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desider

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*the magazine for
defence equipment
and support*



**Green light for Boxer
announced at DVD**

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Foreword

It was a very great pleasure to hear the Chief of General Staff (CGS) praise our employees for their "ruthless focus" on delivering for the armed forces when he visited MOD Abbey Wood.

"As a major employer in the South West, we are committed to ensuring our workforce is diverse, inclusive and representative of the population around Bristol"



By Sir Simon Bollom, CEO

General Mark Carleton-Smith CBE offered his heartfelt thanks and spoke highly of our transformation programme and our professionalism in delivering for the Army, also adding that our contribution is very much recognised.

I absolutely endorse these remarks and the commitment he spoke of was also remarked on during recent visits by the Minister for Defence Procurement and the Chief of the Defence Staff. This commitment was very evident when I visited DVD, one of the world's leading land equipment events.

DE&S had several excellent displays which attracted a lot of attention, and I was proud to see our employees talking enthusiastically and with passion about their projects to everyone, including the Minister for Defence Procurement Stuart Andrew.

The Minister has visited several of our industry partners recently as he immerses himself in his portfolio, and has made various positive announcements, including ones around the Boxer and F-35 programmes.

In addition, the Minister has praised the outstanding Defence Fulfilment Centre at MOD Donnington and seen for himself the crucial role Welsh firms are playing in Defence.

You can read about all of these in this month's edition of Desider, which has been celebrating milestones, as well as the achievements of our

teams and individual employees, for 10 years this year.

Elsewhere, I was delighted to see the success of the Stepping Up summit at MOD Abbey Wood, aimed at helping people from Black, Asian and Minority Ethnic (BAME) backgrounds progress to higher management positions in this region. It was the first summit of its kind to take place in Bristol, and it was a privilege to host it and welcome over 70 of the city's BAME aspiring leaders, as well as Deputy Mayor of Bristol City Council Cllr Asher Craig.

As a major employer in the South West, we are committed to ensuring our workforce is diverse, inclusive and representative of the population around Bristol. Therefore, I'm really pleased that DE&S has provided mentors for Stepping Up participants from other organisations and will also offer short-term project placements for them to come and work with us.

Finally, I must mention our employee Tim Hulton-Harrop, whose incredible family story is featured in this edition. Tim's uncle was the first fighter pilot to be killed in the Second World War, and his father was shot down shortly after, spending four years in a POW camp in Poland. His poignant account is a tribute to all those who have given their lives serving their country – we remember them.

Editor:

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

Contributors:

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

Photography and Design:

Andrew Linnett, Charlie Perham,
Jack Eckersley, Beth Squire,
Mark Hawke and Katherine
Williams

Distribution Manager:

Dick Naughton - 9352 34342 or
0117 9134342
Dick.Naughton501@mod.gov.uk

Advertising Manager:

Edwin Rodrigues
edwin.rodrigues@
noahsarkmedia.com
+44 (0) 748 257 1535

Printing

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Photo by Jack Eckersley

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David Johnson, Director Financial Planning and Analysis, talks to Desider about improvements in finance, the priorities for the year ahead and his experience at DE&S



Heading into the final quarter of this year and looking back, it's amazing how much has happened this year and how much the organisation has achieved.

At the start of 2018, I was acting DG (Resources) while Michael Bradley stepped up as acting CEO. It was a fascinating insight into the Executive Committee's roles and really brought home to me how demanding it is working at the highest levels in DE&S.

In May 2018, I reverted back to my role as Director Financial Planning and Analysis, which essentially means I'm the deputy Chief Finance Officer. Broadly speaking, there are three main parts to my role: managing the £1 billion operating budget, helping our customers manage their Equipment Plan budgets (about £9 billion a year), and managing the Finance and Accounting Function.

I'm proud to say that DE&S has managed to live within its operating budget every year since we became a bespoke trading entity. Last year, we were under budget, which was perfect. Not only does this show we have good control, but our forecasting has become better.

Hopefully, as we progress on our transformation journey, we'll continue to improve. One of the biggest benefits we've seen so far is the standardisation of our processes, which will make it easier for staff to take up assignments in different parts of DE&S as they know that the processes used and reports produced will be consistent.

But the biggest thing underpinning our transformation journey for me is the balanced matrix. It's a big cultural change to switch our mindset from thinking in terms of having a certain number of people that "belong" to us, to thinking more systematically about the work that needs doing and how many hours we need to invest in achieving that. It's inevitable that it'll take time to really adapt to this approach, but eventually we'll see a lot more flexibility in the way we're working.

So what's ahead for us in the next 12 months? By the nature of finance, there are those tasks which we have to do every year (living within the budget, getting the accounts right) and you can never take those for granted. They're high on our priority list.

I'm proud to say that DE&S has managed to live within its operating budget every year since we became a bespoke trading entity

One big item on the agenda is helping the front line commands adapt to the new inventory control framework. In April 2019, they'll take responsibility for the budgets for raw materials and consumables. That's a big change from the way things are currently managed and we need to work hard to help them make that transition.

Also, the department as a whole is now looking at adopting a functional leadership model similar to the one we've already embraced. As part of this, there is a programme on finance functional leadership which affects the whole of the MOD. I'm working with DG Finance and the directors of resources across the department to help take that forward.

Whatever happens in future, DE&S is never going to be able to stand still. We're part of a bigger picture in terms of the department and government, and the real world will continue to come up with new challenges to face. But we're on the right path and we've all got to keep pulling in the same direction.

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Pictured clockwise from top left: Minister for Defence Procurement Stuart Andrew speaks to Roddy Malone, Head of Land Concepts and Assessment, and Major General Colin McClean, Director Land Equipment at DE&S; Chief of the General Staff General Mark Carleton-Smith viewing the Challenger 2; DE&S CEO Sir Simon Bollom chats with Major General Colin McClean; Boxer vehicle at Milbrook Proving Ground; Chief of Materiel (Land) Lt Gen Paul Jaques with DE&S Chairman Paul Skinner; JLTV (Pictures by Jack Eckersley, Beth Squire and Andrew Linnett)

DVD 2018

“British companies are stepping up to the plate yet again for a project which could support up to 1,000 jobs across the country”

Stuart Andrew, Minister for Defence Procurement

DE&S, Army and industry experts from the Land sector all came together last month in one of the largest showcases of British Land equipment.

DVD18, which was jointly sponsored by DE&S and Army Headquarters, saw the eight-wheeled armoured Boxer vehicle and the Oshkosh JLTV put through their paces on the muddy tracks of Millbrook Proving Ground in Bedfordshire.

Over two days, visitors including DE&S CEO Sir Simon Bollom, Chief of Materiel (Land) Lt Gen Paul Jaques and Director Land Support Maj Gen Colin McClean saw a wide range of equipment with more than 250 companies exhibiting, ranging from SMEs to larger suppliers.

Displays included vehicle demonstrations, equipment suppliers, spares and service providers.

Lt Gen Jaques said: “The whole aim of DVD is to bring together, in a relatively close environment, the teams at DE&S and the Army with the people who are actually delivering the equipment, industry. This is absolutely vital, if not critical, in order to all work together to deliver the equipment and support that the Army deserves.”

Attending the show, Minister of Defence Procurement Stuart Andrew announced that the programme to supply the Army with more than 500 eight-wheeled armoured vehicles has taken a major step forward.

Talking to a packed room of DE&S, MOD, Army and industry representatives, Mr Andrew said British suppliers have been given the go-ahead to bring forward proposals for work on the Boxer vehicles. This means Artec, who lead on the production of the troop carriers, will now ramp up work to complete their supplier selection before returning to DE&S with a formal proposal next year.

“British companies are stepping up to the plate yet again for a project which could support up to 1,000 jobs across the country”, he added later.

“It is great to give industry the green light to now pull together a full plan of action. I am looking forward to pressing ahead with negotiations in our

pursuit of a vehicle which works best for the Army, the taxpayer and British industry.”

The MOD announced that it had re-joined the Boxer programme back in March, as it looks to modernise its vehicle fleet and meet the Mechanised Infantry Vehicle (MIV) requirement.

After viewing four of the new £4.5 billion Ajax family armoured vehicles, Mr Andrew added: “What has become really clear to me is that, if we’re going to get the right equipment for our armed forces, it is about that partnership between government, MOD, DE&S, industry, working together with our armed forces to ensure that they have the equipment they need.”

He revealed that Lockheed Martin UK has successfully delivered the first eight, of 245, production turrets to Ajax’s prime contractor, General Dynamics Land Systems. He also announced that the MOD has recently taken delivery of the 200th Cased Telescope cannon – the innovative weapon, developed between UK and French industry, which will provide the stopping power for the armed Ajax variant, as well as the upgraded Warrior vehicle being developed through an MOD Capability Sustainment Programme.

There were some new additions to this year’s show aimed at reflecting the theme of innovation, including an opportunity for industry experts to participate in speaker sessions.

Apprentices and graduates from DE&S also helped man a ‘Year of Engineering’ stand underlining DE&S and the Army’s commitment to encouraging more young people into Science, Technology, Engineering and Mathematics (STEM) subjects and talking to a number of engineering graduates invited to the event.

The Defence Equipment Sales Authority (DESA) was also displaying some of the UK armed forces military equipment which is available for sale, including CVR(T), Warthog and MAN SV, with the vehicles showing off their capabilities on the track.

Head of the Indian Navy Submarine Service visits NATO Submarine Rescue System

The Head of the Indian Navy Submarine Service met with Commander Chris Coles of the Submarine Delivery Agency Emergency Response team during a fact-finding visit to the NATO Submarine Rescue System (NSRS) Headquarters in Scotland.

Rear Admiral Mohit Gupta, Assistant Chief of Naval Staff Submarines, and Rear Admiral Ratnam Sreenivas, Indian MOD Technical Manager, together with staff from the Indian

Navy Submarine Rescue Team, were given the opportunity to view the NSRS equipment and facilities during their visit to HMNB Clyde.

The Indian Navy were keen to learn how the system is maintained, operated and deployed by the experienced team based at Faslane, as they themselves are in the process of procuring two new submarine rescue systems which are manufactured in Scotland by James Fisher Defence.

Commander Chris Coles said: "This was a great opportunity to meet the head of the Indian Submarine Service and his newly formed rescue team. It will be a couple of years before India's rescue systems are fully operational, but NSRS hopes to forge a close working relationship and establish mutual rescue arrangements with the Indian Navy".



British-armed F-35B Lightning

Britain's new stealth fighter jet, the F-35B Lightning, has carried out its first trials armed with UK-built weapons.

Defence Minister Stuart Andrew revealed a British F-35 Lightning jet reached the landmark milestone whilst on a visit to the Defence Electronics and Components Agency (DECA) in Wales (see more about the Minister's visit to Wales on page 27).

DECA is set to become a global repair hub for the cutting-edge aircraft, providing crucial maintenance, repair, overhaul and upgrade services for F-35 avionics, electronic and electrical components, fuel, mechanical and hydraulic systems.

The jet, flown by a British pilot from RAF 17 Squadron, took to the skies from Edwards Air Force base in southern California for the momentous flight carrying ASRAAM air-to-air missiles.

Royal Navy Captain Rick Clarke, Support and Type Airworthiness Authority for the Lightning Delivery Team (LDT), DE&S, said: "The LDT worked hard to achieve the appropriate military flight clearances for 17 Squadron to fly the UK F-35B with UK weapons. The flight provided us with useful information about the weapon's integration and performance, and was a significant milestone for the UK in evaluating the operational effectiveness of the F-35B."

DE&S staff thanked by Chief of General Staff

General Mark Carleton-Smith CBE, the Chief of General Staff (CGS), thanked DE&S employees for the ruthless focus on delivering for the armed forces when he visited MOD Abbey Wood.

General Carleton-Smith, who was appointed in May, addressed staff during a Town Hall held during his visit to the Bristol-based site last month, where he spoke candidly about his priorities and the challenges he believes the Army faces.

He told DE&S employees: "It

is a great pleasure for me to be in Bristol. You have been on a transformation journey which, in many respects, is a pace setter and exemplar for our other key major single services and wider institutions across defence.

"Your professionalism, focus, pace and agility has taken you to a place whereby we, as the customer, can be confident there is a whole force that not only understands the demands and requirements of the Army but that is ruthlessly focused on delivering those key capabilities in a timely, efficient and as cost-effective manner as possible.

"On behalf of the Army, thank you very much indeed for all that you are doing, and let me reassure you that the contribution you make is very much recognised."





Taking the art of the 'selfie' to new heights

This is one of just nine stunning images chosen from more than 1,000 entries as a finalist in the Peoples' Choice category of the Royal Air Force Photographic Competition.

The image, titled 'Selfie', was taken by Corporal Tim Laurence during a routine training sortie over the coast of Anglesey in an RAF Hawk T2.

Hawk T2's are one of the aircraft that make up the UK Military Flying Training System (UKMFTS).

DE&S placed a contract in May 2008 for £1.1 billion with Ascent Flight Training to design, deliver and manage the full range of military flight training for all three Services until 2033.

The training fleet will include Prefect, Texan, the multi-engined Phenom, and Juno and Jupiter helicopters. Following graduation from Elementary Flying Training on the Prefect, students move on to the Texan turbo prop and then the Hawk T2 trainer for fast jet training, the Phenom for multi-engined

training, or Juno and Jupiter for rotary wing training.

The modernisation of military flying training through UKMFTS significantly reduces the time it takes pilots to prepare for frontline duties and reduces the overall cost to Defence.

Proud moment as McIntosh visits building named in father's honour

Stuart McIntosh has visited MOD Abbey Wood from his home in Australia to tour the site and see the building named in his late father's honour.

McIntosh was named after Sir Malcolm McIntosh, who was Chief of Defence Procurement between 1991 and 1996, when the site was being built.

Sir Malcolm, recruited by the MOD from the Australian government, was instrumental in getting Abbey Wood built and, in doing so, is credited with playing a key role in reducing operating costs and improving efficiency and effectiveness.

To mark the occasion, Head

of Establishment Barry Burton presented Stuart with a spade that was used by Sir Malcolm to commemorate the start of the grounds work at Abbey Wood.

Stuart, who lives in Sydney, visited the site with his partner Jennie Halsall on September 10.

He said: "My father was incredibly proud of his work in the UK as Chief of Defence Procurement and MOD Abbey Wood was one of his finest achievements. To stand outside the building named in his honour was very special. I am so grateful to those at MOD Abbey Wood who made this happen.



Defence Minister Stuart Andrew visits MOD Donnington

Pictured: Stuart Andrew, Minister for Defence Procurement, praised the new facilities at MOD Donnington (Picture by Tom Morris)



Defence Minister Stuart Andrew paid tribute to DE&S and the future of Shropshire's giant military logistics facility when he visited MOD Donnington.

The Defence Fulfilment Centre (DFC) was opened last year to revolutionise the way support is delivered for the armed forces wherever they may be in the world.

The £83 million facility, due to be fully operational in 2019, is the size of ten football pitches. It is set to deliver more than £300 million worth of savings by 2028 by streamlining the way storage and distribution are delivered and restructuring the way contract negotiations are conducted.

With two warehouses and a support building, it will be a central hub for storage and distribution of defence's £30 billion inventory, including spare parts, food, clothing and medical supplies.

The Defence Minister said: "This impressive building, that will provide the armed forces with what they need, wherever they are in the world, is testament to DE&S

The delivery of this facility is testament to the excellent relationship between DE&S and our delivery partner Team Leidos

Roger West, Director Logistics Delivery at DE&S

and the hard work their team has undertaken to make sure this concept is becoming a reality."

The DFC is part of the Logistics Commodities and Services Transformation programme. In April 2015 DE&S signed a 13-year contract with Team Leidos to run the storage, distribution and commodity procurement functions formerly performed by the Logistics Commodities and Services Operating Centre.

Alongside special environmental storage, the DFC's automated storage and retrieval system will be capable of picking more than 1,000 items an hour.

Roger West, Director Logistics Delivery at DE&S, said: "It was a privilege to welcome the Minister to MOD Donnington and accompany him on a tour of the site and the Defence Fulfilment Centre.

"The DFC will make a significant contribution to us providing better, more efficient storage, distribution and commodity procurement services for our armed forces.

"The delivery of this facility is testament to the excellent

relationship between DE&S and our delivery partner Team Leidos."

Matt Wiles, Vice President Leidos UK, said: "When fully operational, the DFC operated by Kuehne + Nagel on behalf of Team Leidos will help deliver a modern, agile, responsive and modern supply chain to the MOD at significantly better value for money."

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Pictured clockwise from left: Tim Hulton-Harrop holding a book about his family history, his uncle Montagu Hulton-Harrop who was the first British pilot fatality of the Second World War, Montagu's grave at St Andrew's church in North Weald (Essex), Ace fighter pilot John Freeborn who killed Montagu during the friendly fire incident. Freeborn went on to have a stellar career with the RAF but never forgot the tragedy or Montagu (Main picture by Beth Squire)

“The German fighter pilot circled back around and shot him”

Tim Hulton-Harrop's uncle was the first fighter pilot to be killed in the Second World War. His father was shot down months later. He spoke to Desider editor Tom Morris about his incredible family history

“I was told the day after John Freeborn killed my uncle his hair turned white and stayed that way for the rest of his life – I have no idea whether that's true, of course”, Tim Hulton-Harrop says.

He is talking to me about Montagu Hulton-Harrop's unfortunate demise on September 6, 1939, when he was shot in the back of the head by friendly fire from Freeman's Spitfire.

This sorry set of circumstances made Tim's uncle the first British pilot fatality of the Second World War – just three days in – and his Hurricane the first aircraft to be shot down by a Spitfire.

History tells us that the incident, known as the Battle of Barking Creek, was a catalogue of errors.

It started with a radar fault causing a false alarm that unidentified aircraft were approaching over the Essex coast, and resulted in a series of Hurricane and Spitfire aircraft being scrambled – manned by RAF pilots who had no experience of combat and little knowledge of German aircraft.

Ultimately, a combination of poor communications, adrenalin and confusion resulted in the command to open fire and Spitfire pilot John Freeborn, who went on to become a flying ace, fatally shot Montagu and he was dead before his Hurricane aircraft hit the ground.

Tim, a Business Change manager in the Land Equipment domain, said: “As it happens my dad Cyril was shot down in his Hurricane over Holland not long after his brother Montagu and he was a POW for four years in Stalag Luft III (a POW camp in Poland

that is depicted in the film *The Great Escape*).

“He ejected from his plane and the German fighter pilot circled back around and shot his kneecap off. A few inches higher and I wouldn't be here.

“Dad had a very bad stammer as a result of his experiences in Stalag Luft III so he didn't really talk about his or his brother's involvement in the War.”

It is worth noting that Freeborn, who was exonerated at court martial and went on to have a hugely distinguished career which saw him awarded the Distinguished Flying Cross & Bar for his efforts during the Battle of Britain and Dunkirk, never got over Montagu's death.

Tim said: “John Freeborn did go and visit Montagu's grave not that long before his death to pay his respects, as far as I am aware.”

This is backed up by Freeborn, who, in 2009, went on record saying: “I think about him (Montagu) nearly every day. I always have done... I've had a good life, and he should have had a good life too.”

Tim, who joined the MOD straight from school in 1977, remains pragmatic about the tragedy and appears to hold no animosity towards Freeborn.

“It was, as they say, the fog of war”, he said.

“Much I have seen written about it suggests that Montagu's death resulted in a much-needed revamp of the RAF's radar, identification procedures and communications.

“That helps me take a positive out of what was of course a great tragedy.”



On a great team, improving process and her love of Mayan culture in Mexico

Sonya Ball is the Finance Business Partner to Director Land Equipment. Her role is to provide advice and guidance to project teams to ensure they can deliver what the armed forces need when they need it

What does your role involve?

I am the Finance Business Partner to Director Land Equipment (LE). I provide analysis, understanding and reporting on financial performance within the LE operating centre. I am involved in the end to end finance process, providing advice and guidance on a range of financial issues and helping ensure that the accounts, financial forecast and plans are robust and accurate. Importantly for me this means, in turn, that I play a role in ensuring that the armed forces get the equipment and support they need when they need it.

What about your role is exciting, rewarding or interesting?

My job is extremely varied and exciting. Every day brings a different challenge and I genuinely enjoy the work I do. I deal with all financial aspects of the operating centre, all of which come with different issues so no two days are the same. The best part of my job is the people I work with. They are a fantastic bunch of people, all of whom bring different qualities. I also find that in my job I'm constantly learning and developing, which keeps my interest levels high. I am particularly interested in helping to improve things and my current role allows me to do that.

How important to you is teamwork?

Extremely important. I find it

extremely rewarding when the team succeeds. Given the size and scale of what we do, it would be impossible to do it alone. I really enjoy interacting and working with others rather than being a lone role. I am very lucky to work in a really strong team with great people and I am very proud of what we deliver.

What is your view on transformation?

I think embracing change is key – I always retain a positive outlook. There are different ways of doing things to achieve the same outcome, but the way we've always done it isn't necessarily always the best. I always try and contribute by challenging and gaining understanding, but once a decision has been made then, if it is in the best interest of the organisation, you need to embrace it and move forward.

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

I trained as a Chartered Accountant starting my career as an auditor in an accountancy practice. I then worked in industry for 10 years in senior finance positions until I joined DE&S in 2015. What attracted me to DE&S was the variety of work it undertakes, it's purpose and the nature of the roles it offers. The flexibility that the organisation offers was also key to my decision – I'm happy to work hard and put in extra hours but it's good to be able to shape this around family life.

What do you most enjoy about your job?

I love my job, it's the best job I've had for a variety of different reasons. The one that stands out is the people I work with – that's what keeps me motivated. I also think the fact that I get involved in a variety of different things keeps my interest levels high.

What do you enjoy doing in your spare time?

I have two children, so I tend to spend most weekends either at the side of a rugby pitch or watching drama performances. I really enjoy walking as a way of unwinding and often trek into the Welsh countryside at the weekend. We also enjoy going as a family to watch Wales play rugby.

What might surprise people about you?

I love the peace and quiet. I'm naturally quite outgoing but I really enjoy my own company and a great night in for me involves a glass of wine and a good book. I also love my holidays and my favourite place in the world to go is Mexico because we went on honeymoon 20 years ago. I find the blend of relaxation and Mayan culture fascinating.

F-35 take-off technology site opens

Pictured: Stuart Andrew, Minister for Defence Procurement, during his visit to Rolls-Royce (Picture by Beth Squire)



A new state-of-the-art facility making unique vertical lift technology for fighter jets has been opened in Bristol by Defence Minister Stuart Andrew.

The LiftWorks facility, which has opened at Rolls-Royce, makes the LiftSystem to provide F-35 fighter jets with a fan propulsion system that allows them to take off over short distances, hover, swivel mid-air and land vertically.

It is vital to the jets being able to operate from aircraft carriers, and comes just weeks ahead of the stealth jets completing their historic first trials off the flight deck of Britain's largest ever warship, HMS Queen Elizabeth.

The site will support more than 100 jobs in the area after more than £20 million was injected into transforming the former Defence Manufacturing building into an advanced facility dedicated to developing the unique technology.

Defence Minister Stuart Andrew said: "The incredibly powerful systems made at this high-tech facility mean our jets will be able to operate from British sovereign territory anywhere across the world's seas to fight any adversaries which threaten us.

The opening of the new LiftWorks facility at Rolls-Royce promises even greater enhancements to this pioneering technology

Air Marshal Julian Young,
Chief of Materiel (Air) at
DE&S

"The F-35 programme is the biggest in the history of defence, and is supporting a hundred jobs here at LiftWorks – as well as thousands more right across the country."

The LiftSystem, which has a thrust strong enough to lift 17 Mini cars and a clutch that provides enough torque to turn the London Eye, was designed and developed by teams of engineers at Rolls-Royce in Bristol and Indianapolis.

The LiftWorks facility is one of many cutting-edge manufacturing sites across the UK contributing to the wider Rolls-Royce LiftSystem contract for the F-35 programme. 40 per cent of the work under this contract takes place in the UK, supporting 900 jobs across the supply chain.

During the visit, the Minister unveiled a plaque marking the official opening of the Filton site before embarking on a tour of the facility, where he met employees, apprentices and graduates.

The Minister also announced that the UK has accepted its 16th jet, which is now set to fly into Beaufort, South Carolina. There

are around 200 British personnel at the American site testing the aircraft.

DE&S' Chief of Materiel (Air) Air Marshal Julian Young said: "The Short Take-off and Vertical Landing system on the UK's F-35B Lightning II fleet has been performing exceptionally well for the Lightning Force. We saw this earlier this Summer when F-35s used the Vertical Landing Pads at RAF Marham for the first time.

"The opening of the new LiftWorks facility at Rolls-Royce promises even greater enhancements to this pioneering technology."

A satellite in orbit above the Earth, with the Milky Way galaxy visible in the background.

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Pictured clockwise from top left: Catherine on HMS Clyde, Christian and Catherine visited Stanley (the Islands' tiny capital), the Atlantic Conveyor Memorial, they enjoyed an unexpected trip to see icebergs, Christian with an A400M as a backdrop, Catherine in the back of an A400M, houses in Stanley, a beautiful but sometimes dangerous landscape.

"When you are the tail-end of an 8,000-mile supply chain you can't just pop out to get some nuts and bolts when you need them"

Two DE&S graduates on the A400M Atlas team have returned from an **unforgettable visit to the Falkland Islands**. They spoke to Desider editor Tom Morris

“I was anxious about going because I didn't know what to expect, but it was an absolutely amazing experience and I'm so grateful I did”, Catherine Giblin says.

Catherine, a Project Professional graduate on the A400M Atlas project team, was made aware of the chance to go to the Falklands by fellow graduate Christian McLean-Mair.

Christian, who holds a Masters in military history, identified an opportunity to visit the Falklands to gather vital information about the challenges in delivering and maintaining the A400M on the Islands after its recent milestone deployment.

After extensive research, a successful business case and gaining military approval, the two found themselves on-board a Voyager aircraft making the 18-hour 8,000-mile journey to the archipelago in the South Atlantic Ocean and, before they knew it, were enjoying a tour around RAF Mount Pleasant – their home for the four-day visit.

The A400M is used in the Falklands for search and rescue, transport, and maritime patrols, ensuring that there is no unlicensed fishing vessels or intrusions by unwelcome third parties. However, the extreme weather conditions can make keeping the planes maintained and flying a challenge.

Christian said: “When you are the tail-end of an 8,000-mile supply chain you can't just pop out to get some nuts and bolts when you need them. Even ordering them can be a challenge, as the internet and phone connections are quite poor. As a result, they have to be extremely organised.

“It was invaluable for us to meet both engineers and the pilots to hear from them exactly what they need to ensure there is not a gap in the capability. It has given us information that is hugely relevant to our team and will support the continuing improvement of the A400M aircraft support, both at home and in more challenging environments.”

While this was the main thrust of their visit, Christian and Catherine found themselves treated to

a host of exciting opportunities that will live long in the memory, most of which are thanks to 1312 Flight and the duo's sponsor Squadron Leader Paul Bolton.

“We got to fly in an A400M for the first time and were joined by Typhoons and they suddenly put their afterburners on and shot off – it was just incredible”, Catherine said.

“When we went in the back they started to do some tactical manoeuvres. I couldn't believe how agile such a massive aircraft could be!”

Christian added: “Then we flew with them and did some iceberg hunting and found two. It was unbelievable, we flew so low circling them you could see the vivid blue of the ice.”

The pair also visited Stanley – the tiny capital (2,100 people) of the Islands, toured HMS Clyde, the offshore patrol vessel that serves as the Permanent Guard ship, helped out during a local primary school's visit to the A400M hangar, visited one of the Typhoon hangars (and got to sit in the cockpit), and paid tribute at memorials located on the Islands.

“We also went to this idyllic sandy beach where there were warnings about landmines, it was very surreal that somewhere so beautiful could hold such danger”, Catherine said.

Christian added: “It was an incredible trip and one very few people get the chance to experience. It's an experience that neither of us will ever forget.”

A400M Team Leader, James Dowson, said: “This has been a unique and memorable development opportunity for Catherine and Christian, and also very useful for helping the outputs of the Delivery Team. They have captured insightful feedback from the aircrew and maintainers who operate and support the aircraft on a daily basis in a demanding environment, which will allow us to improve our support to A400M operations in the Falkland Islands.”

Final maintenance on Tornado is a poignant moment

Pictured: Chief of the Air Staff, Air Chief Marshal Sir Stephen Hillier, and Officer Commanding No 9 (Bomber) Squadron, Wing Commander James Heeps, mark the completion of the final depth maintenance of a Tornado aircraft at RAF Marham, alongside personnel from RAF Marham, the DE&S Fast Air Support Team and BAE Systems (Picture courtesy of RAF Marham)



The final aircraft depth maintenance has been completed on Tornado as the aircraft nears its retirement from service in March 2019.

The depth maintenance, the 246th carried out, was undertaken at RAF Marham under the Availability Transformation for Tornado Aircraft Contract, managed by the DE&S Fast Air Support Team.

Tornado first flew in 1974 and has been in RAF service since 1979. It has provided the backbone of RAF's precision-strike force for many years and has been deployed on operations almost constantly since the 1991 Gulf War. It can carry precision guided weapons, Storm Shadow air-launched cruise missiles, Brimstone air-launched ground attack missiles, and reconnaissance and target acquisition pods.

Following the successful minor star maintenance by BAE Systems' maintenance team, the aircraft (ZA449) was delivered back to the RAF.

The significance of the occasion was marked by a visit of the Chief

of the Air Staff, Air Chief Marshal Sir Stephen Hillier, a former Tornado pilot who has flown the aircraft on operations.

Drawdown and disposal of the Tornado aircraft and support solution by the Fast Air Support Team is well advanced.

The Team has coordinated the disposal of surplus inventory, has closed dozens of contracts and managed the transfer of retired aircraft to other RAF units, including RAF Cosford, RAF Honington and RAF Wittering, for training purposes. An aircraft has also been moved to the Imperial War Museum at Duxford.

David Herschell, Tornado Deactivation Manager in the DE&S Fast Air Support Team, said: "The Tornado has been an exceptional aircraft for the RAF over many years. The completion of the final depth maintenance on this aircraft was a poignant moment for us all.

"We are incredibly proud of playing our part in keeping the aircraft maintained, supported and ready for operations until the very end. Concurrently, we're managing

We are incredibly proud of playing our part in keeping the aircraft maintained, supported and ready for operations until the very end

David Herschell, DE&S Fast Air Support Team

the aircraft into the disposal phase of the CADMID cycle – a unique challenge given the scale of the Tornado support solution."

The long-term future of RAF Marham is as the home of the UK's F-35 Lightning fleet, but the base will continue to support the Tornado right up until the end of Tornado operations in March 2019.



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A new home for careers at DE&S

DE&S stepping up to boost BAME leadership

Pictured: The Stepping Up summit at MOD Abbey Wood in full swing (Picture by Andrew Linnett)



DE&S is championing diversity in the workplace by helping people from Black, Asian and Minority Ethnic (BAME) backgrounds to move into higher management positions across the South West.

As a major employer in the region, the organisation is committed to ensuring that it creates a diverse and inclusive workforce that is representative of the population around Bristol.

Welcoming more than 70 people from BAME backgrounds to its headquarters at MOD Abbey Wood, DE&S hosted the first Stepping Up summit to take place in the city, inviting the aspiring leaders to discuss the global trends that will have an impact on their roles in business over the coming decades.

The Stepping Up programme was launched in January by Bristol Mayor Marvin Rees to develop leadership skills and provide learning opportunities for those from a BAME background who are living and working in businesses around Bristol.

Sir Simon Bollom, DE&S CEO, said: "We are committed to improving diversity at all levels

The Stepping Up programme aims to inspire and empower future BAME leaders, guiding them on how to develop their skills and equipping them to apply for more senior roles

Zahoor Ahmad,
DE&S Stepping Up
programme participant

in DE&S, and the Stepping Up programme is one way that we can invest in the future by supporting people from BAME backgrounds from across the region to develop their leadership skills and reach their full potential."

DE&S Stepping Up programme participant Zahoor Ahmad added: "Working in large organisations, which can tend to have few people from black and ethnic minorities in senior level positions, makes it hard for middle managers from BAME groups to know how to reach top level jobs.

"The Stepping Up programme aims to inspire and empower future BAME leaders, guiding them on how to develop their skills and equipping them to apply for more senior roles."

As well as taking part in the programme and hosting the Global Trends Summit, DE&S has provided mentors for Stepping Up participants from other organisations and will also offer short-term project placements for participants to come and work at the organisation.

Sharon McKoy, Head of Corporate Communications, is one such mentor.

She said: "I'm passionate about using my experience to help young people reach their full potential and pleased to be contributing to the development of my Stepping Up mentee. She's a talented young woman with great potential and it's a pleasure to see her grow in confidence as she progresses through the programme."

This year's programme will run until December 2018, with next year's applicants invited to apply between October 1 and November 12 this year by visiting <https://jobs.bristol.gov.uk/home.html>

General enquiries will be responded to at steppingup@bristol.gov.uk.

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Desider reaches a decade of celebrating the very best of DE&S

Picture: The changing face of Desider since it was first printed in 2008



This year marks Desider's 10th year of celebrating all the amazing achievements of teams and individuals throughout DE&S and Defence.

In Desider's first ever edition – which featured a soldier with a SA80 assault rifle – the editor stated they wanted the magazine to be 'useful, informative and entertaining' and that mantra remains.

But more than that, Desider wants to showcase to the wider audience the incredible achievements by people at DE&S sites across the country and further afield.

We have a dedicated workforce and are involved in some truly fantastic programmes – all with the purpose of providing the very best equipment and support to our armed forces.

DE&S, and now the Submarine Delivery Agency (SDA), have some huge programmes, including the Queen Elizabeth carriers, F-35,

Ajax and Dreadnought, which have featured regularly in the magazine and frequently attract attention from regional, national and international media.

But there are so many great programmes at DE&S deserving of coverage, and doing just that is a big part of Desider's remit, so please do get in touch if you feel your team should feature.

The magazine, which this month publishes its 123rd edition, has evolved significantly over the past decade and in May this year we did a significant re-design.

We have concentrated on presenting shorter, more digestible stories with a bigger emphasis on great pictures, more stories about the people behind the continuing success of DE&S and more use of colour to reflect the dynamic nature of the organisation.

But the team are always looking for ways to improve and serve their readers the very best content.

We hope the new look is

appreciated and readers will be able to have their say in the new year, when there will be a readership survey to gather your thoughts – both good and bad.

Your feedback is important to us and will be analysed to see if we can do anything to make sure Desider remains what a Cabinet Office review described as a 'well regarded, high quality product.'

I believe it's crucial we have a platform that allows us to celebrate our amazing teams, staff and achievements

Tom Morris, Desider editor

Welsh defence industry showcase world-class products to Defence Minister

Pictured: Stuart Andrew MP, Minister for Defence Procurement, with Richard Daniel, CEO Raytheon UK (Picture courtesy of Raytheon UK)



Defence Minister Stuart Andrew saw first-hand the crucial role Welsh firms play in the defence sector after a two-day tour of leading military suppliers in the country.

Defence invests £945 million in Welsh industry, and supports more than 6,000 jobs in the nation, with leading firms such as Defence Electronics and Components Agency (DECA), Kent Periscopes, Qioptiq and Raytheon all providing essential equipment to our armed forces.

The relationship between the MOD and Welsh industry is of huge importance, which was clearly demonstrated in the recent publication of the Dunne Review.

Of the £945 million invested in the country through the MOD, £246m is with firms producing weapons and ammunition.

Defence Minister Stuart Andrew said: "Wales is crucial to the United Kingdom's world-leading defence industry, our armed forces and their future capabilities."

"The country's entrepreneurship, innovation and skills ensure our brave servicemen and women are equipped with the latest cutting-edge equipment and intelligence

Wales is crucial to the United Kingdom's world-leading defence industry, our armed forces, and their future capabilities

Stuart Andrew, Minister for Defence Procurement

systems as they continue to operate in a climate of intensifying threats."

Mr Andrew's tour of Welsh firms began at DECA Sealand, which will be at the forefront of maintaining the UK's new supersonic F-35 Lightning Force fighter jets.

Whilst at DECA, which will become a global repair hub for the aircraft, he announced the F-35B Lightning has carried out its first trials armed with UK-built weapons (see page 10 for report).

The minister also visited Raytheon, where he had the chance to see the development of cutting-edge capabilities for the British aerospace and defence sectors.

The company's technology is used in some of the most advanced aircraft surveillance and intelligence systems in existence.

This includes Sentinel, the UK's most advanced manned surveillance aircraft, and the Minister's visit coincided with the company celebrating 10 years of Sentinel in service and of it exceeding 30,000 operational flying hours.

On the second day of his tour,

Mr Andrew was also given an insight into the important work being done by Kent Periscopes.

The company provides the British Army with crucial periscopes and sights for armoured personnel carriers, infantry fighting vehicles and tanks.

The minister's final stop involved a visit to Qioptiq, a company that specialises in optics and photonics and provides crucial night vision equipment to UK armed forces.

60 second spotlight

"I'm quite happy to pick up a microphone and sing a couple of songs on a karaoke night out!"

Paul Ng

Job

Engineering Manager in Artillery Systems

Your route into DE&S?

I was accepted onto the MOD Student bursary scheme in 1998, then joined the Defence Engineering and Science Group graduate engineering scheme. I spent a few years working for the Defence Procurement Agency on the Future Strategic Tanker Aircraft (now Voyager) before then going to work in Main Building, London, for a couple of years in Resources and Plans. I came to Abbey Wood and the newly formed DE&S in 2007 as part of the Artillery Systems project team. I have remained here ever since working as a project officer, project manager or engineer on a range of projects.

Your claim to fame?

I have a few very low-grade claims to fame. I ate breakfast at the same time in a (very large) mess dining room as Prince Harry and have been filmed by local TV in the overnight queue for Wimbledon tickets. I have also been filmed having a BBQ in a park in Melbourne, in torrential rain, on what was the coldest recorded Christmas day.

Your advice to anyone?

Focus on what you're doing in the present, admit it when you make a mistake, forgive often and take time to listen to stories. We learn a lot from stories and are often inspired by them.

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

I'm currently doing a Masters

in Information Capability Management with the Defence Academy and hope to complete my dissertation in the next nine months, so I'm currently reading a lot of academic journal articles. I enjoy running, skiing, photography, astrophotography and am getting into bouldering (climbing without ropes) with my daughter. I also help run Code Club at our local primary school and help with the children's team at church. If work meetings allow, I try to attend one of the weekly events run by the Abbey Wood Christian Fellowship.

What are you most proud of?

Being a civil servant and 'serving others' doesn't sound particularly glamorous, but I'm glad to have found a job that I enjoy and to be part of several teams working alongside dedicated, professional and interesting individuals who are delivering and supporting kit for our armed forces.

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

A bible, decent coffee and a big box of lego.

What irritates you the most?

Lots of things irritate me, but I find I become even more irritable if I don't get to run or cycle at least twice a week.

What is your favourite place in the world?

Anywhere with a downhill ski slope and fresh snow. However, Breckenridge, Colorado, stands out: a friend and I came across an expert run called 'eye of the needle, experts only' and someone had added a note underneath saying, 'no seriously, experts only'. We managed to get down that run in one piece and the adrenaline rush at the end of that was quite something.



What would surprise people about you?

I'm quite happy to pick up a microphone and sing a couple of songs on a karaoke night out!

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

Email
tom.morris114@mod.gov.uk

DE&S employees continue to dial up efforts in local community

Pictured: Retired engineer Bryan Curry, leader of the 2nd Stoke Gifford Rainbows DE&S' Alix Evans and Staff Sergeant Richard Bagenda, a chief engineer at DE&S



DE&S employees have helped a Girlguiding group transform a disused telephone box into an exciting toy library for local children.

Alix Evans, who works in the Land Domain and is leader of the 2nd Stoke Gifford Rainbows, said the girls wanted to help other children less fortunate than themselves after they visited the North Bristol Foodbank.

Now, eight months on, the telephone box has been officially opened during a ceremony attended by members of the Stoke Gifford Parish Council and Girlguiding Bristol and South Gloucestershire Assistant County Commissioner Laura Whiteway.

The red box has had a major facelift and been filled with good quality second hand toys and books ready for children in the local community to borrow six days a week.

Alix said: "The girls have put in so much work, but it has all been worth it."

In order to get the Toy Library opened, the group had to obtain permission from the parish council before enlisting Staff Sergeant Richard Bagenda – a chief engineer with DE&S – to provide a free survey of the box and recommend repairs which

would allow it to be a safe, water tight library.

Richard was also assisted by Bryan Curry, a retired local resident, who previously worked as a maintenance engineer for BT telephone.

Richard said: "Working as an engineer at DE&S I knew I had the skills to help and I wanted to get involved in such a valuable community project. It is great to see it opened and ready for service."

With help from DE&S staff to collect tokens for the Airbus community awards, the Rainbows won 2nd place and also drew on the specialist skills in the local community to help with the project.

Alix added: "Working for DE&S we are always thinking about our customers and the community we serve, and I take this into my volunteer work with the Girlguiding group.

"We work hard with the girls to encourage them to think about their community and this is a perfect way for them to do something visible and positive in their area."

Donations of good quality toys are now accepted – please email 2ndstokegiffordrainbows@gmail.com

Working as an engineer at DE&S I knew I had the skills to help and I wanted to get involved in such a valuable community project

Staff Sergeant Richard Bagenda, a chief engineer at DE&S

If you are interested in getting involved in community schemes you can contact the DE&S volunteers network who can signpost to local organisations.

Champs, charity and getting a kick out of raising cash



Apprentices from Defence Munitions Gosport took part in a Scrapheap Challenge-style competition designed to test their flair for manufacturing and ability to work as a team.

Eighteen apprentices, all working towards an advanced apprenticeship in mechanical manufacturing engineering, took part in 'Phase Wars', an annual competition hosted by Fareham College.

Working in partnership with Defence Munitions Gosport, it pits 1st, 2nd and 3rd phase apprentices against one another.

The apprentices were given one week, and a budget of £200 for materials, to design and make whatever they wished in the

manufacturing workshop at CEMAST – Fareham College's centre of excellence for engineering, manufacturing and advanced skills training.

This year's competition was won by Phase 3 students: Matthew Harrison, Ashley Biginton, George Ballard, Joe Salmon and Thomas Brading (pictured above).

They impressed judges with their V2 Piston Engine, made using a combination of materials including brass and steel. The initial prototypes were constructed ahead of the competition using CEMAST's extensive 3D printing facilities. The judges credited them on their exemplary workmanship and fabrication skills, turning out a beautifully polished piece of engineering.



British Forces Post Office employee Sergeant Jenn Leonard gave up some of her holiday this year to volunteer at some very special camps.

Jenn is a long-time supporter of the Families' Activity Breaks (FAB) charity – an organisation that runs fun-packed activity breaks for bereaved military families.

In August she took part in her fifth camp – this year in Brecon, Wales.

Camps are held across the UK for children up to 19 years old who have suffered the loss of a loved one serving in the Armed Forces, whether that be a parent, sibling or guardian.

They can take part in activities such as canoeing, climbing and abseiling, with volunteers, who are all trained in supporting children and young adults facing bereavement, acting as their mentors.

Jenn said: "It's very rewarding – especially when you see kids who are very shy when they arrive come out of themselves as the week goes on, interacting with other children, making new friends and, best of all, having lots of laughs and special moments that they can take away with them."

The Poppy Appeal Team at Abbey Wood held a six-a-side football tournament, raising almost £700 for the Bristol Poppy Appeal.

In 2018 The Royal British Legion is leading the nation in saying 'Thank You' to the First World War generation who served, sacrificed themselves and changed our world.

The 'Thank You 100' football tournament, staged to celebrate and remember that 100 years ago, the First World War ended and a new world began, consisted of 16 teams from across the domains.

The competition, staged on September 26, is one of a series of events including the sponsoring of waterproof poppies to create a garden of remembrance at Abbey Wood.

Adam Hodson, from the Land domain at DE&S, runs the annual competition.

He said: "We are extremely grateful to all of those who took part in this year's six-a-side competition. The money raised at the event will contribute to our efforts raising as much cash as possible for the Bristol Poppy Appeal."



"H" Rowbotham Award presented

DE&S employee Laird Evans presented the "H" Rowbotham Memorial Award to Dr Karen Lane from BAE Systems for her outstanding contribution to Human Factors Integration (HFI).

Laird (pictured far left) handed over the award in his role as Chair of the MOD-Industry HFI Steering Group, paying tribute to the energy, enthusiasm and commitment Dr Lane (pictured) channels into HFI research and implementation.

Dr Lane is head of Human Factors in BAE Systems Defence Information and Training Services, in addition to being director of the HFI Defence Technology Centre and, more recently, the highly successful Defence Human Capability Science and Technology Centre.

Humphrey "H" Rowbotham worked for 25 years in DE&S and its predecessors, establishing the Technical Enabling Services Human Factors Group to act as a focal point for HFI policy coordination and the provision of practical guidance to Project Teams. He died in August 2009.

The "H" Rowbotham Memorial Award is presented annually by DE&S, Cranfield University and Team Defence Information to an individual who has made an outstanding contribution to HFI.

Dr Lane was nominated by Mike Boardman (pictured far right) of the Defence, Science and Technology Laboratory.



MOTTO the MOD Lottery June winners

- £10,000 Sue French, Corsham
- £2,500 Lynne Bennion, Harrogate
- £1,000 Ruth Jones, ABW
- £500 Stephanie Partridge, ABW
- £250 Alan Anderson Glasgow
- £100 Stuart Hepton, Aldershot
- Mandy Gregory, Gosport
- Christine Selway, ABW
- Erica Verity, Portsmouth
- Simon Carder, Salisbury
- Derek Braddon, Plymouth
- Peter Coe, Corsham
- Mark Bullock, Okehampton
- Grant Johnstone, ABW
- Annette Matton, Whitehall
- Albert Davies, Gosport
- Luke Massey, Corsham
- Wendy Hints, Hereford
- Lee Dymond, ABW
- Jack Piper, Feltham
- Rita Harper, Tidworth
- Johanne Debnam, Whitehall
- Ian Taylor, Whitehall
- Jeremy Lambert, ABW
- Beverly Devlin, ABW

Last month's missing word was:

Carrier

Word Search

- | | | |
|-----------|-----------|-------------|
| Artillery | Diversity | Mexico |
| Ajax | Employee | Pilot |
| Boxer | Falkland | Post office |
| Brecon | Karaoke | Selfie |
| Charity | Library | Spitfire |
| Community | Marham | Tornado |
| Decade | Mentor | Wales |

Find which word or name is missing from this wordsearch.

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

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

Case Study

David Ball, Joint Fires Synthetic Trainer Project Manager gives his insight into some of the benefits of working for the organisation

Name

David Ball

Job title:

Joint Fires Synthetic Trainer (JFST) Project Manager

How long have you worked for DE&S?

Two and a half years

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

Although I had some project management experience, I thought DE&S would be an excellent place to really learn my trade. There are a large variety of training opportunities and within the first six months of being here I passed the Association for Proposal Management Professional course and exam and had training in High Value Investment Appraisals and the week-long "Introduction to Defence simulation" course. I have also been given real responsibility and decision-making authority, which is great for my personal development.

What are you looking forward to in your role over the next 12 months?

We are just hitting the competition phase of our project, where we are taking the Army's detailed requirement to the market for suppliers to compete to provide a solution to meet the required capability. I am really looking forward to seeing the solutions and down-selecting a preferred supplier. It's when we will really feel progress and be on the way to delivering a critical training capability for the Army.

What does your role entail?

As the JFST project manager I am the person ultimately responsible for delivering JFST to time,

cost and quality. I am involved across a wide range of activities, including stakeholder management, financial management of the project, governance and compliance, strategic planning and delivery, contracting external delivery partners and managing and supporting my team. This means every day is different and presents fresh opportunities and challenges. I also get to work with some interesting simulators, be at the forefront of using augmented and mixed reality technology and regularly engage the gaming industry, who are at the cutting edge of much of the technology we are buying.

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

There are development and support teams in the Project Management (PM) function to help you progress, but even without them, if you work hard and are prepared to learn and not give up, you will gain recognition and be given opportunity. I joined, as a deputy PM, with no MOD experience and very quickly my line manager recognised my ability to learn, apply myself and remain tenacious in my approach to delivery. Within seven months I was temporarily promoted to PM and six months later I was given the role on a full-time basis. Within the last six weeks I've been given a temporary promotion and am leading all new acquisitions in the Training and Simulation Systems Programme. It is an exciting opportunity to share the knowledge I've gained and continue to develop at a higher level.

What do you most enjoy about your job?

I really enjoy problem solving and planning the progression of the project.

What's your ambition?

To expand my skills and experience and ultimately manage massive complex projects.

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

Absolutely. It is very inclusive, there are load of professional and personal/recreational opportunities. From a work/life balance perspective it is tremendous, with a good pension, flexi time and a diverse range of interesting people to work with.

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Systems Designer DE&S

Bristol | £30,000 - £39,000pa | Professional II

Estimated timeline: Launching mid November 2018

Post type **Permanent**

Job Description: As a Systems Designer you will provide expert advice and guidance in supporting the delivery of Network and Systems Design solutions, relevant to their specialist area. This will include regular interaction with both internal and external parties.

Commercial Executive DE&S & SDA

Bristol | £56,000 - £78,000pa | Senior Professional

Estimated timeline: Launching mid October 2018

Post type **Permanent**

Job Description: With a commercial delegation of up to £100m, you will be responsible for a portfolio of teams and requirements, with a delivery and support focus, providing commercial leadership. You'll be accountable for ensuring commercial sourcing strategies within your portfolio contribute to the government/departmental procurement agenda. These requirements will see you dealing extensively with UK and international suppliers, throughout the supply chain, on complex and contentious contract negotiations and contract management, as well as having significant responsibility for managing and developing employees.

You will develop and implement change that will significantly impact the overall organisation and will be involved in strategic planning for your immediate area of responsibility.

Senior Commercial Manager DE&S & SDA

Bristol | £42,000 - £59,000pa | Professional I

Estimated timeline: Launching mid October 2018

Post type **Permanent**

Job Description: You'll deal extensively with suppliers on complex and contentious contract negotiations and contract management, as well as having significant responsibility for managing and developing employees.

You could be the commercial lead within a delivery team, responsible for all commercial issues, working closely with the delivery lead, or part of the corporate team working on strategic issues and setting the direction of the commercial function. Whichever role you are in, you will develop and implement significant new ideas within your immediate area of responsibility, which impacts on other service areas.

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