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*the magazine for
defence equipment
and support*



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and disaster relief operations**

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Foreword

By Sir Simon Bollom, CEO



— “ —
**We are continuing our
pursuit of
innovation and novel
ways to train and fight**

— ” —

November brings with it significant and unforeseen shifts in what we had expected earlier in the year. COVID-19 remains a prominent consideration for us all; pervading our daily lives and sending us back into lock-down throughout this month, while the devolved administrations continue to combat the virus in similar but varying ways. This follows the news of a delay in the Integrated Review and announcement that the Spending Review is likely to be a one-year exercise. However, we have not allowed ourselves to dwell; Defence remains a national priority and we must,

and have, continued to support defence outputs to the best of our ability throughout. We should celebrate our significant, numerous and varied successes during these difficult times and despite various setbacks.

I feel a great sense of pride seeing the way we have continued to deliver a vast range of equipment and support programmes. Whether working remotely at home, or continuing to attend your place of work, including at Abbey Wood or across our Defence Munitions, BFPO, and Logistic Delivery sites, your resilience is admirable. It cannot be overstated how professionally you have all adapted to the challenges we've been presented with over the past seven months.

We are continuing our pursuit of innovation and novel ways to train and fight. The latest iteration of the Army's flagship Army Warfighting Experiment recently showcased some of the most innovative emerging technologies that will bring operational advantages to the battlefield. This live experiment reinforces that the world of Defence is a rapidly changing landscape and we must work closely with our partners and allies to stay ahead of our adversaries by being at the forefront of defence innovation. It is through both agile procurement and the development of cutting-edge programmes that will keep our Front Line Commands safe, and ultimately strengthen our national security.

The Royal Navy's newest warship, HMS Spey, recently arrived in Portsmouth, marking the end of the DE&S-led procurement of the second batch of Offshore Patrol Vessels. The programme was delivered at pace and achieved around £44-million of savings. Well done to all involved. It has also been announced that the Fleet Solid Support Ships will be built

with British firms' involvement with the competition to build the three warships launching in 2021.

Elsewhere, more Poseidon aircraft have arrived at RAF Lossiemouth on the newly resurfaced runway and we have awarded a £46-million contract to provide rapidly deployable bridges for the British Army.

We recently announced our partnership with Women's Engineering Society; an organisation dedicated to offering inspiration, support and professional development to female engineers, scientists and technologists. We will be working with them to nurture our current talent and inspire the next generation to consider a career in engineering. This brings me to congratulate Dr Eluned Lewis and Gemma Smith who have been recognised in this year's Women In Defence Awards; an annual celebration of the incredible work and value women bring to the defence enterprise. Congratulations also to all those recognised in the Queen's Birthday Honours for your hard work and dedication. These are fantastic achievements and it is hugely satisfying to see so many of our staff recognised. Well done.

It also gives me great pleasure to share that Ed Cutts has won the recent competition for the role of Director Weapons. I know that he will use this opportunity to continue to lead the Weapons team with enthusiasm and determination in the challenges ahead.

Recognising COVID-19 will be with us for some months to come, please continue to support one another and look after yourselves. Stay safe.

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Royal Engineers from 37 (Three Seven) Squadron strip a medium girder bridge

(Picture Sgt Wes Calder RLC)



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Major General Darren Crook, Director Land Equipment, talks to Desider about his role, his priorities for the year ahead and being inspired through COVID-19.



Taking up post as Director Land Equipment in February this year, I quickly found myself tackling a different challenge to that which I expected, and one no-one could have predicted-COVID-19.

Facing a global pandemic just two months into post has taught me a lot about the people in my team and their commitment to continuing to deliver day-in, day-out, regardless of the significant changes we've been forced to make in the way we operate. Despite everything, their shared passion and dedication to delivery has been at the forefront of their actions.

Individuals and teams from across my operating centre have been working incredibly hard to support the ongoing efforts against COVID-19. We've had staff deployed to support the NHS and Cabinet Office, teams procuring PPE, and of course those providing equipment in support of COVID teams, while also supporting military logistic brigades and operations.

Seeing different communities and networks of support grow among our people during this time has been inspiring. We've had to adapt our behaviours and learn to communicate in different ways, become more flexible in

how we work, and we've had to identify and establish new tools for collaborating with each other to get the job done.

Although we've started to become more agile in our ways of working, we must make every effort to continue to collaborate and communicate regularly with industry, suppliers and customers. This is vital to maintaining our relationships and ensuring we all have a shared understanding of requirements.

Continuing to set the conditions for success, delivering with excellence and maintaining in-service excellence to ensure success on current and future operations – even in the face of adversity – is a key priority going forward.

In the short term, my focus will be on delivering our major projects and programmes across the portfolio, for example delivering close-combat approvals, delivering Ajax and maintaining momentum on Boxer. Of course, this won't be without its challenges and one of the biggest we currently face is how to continue delivering positive outcomes with so many external constraints in play.

In my opinion, the future of DE&S – and defence in general – will see an increased appetite

to exploit new technologies and equipment. Adapting to this demand, increasing the pace of delivery while embracing the environmental challenges and creating export opportunities, will need all of us to be at our best.

But, most importantly, my top priority is always the safety of my people. No matter our role, it's pivotal that everything we do starts

with safety in mind. Whether that's the safety of those on operations, in our project teams, or our customers and suppliers, we must take responsibility for looking after ourselves and each other. I think that now, particularly in the midst of a pandemic, this is more obvious than ever. Let's make it count by driving on together.



No matter our role, it's pivotal that everything we do starts with safety in mind. Whether that's the safety of those on operations, in our project teams, or our customers and suppliers, we must take responsibility for looking after ourselves and each other



Fleet Solid Support ships will be built with British involvement



A competition to build three vessels for the Royal Navy will be launched in 2021 (Picture LPhoto Luke)

Vital warships providing supplies and technical support to the Royal Navy's aircraft carriers will be built with British firms' involvement, Defence Secretary Ben Wallace has announced.

A competition to build three Fleet Solid Support vessels - which will be launched by DE&S in Spring 2021 - will help revitalise British shipbuilding by requiring a significant proportion of the build and assembly work to be carried out in the UK.

International companies will be invited to work in collaboration with UK firms to feed in their skills and expertise, but the successful manufacturing team must be led by a British company. This will have a huge impact on the local economies across the UK where shipbuilding is a prominent feature.

Hundreds of highly-skilled jobs will be created as a direct result of the announcement, with many more in small and medium-sized enterprises throughout the supply chain for the new builds to follow over the next few years.

The Defence Secretary confirmed the news ahead of his speech at the Atlantic Future Forum on October 21, where UK and US leaders gathered on HMS Queen Elizabeth docked in Portsmouth to discuss co-

operation across trade, defence and security.

The speech will outline the UK's commitment to shipbuilding and pledge further burden-sharing with the US and NATO, thanks to the cutting-edge capability of the Queen Elizabeth-class carriers.

Ben Wallace, Secretary of State for Defence, said: "Shipbuilding has historically been a British success story, and I am determined to revitalise this amazing industry as part of this Government's commitment to build back better."

Mr Wallace added: "The Fleet Solid Support warships competition will be the genesis of a great UK shipbuilding industry, and allow us to develop the skills and expertise for the shipyards of tomorrow."

The Fleet Solid Support ship competition will build on the success of the Type 31 programme, which is being overseen by DE&S and will be built primarily in Scotland. That frigate build is expected to support 1,250 highly-skilled jobs and 150 apprenticeships across the country.

The Fleet Solid Support warships competition will be designed to challenge the shipbuilding industry. The goal will be to build ships fit for the future, while boosting homegrown skills and leading to a highly-

“
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”

Ben Wallace, Secretary of State for Defence

competitive shipbuilding industry.

The warships will incorporate next-generation technology with a purpose-built design and will eventually support HMS Queen Elizabeth and Prince of Wales as part of the Carrier Strike Group, which will undertake its first operational deployment next year.

The Secretary of State's announcement follows a period of market engagement and a clearer understanding of how the strike group will operate and will allow the MOD to consider a broader range of ship designs.

As well as setting out requirements for British involvement, the competition will set targets to ensure industry

delivers on time and at pace.

In his role as shipbuilding tsar, the Defence Secretary is actively reinvigorating UK shipbuilding by working with industry, other government departments and international partners to boost productivity and competitiveness.

In the same week as the FSS announcement, the UK signed a Memorandum of Understanding with Australia to continue building and delivering the next generation of cutting-edge frigates together.

The Type 26 frigate programme consists of eight ships and will sustain 1,700 jobs in Scotland, and 4,000 jobs across the wider maritime supply chain until 2035.

HMS Spey arrives in Portsmouth marking proud moment for OPV fleet

The Royal Navy's newest warship HMS Spey has arrived in Portsmouth, marking the end of the DE&S led procurement of the Batch 2 Offshore Patrol Vessel (OPV) fleet.

Spey is the final OPV designed and built by BAE Systems at its dockyard in Glasgow. Her homecoming is a moment of enormous pride for the small team behind the programme, which has delivered five warships in six years at a pace not seen since the end of the Second World War.

Having completed successful sea trials, HMS Spey will join her four operational sister ships – Forth, Medway, Trent and Tamar. HMS Spey will be one of the most environmentally-friendly vessels serving the Navy thanks to a urea filter which reduces nitrogen oxide emissions from the diesel generators by about 90%.

Whether they are patrolling UK waters, thwarting smugglers in the Caribbean or being deployed around the Falkland Islands, OPVs are versatile assets equipped with a flight deck for a Merlin helicopter and an array of weaponry including a 30mm cannon.

DE&S' OPV project manager, Gareth Morris, said: "I'm incredibly proud of my colleagues when I step back and think of all they've achieved. We've delivered HM ships Forth, Medway, Trent, Tamar and Spey – comprising 10,000 tonnes of essential shipping for the Royal Navy – in just six years.

"The final three ships were finished and delivered quicker than at any time since the Second World War, despite the onrush of the coronavirus pandemic. HMS Tamar, for example, was accepted by the MOD from the shipyard in January and became operational for the Royal Navy by the end of August.

"The programme has not been without its challenges, but I believe we rose to meet them as a team. The result is a new fleet of world-beating ships which are deployed globally, surpassing the Navy's original requirement."

The OPV programme, which has achieved around £44 million of savings against its original approved cost of £690-million, is completing on time and within budget. This is thanks to effective

collaboration between DE&S and industry.

At its peak, it has sustained about 1,400 jobs within BAE Systems and delivered a supply chain spend of almost £240m to more than 150 suppliers across the UK and Europe. More than 200 BAE Systems apprentices experienced all aspects of ship design, construction, outfitting, test and commissioning.

Meanwhile, several members of the DE&S Delivery Team have followed the project from conception to completion, offering them a valuable opportunity to develop careers in commercial, engineering and project management.

At least five level 1s have been promoted while working on the 90-metre long OPVs, while some apprentices and graduates have used their experiences as a springboard to join the Civil Service Fast Stream.

Graduate Hermann Daniel is a DE&S project manager and was aboard Spey as she arrived in Portsmouth on October 30.

"My time on the project team has been very rewarding, both on a personal and professional level," he said. "As we have been a small team throughout, I have been able to grow my skills outside of my core engineering competencies and take on extra responsibilities.

"With such a fast-paced project, I've had opportunities to learn throughout various lifecycle stages. Stepping off HMS Spey's gangway at the end of her delivery voyage to Portsmouth has been a fitting way to close out a highly enjoyable project."

The OPV delivery has also laid the groundwork for the Type 26 programme, which is securing Navy anti-submarine capability for the coming decades and providing thousands of jobs on the River Clyde.

Mark Beverstock, head of the OPV and Type 26 delivery teams, said: "As well as delivering five ships to the Royal Navy, the OPV programme has played a crucial role in ensuring shipbuilding capability for the future while focusing on continuous improvement.

"The standard of presentation of the Batch 2 OPVs improved continuously through the



HMS Spey sails into Portsmouth

“
My time on the project team has been very rewarding. I have been able to grow my skills outside of my core engineering competencies and take on extra responsibilities
”

Hermann Daniel, DE&S project manager Graduate

programme. HMS Spey achieved 'best in class' and I am very proud of the team, who have fought adversity and have all raised their game in order to complete the programme on time and on budget."

Team personnel are now preparing to join other delivery teams across the DE&S business, with their expertise and experience set to benefit major projects including the Fleet Solid Support, Type 26 and Type 31 frigate programmes.

Spey will undergo further trials and training before being formally transferred to the Royal Navy and commissioned.

Mike Macfarlane, OPV delivery director for BAE Systems, said: "Working collaboratively with the Royal Navy, the UK Ministry of Defence and our suppliers, we have successfully overcome this year's COVID-19 challenges to deliver this strategically important programme which will benefit and protect our nation's interests at home and abroad."

South Naval base for the first time (Picture RN Crown Copyright)



HMS Tamar sailing past Saint Michaels Mount, Cornwall, UK (Picture LPhoto Alex Ceolin)



HMS Medway at her naming ceremony (Picture Jack Eckersley)



HMS Forth in Portsmouth (Picture LPhoto Barry Swainsbury)



Navy Cadets pictured at HMS Trent naming ceremony (Picture John Linton)





ECRS Mk2 Charter Signed

Air Vice-Marshal Keith Bethell, Director Combat Air at DE&S, has signed a Joint Team Charter in relation to the development of a world-leading radar for Typhoon.

The signing, which recognises the importance of innovation and collaborative working, comes shortly after £317-million of funding was released for the continued development of a new

Active Electronically Scanned Array (AESA) radar, known as European Common Radar System (ECRS) Mk2.

The continued development will see BAE Systems and Leonardo carry out the work, securing more than 600 highly-skilled jobs across the UK, including more than 300 at Leonardo's site in Edinburgh.

The new radar will have an electronic warfare and electronic attack capacity, in addition to 'traditional' radar capabilities, to locate, identify and then suppress enemy air defences using high-powered, wide-band jamming. The advanced sensor technologies will not only ensure UK Typhoon maintains a capability edge in the increasingly contested battlespace

it will face in future years, but they are also central to the longer term and Future Combat Air System.

Also pictured during the signing at Leonardo's Edinburgh site is Alastair Morrison, the company's Deputy Managing Director Electronics UK.

HMS Bulwark successfully docks at Devonport

HMS Bulwark recently reached a significant milestone when she successfully docked down as part of phase 2 on her journey through her Optimised Support Period. Having already achieved significant upgrades to her propulsion system, phase 2 will see completion of essential maintenance as well as mid-life re-preservation of the ship's water ballast tanks. It will also see early commencement of a significant upgrade to the cooling system that will give the ship increased capability and sustainability. HMS Bulwark will remain in dock to complete phase 2 ahead of her final phase 3 recertification package, before returning to fleet in the summer of 2023.

Captain Peter Mackay, DE&S Naval Ships Support team leader for capital ships said:

"HMS Bulwark's Optimised Support Period is testament to the outstanding efforts of the Amphib

enterprise for achieving this while operating within the guidelines imposed as a result of COVID-19. With the ship now in dock, we can start to complete a significant and complex work package ahead of returning a very capable platform back to the Royal Navy in 2023."

Adopting a collaborative approach and driven by the Amphib SCA, the Amphib enterprise has developed the Optimised Support Period spread over three phases, which fully capitalises on the industrial resource loading within Devonport dockyard, thereby maximising the investment to the platform and efficiency generated to further enhance the material state of the vessel.



HMS Bulwark at Devonport Dock

Apache put through its paces

Apache aircraft have been put through their paces in the Scottish mountains as part of an exercise giving pilots valuable flying training.

Exercise Olethrion Grey provided the opportunity for members of 662 Squadron to experience flying the attack helicopter in mountainous terrain.


Over two days, pilots used three Apaches from the Wattisham-based unit to fly over Fife and the Highlands, passing over many of Scotland's famous landmarks.

Designed to hunt and destroy tanks, the Apache, which can fly in all weathers, day and night, has significantly improved the Army's operational capability.

It can detect, classify and prioritise up to 256 potential targets in a matter of seconds, has a mix of weapons and features a state-of-the-art fully integrated defensive aid suite.

The Apache AH MK1 will be incrementally replaced by the latest Apache AH-64E aircraft, with initial operating capability scheduled for April 2022.



Army Air Corps visiting Scotland as part of Ex Olethrion Grey (Crown copyright) 



Picture courtesy of Babcock 

COVID can't stop urgent delivery

An urgent order of armoured vehicles for deployment to high-risk environments has been delivered to UK MOD despite challenging COVID-19 restrictions.

DE&S placed an Urgent Capability Requirement (UCR) contract with Jankel's Armoured Land Cruiser platforms, but after restrictions were imposed industry, Army HQ and DE&S had to quickly work out revised ways of operating that would enable production to continue.

The Jankel production facility was adapted to allow for social

distancing and the design and project reviews were conducted in a way that protected those involved, yet enabled continued vehicle delivery and sign off while in lockdown.

Ian Wright, project lead for the Dismounted Close Combat team at DE&S, said: "COVID restrictions presented many challenges for all the teams involved and I am delighted that we were able to overcome these, safely, to deliver this essential equipment to the British Army."

The Armoured Land Cruiser platforms use hot-formed

technology to provide not only a ballistic protected shell, but also significant levels of blast protection from Improvised Explosive Devices (IED) and vehicle-borne IEDs.

Lieutenant Colonel Jez Johnson, Staff Officer 1 Combat Support System Programmes at UK MOD, added: "I am extremely pleased that both Jankel and DE&S have worked well together to meet the target deliveries, especially throughout COVID-19 restrictions."

Celebrating DE&S staff in Queen's Birthday Honours

Civil service and military personnel from across DE&S are among those recognised in this year's Queen's Birthday Honours List. Despite COVID-19 delaying the news that DE&S staff were among those awarded for their exceptional hard work and service to the United Kingdom, Desider now celebrates those who have received this outstanding achievement.

Air Commodore Paul Lloyd, Head of the D&ES Typhoon Delivery Team, has worked for DE&S since 2012 and been in charge of the team since 2016. Paul was awarded a CBE, recognising both his achievements in his current role and his near-30-years of service to the Royal Air Force.

Upon being awarded, Paul, said: "When I joined the RAF nearly 30 years ago, I never expected to become Wing Commander, let alone be recognised in the Queen's Birthday Honours"

Paul looks forward to going to Buckingham Palace with his wife and two children but, for now, has marked the occasion with a glass of champagne. Alongside this incredible achievement.

Paul is to be promoted to Air Vice-Marshal and become Chief of Staff Support, Headquarters Air Command, and chief engineer (RAF) with effect from January 7, 2021. It is said that good things come in threes, so Paul has of course bought a lottery ticket.

Having been in Royal Navy for 30 years, Surface Ship Combat System Group team leader, Captain Kevin Noakes was awarded an OBE (or an Obi Wan Kenobi as his son put it) for his leadership and management as the Combat system design authority for warships. This, his 30-years of service to the Royal Navy and his vision and drive to deliver open architecture combat systems earned Kevin this recognition.

This success follows Kevin and his team winning a MinDP award for ORCA in 2019 and a CEO award in 2020. Kevin said:

"I was pretty stunned when I found out and felt very humbled because this is about what the team's delivered. I take real pride in it on behalf of the team."

Squadron Leader Rebecca Harnett, from the DE&S Airborne Equipment Delivery Team was awarded a DCom Ops Commendation.

Rebecca volunteered on short notice to be the Chief of Staff on WESTERN HAWK 19 - the largest overseas deployment of the Red Arrows in the team's 54-year history.

Rebecca led her team in the successful delivery of the complex logistic and personnel plan which supported 25 locations, provided 21 displays and 30 flypasts and a range of more than 120 ground engagement events, spanning an intense 11-week period. The tour reached an audience of almost two billion people and was highly successful for the UK prosperity agenda and defence engagement.

Rebecca was awarded this commendation in recognition of her contribution to the tour's success.

Rebecca said: "I was extremely surprised and a little stunned as the tour was a career highlight for me and was an entire team effort."

Senior Naval applicator Lee Wilcock, from the DE&S Maritime



Julian Webb (Picture by Jack Eckersley)




Kevin Noakes (Picture submitted)

“
When I joined the RAF nearly 30 years ago, I never expected to become Wing Commander let alone be recognised in the Queen's Birthday honours
 ”

Air Commodore Paul Lloyd, Head of the D&ES Typhoon Delivery Team



Paul Lloyd (Picture submitted) 

Combat Systems team was awarded a Meritorious Service Medal in this year's honours. Soon Lee will be celebrating 30 years in the Royal Navy and the medal recognises long-term service in the armed forces. Only a limited number of these medals are awarded each year.

Lee was recognised for his outstanding contribution to the Navy throughout his career having served with distinction since 1991. His citation noted he has set the highest personal and professional standards, acting as a fine example to others.

Celebrating the occasion with a tot (or two) of rum, Lee said: "It is wonderful to be honoured in this way, recognising that it is the support of my amazing family and the many great teams I have been privileged to be a part of that has brought me to this point."

Project Manager Julian Webb was awarded an MBE for his work for public service in the Strategic Enablers domain. Coming as a complete surprise to Julian, he was recognised for building a niche capability within the Integrated Battlespace Operating Centre (IBOC). Julian said: "I feel extremely humbled and very grateful that people took the time and effort to submit a nomination. You never think that you would achieve that level of recognition, or for someone to consider work that you've done is worthy of that. You look up to people who've got these honours and now to be considered in the same category is fantastic. I have received some lovely messages of congratulations from friends and colleagues which makes it extra special."

Paulette Cope, DE&S Materiel Distribution Land assistant head has been part of DE&S since 2011 and was recently awarded an OBE for the management of the Project Phoenix II. A Worldwide White Fleet provision across all 7 TLBs, c 15,000 vehicles and 14 countries, supporting the military and civilians.

On receiving a letter from the Cabinet Office Paulette, said: "It was a massive surprise and I thought it was scam to start with, I had to call the number provided to make sure it was legitimate! I had a great team and stakeholders from all the TLBs around me, so even though it was a really tough role, I still managed to make a lot of friends along the way. I feel really honoured, as I felt I was just doing my job, but I am very grateful."

DE&S Naval Ship Support Warrant Officer Tim Cox works in integrated logistic support on the Queen Elizabeth Class strategic class authority programme. Having served in the Royal Navy for over 40 years, Tim was awarded a meritorious medal for distinguished service and dedication to the Royal Navy.


On receiving this recognition, Tim said: "When I started my career I was just focusing on completing my six-weeks of training - there's no way I would have envisaged this."

For Tim, this award was totally out of the blue and he's looking forward to the official presentation in the future with his wife and children. He takes huge pride in this award and is extremely humbled by this recognition.




Rebecca Hamnett (Picture submitted) 



Lee Wilcock (Picture submitted) 



Tim Cox (Picture submitted) 

DE&S award £46-million deployable bridges contract

The Operational Infrastructure Team within Land Equipment at DE&S have recently awarded a £46-million contract with UK industry to provide rapidly deployable bridges for the British Army.

WFEL, based in Stockport, have been contracted to provide 17 sets of its Medium Girder Bridges (MGB) which can be configured in several different ways to provide flexibility to the commander on the ground.

DE&S Operational Infrastructure Team leader, Mike Batty, said: "I am extremely proud of the team, who have worked tirelessly with industry to ensure the British Army are provided with an exceptional bridging system that can be utilised at pace during both military operations and for humanitarian relief."

The bridges will be deployed by the Royal Engineers.

Major Tom Exelby, of the Royal Engineers, said: "The MGB will provide lightweight medium gap capability to Very High Readiness forces and will form a significant element of the Strike Brigade's manoeuvre support capability. MGB was chosen for its versatility and deployability to meet the challenges of the future integrated operating concept."

The signing of the contract will also provide continuing employment for 50 direct WFEL production-related personnel and is expected to create an additional 15 to 20 skilled and production support jobs.

It is also estimated that the contract will secure a further 100 jobs in the supply chain in the North of England and Scotland.

Minister of Defence Procurement, Jeremy Quin, said: "This £46-million contract of new military bridges not only secures jobs within Stockport, but also supports significant numbers of jobs in the wider UK supply chain.

"These bridges provide our armed forces with vital capabilities in both military and disaster relief operations."

The MGB contract will be fulfilled by December 2025, with the first two bridging sets delivered to the MOD by December 2021.



Royal Engineers from 37 (Three Seven) Squadron strip a medium girder bridge (Picture Sgt Wes Calder RLC)

“
The Medium Girder Bridges will form a significant element of the Strike Brigade's manoeuvre support capability.
”

Major Tom Exelby, of the Royal Engineers

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On creating an inclusive workplace, being persistent and women's football

Min Rodriguez is the Diversity, Inclusion and Wellbeing Lead for DE&S. Having been a diversity practitioner for over two decades, Min believes she can make a difference

What does your role involve?

I help DE&S create a diverse and inclusive workplace. A place that anyone would want to work in and where people feel they can be their authentic selves. I work with colleagues across the organisation to review and develop policy, programmes and initiatives, deliver training and awareness and ensure that our people feel confident around equality, diversity, inclusion and wellbeing. I lead a magnificent team of people who are absolutely committed to making DE&S the best place to work in the Civil Service.

What about your role is exciting, rewarding or interesting?

I am extremely lucky that my role is not a job, but a way of life. It is incredibly rewarding and I am fortunate to be working in such a complex, yet interesting, motivating, yet frustrating field. No two days are the same. This is an incredibly exciting, fast-paced and demanding area within the HR function, but I work with so many people within and outside the organisation that the days absolutely fly by. The complexity and scope of the topics I cover means that the work is always interesting – pretty much everything between legal compliance and implementing action plans. The fact that things are not always black and white requires engaging the grey cells quite often and this can sometimes be challenging but extremely gratifying, especially when you find the right solutions.

How important to you is teamwork?

Teamwork is incredibly important because the environment I operate in cannot be delivered in isolation. It takes a team of us firstly to consider the issues at hand, and secondly to apply diversity of thought for the co-creation of solutions that can address those issues. My team and wider stakeholders across the organisation are invaluable to making what I do work. My work just couldn't happen without my colleagues - wherever they are in the organisation.

How are you helping embed change in your area?

I think I'm helping embed change by being persistent. I'm sure there will be many people around DE&S who agree with this comment. That aside, many people can see the benefits of what I am trying to achieve, which of course touches everyone in some way. What I do is about continuous improvement to people's lives, to the way we operate, to how innovative we are and how we are perceived within and outside the organisation. We can all be winners in this game, and I'm thrilled that individuals and teams across DE&S are starting to engage in creative and thoughtful ways. Everyone else is helping me embed change because I can't do it alone.

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

I chose to come to DE&S because of the role. I have been a diversity practitioner for more than two decades and have moved primarily around the public and not-for-profit sectors, and latterly in the legal sector working

with solicitors across England and Wales. I thought this would be a great next move within a complex organisation, making a return to the Civil Service after a 15-year break. It's challenging, but I believe I can really make a difference here.

What do you most enjoy about your job?

I enjoy everything about my job. Like I said earlier, this isn't a job, so what's not to enjoy about that!

What do you enjoy doing in your spare time?

I'm in the last stages of my professional doctorate (DBA) and I've been researching the differential outcomes for black staff in UK higher education. I'm very lucky to be researching an area that I'm very passionate about, so even in my spare time I'm reading, thinking and writing about equality, diversity and inclusion. When I'm not doing that, I love gardening, DIY and I'll pretty much travel anywhere as I love exploring new things and eating great food!

What might surprise people about you?

I was awarded the equivalent of an England cap for representing the UK Civil Service in women's football in the 1990s. It sounds like I only played once, but we had to play around a dozen games, which meant years of matches! It's still wrapped in a little bag, but it's lovely to take it out now and again to see the lovely golden tassel and gold CSSC stitched on the front. I retired some years ago, but it's been amazing to have seen women's football go from strength to strength over that time.

Army Warfighting Experiment 2020

AWE20 was the first Army event that brought together military and industry en masse under COVID-19 restrictions. The DE&S Future Capability Group (FCG) recently worked to support Army headquarters to deliver the latest iteration of the Army's flagship experiment: The Army Warfighting Experiment (AWE).

Emerging technologies were explored as the Army Warfighting Experiment (AWE) 2020 descended upon Salisbury Plain.

Previously known as 'Urban Experimentation' or URBEX, AWE is an ongoing series of major experiments that allows the British Army to engage and collaborate with a broad cross-section of industry partners, particularly small and medium-sized enterprises.

Looking at innovative approaches, this informs investment decisions and identifies capabilities suitable for rapid exploitation to provide the Army with operational advantages on the battlefield.

This year's AWE focus was Agile Command, Control and Communication (C3). The live experiment took place at Westdown Camp, Salisbury Plain, and brought together 55 systems from 40 industry partners, along

with 400 personnel made up of 250 military and 150 industry.

The DE&S Future Capability Group was the central enabler to the wide variety of stakeholders. The team has developed a novel commercial framework that enables an open and collaborative community of suppliers to engage with the user community. These suppliers do this at nil cost to the MOD, knowing the user feedback is invaluable.

Lieutenant Colonel Iain Lamont, Staff Officer 1 Robotics and Autonomous Systems at Army HQ, said: "Bouncing straight off the back of AWE19 (Human Machine Teaming) in September, AWE20 delivered another major cutting-edge experiment. This series remains the Army's hallmark large-scale experimentation, set within a demanding, tactical scenario.

"AHQ are again indebted to FCG for their outstanding stewardship of the AWE series, where a real depth and breadth of experience is now starting to deliver significant benefits. Looking to the future, it is our shared intention, alongside FCG, to set AWE on a programmatic footing to deliver further benefits throughout a stable five-year series."

Having enabled a *Dragon's Den*-style down-select of the initial 150 applications, FCG went on to work closely with the Army's Trials and Development Units (TDUs) to ensure they had the knowledge of the equipment supplied to safely and successfully test it, as well as ensuring the right expertise was in place to create a trial design fit for the challenges posed by the capability owners.





AWE20 was the first Army event that brought together military and industry en masse under COVID-19 restrictions with the experiment approved and cleared by Army Environmental Health and Force Protection, which noted the high standard of work and attitude towards working within a COVID-secure environment.

To enable all the disparate experimentation products from industry to integrate and communicate with each other the Land Systems Reference Centre, Blandford designed and built a bespoke communications network, named MANNA. Now an MOD-owned capability, MANNA enables many different industry partners to integrate without sharing proprietary information with competitors. MANNA will go on to provide an enduring capability for pan-defence benefit beyond AWE and will facilitate experimentation activities for years to come.

Showcasing the outputs of 67 industry partners, DE&S coordinated the delivery of the

live experiment as well as multiple visitors' days. On visiting day one, chief scientific adviser Dame Angela McLean launched the MOD's Science and Technology Strategy in a joint press conference with the Secretary of State, Ben Wallace, outlining how the MOD will secure and maintain scientific and technological advantage for the future.

Days two and three brought together 200 selected guests, starred officers from allied nations and key decision makers from across defence, to explore the findings from AWE20 and to look forward to the future of Army research and experimentation. The Minister for Defence Procurement, Jeremy Quin, and Chief of the General Staff, General Sir Mark Carleton-Smith, were also in attendance.

James Morris, FCG programme manager, said: "In spite of an initial lockdown, working from home, working dispersed and grappling with the new normal, the project team delivered a successful AWE20 in line with

government policy and guidance to the highest professional standard to achieve an opportunity for over 110 industry and Army stakeholders to collaborate to tackle how we can transform the Army to become 'more agile, more lethal, more expeditionary, more of the time.'

"Moreover, they have proven the resilience of the AWE brand and cemented AWE as a key event in Army's calendar."

Looking ahead, AWE21 aims to revolutionise the approach to collective training by experimenting with future technology and concepts that will provide seamless transitions between live and virtual collective training environments.

For further information about AWE21 and how to join the launch event on November 10, email ArmyCap-AWE21-GrpMail@mod.gov.uk.



DM Gosport continues to deliver safely in 2020

Since COVID-19 restrictions came into place earlier in the year, DE&S have done a huge amount of work to enable our people to work remotely where possible and create COVID-19 secure workplaces. Work on our operational sites has continued and Desider talks to Defence Munitions Gosport head of establishment, Gary Tuff, and site manager Mark Champion about how safety is never compromised.

Defence Munitions (DM) Gosport, located on a 550-acre site on the western shore of Portsmouth harbour, is responsible for the storage, safety, technical compliance and co-ordination of processing and distributing a vast array of munitions – be it bullets or Sea Viper missiles. With approximately 200 staff across 160 facilities, DM Gosport also provides maintenance and test space for a range of complex and general munitions.

Due to the nature of the site, DM Gosport is controlled stringently with robust policies and procedures to ensure safety on site. DM Gosport supplies munitions for ships at HMNB Portsmouth. With staff unable to do their jobs remotely, the site has remained open throughout the COVID-19 pandemic as the efficiency of DM sites can have a huge impact on the readiness and capability of our front-line commands.

Head of establishment Gary Tuff and site manager Mark Champion oversaw many extra requirements, including a multitude of COVID-19 risk assessments from lodgers and contactors to ensure all working practices were managed in line with the advice from the Government. Mark also provided permits, clear guidance to visitors and distributed PPE such as hand sanitisers, antibacterial spray, gloves, mask and overalls.

Mark said: “The biggest challenge was managing the practical side of things. We had to put up a lot of signage, organise the completion of building and hygiene forms and ensure all workspaces were COVID secure.

“Although very time consuming, it was important to get this right and has put us in good stead for the second national lockdown.”

DM Gosport set up a Site Recovery Team (SRT) team alongside other DE&S DM sites, meeting virtually every day to ensure there continued to be consistency across all DM sites while delivering operational essential requirements.

Gary explained: “We’ve had to maintain operational output

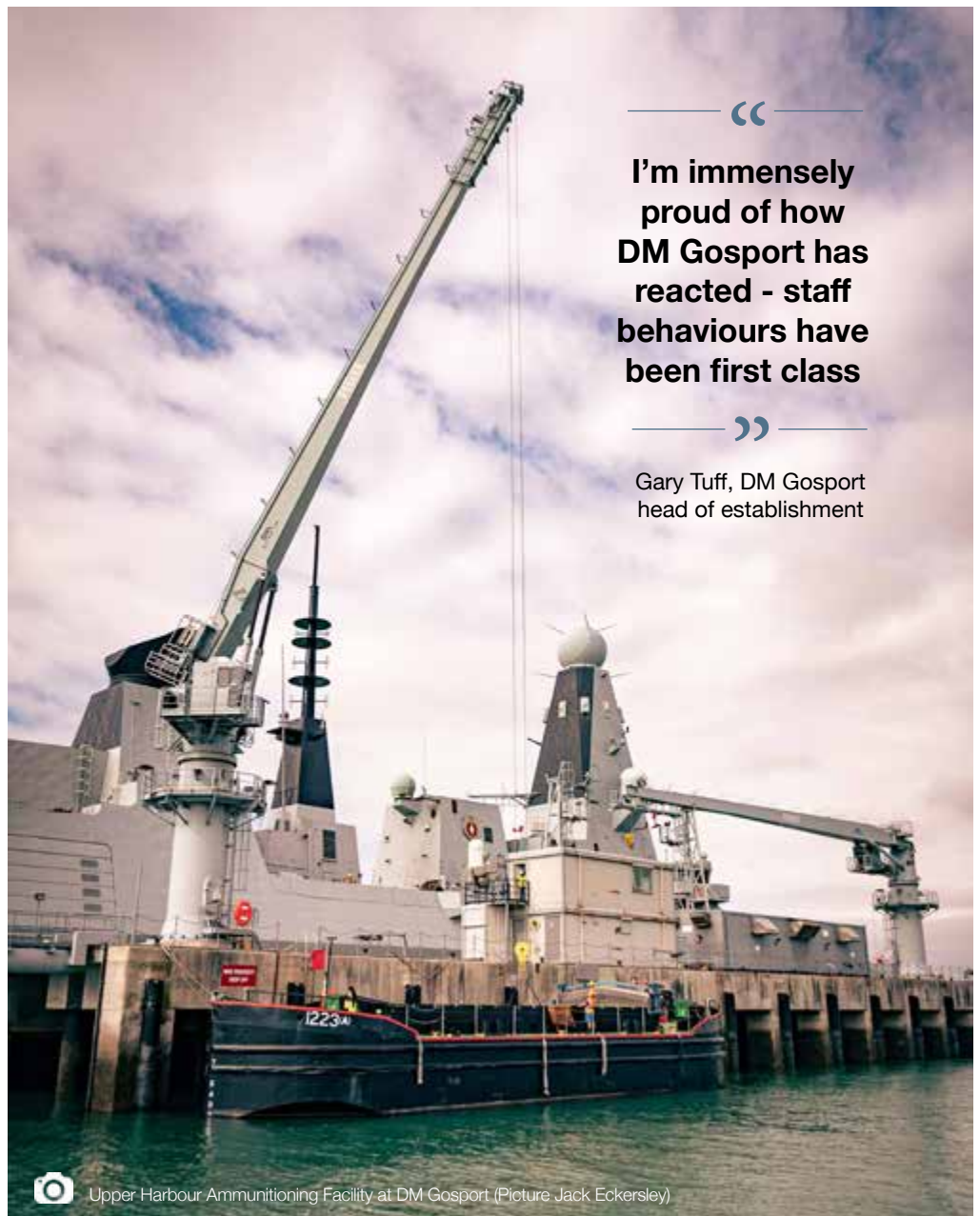
while facing the challenges of the new norm. For us, it’s been about safety and delivery. We’ve constantly delivered for the front-line commands, while addressing the challenges presented by COVID-19.”

The team has also supported the NHS by taking in two shipping containers with spare equipment. As part of a local agreement, DM Gosport will hold the items in

case the local Nightingale hospital needs it.

“We’ve not stopped,” added Gary. “We’ve continued to deliver to the customer and we’re now working against the revised risk assessment and adapting to the new normal. More recently we have been reviewing the requirement for face coverings and how we can support the NHS app across the site.

“All DE&S DM sites have maintained outputs. Whether that’s the Sea Viper missile here or the Storm Shadow at DM Beith, Paveways at Glen Douglas or outfitting a Type 23 at Plymouth, we have consistently delivered to our FLC’s throughout the pandemic. I’m immensely proud of how DM Gosport has reacted. Their behaviours have been first class.”



“
I’m immensely proud of how DM Gosport has reacted - staff behaviours have been first class

”
Gary Tuff, DM Gosport head of establishment




Upper Harbour Ammunitioning Facility at DM Gosport (Picture Jack Eckersley)


DE&S staff recognised at prestigious Women in Defence UK awards

The Women in Defence UK Awards are an annual celebration of the value women bring to the defence sector, be it the Army, Royal Navy, Royal Air Force, MOD, MI5, industry or academia. Chosen from over 500 inspirational nominees from across the defence community, women in DE&S were among those recognised for their valuable contribution to defence and to DE&S.



 Gemma Smith (Picture by Jack Eckersley)



 Dr Eluned Lewis (Picture by Ronald Lee)

Head of personal ballistic protection in Defence Ordnance Safety Group (DOSG) Science and Technology, Dr Eluned Lewis, is one of the DE&S women recognised in the highly-esteemed awards. Eluned is a DE&S Senior Specialist Fellow and was nominated earlier this year for her work in personal ballistic protection. She has since become a finalist in the Unsung Heroine category.

On her nomination, Eluned said: “There are so many women in defence that deserve to be celebrated for their achievements. I feel extremely humbled and grateful to be recognised, but most of all proud to be part of the Women in Defence UK community.”

Eluned’s citation was for the work she is doing to ensure women on the front line have better-fitting equipment, such as body armour and helmets. The citation also highlighted her work on medical coverage that used scientific data to optimise body armour coverage and reduce excess weight carried by our troops.

Eluned added: “People shouldn’t underestimate how valued it makes you feel when someone else has noticed how hard you work, so it’s great to have such a scheme to recognise and celebrate the collective contribution of women in defence.”

Gemma Smith, DE&S Future Capability Group (FCG)

commercial head, was also credited at the annual awards. Gemma was shortlisted for the Most Collaborative award for her commercial work on the ARTEMIS space-based Intelligence Surveillance and Reconnaissance (ISR) experimentation.

Gemma was part of Team ARTEMIS alongside Air Command, Defence Science and Technology Laboratory, DE&S FCG and industry to put in place three qualifying defence contracts and obtain a qualifying defence contract exemption within three months.

Gemma said: “I am really proud to be shortlisted for the Most Collaborative award and the fact Air Command took the time to recognise the commercial efforts and recognise the value of DE&S FCG is brilliant. I feel that we have built excellent relationships with the customer and demonstrated how FCG add value to complex novel technology projects. I am really pleased I have helped FCG develop a great reputation for pushing commercial boundaries and taking a different approach to risk.

Being shortlisted for this award has been an incredible highlight in my career.”

Many congratulations to all shortlisted nominees and finalists on this incredible achievement. The winners will be announced at an awards dinner on March 24, 2021.

“
There are so many Women in Defence that deserve to be celebrated for their achievements. I feel extremely humbled and grateful to be recognised, but most of all proud to be part of the Women in Defence UK community
”

Dr Eluned Lewis

Poseidon arrives at its new home in Scotland

Four of the RAF Poseidon MRA Mk1 fleet have arrived “home” for the first time at RAF Lossiemouth in Scotland.

The first of the submarine-hunting aircraft to land on the resurfaced runway was ZP802 ‘City of Elgin’, next to arrive was ZP801 ‘Pride of Moray’, closely followed by ZP803 ‘Terence Bulloch’ less than two hours later, having been flown directly from the US on its delivery flight. ‘Spirit of Reykjavik’ recently followed, joining as the fourth member of the fleet.

The fleet will be based in a £100-million strategic facility designed and built by Boeing Defence UK and local construction partner Robertson, delivered by DE&S to the RAF at the end of September.

Michelle Sanders, DE&S P-8A Delivery Team leader, said: “Seeing the fleet grow in size and ‘come home’ helps underline the key part played by the DE&S P-8A Delivery Team.

“Close and co-operative working with colleagues from Air Command, the US Navy and industry over the past five years has been key to us reaching this very significant stage in the programme.”

Nine Poseidons have been ordered from Boeing, the first of which – ‘Pride of Moray’ – landed on British soil at Kinloss Airfield in February. Since then, crews from CXX Squadron – a maritime patrol squadron based in Scotland – have been securing the seas around the UK on operational missions.

54 Squadron have also been training new pilots and weapons systems operators on the platform, as 400 additional military personnel will be joining Team Lossie in Moray to fly and operate the nine aircraft.

Poseidon has the capability to locate, identify and track potentially hostile submarines as they operate close to our waters. Its powerful radar is also able to detect and track surface vessels above the waves.

It boasts a comprehensive communications suite which means the intelligence it gathers can be passed to commanders whether they are in the air, on a ship, on the ground, or back at Lossiemouth.

The strategic facility took two years to build has a three-bay

hangar and accommodation for two squadrons, training and mission support facilities including state-of-the-art flight simulators, the first of which was delivered in August.

Station Commander of RAF Lossiemouth, Group Captain Chris Layden, said: “Today (October 13) is a proud moment for Team Lossie, ushering in a new era for the station delivering combat air power and maritime patrol operations over and around the United Kingdom.

“Yesterday, I had the privilege of landing the first Typhoon on our newly resurfaced runways, and today I had the pleasure of welcoming in the first Poseidon to its permanent home in Moray.”

Before a £75-million runway and infrastructure upgrade was completed at Lossiemouth, the Poseidons were flying out of Kinloss.

The next RAF Poseidons have been painted at Boeing’s Renton site in the US and are currently located at the P-8 Installation and Checkout facility in Tukwila, south of Seattle, where mission systems are installed and further testing will take place before delivery.

All nine of the fleet, based on the Next-Generation 737, are expected to be in the UK by the end of 2021.

The UK’s fourth Poseidon MRA1 maritime patrol aircraft arrived at RAF Lossiemouth on November 3. It has been named Spirit of Reykjavik in honour of the role played by the Icelandic capital and its people in enabling the Allied victory during the Battle of the Atlantic.

The RAF Poseidon fleet will provide cutting-edge maritime patrol capabilities working side-by-side with the Royal Navy to secure the seas around the UK and abroad.



RAF Lossiemouth's Station Commander Group Captain Chris Layden stands alongside Wing Commander James Hanson after they received ZP802 at its new permanent home.



All three of the RAF Poseidon MRA Mk1 fleet have arrived “home” for the first time (October 13).



“
**Seeing the fleet grow in size and ‘come home’ helps underline
the key part played by the DE&S P-8A Delivery Team**
”

Michelle Sanders, DE&S P-8A Delivery Team leader

British Army's CBRN reconnaissance vehicle fleet to be enhanced

DE&S have negotiated a £16-million contract to upgrade and sustain the British Army's critical fleet of specialist CBRN (Chemical, Biological, Radiological and Nuclear) surveillance and reconnaissance vehicles.

FUCHS reconnaissance vehicles are six-wheeled, all-wheel drive, armoured vehicles which have been adapted into a protected platform to carry out chemical, radiological and nuclear survey and reconnaissance missions.

The vehicles are equipped with automatic systems and sensors for detecting nuclear radiation as well as CBRN agents and other toxic substances.

The importance of the UK's counter-CBRN capabilities has been highlighted both in the conflict in Syria and the response to the Salisbury nerve agent incident in 2018.

The vehicle can travel at speeds of up to 100kph and is operated by a four-strong team who are sealed in against hazardous environments and can establish the severity and location of any chemical or radiological threat.

The nine-strong fleet of FUCHS are complemented by a training simulator – that will also be updated and sustained under the contract – which ensures the specialist operators within the Warminster-based Falcon Squadron can undergo regular training on site.

Minister for the Armed Forces, James Heappey, said:

“With the military landscape rapidly changing, it has never been more important to develop our capabilities and continue to strive for innovation and adaptability.

“This impressive contract award is a strong and positive step to evolve our traditional equipment into nimble and ground-breaking technologies.”

The contract, placed with Rheinmetall BAE Systems Land (RBSL) will protect highly-skilled jobs in engineering and manufacturing and will see RBSL remove obsolescence issues associated with equipment. FUCHS will also be upgraded with the latest generation of sensing capabilities, ensuring it is able to continue to perform its role successfully.

Dr Simon Dakin, DE&S Director ISTAR, said:

“This important vehicle provides a critical element of the Army's battlefield reconnaissance and counter-CBRN capability. This significant contract will not only support the platform to the end of its planned service life but will also update the platform's comprehensive sensor suite, allowing it to detect the full spectrum of hazardous substances that may be encountered on the modern battlefield.

This contract award is the result of excellent teamwork between the CBRN delivery team, users, industry and DSTL.”

RBSL will also make some planned safety modifications and implement a new support contract, which will include technical support, provision of spares and repairs, maintenance, training and design services to the end of the planned service life.

Colonel Tim Chapman, assistant head counter-CBRN, Army HQ, said:

“The Army, on behalf of defence, are pleased to welcome RBSL as industry partners to sustain our specialist FUCHS vehicles into the future.

The provision of world class Area Surveillance and Reconnaissance (AS&R) capability is a cornerstone of the UK's Defence C-CBRN policy, which seeks to avoid the hazard, protect the force and preserve fighting power in order to maintain operational freedom of action post a CBRN incident.

The contract will ensure this vital capability is updated and maintained, providing reassurance to allies and partners whilst bolstering our deterrence to would-be aggressors.”

The work will take place at RBSL's facility in Telford, West Midlands, with the support of the UK supply chain.



“
The contract will ensure this vital capability is updated and maintained, providing reassurance to allies and partners whilst bolstering our deterrence to would-be aggressors
”

Colonel Tim Chapman, assistant head
counter-CBRN, Army HQ

60 second spotlight

Agnieszka Trzcinska

Job:

Project Controls cost controller working for the logistic delivery fuels and infrastructure headquarters finance team based at MOD Abbey Wood.

Your route into DE&S?

I originally come from a rural village in Poland, but I quickly discovered that my ambitions were too big for such a small place. At the age of 19, I moved to the city to attend university which opened my eyes to the possibilities around me. This eventually led me to the UK in 2016 to start a new challenge (especially because I could speak no English back then). After years of hard grafting and many odd jobs I now work proudly for DE&S while studying for my Master's in project management.

Your claim to fame?

I once helped orchestrate a show within the Poznań Fashion Fair 2014 for a big-name fashion icon in Poland. He personally thanked me and offered me a job! Also, I once high-fived the Pope. When I was eight my mom took me to see the Pope John Paul II in 1999 when he had a pilgrimage very close to my home village. He briefly said hello to the crowd and as kid not really thinking much, I high fived him when he wanted to bless me.

Your advice to anyone?

Don't give up when your life journey gets difficult. It is these points that build you into the person you are today and give you the confidence to tackle greater challenges.

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

In my free time I like to explore Bristol on my bicycle. There are so many nooks and crannies to such a compact city. In the evenings, when not studying for my Master's, I am fascinated by psychology, mindfulness and

cognitive behavioural therapy.

I also transform my love for art and painting by restoring old trainers and applying new eclectic designs to them. Who doesn't want to give a second life to their favourite pair of shoes?

What are you most proud of?

I am most proud of arriving in the UK with just £70 to my name, some broken English and working hard to get to where I am now. It proved to me that anything is possible if you want it hard enough.

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

I would take my favourite book, *The Little Prince* by Antoine de Saint-Exupéry. It is such a wonderful story that I hold dear. I would also take a solar-powered iPod with my entire collection of music so that I would never get bored, and a Swiss Army knife – obviously!

What irritates you the most?

People who stop walking in the street in front of you. Why?

What is your favourite place in the world?

I love the Isle of Man, a place that reminds you how life should be. Peaceful, with green rolling hills dotted with sheep, lush glens with rushing streams and mini waterfalls. An excellent place to cycle along the coast.

What would surprise people about you?

I used to want to be a nun and I am proficient in driving 15-ton John Deere Tractors.



I am most proud of arriving in the UK with just £70 to my name, some broken English and working hard to get to where I am now



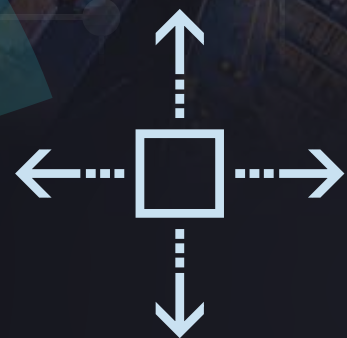
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DE&S Learning at Work Week

DE&S recently celebrated Learning at Work Week - an annual event that puts a spotlight on the importance of continual learning and development.

The theme of Learning at Work Week 2020 was “learning journeys”. DE&S heard from Shaun Wallace, better known as “The Dark Destroyer” on ITV’s The Chase and learning and development specialist and author, Paul Matthews. Shaun shared his take on being a “goal model,” the value of hard work and the importance of staying grounded. Paul brought learning and development to life with engaging and humorous stories from his extensive travels.

DE&S Director Strategy & Corporate Operations, Krishna Dhanak, and Simon Dakin, Executive Learning Sponsor and Director Integrated Battlespace Operating Centre, also delivered thought-provoking sessions on their careers and learning journeys

that inspired attendees to reflect on their own ambitions.

Workshops on developing IT skills, people and self-management methods, and resilience were enjoyed throughout the week.

Head of Learning, Talent and Inclusion, Amanda Lammonby, said: “Feedback from our virtual Learning at Work Week has been incredibly positive and I was delighted to see so many people investing in their own development. We hope people continue to explore and benefit from DE&S’ many learning opportunities.”



Hilary takes on virtual London Marathon

DE&S business support manager Hilary Sturgeon has recently completed her first marathon in aid of Sands, a national charity in the UK that provides support to anyone affected by the death of a baby.

Having joined her local running club about five years ago, Hilary enjoys running as the benefits to her mental health and the friends she has made throughout running have been fantastic. In the past, Hilary has raised lots of money for Sands as the charity supported her when her first son, Oscar, was born prematurely and unfortunately died after four weeks in intensive care. Eleven years on, Hilary decided to set herself her

biggest challenge yet: running the London Marathon. Due to COVID-19 restrictions, this year those who entered the race were encouraged to complete the 26.2 miles wherever they could.

Alongside two of her friends, Hilary completed the race in five hours and 38 minutes and was cheered on her way by friends who ran with her throughout different sections of her route. Hilary is the point of contact for local Sands groups as the befriender and the treasurer and, so far, she has raised more than £4,300 for the cause. Visit Hilary’s fundraising page here: <https://www.justgiving.com/fundraising/hilary-sturgeon1>



DE&S partners with Women's Engineering Society

DE&S has recently partnered with Women's Engineering Society to further develop and support female engineers, and inspire the next generation of women to consider a career in engineering.

The partnership marks DE&S' ongoing commitment to improve diversity and inclusion in the engineering sector.

DE&S Diversity, Inclusion and Wellbeing lead, Min Rodriguez, said: "Women continue to be under-represented in engineering. Despite efforts to address the imbalance, just 12% of those working in engineering occupations are women compared with 47% of the overall UK workforce.

"Over the next year, we'll be working with the Women's Engineering Society to promote engineering as a challenging, creative and rewarding industry and understand how we can further support women in engineering, and help

inspire the next generation of engineers."

DE&S already supports Women's Engineering Society's International Women in Engineering Day and regularly engages in STEM (Science, Technology, Engineering and Maths) outreach events to encourage diversity and increased rates of participation among young people.

It also has its own Women Engineering Network providing support and opportunities for women working in engineering roles at DE&S and comes up with ideas to inspire female engineers of the future. The network has grown to more than 80 members and is leading positive change within the organisation.

Find out more about the DE&S engineering function and the career opportunities available here: <https://des.mod.uk/careers/engineering-roles/>



MOTTO the MOD Lottery June winners

£10,000	Mark Duncan
£2,500	Steven Perry, Rosyth
£1,000	Colin Best, Lisburn
£500	Joanne Dunning, Gloucester
£250	Joanne Dunning, Gloucester
£100	Paul Roberts, DSTL
	Andy Jenkins, Bristol
	Matthew Towers, RAF Waddington
	Suzanne Fletcher, Birmingham
	Robert Williamson, Helensburgh
	Rochelle Trebble, Swindon
	Mike Green, Plymouth
	Mark Waite, Bicester
	Joanne Harvey, Warminster
	Helen Deas, Perth
	Neil Weaver, Portsmouth
	Maggie Heywood, Gloucester
	Bernadette Stephenson, Newcastle
	Ian Gibson
	John Galic, RAF Brize Norton
	John Young
	Joanna Taylor, Bristol
	Michelle Portch, Lincoln
	Paul Britton, Cardiff
	Keith Board, Bristol

Land Equipment Operating Centre leads the conversation around race and culture

A group of volunteers from the Land Equipment Operating Centre have opened up the conversation around race and culture by holding a series of workshops.

Jessica Beddis, Dylan Balgobin and Klarissa Reddicks from the DE&S Artillery Systems team decided to hold these workshops in response to the coverage of the Black Lives Matter movement.

Jess explained: "The idea of the workshops came about after a frank and open conversation after which we developed the 'Let's Talk about Race' workshops."

Alongside DE&S race and culture advocates, the trio covered topics such as micro aggressions, white privilege and white fragility. To date, 100 people have attended the virtual sessions.

Reflecting on the workshops, Klarissa said: "I feel a sense of pride to have been able to collaborate with colleagues to deliver a workshop about a subject I am very passionate about. My vision for the future is for the subject to become less taboo and we can finally say: 'all lives matter'."

The team is now preparing further workshops and

they continue to work with the Diversity, Inclusion and Wellbeing lead Min Rodriguez, as well as the DE&S Diversity and Inclusion champion, Vice Admiral Chris Gardner.

Alongside the success of the ongoing race and culture workshops, DE&S have held more 'Let's Talk about Race' sessions that will continue to run throughout the rest of the financial year.



Case Study

Mel Jonik, iLog Process Manager, gives her insight into some of the benefits of working for the organisation

Name:

Mel Jonik

Job title:

iLog Process Manager

How long have you worked for DE&S?

5 months

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

Following an extensive career in health and beauty product development, manufacturing, commercial, project management and supply chain, I was looking for a new challenge and supporting and servicing our country's armed forces was a personal aspiration. I wanted to use my knowledge and experience to help make a difference where it mattered.

What does your role entail?

I am part of a team facilitating the creation and publishing of processes across DE&S domains. Our objective is to create processes that provide clear guidelines and forge a standard approach as directed by policy. I am excited to be given the opportunity to manage the delivery of key business initiative projects under the Support Directorate's support improvement programme.

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

The iLog function is a fantastic place to start my career within DE&S. It enables me to work across all DE&S functions and domains, and interact with a vast group of DE&S personnel to learn how DE&S operates. The scope of roles and opportunities is immense and very exciting.

What do you most enjoy about your job?

Working with people to solve problems and exceed customer expectations. The bigger the problem, the more thrilling the ride! But the best is when you know you have made it easier for someone to do their job, especially in such busy and challenging times.

What's your ambition?

One day, I'd like to become CEO.

What's your greatest achievement to date?

Joining DE&S under the COVID-19 Lockdown! I have received amazing support and cannot believe it has only been five months. Skype is my new best friend - I have enjoyed being creative in building new relationships and hosting Skype group workshops with 'sticky notes' instead of biscuits. I have promised biscuits when back on site!

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

DE&S is dynamic and exciting. The opportunities here are vast and the people really are inspiring. You really can make a difference.

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

Being a 'lockdown starter', I unfortunately have not been able to explore and experience the social benefits that DE&S and Abbey Wood has to offer. But the support and flexibility being offered to work from home is refreshing and inspiring. As I am sure we all do, I often reminisce on pre-COVID office life, craving the reassurance of working side by side with colleagues, savouring the quick coffee-and-cake chat and wearing the many pairs of shoes justified as a must for work. I hope we can build on this experience and continue to be creative to join what, at the moment feels like two very different working worlds, together. A happy and resilient workforce is an invincible team and the DE&S general knowledge gained from Kahoot team quizzes throughout lockdown must be a force to be reckoned with!



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