



Ministry
of Defence

de&s

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desider

Issue 150
February 2021

*the magazine for
defence equipment
and support*

**State-of-the-art thermal sight
technology secured for British Army**



Foreword

By Sir Simon Bollom, CEO



Leading technology for the
UK's security and economy

Tempest – innovation for
the next generation

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Defence is entering a period of significant change, bringing both challenges and opportunities for us all.

While we do not yet know the final shape of the Integrated Review and Defence and Security Industrial Strategy, we do know that DE&S will continue to have a vital role in supporting defence going forward.

The review will define the Government's vision for the UK's role in the world over the next decade which provides DE&S with a platform to demonstrate consistent delivery, high quality support, value for money and to deliver capabilities that provide the operational edge to our armed forces.

The additional £16.5-billion settlement announced by the Prime Minister in November was very positive news. It will enable defence to modernise and prepare for the threats and opportunities of a rapidly changing world and to meet the requirements of the Integrated Review.

Translating the agility, innovation and confidence that we have demonstrated through the pandemic into our core programme will be at the heart of exploiting new technology at pace. We recently signed a contract with Atlas Elektronik UK to procure three autonomous, 'uncrewed' minesweeping systems to dispose of sea mines and reduce the risk to life of Royal Navy personnel. This type of technology is accelerating in all Domains and it is great to see an exploitation path in the maritime sector which will bring a significant enhancement to the Royal Navy. The RAF has, for many years been operating unmanned systems procured by DE&S, and the Army Warfighting Experiment demonstrated the utility of autonomy and AI in the land environment. By working across Domains with our industry partners we have the opportunity to shape the market and become world-leading in this area.

I am very proud to see DE&S continue to develop

our relationships with industry and international allies; COVID-19 has actually had a positive effect on the level and quality of communication and collaboration. We have much to look forward to as we face the challenges ahead, such as the vision of a global Britain and investing in British ship building. Both will contribute to UK prosperity as well as strengthen and enhance the capabilities of our armed forces.

Elsewhere, DE&S signed the F-35 Lightning Air System National Availability Enterprise (LANCE) contract to support the UK's Lightning fleet – delivering an enhanced level of performance to our customers and supporting a key part of the UK's Carrier Strike Group that will venture on its inaugural deployment this year.





It was great to see Kat Rolle and John Allen from the Weapons and Engineering & Safety operating centres respectively, represent DE&S at the Sustainability Symposium conference. The conference centred around corporate social responsibility, sustainable development and Lieutenant General Richard Nugee's vision for a Sustainable Defence operating model. DE&S continues its commitment to challenging ways of working and reducing our environmental impact in support of the target of Net Zero 50. We can expect the sustainability issue to become increasingly prominent in our work going forward.

Finally, I must congratulate all those recognised in the New Year Honours – it's excellent seeing so many of our staff acknowledged for all their hard work and dedication. Very well done.

I want to thank you all for your continued commitment to defence. The global crisis we find ourselves in is unprecedented and we all have a role to play in ensuring that DE&S remains agile and responsive to the inevitably changing needs of our customers.

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www.gov.uk/government/publications/desider-2021

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Printing

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On the cover

Soldier operating surveillance system that gathers information from the Dismounted Joint Fires Integrator.

(Crown copyright)



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Director General Air,
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to DE&S,
learning from
the COVID-19
pandemic and the
challenges ahead**



As we settle into 2021 and take stock of the situation we continue to find ourselves in with COVID-19, I've been reflecting on the past 12 months. While an incredibly difficult time, 2020 did bring positive changes to our working lives – particularly on a personal front.

I joined DE&S in September 2020, taking up the role of DG Air. Being successful in the competition for the post was the biggest highlight of my year. It was a huge privilege to be offered the opportunity to become the first Naval officer to lead the Air domain, especially as it's been a long-standing career aspiration of mine.

This isn't my first time at DE&S – I originally joined what was the Defence Procurement Agency in 1993 and have held numerous posts in the intervening years – but this is the first time I've returned in the last four years.

Stepping back into DE&S, it's easy to see how significantly the organisation has changed during this time. It's grown into a professional, customer-focused organisation and has embraced the 'great delivery, great people, great place to work' ethos that DE&S@21 strived to achieve.

One of the biggest challenges of

returning to the organisation after a prolonged absence is getting up to speed with the demands of the job. In a pandemic, this has been made even more difficult as I've been unable to meet colleagues, customers and suppliers face-to-face and have instead had to build these relationships virtually.

Delivering through COVID-19 remains a challenge. As recent months have proved, we never know what's around the corner. Throughout 2020, everybody – DE&S, industry, customers and suppliers – was forced to significantly change their way of working and it certainly tested us in terms of how we communicate and engage with each other in a virtual world, to achieve a common understanding and meet our goals.

Now we need to begin to understand the longer-term impact this continued disruption may have on our projects and programmes. Due to their lengths and complexities, this may not be fully understood for several years, but we must do all we can now to ensure there are no detrimental effects further down the line.

Deciding how we take forward the lessons learnt from COVID-19 is a high priority. It has already accelerated our ability to work

smartly by a number of years. Remote working has helped build upon our cultural aims of embedding trust, empowerment and delegation throughout the organisation. I hope the result of this will be demonstrated by better achieving our projects and programme milestones, not just for the 2020/21 financial year, but beyond.

In future, we need to become more agile; increase our efficiency and effectiveness; and focus on

delivering to performance, time and cost. The current economic climate, alongside the pressures on the defence budget, means this is more important than ever. We must spend every penny wisely and deliver value for the taxpayer.

If COVID-19 was our biggest challenge in 2020, I think delivering the outcomes of the Integrated Review with restricted resources is the number one challenge for 2021.

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— ” —

Project Manager
Engineer
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Finance
Graduate
**FIND
YOUR
FUTURE**
Business Manager
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A new home for careers at DE&S

Autonomous minesweeper bolsters Royal Navy's mine countermeasures capability

“ This cutting-edge technology will allow UK personnel to carry out their duties in a safer environment and provide enhanced protection to both military and commercial vessels. ”

Barry Miller, MHC team leader

DE&S has recently signed a contract to procure three world-class autonomous uncrewed minesweeping systems, to dispose of sea mines while reducing the risk to life of Royal Navy personnel.

The systems will be delivered by Atlas Elektronik UK in Dorset under the agreement which is worth approximately £25-million.

The Combined Influence Minesweeping – SWEEP – system, is the Royal Navy's first autonomous minesweeping capability and will allow personnel to neutralise mines from a remote distance while on operations worldwide.

The system's innovative technology can defeat modern digital sea mines which can detect and target ships and submarines passing overhead.

The SWEEP contract option was negotiated by the Mine Hunting Capability (MHC) team at DE&S.

MHC team leader Barry Miller said: “This innovative system has come about through close collaboration between DE&S, industry and the Royal Navy.

“This cutting-edge technology will allow UK personnel to

carry out their duties in a safer environment and provide enhanced protection to both military and commercial vessels.”

Each SWEEP system comprises an Autonomous Surface Vessel capable of towing a variety of equipment configurations to generate combinations of magnetic, acoustic and electric signatures which mimic passing ships and neutralise different types of sea mines.

The system is controlled by a Portable Command Centre which could be based at sea or on land.

DE&S CEO Sir Simon Bollom said: “This cutting-edge SWEEP technology follows hot on the heels of the contract negotiated for equally innovative autonomous minehunters and provides the Royal Navy with the increased capability they need to deal with modern mine threats.”

The technology, which has been developed in the UK by Atlas Elektronik can be rapidly deployed by land, sea and air and will offer increased protection to military and commercial vessels.

The contract option supports more than 25 jobs with the Dorset-based company, with a further 48

jobs supported in the supply chain, and comes after the announcement in November 2020 that the UK has signed a joint agreement with France for Thales to produce three autonomous Maritime Mine Countermeasures (MMCM) mine hunting systems.

That £184-million investment sees 215 jobs supported across the UK. Both awards demonstrate key investments that keep the Royal Navy at the forefront of global mine countermeasures capability.

Both SWEEP and MMCM come under the MOD's Mine Hunting Capability programme and can work together to achieve the common goal of defeating the threat posed by sea mines to make international waters safer.

The SWEEP contract option follows rigorous trials of the autonomous SWEEP demonstrator system, which has performed well in both extreme cold weather and hot weather conditions.

The first system will be delivered in late 2022 after which they will enter operational evaluation before entering service at a date to be determined.



Fifth RAF Poseidon arrives at Lossiemouth

The RAF's fifth Poseidon Maritime Patrol Aircraft has been safely delivered to RAF Lossiemouth.

The aircraft, named Fulmar, flew directly from Boeing Field near Seattle – the first time that an RAF Poseidon has been delivered to Scotland straight from the factory with the crossing taking just over eight hours.

Boeing's Poseidon MRA1 (P-8A) is a multi-role maritime patrol aircraft, equipped with sensors and weapons systems for anti-submarine warfare, as well as surveillance and search and rescue missions. Poseidon MPA can react quickly to track potential threats over large areas of sea or ocean and defend our own submarine fleet and its arrival represents another milestone in the development of Lossiemouth's Maritime Patrol capability.

The name Fulmar is a nod to RAF Lossiemouth's Naval past as the Station was called HMS Fulmar, named after a hardy sea bird, between 1946 and 1972.



Image shows the fifth Poseidon Maritime Patrol Aircraft, Fulmar (SAC Aeris Finney.)

HMS Queen Elizabeth assumes role as new fleet flagship

HMS Queen Elizabeth has now assumed the role of Fleet Flagship, having taken over from HMS Albion, as the Royal Navy moves closer to deploying the UK's advanced carrier strike group.

In the coming months HMS Queen Elizabeth will lead the

most ambitious Royal Navy deployment in decades – as described by First Sea Lord, Admiral Tony Radakin.

The UK's new Flagship and Lightning Force of F-35B stealth strike fighters will also be complemented by a detachment

of the fifth-generation aircraft from the US Marine Corps, and a US Navy destroyer during her first operational strike group deployment.

HMS Queen Elizabeth will embark F-35B from 617 Squadron (the “Dambusters”), Royal

Navy Merlin helicopters, and be escorted and supported by Royal Navy Type 45 destroyers, Type 23 frigates and support ships of the Royal Fleet Auxiliary.



Pictured are F-35B Lightning Jets embarked on HMS Queen Elizabeth (Belinda Alker)



RAF Voyager tankers from RAF Brize Norton provided Air-to-Air refuelling for the French jets (Crown copyright)

RAF Voyagers support French mission to Djibouti

RAF Voyager aircraft recently conducted air-to-air refuelling of French Air Force Mirage fighters during a combined Long Range Projection mission to Djibouti. The UK and French Air Forces flew a combined mission involving two RAF Voyager tankers escorting and refuelling four Armee de l'air Mirage 2000 fighters en route to Africa. The Voyager tankers based at RAF Brize Norton in Oxfordshire provided Air-to-Air refuelling

for the French jets throughout their near 4,000-mile journey to North East Africa to take part in their Exercise SHAHEEN. The Long-Range Projection mission to Djibouti was a real-life demonstration of the Combined Joint Expeditionary Force Air Component's (CJEF(Air)) capability to project aircraft long distance at pace. This mission demonstrates the regular cooperation between the RAF and the French Air & Space Force.



Chinook provides direct support to ground units in Mali (Crown copyright)

Chinooks conduct heavy lift operations in Mali

RAF Chinooks deployed in Mali have continued to conduct key supporting missions for the French and Malian ground forces. Having recently delivered heavy equipment as part of Operation Barkhane, the Chinook eliminated the need for dangerous road moves and helped move vital support equipment to strategic locations. The Chinook provided heavy support helicopter lift of a large Air-portable Fuel Container that enabled French and Malian ground and aviation elements to operate at significant range and remain resupplied. The operation required several days of planning before personnel from the Joint Helicopter Support Squadron and the crewman of the CH-47 were able to successfully under sling the container and transport it 25 nautical miles. The three Chinooks based in Gao, Mali are currently operated by personnel from RAF Odiham based 27 Squadron RAF, together with supporting elements from the Tactical Supply Wing and Joint Helicopter Support Squadron.



£76m contract boosts F-35 Lightning fleet support

A £76-million aircraft support contract supporting more than 170 jobs will maximise the availability and capability of the UK's F-35B Lightning II stealth jets, ensuring they are ready for combat operations across the globe.

Signed by Lockheed Martin and the F-35 Joint Program Office, the Lightning Air system National Capability Enterprise (LANCE) agreement will provide additional expertise on aircraft maintenance, bespoke UK training courses for pilots, groundcrew and engineers, and logistical and technical support for the fleet.

Providing additional experienced technical personnel at existing facilities, the contract will also allow three new capabilities to come into operation. These include an ejection seat maintenance workshop, a 'pilot fit facility' to fit aircrew equipment, and a component spray facility to transfer coatings onto aircraft components.

Giving the UK more freedom to operate its fleet of F-35s, LANCE will also increase the number of flying hours available alongside delivering important

mission planning, training and maintenance capabilities.

DE&S Director General Air, Vice Admiral Rick Thompson, said: "I am delighted that we have secured LANCE for the UK's Lightning Force. This is a critical support contract that shows a significant maturity in the platform's capability."

Based at RAF Marham, home of the UK Lightning Force, the investment reflects the increasing size of the UK's F-35 fleet and will create and secure 172 jobs, mainly at the Norfolk base.

The contract will provide support for 25 months with an option for a further three months. The majority of the work will be carried out by subcontractor BAE Systems.

RAF Combat Air Force Commander, Air Commodore David Arthurton, said: "I welcome the opportunity LANCE provides

to build upon the Lightning Force Element's already close relationship with our industry partners. The new contract will deliver an enhanced level of performance whilst also providing welcome stability to all involved with the programme.

"Furthermore, it will underpin our participation in the United Kingdom's inaugural Carrier Strike deployment later this year, and provide an excellent foundation

for future land and maritime operations as Lightning matures towards full operating capability."

The support provided by the contract will be crucial in ensuring the fleet is ready and prepared when they sail with HMS Queen Elizabeth on her maiden deployment.

The UK currently has 21 fifth-generation F-35s, having received three new jets on November 30, 2020.

The support provided by the contract will be crucial in ensuring the fleet is ready and prepared when they sail with HMS Queen Elizabeth on her maiden deployment

Air Commodore David Arthurton,
RAF Combat Air Force Commander



DE&S places contract to ensure Royal Navy's underwater weapons capability remains at the highest readiness



Sting Ray torpedo on a Merlin helicopter (Thales UK)



A £230-million contract has been signed to cover the repair and maintenance of the Royal Navy's Spearfish and Sting Ray torpedoes.

The six-and-a-half-year contract with BAE Systems, supports more than 100 skilled jobs largely at the company's Broad Oak facility in Portsmouth.

The Torpedoes Repair and Maintenance (TRAM) contract supersedes the Torpedo Capability Contract (TCC) with BAE Systems which ran for 10-years.

The contract supports availability of the Royal Navy's inventory of Spearfish Heavyweight and Sting Ray Lightweight torpedoes and provides technical repair and maintenance including provision of spares, stock management, logistics and trials support.

Also, key is the provision of safety and environment services and engineering advice to support DE&S in assuring the continued safe use of the weapons.

The contract, negotiated by the DE&S Torpedoes, Tomahawk and Harpoon delivery team sees the involvement of a diverse supply chain of 27 current and new major suppliers.

DE&S team leader, Simon Pearson, said: "I am proud of my

team who were passionate about providing the best torpedo in service support possible.

"They worked tirelessly alongside industry partners and our Defence Munition sites to identify a new way of delivering the world class support the Royal Navy needs, but at a significantly reduced cost."

Spearfish torpedoes are carried by the Royal Navy's Astute, Vanguard and Trafalgar Class submarines and can target both underwater and surface threats. Once the torpedo has been fired Spearfish automatically homes in on its target using sonar.

Sting Ray torpedoes are deployed on the service's Anti-Submarine Warfare (ASW) platforms including Frigates, Destroyers and on Merlin and Wildcat helicopters and provide the close attack capability. Like the bigger Spearfish torpedo, they can automatically home in on a target after launch.

The new approach to Torpedo In-Service support has three key suppliers and in addition to BAE Systems, Hamilton Sundstrand (part of Collins Aerospace) will conduct the Spearfish powerplant servicing and DE&S Defence Munitions will be responsible for

undertaking the final weapon assembly and processing required to install on submarines, ships or helicopters.

Defence Minister Jeremy Quin said: "Our Royal Navy submarines require sophisticated defensive and offensive underwater weapons

to deter a wide range of surface and subsurface threats.

This £230-million investment is crucial in safeguarding the availability and effectiveness of these highly capable weapon systems whilst supporting skilled British jobs."

I am proud of my team who were passionate about providing the best torpedo in service support possible. They worked tirelessly alongside industry partners and our Defence Munition sites to identify a new way of delivering the world class support the Royal Navy needs, but at a significantly reduced cost.

Simon Pearson, DE&S team leader

Celebrating DE&S staff in New Year Honours

Civil service and military personnel from across DE&S are among those who were recognised in the New Year Honours list. DE&S staff were recognised for their exceptional hard work and service to the United Kingdom and Desider now celebrates this outstanding achievement.

Commodore Martyn Williams joined the Royal Navy aged 17 as an Engineering Officer. After many appointments at DE&S since 1992, Martyn is now the Head of DE&S Naval Ships Support team and has been recently recognised in the New Year Honours. Martyn was awarded a CBE for his work to improve availability of surface ships in the Royal Navy (including the Royal Fleet Auxiliary) that DE&S Naval Ships Support have delivered over the last few years. Martyn, said: "I had an unexpected telephone call when working at home just before Christmas from the First Sea Lord, Admiral Tony Radakin – when those calls come in, you're never sure if it's going to be a standing-to-attention 'difficult conversation' or a 'thank you' and 'well done'."

On his recognition Martyn, said: "I think all of us in Public Service, whether in uniform or civilians, come to work because we really believe that what we are doing is important, valuable and worthwhile. To be recognised for an Honour is a complete bonus – an honour."

Warrant Officer Paul Fowler works in the Typhoon delivery team and was awarded the Meritorious Service Medal (MSM). Paul has served in the Royal Air Force for a total of 36 years and the MSM recognises the professionalism and high standards he has maintained throughout his career. It was a surprise to Paul who described it as 'a nice way to go into my final year of Service.' On his award, Paul, said: "I have always taken pride in the way I've approached my work, whatever it has been and wherever it has that has taken me over the years, the fact that my career has been recognised in this way is very gratifying." To celebrate, Paul had a large G&T with Lord Trenchard gin – a limited-edition gin released to mark the 100th anniversary of the RAF.

DE&S Maritime Electronic Warfare programme manager, **Courtney-Jayne Foley** was awarded an MBE for services to defence during COVID-19.

Courtney worked with the cabinet office during the first lockdown to assist with the

procurement of PPE supplies for the NHS and was in total shock when she found out she had been put forward for an award.

Courtney, said: "I am incredibly honoured to have received this recognition. A lot of people worked incredibly hard under very difficult circumstances to assist at a time of crisis. I feel that this honour is for all of them and I am incredibly humbled."

Michael Beard, the Deputy Head of Commercial for Future Maritime Support Programme, has worked for DE&S and its predecessor organisations since 1998. Having spent 28-years in the Royal Navy his career began in 1983 as an aircraft fitter apprentice and most recently he supported the Department of Health where he led the commercial team procuring PPE for the new supplier workstream. For this and his exceptional services to defence, Michael was awarded an OBE.



Martyn Williams (photo by Jack Eckerley)



Mark Caine



Simon Joy



Charli Graham



Mark Pilkington



Member of the Order of the British Empire (MBE) medal (Crown copyright)



Army Meritorious Service (MSM) Medal (Crown copyright)



Officer of the Most Excellent Order of the British Empire (OBE) medal (Crown copyright)



Courtney-Jayne Foley



Dan Bishop



Michael Beard

On his recognition, Michael said: "I am delighted to be honoured and feel so proud. It's a great feeling knowing the way DE&S stood up during what was a very challenging year and has been recognised. Everything we did in 2020 and really all my career has been a real team effort. This award for me I feel is testament to the hard work, dedication and expertise of the teams I have been fortunate enough to lead, and be a part of."

Combat Systems Engineer **Mark Craig Pilkington** from the DE&S Ships Maritime Combat Systems team was recently awarded an MBE for his services to Naval Operational Capability. His MBE recognises his efforts to ensure the Royal Navy has the new capabilities and upgrades to carry out successful missions.

Mark is looking forward to a few drinks with the Engineering Services team and said: "When joining the Royal Navy as a sixteen-year-old apprentice technician this was far from my expectations. I am surprised, honoured and little embarrassed as much of what 'we' do is team efforts."

Charli Graham is the Navy Air Capability Manager and Lead Engineer for Naval Pyrotechnics.

Having served 17 years in the Reserves, Charli was recently awarded an MBE after supporting the Navy and Air Munitions Management Area as an Army Ammunition Technician. Charli completed several Navy courses that allowed her to identify cost savings across the Navy's munition portfolio and when acting as the Lead Engineer for

Naval Pyrotechnics, her actions allowed the operational capability of the front line command to be maintained.

Charli, said: "Honours like this are only possible with continued and sustained support and a team effort, so I would like to thank my colleagues in Navy/Air delivery team, amongst many others. I never thought I would receive an honour and I take great pride in this."

Group Captain Simon Joy, DE&S P8-A Poseidon Maritime Patrol Aircraft Type Airworthiness Authority was awarded an OBE and has served in the RAF for just short of 25 years.

Simon, said: "After a very challenging 2020 for family, friends and colleagues, this was such a phenomenal honour and much appreciated happy news. With so many incredible achievements by many, in delivering Poseidon and regenerating the RAF Maritime Patrol Aircraft capability, I genuinely feel that so many people deserve a part of this award. I am particularly thrilled for my wife and children who deserve it far more than I do for all they have done to support me."

DE&S C-130J delivery team avionics engineer, **Mark Caine** has served in the RAF for nearly 16-years and worked in DE&S since 2020. He was recently awarded an Air Officer Commendation for work on his last operational deployment as the engineering manager with No. 14 Squadron in Afghanistan. Mark successfully led the withdrawal of the Squadron after more than 800 continuous days on operations,

repatriating all engineering personnel and equipment for redeployment. Mark celebrated his commendation with his family who presented him with a cake made out of doughnuts. He said: "I was really pleased to be recognised and am honoured to have been commended representing 14 Squadron and the RAF. I originally joined as aircrew to fly so I never imagined I would be commended as an engineer. You always hope to be pushed to do your best and make a difference so it was a wonderful feeling to be recognised."

Director Ships Acquisition, **Dan Bishop** joined the civil service in 1989 as an industrial before promotion to Clerk (E1) at RAF Halton, and has spent the last 25 years in acquisition, predominantly in the commercial function. In 2018, Dan was team leader for the Type 31 frigate programme which achieved contract award in record time in 2019 against a very challenging cost envelope. His current role is as Director Ships Acquisition as well as maintaining his position as Ships Domain Commercial Officer, providing commercial leadership for DG Ships on all maritime acquisition. Dan was awarded an OBE that he feels reflects on the Type 31 team specifically and DE&S ship acquisition as a whole. Dan, said: "Our programmes are cutting-edge and highly ambitious, and without the professionalism that typifies our teams, we would not achieve success. Our track record is second to none and improving. This award is a positive reflection on all of us."



On increasing efficiencies, continuous product improvement and composing music

Michaela Wade is the Project Manager for the Fuel Enterprise Strategy team in the DE&S Logistics Delivery operating centre. Her and her team deliver significant capabilities to front line commands by providing visibility of Defence's global fuel holdings.

What does your role involve?

I'm a project manager leading the defence fuel information management capability team that is part of a fuels enterprise strategy project. One of the objectives of the team is to provide defence with real-time global visibility of its fuel holdings to increase efficiencies using a forecasting and management information tool.

What about your role is exciting, rewarding or interesting?

I feel very fortunate to be working as a part of such a friendly and capable team. I thrive in a fast-paced environment and, as the project is moving at pace to meet deadlines, things are rapidly progressing. The most rewarding part is adding value to our stakeholders and customers.

We have already delivered some significant capabilities to front line commands. In December 2020, we completed a tool that provides a global visibility of defence's packed fuel holdings and we are working on adding extra functionalities in future releases. This work is reliant on drawing data from existing fuel software applications. As they are

out of date, we are coordinating work on their improvement and already made great progress. This is a great success story that the team should be proud of. This will have real time operational benefits where the strategic fuel planners will have situational awareness of fuel resources at a given location, all accessible via MODnet.

How important to you is teamwork?

For me, teamwork is essential because defence projects are very complex and not a single individual can know it all and do it all. If we didn't work well as a team, we would not be where we are today. We are currently working in partnership with Support Chain Data – part of the support directorate – that are helping us to build a graphical user interface for the tool.

How are you helping embed change in your area?

Defence is still relatively new to agile methodology. Through delivering information management systems in this way, more people are gaining on-the-job practical experience and having opportunities for gaining a formal qualification

in agile project management. This benefits the organisation in a number of ways - a rapid product development, delivering what is most important, improved stakeholder buy-in and continuous product improvement.

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

Prior to joining defence in 2016, I worked for various high street banks for nearly eight years. I didn't like increasing somebody else's monetary returns and wanted to do something more meaningful, and thought this would be the place to do that. Joining DE&S enabled me to pursue my Association of Project Managers qualification and exposed me to some of the most exciting projects in the industry, and a leading project organisation in the country.

What do you most enjoy about your job?

There are two things that guarantee job satisfaction for me. One is working with a great team of knowledgeable, supportive and friendly people who embrace working as a team and understand the benefits this achieves. I am lucky to be a part of such a team

already. The other aspect is delivering at pace. I really enjoy seeing how the project comes together and the satisfaction it brings to the user, when it is completed.

What do you enjoy doing in your spare time?

My number-one priority is my three-year-old son. He takes up a lot of my time as you can imagine. When I do find some spare time, I like to draw and paint. I currently have a couple of commissions I am working on. Another newly found passion for me is composing music. I enjoy writing poetry and song lyrics, and I released my first ever song last month.

What might surprise people about you?

When I was about 13-years-old, I learned acrobatics on a horse. To my surprise, I didn't fall off once. I can't imagine trying to do it now. I would probably walk away with a few broken limbs.

State-of-the art surveillance system secured for British Army

The British Army has invested £102-million in a high-end surveillance system which allows front line soldiers to detect and engage enemy targets in seconds.

Elbit Systems UK (ESUK) currently supports over 500 jobs across the UK and will deliver a state-of-the-art 'sensor to shooter' system. The contract is creating an additional 40 highly-skilled engineering and manufacturing jobs split across Bristol and Sandwich, East Kent.

Utilising state-of-the-art thermal sight technology, the Dismounted Joint Fires Integrator (DJFI) will enhance soldiers' ability to find and identify targets on the Battlefield. It then provides the crucial targeting information necessary to fire more quickly and accurately than ever before.

Colonel Sheldon, Assistant Head of the Army Joint Effects Delivery team, said:

"DJFI will enable rapid and highly accurate target engagements. In addition to being fielded across the Army to our fire support teams and joint terminal attack controllers, DJFI will also deliver capability to 3 Commando Brigade, the RAF Regiment and our special forces. This is a key system that will contribute directly to modernising our forces to face future threats."

Using specialist software on a tablet, information gathered by the



DJFI is sent digitally to an artillery system or aircraft to instantly engage the target, while the soldier operating the system remains hidden.

Major General Darren Crook, DE&S Land Equipment Operating Centre Director, said:

"Our commitment to equipping and supporting our armed forces has never faltered and I am delighted that we have been able to continue to secure state-of-the-art equipment for the British Army."

ESUK has confirmed all five subcontractors will be UK-based

with additional jobs expected to be sustained elsewhere through the UK supply chain between now and 2026.

DJFI will deliver six distinct Fires Integration equipment suites – each tailored to specific battlefield mission roles – to be combined with existing hardware and software. The technology is designed to be integrated and used alongside similar equipment used by allied forces, meaning the UK can play a pivotal role in joint overseas operations.

“

DJFI will enable rapid and highly accurate target engagements.

This is a key system that will contribute directly to modernising our forces to face future threats.

”

Colonel Sheldon,
Assistant Head of the Army
Joint Effects Delivery team



Soldiers operating surveillance system that gathers information from the Dismounted Joint Fires Integrator (Crown copyright)

60 second spotlight

Smita Ghosh

Job:

I have the pleasure of heading the DE&S Digital Application Services team. My primary goal is to keep the team motivated and create an environment that encourages high performance and a sense of belonging. This enables us to deliver tactical and strategic IT solutions across DE&S.

Your route into DE&S?

Having had a taste of the public sector when I worked at the Ministry of Justice, I always wanted to do a job that gave me a sense of service to the nation which has given me so much. One of my oldest friends in this country works for DE&S and she has always enjoyed the challenges and opportunities she has got here.

I was absolutely delighted when I got offered a job within DE&S and have really enjoyed the two years that I have been here.

Your advice to anyone?

Of the many quotes that I have come across in life, the one that sticks in my head is 'you only die once, you live every day'. I try to make the most of everyday and do the best I can, as we never know what's around the corner. Be kind to yourself and be kind to others.

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

I enjoy walking and cycling aimlessly, getting lost and discovering new places. I also relax by playing the few pieces I know on my piano. During the first lockdown, I discovered that I enjoy gardening and, over this current lockdown, I have fallen in love with our new kitten.

What are you most proud of?

Truth be told, I am proudest to be a mother of my two lovely daughters. They have always kept me on my toes and are my driving force. One day they are my pride and joy... the next day they have me in tears. Life is a constant rollercoaster with them, and I enjoy every moment of it.

At the present time, I am also proud of the fact I work for an organisation that has been very supportive to its staff during this pandemic whilst also playing an integral role in helping the country deal with it. I am very proud of my team members and others within DE&S who are juggling work commitments with childcare and the uncertainties of the current world. In years to come, we will all talk about how we survived 2020 and 2021.

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

Chillies, trainers and sense of humour.

What irritates you the most?

Arrogant and dishonest people.

What is your favourite place in the world?

I love Kerala in Southern India. It's an absolutely gorgeous part of the world with divine food, a warm ocean and mountains as well. There's never an argument about holiday destinations in my house if Kerala is on the list.

What would surprise people about you?

I like eating savoury things for breakfast. Be it sausage bap, idlis – Indian rice cake – or leftovers from the night before. I just don't like eating cereals.



“

I am proud of the fact I work for an organisation that has been very supportive to its staff during this pandemic whilst also playing an integral role in helping the country deal with it.

”

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

Email
Louisa.Keefe101@mod.gov.uk

Around the world in 80 days

Following the success of their 'North Pole Challenge', the DE&S ships domain has taken it one step further and set themselves the challenge of traveling around the world in 80 days. From January to April, the

Ships Domain is tracking each mile they walk, run, cycle, swim or row to reach the 24,901-mile total. The team has taken on the challenge to raise money for The Trussell Trust, The Marine Conservation Society

and The Scouting Association. As well as supporting their chosen charities the challenge is encouraging the team to get out into the fresh air, stick to their New Year's resolutions and get their daily exercise.



Morag Stuart appointed as Gender Champion for Defence

DE&S Director General of Commercial, Morag Stuart has recently been appointed as the new co-champion for Gender alongside Sarah Wiseman, Deputy Director and Head of Exports Policy in Head Office and Corporate Services.

In their role they will supporting colleagues in the Gender Network across all levels of Defence.

As the first co-champions of a protected characteristic, Morag and Sarah hope to give twice the amount of energy to such an important issue.

On her appointment Morag, said: "Having been the Gender Champion in DE&S for a number of years, I am

passionate to continue to push and pull the organisation wherever possible to ensure gender equality becomes a normal part of the modern-day workplace. I am also excited about the recently launched Women in Defence Charter, for which we have over 50 signatories from Industry and all the single services have signed up to its objectives. I look forward to joining the Charter's upcoming strategy and action plan with my new role as the Defence Gender Champion. The more we can work together the greater the change will be."



Nothing but water

Mark Smith, DE&S Land Equipment project manager for Interim Indirect Fires Simulation, recently challenged himself to drink nothing but water for a whole month.

Mark spent a lot of lockdown staring out the window and thinking about the people in the arid parts of Ethiopia, favelas of Brazil and the slums of Bangladesh – and many other very poor areas and countries – thinking how coronavirus is affecting them. Trying to do his bit to provide soap and clean water to those people during this unprecedented global

challenge, Mark set out to raise money by taking on the challenge of drinking only water for a month.

Taking on the ultimate detox by avoiding caffeine, alcohol and all other drinks, the money Mark raises will support WaterAid. The challenge has been a real test of Mark's will-power but he hopes that by him and others taking part in challenges like this one, it will bring clean water to people in Ethiopia and around the world. <https://www.justgiving.com/fundraising/justwater2021-marksmith>



MOTTO the MOD Lottery September winners

- £10,000 James Love, Salisbury
- £2,500 Sue Tate, York
- £1,000 Clare Emmott, Corsham
- £500 Smudge Smith, Thetford
- £250 Matthew Finlinson, Harrogate
- £100 Neil Weaver, Portsmouth
- Gerard Webster, West Bromwich
- Steve Halsey, London
- Dylan Murkin, London
- Andrew Shaw, Lichfield
- Ronnie Weir, Rosyth
- Kelly Payne, Bicester
- John Linton, Carlisle
- Sarah Barbato, Blandford
- Christopher Rodgers, Leconfield
- Adam Sinclair, DSTL Porton Down
- Jan Baxter, High Wycombe
- Ian Wright, Carlisle
- Leslie Cartner, Carlisle
- Claire Webb, Catterick
- Keith Rogerson, London
- Junior Latiff, Bristol
- Nigel Rummey, Andover
- Nicola Milton, DSTL Porton Down
- Tom Scott-Clarke, UKHO

Readership survey

Look out for the upcoming Desider readership survey. We want to hear from you about what you think of the magazine and help us make it even better. Your feedback will give us valuable insight into what you would like to see more of in the future. If you would like to take part in the readership survey, look out for instructions on our social media channels – @DefenceES on Twitter and Facebook and Defence Equipment & Support on LinkedIn – or contact Desider Editor, Louisa Keefe - Louisa.keefe101@mod.gov.uk



Case Study

Barry Davies, Human Factors Integration Specialist, gives his insight into some of the benefits of working for the organisation

Name:
Barry Davies

Job title:
Human Factors Integration Specialist

How long have you worked for DE&S?

I joined DE&S in March 2020 just in time for the first COVID-19 lockdown. I, therefore, spent three days in the induction process and six days with my team.

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

I started my career in the defence sector in the early 80s working on guided weapons and then for a time working for the European Space Agency (where I was part of the team working on the toilet in the European space shuttle). I then moved into consultancy in the late 90s, again in defence and other safety critical industries such as oil and gas, transport, construction and mining. All of this was in the private sector and so I jumped at the opportunity of working in the public sector to get a chance to be on the other side of the fence!

What does your role entail?

My role is to ensure that the human is at the centre of the design process, in that we design around the limits of human performance and to ensure that we do not design equipment hoping the user can figure it out for themselves. We provide support to Project Teams in a defined process to understand the role of the human and answer questions such as: how many people will be needed to operate the kit; what size do they need to be; how will they be trained; what are workload requirements; how easy are the interfaces to use; and the one area that people tend to leave out is; what is likely to go wrong.

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

The team is expanding and so there are plenty of ways to satisfy your ambitions from either a technical perspective through a Technical Fellowship or by leading a domain or other specialist area within our discipline.

What do you most enjoy about your job?

No two days are ever the same, because we work across all domains the variety is always there.

What's your ambition?

This is going to sound trite but my ambition is to be part of the team passing on what we have learnt about human performance and its application in defence to the next generation, so that they can carry on in a new technological age where the role of the human is evolving in ways which were science fiction when I was child.

What's your greatest achievement to date?

I take more pride in the projects I have stopped than the projects that have worked. If we can stop equipment going into service that has not considered what people can do; has not provided them with usable interfaces; and has error traps hidden in the system, we have failed.

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

I feel DE&S is a very people-centred place to work, at all levels of the organisation. A trait demonstrated very well during the current pandemic from equipment provision to work at home along with pastoral care provided to those in need.

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

For me in the latter stages of my career the pension is front and centre in my thinking. Beyond that, my team is great, a bright, fantastic bunch of people who care about what they do and each other.



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



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