano UAV.

The 30 rotary wing hand-launched Black Hornet Mk3 UAVs, designed for infantry soldiers in the field and weighing less than 200 grams, feature high quality full motion video cameras and in its latest incarnation also offers longer duration and thermal imaging up to a mile out.

The auto pilot system installed enables the operator to handle the UAV in two modes: either operated directly or be mission – programmed to go through a predefined path using GPS on board.

The Black Hornet Mk3 will now undergo a series of trials to see what benefits the technology could offer to support future operations.

The speed of the

The Defence Transformation Fund has given us the exciting opportunity to look at new ways of rapidly equipping our armed forces with cutting-edge technologies

James Morris, assistant head of delivery at the DE&S Technology Office

experimentation buy has been made possible by the £500 million Defence Transformation Fund, and, more specifically, on March 5, Defence Secretary Gavin Williamson committing £66 million of that fund towards fast-tracking military robotic projects onto the battlefield this year.

Just 16 days after the March announcement the DE&S Technology Office had signed a £1.3 million contract with FLIR Systems – a Norwegian company that builds the Black Hornet Mk3.

James Morris, assistant head of delivery at the DE&S Technology Office, said: “The Defence Transformation Fund has given us the exciting opportunity to look at new ways of rapidly equipping our armed forces with cutting-edge technologies that could make a real difference in the field.

“It is truly helping enable our office’s mission to improve delivery of military capability through innovation, exploitation of technology and provision of impartial advice and I’m incredibly proud at how fast our team has acted to procure Black Hornet to support the evidence generation around Nano UAV.

“Now the UAVs have been procured, they will be trialled by members of the British Army with the support of the DE&S Technology Office to see what benefits they could offer our military in an ever-changing battlespace.”

The Black Hornet system was first procured (160 units) under an Urgent Operational Requirement for the use of British troops in Afghanistan in 2013. It proved a valuable capability, affording ‘eyes on’ around corners and over hills in harsh and challenging conditions.

At the close of Operation Herrick the Mk1 was retired, however by January 2019 it was felt the capability enhancement warranted consideration of a further purchase for trial and experimentation.

In March, Chief of the General Staff, Sir Mark Carleton-Smith, said: “Rapid adaptation is an essential ingredient for success on the battlefield.”

Paul Skinner praises staff as he bids farewell to DE&S

Pictured: Paul Skinner joined DE&S as Chairman in 2014 (Picture by Jack Eckersley)



Paul Skinner, DE&S Chairman, reflects on the rewarding experience of being at the heart of delivery for defence as he says farewell to DE&S after five years

You joined DE&S as Chairman in 2014 as an experienced leader of major global corporations – what attracted you to the role?

It was a great opportunity for me to re-join defence as I'd been on the Defence Board between 2006-2009, where I had some involvement in the creation of DE&S in 2007. I was also keen to deploy my industrial and governance experience in support of what I've always seen as a vital national interest.

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

Personally, it's been a very satisfying and rewarding experience, particularly in supporting our major change programme. In other terms, I think defence has become increasingly professional over the years, but there are still many areas where we can raise our game.

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

There have been so many! I've

had a number of opportunities to see the value DE&S brings to the front line commands in operational settings. Days at Akrotiri, Hereford, Salisbury Plain and under the Atlantic all stand out on my memory. In contrast, my regular engagements with staff at Abbey Wood and around the UK have always kept me in touch with what they care about.

What has impressed you most about DE&S?

I've been consistently impressed by the professionalism and resilience of our people. Our ability to deliver great equipment and support outputs, while at the same time delivering real change in the way we work, sits very high in my estimation. We've also delivered billions of pounds in economic value to defence.

You said at the recent DE&S Board town hall that DE&S is "blessed with a very professional and dedicated workforce." What's your message to them?

Above all, a huge thank you for what you have delivered over the

years we have worked together – all the Chiefs whose commands we support would agree with that. Keep doing what you do well and be prepared to keep adapting to a world that will inevitably keep changing.

What works of advice would you leave the DE&S Executive Board and the DE&S Board?

We're a delivery organisation, so delivery must be the key overriding objective. It's all about quality, cost and schedule and we must keep looking for smarter approaches to keep delivering these vital objectives. Driving our own performance to genuinely world class levels should always be at front of mind, and that should involve simplifying and standardising our processes and empowering our people.

What will you do now?

I'm a very unsuccessful retiree and have failed on three or four attempts in the last 15 years. For the last five years, two days a week has been taken up by defence, so I will probably use at least one of

those days to do something else which interests me and uses my experience. I might use the other to just have a bit of fun. Despite living many years overseas with Shell, I still love travelling and still have a list of destinations to work through.

What will you miss most about your time here?

I'll certainly miss the scale, complexity and national importance of what we do and the wonderful colleagues – both military and civilian – I've been privileged to work alongside. I wish DE&S every future success and, as a citizen and taxpayer, will follow your progress with great interest.

DE&S team secure billion-pound investment in vital MOD testing sites

Pictured: Aerial targets and the ballistic missile target being launched during Exercise Formidable Shield 17 at MOD Hebrides – one of the sites that may benefit from the investment (Picture by QinetiQ copyright)



A dedicated team at DE&S have secured a £1.3 billion boost for military equipment testing, training and evaluation sites.

The funding injection is part of the existing £5.6 billion deal with defence supplier QinetiQ, which trials and tests everything from missile systems to underwater sensors and night vision capabilities.

The funding will support the employment of around 1,800 people across 16 MOD-owned testing sites through the Long Term Partnering Agreement (LTPA) with QinetiQ.

The contract amendment was negotiated by the Trials, Evaluation Services and Targets (TEST) team at DE&S and will ensure essential test and evaluation services underpinning many of the MOD's highest-profile capabilities continue to be supported until March 2028.

These programmes include the Queen Elizabeth aircraft carriers and the Dreadnought submarines.

Simon Andrews, the programme leader at DE&S, said: "I'm absolutely delighted that we've reached this significant milestone

The users can expect an increasingly resilient capability, delivered through a reinvigorated contract and more efficient delivery partner

Simon Andrews,
programme leader at DE&S

in the life of the LTPA contract and Testing and Evaluation (T&E) for MOD.

"The users can expect an increasingly resilient capability, delivered through a reinvigorated contract and more efficient delivery partner.

"This has all been brought about by the dedicated hard work of the TEST project team and broader cost control colleagues over a three-year sustained negotiating period, of which they can all rightly be very proud.

"Even now, the team is already turning its attention to delivering the transition period and safeguarding our T&E capabilities for the future."

The £1.3 billion commitment will also deliver £85m of savings and modernises the contract mechanics, delivering a performance management system better suited to a modernised, flexible contract.

As well as the funding injection, QinetiQ and the MOD have agreed a portfolio of investments, worth £190 million, to improve capability resilience and to ensure that T&E sites around the country, including MOD Pendine in Wales,

MOD British Underwater Test and Evaluation Centre at Kyle of Lochalsh in Scotland, and MOD Boscombe Down in England, remain fully operational.

Chief Executive Officer at DE&S, Sir Simon Bollom, said: "This latest contract amendment under the LTPA demonstrates how we are continuing to support our key defence programmes by investing in essential test and evaluation services.

"This is another example of how DE&S is working collaboratively with industry and the Front Line Commands to ensure our armed forces have the best value equipment and training to meet the operational demand."

Announcing the investment Defence Secretary Gavin Williamson said: "Ensuring our cutting-edge equipment is tried and tested before it is sent to the frontline is crucial to our military's capability.

"This £1.3 billion investment will not only guarantee our armed forces have the reliable, state-of-the-art weaponry they need, but will also support jobs across the nation."

Looking after our staff

DE&S has signed a contract to supply British Sign Language (BSL) and hearing assisted services to employees.

The two-year contract, signed with translation and interpreting provider Prestige Network, commenced in March. There is an option to extend for an additional two years.

It covers communication support for DE&S employees who are deaf or deaf-blind and includes interpreting, translation and scribing services.

The services will help DE&S employees in meetings and events, with specific provisions including finger spelling and note-taking at events and assistance in exams.

Mirza Ali, Public Sector Development Manager at Prestige Network, said: "We're delighted to have the opportunity to work with DE&S and provide these essential services to deaf and deafblind employees. Our strong network of professional BSL interpreters has always been an invaluable asset and will be vital in providing these services. We look forward to developing the relationship between Prestige Network, DE&S and our interpreting community."



Sea wall repair offers mutual benefits

On a recent deployment 75 Engineer Regiment completed a challenging mission to rebuild the protective shingle sea wall at MOD Eskmeals in Cumbria.

Eskmeals is one of 16 test and evaluation ranges for weapons systems, operated by QinetiQ on behalf of the MOD under the Long Term Partnering Agreement negotiated by DE&S.

Commending WO2 Darren Dobson and his team, Mike Bolderson, the DE&S Resident Project Officer at the range, said:

"As a result of WO2 Dobson's leadership and team cohesion, the mission was achieved on time and to a superior standard. This was made more onerous because of inclement weather conditions and the need to work around the range's trials activities."

The exercise was hailed as an excellent example of collaborative working which provided mutual benefits – the rebuilding of the sea wall and the meeting of training objectives for the soldiers.

Atlas aircraft delivers vital aid

An RAF A400M Atlas aircraft delivered 20 tonnes of lifesaving UK aid supplies to those affected by the devastating cyclone that struck Mozambique, Zimbabwe and Malawi.

The aircraft and a crew of 10 RAF personnel delivered vital equipment, including 500 water filters, 1,000 solar lanterns, 3,520 blankets and 600 shelter kits from the Department for International Development for survivors of cyclone Idai in Mozambique.

The Government of Mozambique declared a national emergency in the aftermath of the cyclone and the UK aid on board the aircraft, which successfully navigated challenging flying conditions, went towards helping provide essential support for the 37,500 people in need of urgent shelter.

The A400M Atlas previously

delivered 17.5 tonnes of UK aid relief to those affected by the earthquake and tsunami that struck Indonesia last year.

RAF Air Mobility Force Commander Air Commodore Dom Stamp said: "Once more the RAE, with our new Atlas A400M aircraft, has proven our ability to deploy globally, to bring vital aid relief quickly and effectively to those who urgently need it."



Defence pledge

Defence Minister Stuart Andrew joined industry leaders at the Defence Suppliers Forum to make a series of landmark commitments to promote more effective joint working and boost productivity.

The companies and the Minister signed a joint document, named 'Vision 2025', which includes new pledges from both parties to improve the productivity of the UK defence sector and ensure the armed forces obtain the capabilities they need in the future.

Sessions focused on boosting defence exports, encouraging innovation within the defence industry and accelerating the inclusion of Small and Medium-sized Enterprises (SMEs) in the market.

The Defence Minister also unveiled the MOD's SME Action Plan at the event, setting out the department's commitment to supporting smaller businesses across the defence supply chain.

He said: "Vision 2025 represents a significant evolution in government-industry collaboration. By committing to work together more closely, we will ensure our armed forces continue to benefit from world-leading capabilities while driving up value-for-money for UK taxpayers.

"SMEs will play a crucial role in delivering our future military capability, so I am delighted to endorse the publication of our SME Action Plan."



60th RIB delivered to Royal Navy

The Royal Navy has taken delivery of the 60th high-speed Pacific 24 MKIV Rigid Inflatable Boat (RIB), procured by DE&S, at Portsmouth Naval Base.

DE&S signed a £13.5million contract with BAE Systems at the end of 2015 to supply 60 such craft to the Royal Navy for use across the fleet. A further four have been ordered.

The P24 RIBs form a vital part of the Royal Navy fleet, deploying from ship or shore at speeds of up to 38 knots (44mph) as a rapid response craft to perform fast rescue, anti-piracy and counter-narcotics missions.

The high energy operations

they perform means the strain on crews can be huge. To tackle this, the Pacific 24 Mark-4 RIB include high performance shock-absorbing seats which minimise crew fatigue, allowing them to travel up to six times the distance.

They're already in service onboard aircraft carrier HMS Queen Elizabeth and have been used to support counter-narcotics missions alongside Type 45 frigate HMS Dragon.

Sam Phelps (pictured), of the Commercially Supported Shipping team at DE&S, said: "They do everything they should do and the users are very happy with them."



DE&S Board town hall

Members of the DE&S Board visited MOD Abbey Wood to hold a town hall to inform staff about the role they play and answer audience questions.

Hosted by non-executive Chairman Paul Skinner, nine of the current board were present, including four of DE&S' five Non-Executive Directors, Stephen Lovegrove, MOD Permanent Secretary, and DE&S CEO Sir Simon Bollow.

Mr Skinner explained the board was formed in 2014 when DE&S started as a Bespoke Trading Entity to provide governance, oversight, support and challenge to the executive team.

After members of the board introduced themselves, Mr

Lovegrove said there was a focus across Defence this year on ensuring staff are fulfilled in their jobs – saying he and the Chief of Defence Staff aimed to make 2019 the 'Year of Empowerment.'

The MOD Permanent Secretary said: "Your professionalism and the capabilities you generate at DE&S are very much at the heart of what Defence is about"

Mr Skinner added: "We are blessed at DE&S with a very professional and dedicated workforce."

The Chairman then fielded a number of questions from the DE&S workforce, generating a lively discussion with board members around issues such as pay, diversity and transparency.



Pictured clockwise from top left: Fjaerfit hytte – the first hut they arrived at, first view of the Vemork hydroelectric plant – the same view the saboteurs would have had in 1943, heavy water machinery in the plant, walking on the frozen lake Songavatnet, Pat with his old adventure book and the memorial at Vemork (Pictures by Pat Hansen-Saunders and Jack Eckersley)

"They faced torture by the Gestapo and certain death if they were caught"

The surprise discovery of a dusty old adventure book Pat Hansen-Saunders once owned as a boy re-ignited his spirit of adventure and love of the outdoors. He told Desider editor Tom Morris about his expedition to Norway to re-enact one of the most daring covert missions of the Second World War

“Standing on the cliff top looking at the same cold, barren view the saboteurs had in 1943 impressed upon me how courageous and resilient these men were”, Pat said.

In the valley below is the Vemork hydroelectric plant, owned by Norsk Hydro, just outside the small town of Rjukan in Norway, now popular with tourists wanting to hike or ski.

While the factory’s primary purpose was to produce fertiliser, a by-product of that process was heavy water – a rare chemical compound known only to a few scientists of the time, which could be used to manufacture an atomic bomb.

Having the Nazis in control of Vemork made the allies very nervous indeed, especially given London had intelligence that the Germans were making great strides in their bid to build a nuclear device and win the war. The race was on.

The grave situation led to a series of operations undertaken by Norwegian commandos, recruited by the British Government’s secret unit – the Special Operations Executive – to prevent the Nazis from making further progress.

Dramatised in the 1948 film *The Battle for Heavy Water* (where four of the saboteurs actually played themselves), the film detailed the extraordinary bravery of these men, who risked capture, torture and death at every turn as they battled to lay explosives deep in the bowels of the hydroelectric plant – a feat they finally succeeded in doing on the night of February 27, 1943.

“I researched the story further and found ‘Destination Setesdal’, a company that leads winter expeditions re-enacting the WWII operations which were codenamed Grouse and Gunnerside – sign me up!”, said Pat, who works in the DE&S Chief Information Office.

Soon after, Pat found himself and a dozen other kindred spirits trekking through the snow in temperatures as low as minus 25 degrees and staying in the same mountain huts frequented by the brave men who had undertaken the mission.

“We had the luxury of being taken to the plateau above the plant on snowmobiles. From then on it was hard work on skis, but nothing like the 1943 conditions these men faced”, Pat said.

“Our instructors, Brian Desmond and Matt Larson-Clifford, are ex-military and hugely experienced at operating in Winter conditions. They

instilled a team discipline that is essential.”

While Pat didn’t have the threat of bullets whistling past his ears, he said experiencing the treacherous terrain and the extraordinary challenge of just getting to the hydroelectric plant was enough for the story to hit home.

“You have to remember their kit was heavy; they had minimal food; they were dropped over 100 miles from where they should have been. They had to ski miles through deep snow in occupied territory during the worst winter for years. But they were committed, driven and had a common purpose – to liberate Norway.”

The Operation Gunnerside commandos parachuted in and rendezvoused with the ‘Grouse men’ already resident on the plateau. Together, they scouted the best way to target the plant using their local knowledge.

They made their way to the bottom of the gorge, crossed a half-frozen river and climbed a 500-foot-high cliff where an unguarded railway line led to the plant.

Pat said: “The Germans just didn’t think it was possible for anyone to get in that way so didn’t bother guarding it.”

“When they got to the plant, four men broke in and planted explosives while the others kept watch. They actually shortened the fuses from two minutes to 30 seconds because they wanted to make sure they heard the explosion and know that the job was done.”

And a success it was. The machinery used to make the heavy water was totally destroyed, as were the stocks the Germans had accumulated.

Not one shot had been fired and, incredibly, all nine men, despite the subsequent German search and pursuit, then managed to escape unscathed, some of them skiing more than 200 miles to Sweden.

The factory was out of action for a few months. The Germans lost around 500kg of heavy water. A subsequent bombing of Vemork by 150 US Flying Fortresses then caused the Germans to move their valuable stocks.

Their bid to transport the remaining heavy water by train failed when the ferry carrying the shipment was sabotaged and sank in the deepest part of Lake Tinnso, far out of reach of German scientists.

Pat said: “It was humbling to literally follow in their footsteps on arguably the most successful act of sabotage of the Second World War.”

DE&S CBRN team reach vital milestone in delivering new UK counter-CBRN capabilities

Pictured: The 2nd Battalion outside the field hospital in York (Picture courtesy of i-4S)



A DE&S delivery team have announced that a suite of capabilities for helping UK joint expeditionary forces operate even more effectively in a Chemical, Biological, Radiological and Nuclear (CBRN) environment is in a position where it can be deployed for operational use.

The DE&S CBRN delivery team delivered the CBRN Capability for Complex Intervention Programme under Defence Board direction to deliver the next generation of CBRN capability for UK Forces.

The team has worked closely with the Defence Science and Technology Laboratory, the Defence Chemical Biological Radiological and Nuclear Centre and industry partners.

Using agile procurement methods, the team enabled swift acquisition despite vital resources, including specialist user, delivery team and scientific support, being diverted to incidents elsewhere – most notably Salisbury following the Spring 2018 nerve agent poisoning incident.

To mark the programme reaching initial operating capability, the DE&S CBRN delivery team held a distinguished visitors' day at 2nd Battalion Medical Barracks in York, which featured demonstrations by the 2nd Battalion of the suite of capabilities.

The equipment here is game-changing for the MOD – DE&S and all of the partners who have brought this together should be extremely proud of what we've achieved and what it will mean as we move forward

Air Commodore Simon Edwards

In most cases, these are new capabilities not previously deployed in front line service and, where they are replacing existing equipment, there is a significant uplift in capability.

Mark Tappin, CBRN Project Manager at DE&S, said: "What this enables us to do for the first time is actually deploy the joint expeditionary force team anywhere in the world where there may be a CBRN threat, where we would otherwise be prohibited from going."

On display in York was a scalable field hospital which provides a contaminate free environment providing decontamination, intensive care and hospital facilities for the most seriously wounded. The structure takes approximately half the time to erect as standard non-CBRN versions and packs away for storage in under half the space.

There was also a wet/dry personnel decontamination system taking the form of deployable shower systems, and separate sealed staff working environments/accommodation which can be erected to protect those operating in a CBRN environment were also on view.

Elsewhere, there were innovative sealed containers used to safely store CBRN contaminated materials such as clothes, liquid

and medical equipment, and special suits for medical recovery to ensure those on stretchers, the walking wounded and those unable to wear standard in-service respiratory protection capabilities could be safely transported to the field hospital.

Finally, there was a chemical agent disclosure spray that, under certain conditions, shows the presence of certain chemical agents on suspect surfaces.

Air Commodore Simon Edwards, Senior Responsible Owner for the programme within Air Command, said: "The ability to protect our people and keep them operating and fighting is absolutely essential. The equipment here is game-changing for the MOD, but more importantly the people who have delivered it – DE&S and all of the partners who have brought this together – should be extremely proud of what we've achieved and what it will mean as we move forward."

The capabilities will be deployed on exercise in June in Germany before going through additional testing later this year to allow full operating capability to be declared in November.



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Michael Faraday House, Six Hills Way, Stevenage, Hertfordshire, SG1 2AY, United Kingdom.



On opportunities, agility and loving Manchester United

Phil Tozer is Director Commercial Operations, responsible for ensuring DE&S deliver value for money to the taxpayer and front line commands

What does your role involve?

As Director Commercial Operations, I am responsible for leading and guiding our Commercial people in the Domains and Operating Centres across DE&S. It's my role to ensure our senior leaders and stakeholders in the operating centres work alongside the function in a coordinated and coherent fashion. I validate our commercial strategies and assure the major deals, also ensuring that we learn lessons across the business and share good practice. In summary, I look for the right solutions from a delivery perspective which offer value for money for the taxpayer and front line commands.

What about your role is exciting, rewarding or interesting?

All of it! Throughout the years I have been very fortunate and had some great opportunities to work on exciting projects with exceptional people. I now cover the entire breadth of the DE&S business and get to play with the whole train-set. This presents me with different challenges and opportunities every day.

How important to you is teamwork?

Teamwork is at the heart of everything that we do, whether it's our own teams, stakeholders or suppliers. Anyone with a passion for this business needs to work well with others, and get the best out of each other which is why teamwork is so important to me. The complexity of our business relies on collective solutions and innovative ideas, which can only

come from the team (until we're replaced by artificial intelligence).

How are you helping embed change in your area?

My key priorities for the next year include making transformation business-as-usual and making commercial leadership more transparent – so people in the business understand what we are doing and how the commercial function fits into the balanced matrix of the wider organisation. As Prosperity Champion I intend to focus on export opportunities and innovative initiatives, to improve supply chain resilience and competitiveness, reach out more effectively to other adjacent sectors in the economy, draw more co-investment into defence and to explore different ways of building agility in defence procurement.

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

I started my MOD career at Devonport Naval Base at the tender age of 17 (a few years ago!), supporting our front line customer the Royal Navy in the Dockyard Materiel Support Group. Having worked across the UK, including London, on various MOD assignments I arrived back in Abbey Wood for the vesting day of DE&S and have been here ever since. I have enjoyed every post in that time and am now living the dream as Director Commercial Operations.

What do you most enjoy about your job?

The people and the challenge. Over the coming months and years, I want to see the Commercial function achieving

what's best for its people and DE&S. Ultimately, the purpose of everything we do is to deliver outputs that support our armed forces, which is something I never forget and is of great pride.

What do you enjoy doing in your spare time?

I have two loves in my life - Manchester United and (the mighty) Plymouth Argyle. It's football all the way for me, but the knees don't allow for too much active participation nowadays. So to keep up my fitness levels I've taken to long walks in the countryside with Mrs T. It's uninterrupted time to catch up on life, to talk about things both big and small and everything in between – I'm a good listener!

What might surprise people about you?

On the football theme, I once ran a football team that was sponsored by a sewage disposal company – we didn't take the beautiful game too seriously and, yes, we weren't very good. Later, after hanging up my boots, I became a school governor. During the eight years in this voluntary role, the activities included chairing the finance committee, interviewing for new teachers and selecting pupils for the buddies scheme. The little people selected for buddying (all of them) were way ahead of their time in displaying DE&S behaviours and are hopefully future recruits.

UK's F-35 jets to deploy overseas for the first time

Britain's new cutting-edge F-35B aircraft will depart their home station of RAF Marham in Norfolk during the second quarter of 2019 for Cyprus in their first overseas deployment.

The deployment of the aircraft, procured by the DE&S Lightning team, will allow personnel from the Royal Air Force and Royal Navy to gain vital experience in maintaining and flying the aircraft in an unfamiliar environment.

This will also train and test all aspects of moving them to a new location, including logistics, maintenance, and sustainment of all the equipment and crew.

Defence Secretary Gavin Williamson said: "These formidable fighters are a national statement of our intent to protect ourselves and our allies from intensifying threats across the world.

"This deployment marks an important milestone in this game-changing aircraft's journey to becoming fully operational."

The F-35 is the first aircraft to combine radar-evading stealth technology with supersonic speeds and the ability to conduct short take-offs and vertical landings.

With the ability to operate from land and sea, the F-35 forms a vital part of delivering a 'carrier strike' capability to the UK when combined with Britain's new Queen Elizabeth Class aircraft carriers.

Mark Thornton, Head Lightning Delivery Team at DE&S, said: "We have worked hard to procure a truly impressive aircraft that will provide our armed forces with outstanding capabilities for decades to come. This first overseas deployment is another proud landmark on what has been an incredible journey for the Lightning team."



This first overseas deployment is another proud landmark on what has been an incredible journey for the Lightning team

Mark Thornton, Head Lightning Delivery Team

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|  Colonel Eric Rannow , Military Deputy Aviation and Missile Research, Development, and Engineering Center, US Army |  Wing Commander Judith Graham , Remotely Piloted Air Systems: Programme Manager (Reaper & Protector), Royal Air Force |
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DE&S offers helping hand to friends at NHS Dorset

Pictured: DE&S Director of Logistic Delivery Roger West (right) and Dr Forbes Watson open the Our Dorset Development Hub (Picture courtesy of NHS Dorset)



West Moors has become the home to an NHS hub as part of an innovative initiative between DE&S and NHS Dorset.

The DE&S base stores bulk and packed fuel, oils and lubricants for all three branches of the armed forces. West Moors is also home to the Defence Petroleum and Specialist Training Centre and Dorset and Wiltshire Fire and Rescue Service training facility.

A chance conversation between West Moors Head of Establishment (HOE) Nick Shipton and a senior NHS Dorset employee identified that the NHS in Dorset had a requirement for accommodation.

Nick knew that there was capacity at West Moors and sought to offer the Trust the use of one of the buildings located on his site.

“It became clear that it would be beneficial for the Trust and its partners to have somewhere quiet that staff could go for meetings, to undertake learning in a quiet environment or even just to take time out from what can be very high-pressure jobs”, Nick said.

“Dorset is a county that attracts high prices when it comes to renting/leasing property, so I

looked at our resources and realised we would be able to provide them with a reasonably priced space which would allow NHS staff to undertake those activities while ensuring optimisation of this important site to Defence.”

Nick and his HOE team worked with the Defence Infrastructure Organisation and multiple stakeholders to ensure that the space was given a face-lift to make it ready for operation and in preparation for the prestigious launch event. On receipt of the premises, NHS Dorset named the space the Our Dorset Development Hub.

The Trust says the hub will enable the organisations that fall under the Our Dorset umbrella (all local hospital Trusts, Dorset County Council, Bournemouth, Christchurch and Poole Council, Public Health Dorset and the NHS Dorset Clinical Commissioning Group) to work closer together.

Acting as a dedicated development facility, allowing teams and individuals to meet regularly, hold events and deliver training, it will allow partners to focus on working together to improve health and wellbeing for

By working together, we have been able to deliver a solution that provides benefit for all parties

Roger West, Director of Logistic Delivery at DE&S

people living and working in the county.

The Development Hub was officially opened by Roger West, Director of Logistic Delivery at DE&S, alongside Dr Forbes Watson, Chair NHS Dorset Clinical Commissioning Group, with over 70 stakeholders from across the site and NHS Dorset in attendance.

The opening also signals the start of closer working between Our Dorset and the MOD, which is committed to exploring other areas such as use of key worker housing and a better transition for those leaving the armed forces who are interested in working within NHS organisations or the local councils.

Roger said: “I am delighted to mark the launch of the Our Dorset Development Hub. This is the culmination of a successful period of collaborative working that identified available estate capacity here at DE&S West Moors which has proved to be a match to the Our Dorset requirement. By working together, we have been able to deliver a solution that provides benefit for all parties.”

DE&S' Craig humbled by Queen's bravery award

Pictured: Lieutenant Colonel Craig Palmer has been awarded the Queen's Commendation for bravery (Picture by Beth Squire)



A DE&S employee who approached a partially detonated bomb left by a terrorist on board the London Underground to gather crucial evidence has been awarded the Queen's Commendation for bravery.

As reported in January's edition of Desider, Lieutenant Colonel Craig Palmer was travelling to work on September 15 in 2017 when a bomb partially exploded on board the tube near Parson's Green underground station.

While commuters and schoolchildren understandably fled the area, the soldier within Craig, who was just metres from the blast, demanded he faced the danger head-on.

"I heard a single scream, then louder screams before a stampede of people came running past me in the carriage", Craig, a Senior Requirements Manager with Artillery Systems at DE&S, told Desider.

"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.

In just minutes Craig, who has

The award came as a huge surprise and it was difficult to get my head around it, but now the news has sunk in I feel immensely proud and very humbled

Lieutenant Colonel
Craig Palmer

served in Northern Ireland, Iraq and Afghanistan, had gathered vital evidence, including the fact the bomb had been in a Lidl bag which had burnt away shortly after he took photographs but 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, a father-of-three, said.

This cast iron information allowed police to get on the front foot and the terrorist being arrested the following morning as he tried to flee the country. He was jailed in March 2018 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.

"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.

The citation for his bravery award said that this photographic evidence enabled police to declare a major incident and rapidly begin investigating the attack.

He told Desider after the award: "The award came as a huge surprise and it was difficult to get my head around it, but now the news has sunk in I feel immensely proud and very humbled.

"The headlines say hero, but I don't feel like a hero – I just feel proud to have done my duty, but I believe any soldier in the British Army would have acted the same way."

RFA Tidespring starts docking period after successful period at sea

Pictured: RFA Tidespring has moored at Cammell Laird in Birkenhead for her inaugural docking period (Picture Polaris Media)



The 39,000 tonne Tide class tanker RFA Tidespring has moored at Cammell Laird in Birkenhead for her inaugural docking period.

The arrival of the tanker marks the start of two through life support contracts, negotiated by DE&S, that will see the UK shipyard and engineering company Cammell Laird maintain nine Royal Fleet Auxiliary (RFA) ships over the next 10 years.

Tide class tankers are the newest addition to the RFA Flotilla, designed to supply the Royal Navy's warships, including the two new Queen Elizabeth class aircraft carriers, with fuel and water while deployed on operations. Each are as long as three jumbo jets lined up nose-to-tail and can carry 19,000 metres cubed of fuel and 1,300 metres cubed of fresh water.

RFA Tidespring, which entered service in 2017, will have her refit package, involving survey work and general repair and maintenance projects, carried out over the next three months.

David Farmer, Head of Commercially Supported Shipping at DE&S, said: "The arrival of RFA

The arrival of RFA Tidespring at Birkenhead signals the culmination of an extremely successful first 15 months at sea

David Farmer, Head of Commercially Supported Shipping at DE&S

Tidespring at Birkenhead signals the culmination of an extremely successful first 15 months at sea.

"Her initial deployments, including those alongside HMS Queen Elizabeth, have been marked by very positive feedback from RFA personnel – indeed, satisfaction with the Tide class has been growing appreciably since she entered service.

"With support for the class underway through the Future In Service Support agreement, we now look forward to Tidesurge and Tideforce, the final two ships in the fleet, entering service in the coming months."

DE&S announced in October 2018 that Cammell Laird had been chosen to provide support to all four Tide class tankers – RFA Tidespring, RFA Tiderace, RFA Tidesurge and RFA Tideforce.

At the same time, the company was awarded a second 10-year contract that will see it continue to provide support for the vessels RFA Fort Victoria, RFA Fort Austin, RFA Fort Rosalie, RFA Wave Knight and RFA Wave Ruler, which it has done since 2008.

The schedule of Tidespring's

first docking period has been agreed to ensure there is no conflict with maintenance activity across other programmes.

The contracts will sustain more than 300 jobs at Cammell Laird and across its supply chain and create more than 100 apprenticeships.

As well as allowing Cammell Laird to invest further in its workforce and infrastructure, the new contracts will support the continuation of the firm's apprentice training programme.

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60 second spotlight

"Who knows, maybe someone will see one of my films and fly me to Hollywood to direct the next big thing"

Joey Beard

Job:

Level 2 Commercial for the Flight Simulation and Synthetic Training Delivery Team

Your route into DE&S?

I was seeking part-time work to financially support my filmmaking endeavours and had friends that worked for DE&S who spoke passionately about their jobs. I looked into it and felt confident it would be an interesting place to work given my background in aviation and time in the RAF Air Training Corps. I joined as a part-time Administrative Officer in September 2009 for Combat Tracks Group in Land Equipment, but it wasn't long before I found a move into Air Support and I have stayed in this Operating Centre ever since.

Your claim to fame?

Winning a film competition judged by the founder of IMDB Col Needham and Aardman co-founder David Sproxton. The film was called *Wind* and followed a wind-up toy race across Bristol.

Your advice to anyone?

Be selfish. Put yourself first and live your life for you. No one thanks the kid at the bottom of the slide letting all the other kids go ahead of them, soon you'll realise the same kids have passed you three times. I'm not saying don't do things for other people, but do those things because you want to.

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

I'm an independent filmmaker and glider pilot. I've been making short films for over a decade, choosing to make the films I want to make and the stories I want to tell rather than choosing a career making other people's. Who knows, maybe someone will see one of them one day and fly me

to Hollywood to direct the next big thing. You can check out my work at www.joannabeard.co.uk. Meanwhile, after flying solo with the air cadets in 2002, I'm now retraining at Bristol and Gloucestershire Gliding Club and ultimately hope to become a basic instructor so I can share my love of gliding with others.

What are you most proud of?

My most recent film *Airborne* - a 25-minute coming of age drama about a young girl learning to fly. The film was a decade in the making and my recent extended special unpaid leave allowed me to fulfil this ambition. Find out more at www.airbornemovie.co.uk.

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

A camera, a notebook and a pencil. I have an obsession with documenting life, especially in photographs and writing - leaving my own audit trail. I guess that's why I stayed in commercial.

What irritates you the most?

People that mock degrees in the arts. As Winston Churchill retorted when asked to cut funding for the arts during WWII 'then what are we fighting for?'

What is your favourite place in the world?

Nympsfield - my home airfield in Gloucestershire. Its remoteness and views when airborne really make you feel like you've escaped from the real world.

What would surprise people about you?

Having suffered with stress, depression and anxiety numerous times over the years, I trained as a mental health first aider in 2016. Whilst times are definitely changing, there still remains a large amount of stigma around mental health. My



view is the more open we are about these health issues which are so unbelievably common, the better we will be able to manage them in the workplace and help combat them together.



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

Email tom.morris114@mod.gov.uk

En-garde! DE&S' Pete takes gold with the England fencing team

DE&S employee Pete Hutton has returned victorious as part of the England fencing team that took gold at the Home Internationals in Cardiff last month.

Pete has been fencing since he was just nine-years-old after following in the footsteps of his older brother Steve, who was his hero and is a former GB team member.

Nicknamed Zorro at school for obvious reasons, Pete tasted much success as a junior and ultimately competed on the European circuit as part of the GB team.

He qualified for the World Youth Championships in 1991 and came home with a final ranking of 17th in the World – something he is very proud of.

After retiring in 2000, Pete got the bug again while watching the London Olympics in 2012 and he rejoined his old club the following year.

While he was now in the Veterans category his natural talent for the sport soon surfaced and in 2014 he competed at the Veterans Commonwealth Games in Largs near Glasgow and came away with an Individual Bronze Medal before leading the England team to Gold medal glory.

“Fencing is an exhilarating sport which can be extremely fast paced with lightning reactions”, Pete, who works in DE&S’ HR department, said.

“I usually describe it as fast-moving chess – you need to have a plan, but also the ability to react to what your opponent may do as a result of your plan, or to what they may try to initiate.”

Of his most recent success at the Home Internationals, Pete said: “England had won 12 on the trot so the pressure was on, but we came through. I still get a buzz and enjoy the competitiveness the sport offers, but there is a unique camaraderie among the fencing community.”

His best memory of fencing, or at least the one that has stayed with him?

“Stuttgart in 1989”, he says in a flash.

“I would have been 18-years-old and staying in a hotel with one of the team. Suddenly police had surrounded the hotel and it was chaos. The night before we had enjoyed a few beers and genuinely accidentally forgot to pay.

“We were ordered down to reception and couldn’t believe they were going so mad over a few beers. Then they questioned us and said that they had received a phone call saying that British guests were being targeted in our hotel.

“We asked why the police were only talking to us and it was because we were the only British guests. That was pretty scary.”

Pete competes in the British Championships in Manchester later this month.

A successful scheme, gifted apprentices and a charitable team



Project Professionals from DE&S graduate and apprentice schemes have celebrated the culmination of an exciting project which saw them working as mentors to students at a local school.

Twelve graduates and apprentices at DE&S spent three months working with pupils aged between 16 and 18 from Bradley Stoke Community School.

For many it was their first experience of a mentoring and both they and the students reported that they benefitted tremendously from taking part.

Mentors reported personal satisfaction in helping their mentee reach their goals, as well as increased

confidence and improved leadership, communication and coaching skills.

In turn, the pupils said they also had increased confidence, and said they benefitted from having an independent individual to support them and take a personal interest in their future.

To mark the completion of the project, the mentors and mentees held an event at Abbey Wood.

Project Manager Alexandra Smith said: "This was an incredibly beneficial experience for everyone and helped everyone grow personally as well as professionally."

DE&S will be running another mentoring scheme with Bradley Stoke School in the near future.



DE&S apprentices from Defence Munitions Gosport visited HMS Sultan to take part in the training establishment's annual Royal Navy Engineering Challenge Day.

The five-strong team were one of 70 teams from more than 20 schools, colleges and apprenticeship providers across the country taking on the Exercise Downbird Recovery – to produce an amphibious vehicle to collect a grounded helicopter and return it to safety.

Now in its fifth year, the event is designed to promote fun learning in science, technology, engineering and mathematics (STEM) and help address the shortfall of UK engineers.

Gary Tuff, Head of Establishment at DM Gosport, said: "The DM Gosport apprentices represented DE&S proudly and produced two excellent vehicles that met and exceeded what was expected. It was a great experience for the apprentices, who were able to demonstrate what they have learnt across several areas of engineering whilst enhancing their team building skills."

HMS Sultan is the home of the Defence School of Marine Engineering) and the Royal Naval Air Engineering and Survival School. Its primary function is to supply the Fleet with engineering officers and ratings of the highest standard.

The Merlin delivery team at DE&S have raised more than £1,000 for CLIC Sargent after a former colleague asked for their help.

Before Jeff Bell left the Merlin team he had worked with Warrant Officer 1 Matt Newman, whose son Jack had been diagnosed with cancer.

He approached his former team last year and asked whether they could help raise money for the charity as it had supported Jack and his family through his battle with the disease.

The Merlin team held a series of events including cake sales, raffles and weekly meat draw

tickets and raised £1,050 in aid of the charity, which fights tirelessly to stop cancer destroying young lives.

Matt and Jack, who has been in remission since last autumn, visited DE&S' base in Yeovil to help present the cheque to the charity.

Matt said: "It has been incredibly humbling that so many colleagues and friends have rallied to lend support to a cause dear to my heart – I am forever in debt to those that offered it."

This year the Merlin's chosen charity is the Stroke Association.



DE&S land diversity award

DE&S have received an Employer Diversity Champion Award 2019 by Bristol City Council in recognition of its contribution to one of the authority's key programmes.

Danny Griffiths, director HR at DE&S, and Zahoor Ahmad, head of diversity and inclusion, attended Bristol City Hall to receive the award for DE&S' 'outstanding contribution made to the successful delivery of the Stepping Up Programme.'

Bristol City's Stepping Up Programme aims to unlock potential and develop talent while ensuring a fair representation of British Black, Asian, and minority ethnic (BAME), disabled people and women in positions of leadership.

Zahoor, pictured with Danny, said:

"At DE&S we are firmly committed to diversity and passionate about engaging with programmes such as Stepping Up. As such, we are really pleased to be receiving this award.

"It's critical that everyone, regardless of their background, have every opportunity to achieve their potential and Stepping Up begins to support that, and has been transformative for so many attendees.

"We will continue to support Stepping Up this year, and hopefully this will be the catalyst to unlocking the latent talent amongst Bristol and the surrounding area's black and minority ethnic communities."



MOTTO

the MOD Lottery
January winners

- £10,000** Bryan Ingham, Bury St. Edmunds
- £2,500** Karen Timms, Feltham
- £1,000** Desmond McMenamin, Glasgow
- £500** Bryan Evans, Brecon
- £250** Paul Moores, DECA
- £100** Clement Adekoyejo, London
- Graham Till, ABW
- Rachael Green, Sutton Coldfield
- Steven Todd, ABW
- Jacqueline Wren, Huntingdon
- Alistair Woodman, ABW
- Patrick Lewis-Brown, York
- Maxine Irving, Pewsey
- Lorna Irish, Salisbury
- Graham Smith, Washington
- Linda Brady, N.I
- Jeffrey Cook, London
- Nicola Hewkin, Andover
- Nicola Pink, ABW
- Christopher Morris, Harrogate
- Malcolm Snow, ABW
- Helen Ross, Portsmouth
- David Nuttall, ABW
- Christopher Vickers, RFA
- Christopher Gardner, Carlisle

Last month's missing word was:

Radar

Word Search

- | | | |
|---------------|------------|------------|
| Airfield | Fellowship | Merlin |
| Bravery | Fencing | Norway |
| Collaborative | Honours | Pilot |
| Delivery | Hornet | Recycling |
| Diversity | Longtown | Resource |
| Docking | Manchester | Scheme |
| Expedition | Mentoring | Tidespring |

Find which word or name is missing from this wordsearch.

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

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

Case Study

Flavia Popescu, a Cost Estimator within Joint Enablers, gives her insight into some of the benefits of working for the organisation

Name:

Flavia Popescu

Job title:

Joint Enablers – Cost Estimator (ex Land – Service Delivery Manager)

How long have you worked for DE&S?

19 months

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

I have spent most of my professional life working in the private sector, where I had the opportunity to work in diverse industries and explore a wide variety of roles. However, I have found DE&S to be a unique and interesting place to work, and an organisation that gives individuals the opportunity to progress.

What does your role entail?

My role involves daily interactions with the project managers and other stakeholders, such as Subject Matter Experts and commercial and finance personnel. As a Cost Estimator, I am managing and assuring the outputs for a portfolio of complex projects and I act as the estimating and modelling lead for higher value projects, providing the senior staff with the intelligence and analysis to support their decision making.

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

I have recently been nominated for the Project Controls Manager Fast Track Scheme. This means I will have the opportunity to learn other Project

Controls disciplines and become a Project Controls Manager and a mentor for others. The Project Control function provides an understanding of key Project Controls disciplines such as estimating, planning, risk management and cost analysis that underpins good Project Management and Project Controls Management.

What do you most enjoy about your job?

I enjoy the diversity and complexity of the projects. I also like having to be innovative in my approach when it comes to finding solutions to challenges.

What's your ambition?

My ambition is to continue my career within DE&S and my main goal is to be able to implement internal processes and policies for a more-effective, accurate way of working within Project Control and Project Management functions.

What's your greatest achievement to date?

In the previous year, I had the opportunity to be innovative and find solutions to diverse technical, safety and deployments challenges. This has been a great opportunity for me to enhance new skills and bring together DE&S personnel to work as one team.

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

DE&S provides a wide range of opportunities to develop and supports everyone in achieving their career goals. It also affords the opportunity to attend excursions, such as equipment trials and battlefield studies. For example, in my time with the Land Vehicle Support Team, I attended a battlefield study in Normandy where we drew contemporary lessons from historical analysis of the Normandy Campaign. This was both an interesting and humbling experience, reminding us of the purpose and importance of the work we do at DE&S.

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

There are many benefits by working for DE&S – there is a great work-life balance due to the flexible working pattern, social clubs, on-site gym, excellent pension and the ability to achieve your career goal.



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

DE&S Defence Courier DE&S

BPFO, RAF Northolt | £19,000 - £24,000pa | SAS

Estimated timeline: 12 May 2019

Post type **Permanent**

Job Description: The defence courier is responsible for the Protectively Marked Material across the UK and worldwide, ensuring that sensitive documents are handled appropriately and securely on behalf of the MOD and UK government. You will ensure that all items in your care are moved as required under the correct diplomatic process, ensuring that the material is not tampered with, scanned at customs and is received safely.

Supply Chain Management DE&S

DM Beith Ayrshire | £17,000 - £19,000pa | AS

Estimated timeline: 12 May 2019

Post type **Permanent**

Job Description: Working within the Supply Chain Management Team you will be responsible for managing and monitoring the Inventory for the Typhoon fleet. Working within the Inventory Management pillar, you will provide support to the Inventory Management Lead for the accountability of Financial and Material Accounting in accordance with In-Service Support Plans and MOD Policy.

Service Delivery / Operations Management DE&S

Across the UK | £19,000 - £29,000pa | Professional II

Estimated timeline: 12 May 2019

Post type **Permanent**

Job Description: Working collaboratively with a range of stakeholders to ensure service delivery through-life, you will be accountable for managing the integrated and coordinated effort to support aircraft on global RAF operations and exercises. Supporting the delivery of the service in accordance with customer agreements by utilising demand, supply and project management skills and techniques, this role will work with multiple stakeholders to performance manage the service provided by industrial partners.

WORK FOR DE&S

For more info and job opportunities visit:

www.des.mod.uk



Civil Service



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