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# desider

**Issue 122**  
**September 2018**

*the magazine for  
defence equipment  
and support*



**Final Tide class tanker  
arrives on UK shores**

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# Foreword

**"DE&S is at the heart of helping transform Defence and we must continue to encourage innovation and experimentation both in our workforce and industry"**



By Sir Simon Bollom, CEO

The opportunity to share the fantastic work we do for the armed forces with our families is very special to all of us, and I'm pleased that this year's Families Days were again

and the announcement that a bomb-proof and rapidly deployable facility for UK F-35 Lightning missions overseas has been delivered by DE&S seven months early.

On the land front, we have delivered the Defence Targeting Toolset – a world-leading capability enabling the British Army to coordinate land and air strikes against enemy targets more effectively.

And RFA Tideforce, the final Tide class tanker, has arrived in Cornwall for customisation ahead of operational service supporting Royal Navy ships on operations around the globe.

A very good month's work.

Finally, I must commend Levi Smith, from the Commercially Supported Shipping team, who helped the Great Britain American football team win their first game at a major tournament for 27 years. What a terrific story to be able to tell the grandchildren. Well done.

well attended by almost 4,000 friends and family.

Thanks to all the teams who participated in putting on fantastic displays of our work and to infrastructure teams at MOD Abbey Wood for managing all the logistics.

Another visitor to MOD Abbey Wood last month was Chief of Defence Staff General Sir Nick Carter.

Sir Nick made it very clear that DE&S is at the heart of helping transform Defence and that we must continue to encourage innovation and experimentation both in our workforce and industry.

Innovation was also the key theme at the prestigious Tom Nevard competition last month, which was attended by apprentices from Abbey Wood, Devonport, Beith and Gosport.

This distinguished event, held at Shrivenham, has been staged since the 1950s and, as well as allowing apprentices to express their creativity, gives them the valuable opportunity to meet with their peers from across DE&S sites to share their experiences and ideas.

It was a proud moment to see HMS Queen Elizabeth set sail for the US to land F-35B next generation fighter jets on deck for the first time. These ongoing trials are vital preparation for the 65,000-tonne carrier that is due to enter service in 2020.

The F-35 programme continues at pace too, with five more of the UK aircraft arriving at RAF Marham from America,

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# Contents

## On the cover

RFA Tideforce arrives in Cornwall for customisation  
Photo by Charlie Perham

06 **Senior Leader Comment** – Director Chief Information Officer Nigel Shaw

## News

08 **RFA Tideforce** arrives in Falmouth

09 **Further F-35 fighter jets** touch down in the UK

12 **World-leading targeting toolset** delivered

14 **Queen Elizabeth carrier** sets sail for US trials

20 **Devonport apprentices** rejuvenate community square

22 **Apprentices excel at Tom Nevard**

## Features

18 **Minister for Defence Procurement** answers Desider's questions

24 **Families Days** are a tremendous success

## DE&S People

16 **First Person** – UK F-35 National Deputy of the Joint Strike Fighter programme Group Captain Willy Hackett

26 **Levi Smith** talks American football

28 **60 Second Spotlight** – Graduate engineer Abinash Joshi

30 **DE&S People** – DE&S join more than 30 local businesses at a primary schools Futures week

32 **Jobs** – Desider's latest recruitment pages and benefits

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## Nigel Shaw, Director CIO, talks to Desider about his first year in post, improving the working environment and his team's role in shaping the DE&S of the future



A little over one year ago, just weeks into my appointment as Chief Information Officer (CIO), I had the opportunity to write my first Senior Leader Comment. I shared with you my initial thoughts of working at DE&S and my hopes for the year. What a year it's been!

At the time, I was given a clean sheet to reshape and rebuild the CIO team and create a fresh Information Management and IT strategy. It's been hard work but we've made really good progress.

The two biggest changes we've made within CIO are the re-organisation of the directorate, with a new senior team and structure, and welcoming the ihubs into the wider team, which gives us a fantastic opportunity to share best practice across the organisation.

More widely, rolling out MODnet and fixing some of the issues facing our IT infrastructure has been a big achievement. But there are always improvements to be made, so our next challenge is to ensure staff have the knowledge to exploit our new tools and improve our productivity.

Smart working has been another focus. CIO accepted a challenge to prove just how flexibly we could

work with our new IT. Over the past few months, we've introduced new systems and laptops, a new desking arrangement and new working principles to allow our staff to work more flexibly, whether that be from home or remotely.

We're now operating with five desks for every 10 people and using our space more efficiently, relieving some of the pressure on our facilities. We're also seeing an increase in staff morale and satisfaction with the working environment. I firmly believe that it will also help us attract new talent into DE&S. Our aspiration is to roll out smart working across the organisation and we will be helping this by funding Wi-Fi installation at another 16 sites.

The DE&S @21 vision stresses the importance of modern tools and a data-driven organisation. That's CIO's core business and at the heart of the vision set out in our IT strategy. Over the coming year, it's important we make this a reality. We need to demonstrate how we're going to operate considerably fewer, but better integrated, tools and will be leading the way with HR, Project Management and Engineering.

There's an encouraging focus

**We've introduced new systems and laptops, a new desking arrangement and new working principles to allow our staff to work more flexibly**

now on valuing and developing our people. An increased spend on training and a push to get the right management information will help us get the functional model working and staff deployed more flexibly. As such, one of our priorities for the next year is our plan for replacing current HR and deployment systems.

Security will be another big focus for the year ahead. We are implementing a new set of controls to align with the global ISO27001 security management standard, aiming to be the first part of the MOD to achieve this. If we want our suppliers to align with global best practice, we need to lead the way.

From my perspective, as a relatively recent joiner, I already see DE&S looking very different from the rest of government and the MOD. We have 8,000 laptops and Wi-Fi, our own intranet and recruitment website, we're starting the journey on smart working, and we have performance based pay and our own pay freedoms. All of these stand us in good stead going forward to achieve our vision for the future.

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\* Patent pending



# RFA Tideforce docks in Falmouth ahead of entering service with the Royal Fleet Auxiliary

Pictured: RFA Tideforce arriving in Cornwall last month for customisation (Picture by Beth Squire)



**T**he fourth and final Tide class tanker, RFA Tideforce, has arrived in Cornwall for customisation.

The 37,000 tonne vessel, which will deliver fuel and water to Royal Navy ships on operations all over the world, follows her sister ships Tidespring, Tiderace and Tidesurge into the A&P Falmouth yard, where work to customise the fleet ahead of operational service is sustaining around 300 jobs.

With the homecoming voyage complete, all four of the tankers have now safely arrived in the UK, marking the end of a crucial phase of the fleet's delivery programme.

David Farmer, Head of Commercially Supported Shipping, said: "The arrival of RFA Tideforce in the UK marks the end of the build phase of this project, and work is now focused on completing UK Customisation and Capability trials ahead of her acceptance into service with the Royal Fleet Auxiliary.

That we have reached this stage in the programme some six years after contract signature is a testament to the hard work

and dedication by those in the project team, Navy Command Headquarters and industry around the world."

Each of the Tide class ships is as long as three jumbo jets and has a flight deck large enough for a Chinook helicopter to land on. Like the rest of the fleet, Tideforce is perfectly equipped to refuel Royal Navy warships, including the two new Queen Elizabeth Class aircraft carriers, in hostile environments and challenging sea conditions.

Customisation work, including the installation of communications equipment and defensive systems, is sustaining hundreds of jobs in A&P Falmouth, while the wider Tide class programme is sustaining further jobs at 26 other companies throughout the UK.

DE&S CEO Sir Simon Bollom said: "DE&S personnel will continue to work closely with industry to ensure Tideforce and her sister ships are fully supported once they come into service.

"The delivery of the fleet within budget and to a challenging schedule has been a significant

undertaking which has been expertly delivered by the dedicated team at DE&S."

Head of Service for the Royal Fleet Auxiliary (RFA), Commodore Duncan Lamb, said: "These four new versatile state-of-the-art Tide class ships will enable the RFA to continue to provide first class global support to a first class Royal Navy for the foreseeable future."

Work to customise Tideforce is expected to take several months, with the ship due to enter service in 2019.

The delivery of the fleet within budget and to a challenging schedule has been a significant undertaking which has been expertly delivered by the dedicated team at DE&S

Sir Simon Bollom  
DE&S CEO





# Five more F-35B Lightning aircraft arrive in UK

Pictured: A further five F-35B Lightning jets have arrived at RAF Marham (Picture by Sgt Nik Howe)



The next tranche of F-35B Lightning aircraft has landed at RAF Marham following a 3,000-mile ferry flight across the Atlantic supported by RAF Voyager tankers.

The arrival of five further next generation fighter jets at the Norfolk base on August 3 now means nine of the UK's 15 F-35s are here.

The F-35B Lightning is the first to combine radar-evading stealth technology with supersonic speeds and the ability to conduct short take-offs and vertical landings. It will be jointly operated by the RAF and the Royal Navy and can operate from land and sea, forming a vital part of 'carrier strike' – the use of the aircraft from Britain's new Queen Elizabeth Class aircraft carriers.

Members of the Lightning Delivery Team at DE&S based at MOD Abbey Wood, RAF Marham and in the US played a leading role in ensuring the new aircraft arrived.

Mark Thornton, Head Lightning Delivery Team, said: "Seeing a further five F-35B aircraft arrive at RAF Marham was another

proud moment for my hard-working team and proof that we are delivering a world-beating capability as promised. To enable the ferry flight, we had to secure clearance to refuel from RAF Voyager tankers, produce a mission data file to enable transatlantic flight, and arrange support equipment, spares and technical data at RAF Marham."

Shortly after the arrival, it was announced that a bomb-proof, secure and rapidly deployable facility for UK F-35 Lightning missions overseas has been delivered by DE&S seven months early.

The Deployable F-35 Operations Facility is made up of several large containers which house servers and other classified systems equipment to support UK F-35 operations.

Manufactured by Drehtainer, the containers can be moved by air, road, rail or sea and deployed anywhere in the world. They are fully shielded and protected against direct impact of missiles, mortars, high explosives and small arms fire.

With the support of trained

Seeing a further five F-35B aircraft arrive at RAF Marham was another proud moment for my hard-working team and proof that we are delivering a world-beating capability as promised

Mark Thornton, Head Lightning Delivery Team

Royal Engineers, the full 192sqm facility will go from the back of a lorry to fully operational in under 24 hours.

Wing Commander 'DP' Durlston-Powell, Mission Support Lead at DE&S, said: "617 Squadron pilots and ops staff were delighted when they viewed the facility for the first time."

## Helicopters Support Day

DE&S employees, front-line units and industry experts from across the helicopter community attended a Helicopters Support Day at RNAS Yeovilton.

The inaugural event in June was aimed at identifying ways to innovate to put 'more Support in DE&S' and explore how each could inspire one another to strive for excellence.

The day, which had the strap line "Dream Big, Start Small and Act Now," was attended by around 100 members of the helicopter community.

During the day, DE&S received thanks from senior air engineers from RAF Odiham and RNAS Culdrose, Wing Commander Mark Staveley and Commander Steve Skittrall, who thanked the organisation for helping to support unrelenting flying operations around the world.

DE&S Director Helicopters, AVM Graham Russell, who opened the event, said: "This event is an important step in helping us to provide more support for the front-line commands by working closely together as one team with our suppliers and customers."



## PMVP Platforms on Parade

The Protected Mobility Vehicle Portfolio (PMVP) Team hosted a party of visitors from DE&S Abbey Wood at the Land Training Fleet (LTF) Warminster.

Visitors heard about the capability and high crew protection features on PMVP platforms including Jackal, Coyote, Ridgback, Wolfhound, Mastiff, Panther, Husky and Foxhound before being given the unique opportunity of crewing some on nearby Salisbury Plain training area.

PMVP team leader Steve O'Leary OBE said: "It was an

absolute pleasure for PMVP to host some of our DE&S colleagues and showcase the significant protection advances my team made during Operation Telic and Herrick. We are all so proud of what we have achieved and are most grateful to the team at Warminster for their outstanding hospitality."

Lieutenant Colonel Mark Nash, Commanding Officer of LTF Warminster, said: "It is always a pleasure to be able to host DE&S and we look forward to working with PMVP and their platforms long into the future".



## Surprise stowaways

A pair of baby "carrier" pigeons were found in a secret nest aboard HMS Queen Elizabeth as she sailed for the USA to undertake fast jet trials.

The chicks were rescued by the crew shortly after the ship left Portsmouth and aptly christened 'F-35' and 'Lightning' before being flown ashore in a Merlin helicopter to be handed over to the RSPCA.

The chicks, estimated to be around 10 days old, were found huddled together by a sailor who

heard tweeting coming from a remote ledge high up on one of the ship's boat decks.

After much research on 'what baby pigeons eat', they were fed at regular intervals over 24 hours, with a mix of porridge and warm water, administered from a syringe.

Lieutenant Commander Lindsey Waudby said: "While our focus for the deployment is getting the new jets onboard for the first time, we are also prepared to conduct humanitarian relief, should we be called upon to do so. We just didn't think that would be quite so soon."

See page 14 for more on HMS Queen Elizabeth's departure



## Service of Dedication for RFA Tiderace

A Service of Dedication was held for the second Tide class tanker, RFA Tiderace, as the vessel was welcomed into the Naval Service Operational Fleet last month.

The ceremony was held at Portland Port, Dorset, in the presence of the guest of honour and Lady Sponsor, Lady Anita Lister, accompanied by her husband Vice Admiral Sir Simon Lister.

RFA Tiderace arrived in Portland following an extensive trials programme and detailed customisation in Falmouth.

The 37,000-tonne vessel is the second of class of the Military Afloat Reach and Sustainability (MARS) Tankers, which also

include her three sister ships, RFA's Tidespring, Tidesurge and Tideforce.

All tankers will provide fuel and water for Royal Navy warships all around the world, including the Queen Elizabeth class aircraft carriers.

David Farmer, head of the Commercially Supported Shipping project team at DE&S, said: "The DE&S team is incredibly proud to be delivering these impressive ships, which will play a crucial role in defending the UK's national interests all over the world, to the Royal Fleet Auxiliary, and we look forward to bringing the remaining ships of the class into service."

See page 8 for Tideforce arrival



## Anniversary celebration

The Organisation for Joint Armament Cooperation (OCCAR) this month celebrates the 20th anniversary of the signing of its Convention by the governments of Germany, France, Italy and the United Kingdom, later joined by Belgium and Spain.

OCCAR is a European intergovernmental organisation which facilitates and manages collaborative armament programmes through their lifecycle on behalf of the UK and European allies.

OCCAR's current portfolio comprises 13 complex armaments programmes with an order book value of €60 billion and 11 participating states. Programmes within OCCAR that are relevant to DE&S are Atlas, Principal Anti Air Missile Systems (pictured above) and Maritime Mine Counter Measures. Subject to commercial negotiation and assessment in 2019, the UK may also re-join the BOXER programme.

The aims of OCCAR are to improve efficiency, reduce costs, promote armaments cooperation, industrial consolidation and to strengthen the European Defence Technological Industrial Base.

Tim Rowntree, the newly appointed DE&S Director Safety & Environment, Quality & Technology, fulfilled the role of OCCAR Director from 2013 to 2017.



## CDS visits Abbey Wood

Chief of Defence Staff General Sir Nick Carter told DE&S staff they are at the heart of helping transform Defence when he visited MOD Abbey Wood.

General Carter, who took up the role in June after four years as the Chief of General Staff, was welcomed on site by DE&S CEO Sir Simon Bollom on August 16.

During his visit, he held a town hall where he said the world was changing at pace and that Defence must transform to ensure our armed forces are not left behind.

"DE&S will be at the heart of what we can do in improving our productivity, particularly in the support area, and this will deliver a significant amount of betterment both in terms of headroom financially but also in

terms of ways of working," he said.

"Innovation and experimentation is key. We must not be restricted or restrained from seizing opportunities and must be empowered to flourish and maximise our potential.

"If we get this right, there is the opportunity to significantly improve the front line and that is what we are all in the business of trying to do."

As Sir Nick finished his town hall he praised DE&S staff saying: "Thank you very much for the work that you do, it is hugely appreciated."

# Defence Targeting Toolset delivered into service

Pictured: The Defence Targeting Toolset has been delivered to the British Army (Picture by Mike Weston ABIPP)



A team at DE&S has delivered a world-leading capability that allows the British Army to coordinate Land and Air strikes against enemy targets more effectively.

The DE&S Artillery Systems team delivered the Defence Targeting Toolset (DTT) into service in June this year, with the DTT software ensuring that all users, whether based in theatre or back in the UK, are seeing and acting upon exactly the same intelligence.

This joined up approach improves the speed and accuracy of decision making in complex targeting situations, which in turn increases operational effectiveness and reduces reputational risk.

The toolset, which has been built to work with US and NATO systems, also provides an audit trail of how targeting decisions were made and what information was available at the time.

Major General Colin McLean, Director Land Equipment at DE&S, said: "DTT is a world-

leading capability that has been realised through innovative ways of working and is a programme that DE&S can be incredibly proud of delivering."

To successfully deliver the software, members of the DE&S Artillery Systems team were embedded with the Raytheon software development team in the DTT Battlelab at Waterloo Lines, Warminster.

The Battlelab was specifically created to provide an environment where military, industry and DE&S defence specialists could collaborate closely and effectively.

It has now become the centre for support to DTT users through-life, and will continue to be the hub for the continuous development of the software.

Colonel Matt Botsford, DE&S Artillery Systems team leader, said: "Working in an agile way alongside the military and industry was a ground-breaking process that proved incredibly effective. As a result, we have delivered an excellent system that

**Defence Targeting Toolset is a world-leading capability that has been realised through innovative ways of working and is a programme that DE&S can be incredibly proud of delivering**

Major General Colin McLean, Director Land Equipment at DE&S

will significantly benefit military operations."

Within Army Headquarters, DTT is considered an exemplar project.

Colonel Matt Birch, Senior Responsible Owner for the British Army, said: "DTT is a system the user trusts and this confidence is anticipated to increase as improved functionality is delivered through the enduring agile contract. The fusion of information provides clarity to commanders and enables a genuine synchronised effect."

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# HMS Queen Elizabeth sets off for F-35B fighter jet trials

Pictured: HMS Queen Elizabeth departing her home port of Portsmouth bound for the USA to land fast jets on deck for the very first time (Picture by LPhoto Kyle Heller)

HMS Queen Elizabeth has set sail for the USA from her home port of Portsmouth to land F-35B next generation fighter jets on deck for the very first time.

Eight years since a British aircraft carrier last flew a fast jet from her decks, the 65,000-tonne Royal Navy aircraft carrier will embark two F-35B test aircraft, from the Integrated Test Force (ITF), based out of Naval Air Station Patuxent River, Maryland.

Around 200 supporting staff, including pilots, engineers, maintainers and data analysts, will be joined by two 'orange wired' test aircraft belonging to the ITF, which are expected to conduct 500 take offs and landings during their 11-week period at sea.

The aim of the trials is to ascertain, through the especially equipped aircraft and sensors around the ship, the operating parameters of the aircraft and ship, in a range of conditions. Similar

successful trials were conducted by HMS Queen Elizabeth at sea earlier this year for Rotary Wing aircraft.

The trials follow the recent arrival into the UK of the first joint Royal Navy, Royal Air Force F-35B jets, based at RAF Marham. 'Operational testing' utilising British F-35B aircraft is scheduled to take place on board HMS Queen Elizabeth next year.

The moment the ship set sail on August 18 was a proud one for the DE&S Queen Elizabeth Class Support Team.

Team leader Captain Steve McCarthy said: "HMS Queen Elizabeth's departure for F-35B flying trials is the culmination of a very significant programme of engineering work, to get the ship and her aviation facilities ready for the jets.

"The support effort has engaged a diverse and distributed enterprise of MOD and industry.

The flying trials will put the ship and her systems through their most rigorous testing so far, as she encounters warmer climates and conducts exercises with her embarked Joint Forces.

"We're all immensely proud to see her depart for this crucial phase of her introduction into service."

HMS Queen Elizabeth Commanding Officer, Captain Jerry Kyd, said: "This deployment to the United States will be another first for my ship. Crossing a major ocean with 1,500 sailors, aircrew and Marines embarked and the spectre of the first F-35B Lightning landing on the deck in September is very exciting for us all."

**Crossing a major ocean with 1,500 sailors, aircrew and Marines embarked and the spectre of the first F-35B Lightning landing on the deck in September is very exciting for us all**

Captain Jerry Kyd,  
HMS Queen Elizabeth  
Commanding Officer



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# On a quality team, cutting-edge technology and skiing

**Group Captain Willy Hackett is the UK F-35 National Deputy of the Joint Strike Fighter (JSF) programme. He leads the DE&S Lightning team in the US**

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

Based in Washington DC, I lead the DE&S Lightning Delivery Team personnel embedded in the JSF programme. We've shaped the programme from early on in its development, right up to delivering an aircraft that is fit for purpose. I represent the strategic view of the MOD and UK Government to the US Department of Defence and JSF Program Office, working with the US services and other partner nations to optimise the effectiveness of the F-35. I work closely with US and UK industry, ensuring British technologies are used extensively throughout the aircraft. I think many people would be very surprised at how much the UK contributes to the F-35 programme.

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

Working with new technology and pushing the boundaries of what is possible. The F-35 can achieve things that no other fighter can, but that is only possible because of the quality of the people who work on the programme. The UK brought a lot of knowledge from the Harrier to the F-35, but we also needed to revolutionise the way short take-off and vertical landing aircraft flew. We have achieved that now and the aircraft is actually very simple to fly. This means pilots can concentrate on their mission and not worry about taking off and landing on a dark and stormy night in the middle of the ocean with the heaving and pitching deck of an aircraft carrier.

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

The F-35 is an international programme with three US services, eight partners and three foreign

military sales customers all of which have differing requirements, so good teamwork is essential. Over the years, the UK F-35 team has been blessed with hard working and talented people, so we have made a huge contribution for such a small nation. Our team in the US is spread over six sites, so we have to be good at working at distance and with other cultures and nationalities. It can be quite challenging, but the ability to get on well with a diverse collection of people is really important.

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

When I was a front-line aviator in the RAF I totally relied on my equipment to make me as effective as possible, keep me out of harm's way and get me home safely. You can be the best fighter pilot in the world but, if your equipment is poor or unreliable, you'll never really be successful. I enjoy working in a team environment with pioneering technology like the F-35, so it was a natural choice to work in DE&S to help equip our armed forces of tomorrow. Knowing that future young aviators will have the equipment they deserve when we send them into battle is really important to me. When you are out there being shot at you need faith in your aircraft or you will never do your best. DE&S gives those aviators belief and confidence in their kit so they can get on and be part of the best and most talented armed forces in the world.

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

I fly historic fighters from both World Wars – the history connected with these aeroplanes is immense. I fly a 1917 Royal Aircraft Factory SE5a, which was built before the RAF was even formed. This fighter dominated the

Western Front and achieved a kill on the last day of the war. Sitting in the cockpit when flying is a thrill and an honour, especially when you look down and see the Vickers machine gun that was used by one of our Victoria Cross winners, Major Albert Ball. I also fly Spitfires and have had the honour of flying World War II veterans in the two-seat version.

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

I'm also a ski instructor. Introducing people to winter sports and the freedom of the mountains is a great experience. Seeing the joy on people's faces when you get them to ski down a steep slope or just improve their technique is equally rewarding. The most satisfaction I get is teaching children with learning difficulties how to ski. The excitement they experience and share with the people around them is infectious.



# Meet **Stuart Andrew** - our new Minister for Defence Procurement

***You are just weeks into your new role, what are your first impressions of Defence and your portfolio?***

When I was appointed to this role I was advised that it was one of the most exciting portfolios in Government. I quickly realised that was true. Defence is an extremely challenging and complex environment but I am relishing the opportunity to continue the good work of my predecessor in ensuring that our armed forces have the world class equipment and support they deserve.

***What strengths do you think you can bring to the role?***

I strive to get the best from people and provide a supportive environment that fosters success. Before I went into politics, I was head of fundraising for a children's hospice. In that role, I encouraged colleagues to bring their concerns, views and ideas to the table, because I was very aware that our workforce was our greatest asset. I intend to apply that same mindset here in Defence, so we can make the right decisions in procuring and supporting equipment.

***What do you think are the greatest challenges you will face?***

It's early days, but it's already clear to me that Defence Acquisition – both procurement and support – is a highly complex portfolio which, in itself, presents many challenges. My initial goal is to explore and understand my portfolio as soon as possible. I believe the best way of doing that is through meeting with people across DE&S, the wider MOD and industry and seeing first-hand what processes are followed and what challenges we face. DE&S and our partners in industry do an amazing job in supporting the armed forces, but there is always more that can be done and I am determined we get the most out of our budget.

***What do you see as your priorities for the next 12 months?***

I think my priorities will become clear in the next few weeks and that's why it's important that I speak to as many people involved in Defence as possible. This is just one of the reasons I was determined to visit Abbey Wood just days after my appointment. I'm very aware that one of my first priorities will be supporting DE&S in delivering and supporting the very best capabilities to our military customers.

There are lots of exciting programmes and a number of important milestones in the next 12 months, so it's clear busy times lay ahead.

***You visited MOD Abbey Wood in July for the first time – a few days after your appointment – what was your impression of DE&S?***

Before my first visit to Abbey Wood in July, I was told I would meet a dedicated workforce who take great pride in supplying and supporting the very best kit for the armed forces. Having had the opportunity now to meet with DE&S' leaders and to talk with some of the workforce, it's clear that's the case, and I look forward to working closely with the organisation.

***What do you think the biggest challenge that DE&S and its employees face in the next 12 months?***

I know that DE&S is making excellent progress with its transformation programme as the organisation looks to raise the skills and productivity of staff and introduce world-class systems for managing and controlling projects. But as the CEO and I discussed, there is still more to be done to ensure DE&S can be the absolute best it can be. The focus now is, rightly, on embedding the new ways of working, maturing new systems and continuing to drive efficiency and best practice. I wholeheartedly support that approach.

***Do you have a message you would like to send to DE&S employees?***

I would certainly like to thank them for their efforts and ask them to keep on doing what they are doing. I've seen first-hand their dedication to supporting the UK's armed forces and have been impressed with the range of kit and equipment being delivered. As with any department, there will always be areas where we can improve, but I sense a real appetite for doing just that and I can see that this is a key focus for the organisation. I want to support DE&S in becoming the world class organisation it aspires to be.

***What are your interests outside of being an MP and a Minister?***

I don't get a lot of time to myself nowadays, but when I do get the chance I like to take my dog for a walk, meet friends for a catch-up or go to the gym, although the fact that I haven't had much chance to go in recent months is beginning to show!

# DE&S apprentices help rejuvenate historic square

Pictured: DE&S apprentices from Devonport have helped refurbish a local community space (Pictures: Crown copyright)



**D**E&S apprentices have rolled up their sleeves to help refurbish a historic square in Devonport as the organisation continues its desire to contribute to the local community.

The engineering apprentices spent a week helping with building works to install bench seating and tables to improve the appearance and facilities in Devonport Square.

They worked in partnership with Column Community Events – a community business led by local resident –, and last month Commodore Peter Coulson, Naval Base Commander at HMNB Devonport, visited the square to hand it back to the community.

Joe Clatworthy, DE&S apprentice and project lead, said: “Being given the opportunity to manage a community project in my local area has allowed me to contribute towards the link between the dockyard and the surrounding area of Devonport. On a personal level, it has given me an insight into project management and has allowed me to develop my personal skills of leadership, communication and teamwork.”

Lorna Stubbs, DE&S’ Engineering Apprentice Manager at HMNB Devonport, said: “Participating in a local community project allows the apprentices to develop leadership, team working and project management skills, which they can then take into the workplace in Devonport as project engineers. It also allows them to participate in something that benefits others, demonstrating how integrated the dockyard is within the local community.”

Rachel McManus, Director at Column Community Events, added: “I’m so pleased the volunteer DE&S team could be involved in the project. They have helped move us forward in the regeneration of the area.”

The week’s activity was also part of a wider project supported by the Real Ideas Organisation, who led the regeneration of Devonport Guildhall & Column, and Liverty, who are working together to improve Devonport’s outdoor spaces and provide spaces for events and the local community through the Empowering Places Programme.

**I’m so pleased the volunteer DE&S team could be involved in the project. They have helped move us forward in the regeneration of the area**

Rachel McManus,  
Director at Column  
Community Events

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Pictured clockwise from top left: An apprentice hard at work, Craig Hamilton aims for perfection, Joe Clatworthy applies the finishing touches to his axe, Owen Dickie feels the pressure, sparks fly as the competition heats up (Pictures by Beth Squire)

# DE&S apprentices showcase and share skills at Tom Nevard

**“It’s been so good to meet apprentices from other sites and seeing how they work. I feel like I have learnt a lot in a very short time”** Annushka John, apprentice at Abbey Wood

## Winners

### Phase 1 challenge – Elastic Band weapon

Winner: Jordan Gibb (DM Gosport)  
Runner-up: Nick Savage (Abbey Wood)

### Phase 2 Challenge – Elastic Band Weapon

Winner: Lorn Trybis (Abbey Wood)  
Runner-up: Sarah Hughes (Devonport)

### Team Challenge – Radio Controlled Hovercraft

#### Winners

George Masters (Abbey Wood)  
Matthew Harrison (DM Gosport)  
Lol Drake (Abbey Wood)  
Scott Murton (Devonport)  
Frank Lippik-Murphy (Abbey Wood)

#### Runners-up

Joseph Salmon (DM Gosport)  
Callum Nairne (Abbey Wood)  
Annushka John (Abbey Wood)  
Rhys Higgins (Dstl)  
Peter Bassett (Devonport)

### Sir Henry Royce Memorial Prize

Winner: Charles Hadley (Abbey Wood)  
Runner-up: Joseph Clatworthy (Devonport)

Almost 60 engineering apprentices from across DE&S sites descended on Shrivvenham to take part in the prestigious Tom Nevard Memorial Competition.

They joined apprentices from the Defence Science and Technology Laboratory (Dstl) to participate in the five-day event which has been staged since 1952 in honour of Tom Nevard, who is credited as being a key member of a committee that introduced apprenticeships to the MOD.

The competition, attended by DE&S apprentices from Abbey Wood, Beith, Devonport and Gosport, features three awards: one for individual first and second year apprentices respectively, and a final award with teams of first, second and third year apprentices working together to meet their goal.

Philip Rotherham, DE&S senior engineering apprentice development manager, told Desider: “I have again been staggered by the innovation, enthusiasm and ability shown by the engineering apprentices that attend the Tom Nevard competition. It’s an event that allows apprentices to let their imagination run wild and seems to be a recipe for success.”

Devonport apprentice Craig Hamilton, who was taking part in one of the individual challenges, said: “I think we are all learning different skills from each

other so it’s been incredibly beneficial to all of us.”

Annushka John, an apprentice at Abbey Wood, was part of a team tasked with building a radio-controlled hovercraft. She said: “It’s been so good to meet apprentices from other sites and seeing how they work. I feel like I have learnt a lot in a very short time.”

This year again saw the Sir Henry Royce Award run alongside the competition, with apprentices being asked to design and manufacture a camping axe. Apprentices were awarded marks for quality of build, robustness and design features.

Joe Clatworthy, who became an apprentice in Devonport after 10 years as a carpenter and was taking part in the award, said: “Becoming a DE&S apprentice was a great decision. Taking part this week has been great fun and a great opportunity to share knowledge.”

Owen Dickie, a Beith apprentice also taking part in the Sir Henry Royce Award, added: “I have really enjoyed it. Being a DE&S apprentice lets you try loads of different things like this and discover what it is you really want to do.”

As part of the activities, apprentices also raised almost £50 for Cancer Research UK.



Pictured clockwise from top left: The bottle rocket stand proved a great draw, the ever popular MOD police dog demonstration, with the audience getting involved, DE&S staff involved in stalls across Abbey Wood, children got the opportunity to sit on a police bike, the climbing wall erected in the MOD Abbey Wood plaza (Pictures by Charlie Perham)



# Families Days: a massive hit

**"It's again been a genuine pleasure to see the enjoyment of staff and their families and to showcase both our site and the equipment we provide for the armed forces"**

Sally Wilkins, Head of Infrastructure at DE&S

Almost 4,000 people visited MOD Abbey Wood to enjoy exciting, interesting and fun equipment displays over two hugely successful Families Days.

Families and friends of employees were invited to visit the site on August 3 and 17 for the annual Families Days events, with all places fully booked within 48 hours of release.

Since their inception in 2013, almost 18,000 people have now taken the opportunity to visit, and this year saw more than 100 exhibitions on site.

Neighbourhood displays, amongst many others, included a jet ejection seat, displays of UK Military Unmanned Aerial Vehicles, historical military paraphernalia, defence clothing and food rations, bomb disposal equipment, a children's rocket challenge and a F-35 photo booth where visitors could have a 'virtual' photo with the next generation fighter jet.

This year's outdoor displays included a climbing wall, birds of prey exhibit, bands and a range of vehicles, including a variety of armoured vehicles, MOD police car and lightweight rapid response boat, while the ever-popular Ministry of Defence Police dog display drew large crowds again.

Reserves were on site hoping to recruit volunteers and explain their role in supporting the armed forces, DE&S networks took the opportunity to raise awareness of their good work, and charities affiliated to DE&S were able to raise lots of money.

DE&S Corporate Business Partners Boundless, Cycle solutions and CSSC were also represented.

Sally Wilkins, Head of Infrastructure at DE&S, said: "This is the sixth year that the Infrastructure team have been involved in the overall management of Families Days, and these events continue to grow. This year, to try and cope with demand, we increased the number of places available to staff and still they were snapped up within 48 hours of release.

"Thank you to all the teams who contributed to this event to make it such a great success again. It is clear that everyone put a lot of thought into what to display, with lots of visual and interactive opportunities for all ages, including science, technology, engineering and mathematics (STEM) activities that were in support of the Year of Engineering.

"It's been a genuine pleasure again to see the enjoyment of staff and their families and to showcase both our site and the equipment we provide for the armed forces."

## DE&S' Levi helps break major tournament drought



**L**evi Smith has helped the Great Britain American football team register their first major tournament win for more than 25 years.

Levi, a member of the DE&S Commercially Supported Shipping team, has recently returned from Vantaa – around 30 minutes from Helsinki in Finland – where, at the European Championship, he was part of the squad that defeated Denmark 33-16.

His job, as a left guard, was to use his 6ft tall 20-stone frame and speed to protect his quarterback and running backs from being drilled unceremoniously into the turf.

“Being able to pull on that jersey, run out with the team and sing ‘God save the Queen’ is one of the best moments in life I could ever hope for”, Levi said.

“We lost against Finland and France, but had a good win over Denmark in our final game, which was very satisfying and our first win at a major tournament for 27 years.”

That win, as well as shaking a significant weight from the team’s back, saw them finish fifth overall, giving Levi the bragging rights that he represents one of the best teams in Europe.

But how did a man born in Dorset, raised in the south of France and educated in Gloucestershire find himself playing such an inherently American sport?

“I was introduced to rugby in France when I was six and have loved contact sports ever since”, Levi, an avid Pittsburgh Steelers fan, says.

“I had gone as far as I could with rugby and when my flat mate at university was asked to coach an American Football team he dragged me along and I haven’t looked back.

“I love the physicality but also that it’s so strategic. It’s like a very brutal game of chess with some play books having more than 100 plays that you have to remember.”

Levi now plays for the Bristol Aztecs based at the SGS WISE sports academy in Filton, less than a mile from MOD Abbey Wood, where he is based.

“DE&S gave me special paid leave to attend the championships and it’s something that I’m incredibly grateful for, because it’s an experience I will never forget.”



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# 60 second spotlight

**"I have read more than 700 books. I don't read as often now, but at my peak I was reading roughly four to six books a week during Years 8 and 10 in school."**

## Abinash Joshi

### **Job:**

Graduate Engineer in the Defence Engineering and Science Group (DESG) graduate scheme. I'm currently based at the 1710 Naval Air Squadron at HM Naval Base Portsmouth as a Service Modifications engineering graduate.

### **Your route into DE&S?**

I was heavily influenced by my father, who served in the Queen's Gurkha Engineers for 20 years. This meant growing up in an Army barracks. Which, alongside my own general curiosity with flight, made me want to become an aeronautical engineer, whilst also having an interest in defence. This subsequently led to my degree choices in a Bachelor of Engineering in Aeronautical Engineering and a Master of Science in Space Engineering, respectively. After my education, I wanted to get into the best graduate scheme for engineering and I knew that the DESG graduate scheme would be perfect to develop myself.

### **Your claim to fame?**

In the Goodwood revival festival of 2013 they recreated Everest base camp to celebrate the 60th year after the ascent of Sir Edmund Hillary and Tenzing Norgay. They were looking for actors of Nepalese descent, so a few friends and I applied and were chosen. I volunteered for a Cowboy and Indians display that evening as well, which was broadcast on BBC3.

### **Your advice to anyone?**

Treat everyone with respect and never let anger and frustration get the better of you. Have a positive

attitude and try to make the world a better place than it was yesterday – even if it's by a little. Finally, try to be kind, generous and humble.

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

I like to keep myself active. I regularly go to the gym and enjoy powerlifting. I also enjoy cycling and going on outdoor treks. I try to go bouldering once a week and absolutely love it. I also travel across the country and around the world when I get the chance.

### **What are you most proud of?**

I'm most proud of how my parents raised me and my brother. They taught us good life lessons, morals and pushed us to reach our potential.

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

I would take a lot of books about how to survive on a desert island, an MP3 player with an extremely long battery life filled with TED talk podcasts to help me keep sane and a huge Tibetan Mastiff for companionship and as a hunting buddy.

### **What irritates you the most?**

It would have to be cruel behaviour to all life forms. Even the simple act of someone swatting a fly or stepping on an insect feels wrong to me.

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

I'll have to give you a cheesy answer. My favourite place in the world would be the world itself. I love to travel and I would like to visit as many countries and experience as many different cultures as I can within my lifetime.



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

I have read more than 700 books covering a wide range of genres. I don't read as often now, but at my peak I was reading roughly four to six books a week during Years 8 and 10 in school.

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

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# Imparting knowledge, raising money and sharing beliefs



**D**E&S joined more than 30 local businesses at a primary school's Fantastic Futures week, aimed at raising children's aspirations for future careers.

The week, held at Westfield Primary School in Radstock, near Bath, saw companies and individuals working alongside children to talk about their roles whilst giving pupils 'hands-on' opportunities.

As well as DE&S, companies including BloodHound, the NHS, the Royal Navy and Virgin Media took part to inspire children about life in the world of work.

The week gave pupils the opportunity to explore a range of skills and competencies, including creativity, innovation, problem-solving, teamwork, communication and careers awareness, all relevant to careers in STEM industries.

Headteacher Simon Mills said: "It has been an incredible success, and so many children have been inspired by all of the great activities. Most importantly, the enthusiasm of our guests for their chosen professions has been plain to see, and this has been key to engaging pupils from such a wide range of ages and abilities."

DE&S Engineering Group Chief Technician, Robert Bates (pictured), said: "We were lucky enough to be the only organisation that engaged every child at the school with class sessions from Reception to Year 6. It was fantastic to see children inspired by the work we do at DE&S."

**T**his summer saw the launch of both the Christian Network and the Friends of Faith Forum at MOD Abbey Wood.

The Christian Network runs three meetings a week on site, plus lunchtime talks and seasonal events, including the Christmas Carol Service.

Friends of Faith is a collaboration between the Christian Network, Muslim Community and Multi-Cultural Community Network, which aims to build inter-faith/belief relationships and mutual understanding.

At the first Friends of Faith event in July, some 30 staff from Muslim, Christian, Jewish and Pagan backgrounds met

up for a curry lunch

Last month, the Christian Network and Friends of Faith Forum shared a joint stand alongside the other Diversity and Inclusion networks at Families' Day.

Both groups seek to enable DE&S staff of all faith/belief backgrounds to feel valued and to be able to bring their whole selves to work.

They are supported by the Abbey Wood Chaplaincy Team, whose role is to support staff of all faiths and none.

Anyone wishing to join either the Friends of Faith Forum or the Christian Network should contact DES HR-ChristianNetwork.



**I**an Scott from DM Beith braved a sky dive to raise money for a foundation founded in memory of his son Zak, who died from a congenital heart condition aged 14.

Born on April 12 1996, Zak was diagnosed with a hole in the heart and underwent three major operations before his second birthday, as well as numerous procedures afterwards.

Despite his condition Zak, a huge Glasgow Rangers fan, was determined to enjoy life and loved to play football, even if he could only play five minutes before stopping. He also had a true passion for cars – hoping one day to be a mechanic running his own business.

Sadly, in March 2011, after undergoing further surgery, Zak suffered serious complications and died on March 30, just two weeks before his 15th birthday.

The Zak Scott Braveheart Foundation aims to provide help and grant small wishes of children and young people with a heart disorder in Glasgow and provides short breaks at Zak's Haven, where families can spend precious quality time together.

Ian (pictured above with son Brandon), did his skydive at Cark Airfield in Cumbria, raising £850.  
[www.zakscottbraveheartfoundation.org.uk](http://www.zakscottbraveheartfoundation.org.uk)



# Man on a mission

**M**ore than 100 fitness fanatics took part in a gruelling 24-hour burpee challenge organised by MOD Abbey Wood physical trainer Ty Reid – raising thousands to help transform a little boy's life.

Ty organised the event at the Workout Bristol gym to support Jeremy, a five-year-old boy from Madagascar born with three missing limbs and three fingers on his remaining hand.

Jeremy, who was brought to the UK by his adoptive mother Caroline, is still awaiting his permanent UK visa and until it is in place he is not entitled to prosthetic legs on the NHS.

The £10,000 target will help Jeremy (pictured with his sister Esti and Ty) get appointments, physiotherapy and the prosthetic legs he so desperately needs so he can use them during his first years in school.

On the day participants completed almost 7,000 burpees, which has seen the current fundraising total exceed £5,000.

Ty met Jeremy through his wife, who works for a company supporting foster parents. He said: "Despite his difficulties, Jeremy is one of the most energetic and happy kids you could ever meet.

"He is so excited about having some 'robot legs' and is looking forward to being able to stand tall, open and shut doors, and run around in the playground.

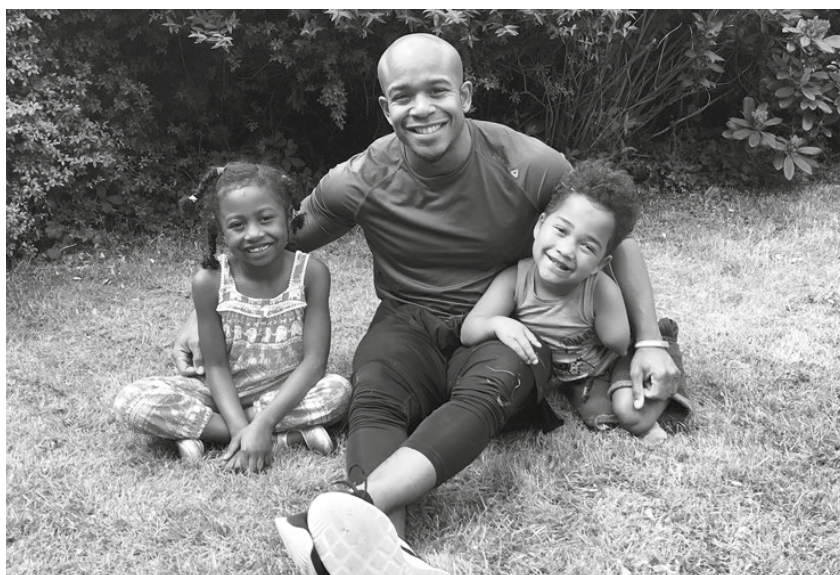
"It will make an immense difference to his life so I wanted to do everything I could to help make it happen."

[www.justgiving.com/crowdfunding/24forjeremy](http://www.justgiving.com/crowdfunding/24forjeremy)

# MOTTO

the MOD Lottery May winners

- £10,000** Michael Ahearne, Exmouth
- £2,500** Samantha Swann, Corsham
- £1,000** Ryan Phillips, Corsham
- £500** Philip Miles, Southam
- £250** Marion King, Winchester
- £100** Tim Bright, ABW
- Mark Swan, London
- Benjamin Harris, Sutton Coldfield
- Margret Embra, Birkenhead
- Georgina Ould, Fareham
- UKHO, TBC
- Paula Payne, London
- Jacqueline Rockett, Plymouth
- Lesley Holdsworth, Leconfield
- Caroline McGlashan, Andover
- Michael Pearson, Andover
- Lesley Liron, Waddington
- Fiona McCulloch, Glasgow
- Paola Hayes, Gosport
- Alan Barrett, Harrogate
- David Allen, Catterick
- Wendy Jacobs, Aylesbury
- UKHO, TBC
- Martyn Wilcockson, London
- Thomas Murdoch Coulport



Last month's missing word below was:

## Strategy

## Word Search

- |            |            |            |
|------------|------------|------------|
| Award      | Football   | Service    |
| Devonport  | Helicopter | Skydive    |
| Capability | Lightning  | Support    |
| Carrier    | Madagascar | Tom Nevard |
| Engineer   | Minister   | Tideforce  |
| Falmouth   | Network    | Trials     |
| Family     | Pigeons    | QEC        |

Find which word or name is missing from this wordsearch.

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

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

# Case Study

Anoushka Singh, a Senior Quality Policy Officer at DE&S, gives her insight into some of the benefits of working for the organisation

**Name:**

Anoushka Singh

**Job title:**

Senior Quality Policy Officer

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

Five years

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

It was time for me to seek a new challenge from my role as a Senior Quality Control Scientist and I saw an exciting opportunity for me to develop and implement a Quality Management System in DE&S. I had previously worked in DE&S as a summer casual during my holidays whilst I was studying at university which helped to make my decision to return.

**What does your role entail?**

I have a wide variety of responsibilities in my current role. I am the focal point for MOD Quality Management and the communications lead in my team. I develop policies, guidance, manage the MOD Quality Award Scheme and consultation forums with Quality professionals from all MOD organisations. In addition, I support my function as a Functional Development Officer and as a mentor to aid with the development of others, as well as undertaking recruitment activities.

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

I have been provided with ample opportunities, training and support required to perform my role. I have become a Chartered Quality Professional of the Chartered Quality Institute and an International

Register of Certificated Auditors lead auditor. I am also very fortunate to be on the DE&S High Potential Advanced Talent Scheme to assist in my development for a role as a future team leader.

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

I enjoy working with like-minded professionals and playing an active role in various networks in the organisation. This has helped me to build and establish good working relationships in the community and across the organisation. I also love helping others through mentoring, coaching and sharing my knowledge and experience.

**What motivates you?**

I'm a delivery-focussed person and motivated to achieve results and success. Once achieved, I feel a great sense of accomplishment for the value I have added to the business as well as reflecting on my personal achievement. I am also a firm believer that it is worth remembering how important you are in this organisation and how your work makes a difference for the armed forces.

**What's your ambition?**

I hope to progress further in my career and eventually achieve a leadership position. I would like to share my experiences and development acquired within the organisation to inspire others to achieve and realise their potential in ways they hadn't imagined.

**What's the greatest achievement to date?**

In my first role in DE&S, I led the Air Commodities team to achieve a certification which marked the successful development and implementation of their quality management system. As a result, I also received a Director Air Support Commendation to recognise my leadership, drive and determination.

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

Working here has really helped me to realise my potential. There are always excellent opportunities available to help develop and progress my career. Additionally, there are many benefits as an employee that I am grateful for, particularly being able to have a good work-life balance, which I feel is so important. I also feel trusted, respected and valued here.

Bonus content at  
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## Future Vacancies

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### Head of Commercial Delivery DE&S & SDA

Bristol | £70,000 - £100,005pa | Senior Leadership Group

Estimated timeline: Launching September/October 2018

Post type **Permanent**

**Job Description:** Leading the Commercial delivery of major projects, you will ensure the coherence of Commercial strategies within your business area and DE&S/SDA. You will enjoy unrivalled scale and complexity in this role, with exposure to the biggest spend areas of UK government procurement. You will deliver best commercial practice to all acquisition and support projects for customers in the front line commands.

### Project Manager DE&S

Bristol | £30,000 - £41,000pa | Professional II

Estimated timeline: Launching October 2018

Post type **Permanent**

**Job Description:** As a Project Manager you will play a pivotal part in the delivery of equipment and services across any of our business areas: Land, Air, Maritime, Joint Enablers and Corporate functions. You will support and be responsible for projects/portfolios which could be as diverse as developing the nation's future submarines, the procurement of fast jets or armoured vehicles and managing the delivery of food, vehicles and clothing to where they are needed.

### Scientist DE&S

Bristol | Up to £34,000pa | Senior Admin/Senior Specialist

Estimated timeline: Launching mid September 2018

Post type **Permanent**

**Job Description:** The Defence Ordnance Safety Group (DOSG), Science & Technology Team have several inspiring posts for senior Scientists and Engineers. Working in a multi-disciplinary team you will express your passion for science, engineering and technology through making positive contributions to the safety and suitability of UK Weapons, Ordnance, Munitions and Explosives (WOME) capability.

As a WOME Scientist/Engineer you will provide professional advice and guidance on the technical and scientific aspects of WOME to stakeholders within and beyond DE&S and the wider MOD community.

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