

# desider

the magazine for defence equipment and support



**DE&S apprentices receive  
royal seal of approval**



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cover image

Pictured: HRH Prince of Wales was the guest of honour at the MOD Apprentice Awards

## desider

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# FOREWORD

By Michael Bradley, CEO

I hope you all had a relaxing Christmas break and are ready to embrace all the challenges and successes that 2018 will bring. On a personal note I am incredibly honoured to have been chosen to lead DE&S at such an exciting time in this organisation's journey and I look forward to working with you over the coming months.

Transformation is well underway and 2018 is the year in which we really need to fully embed our new ways of working across every part of DE&S. This will ensure we continue to deliver and support the very best equipment for our customer – the armed forces.

In that regard, our strategy remains totally unchanged and the whole Executive team is committed to completing the transformation journey we embarked on a few years ago.

One of the main events before the Christmas break was Her Majesty The Queen commissioning the UK's new aircraft carrier HMS Queen Elizabeth into the Royal Navy.

This was a momentous day for DE&S and our Defence and industry colleagues who have all played a part in this remarkable programme which is a great source of national pride.

December was also a month to celebrate some of the many successes our people have achieved.

The Minister for Defence Procurement Awards were a huge success for DE&S with a number of teams recognised for their exceptional performance, innovation, effort and commitment in the field of acquisition.

In fact so many teams were rewarded for their efforts that I don't have the column inches here to congratulate them all so be sure to read all about them on page 22 and 23.

One team I must mention is the DE&S Lightning II team who won this year's Special Award for their success in securing the UK as a global repair hub for the F-35 – a huge achievement that will generate millions of pounds and secure thousands of jobs.

Last month also saw DE&S apprentices attend the MOD Apprentice Awards which were presented by HRH Prince of Wales.

This must have been an incredible honour and well done to those who won or were in the running. At DE&S we are passionate about apprenticeships and graduate schemes. They are an excellent way of investing in and securing talent we need for the future.

And finally I must thank members of the Naval domain who gave up their time to help give a local Sea Cadet premises a face lift. I always like to hear about initiatives that see our staff giving something back to the local community. Keep it up.

*For Michael's New Year message to staff please see page 12*

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## Alan Peter, Director Commercial Operations, talks to Desider about his lifetime dedication to DE&S, the changing commercial function and the challenges ahead for 2018



Picture: Jack Eckerley

It's hard to believe that I've been working at DE&S (and its predecessors) for nearly 42 years. I joined the Procurement Executive straight from school at 17, when I decided I didn't want to finish my A levels. I thought I'd join the civil service, then decide what I wanted to do when I grew up. Yet here I am, 42 years later, and still hoping to grow up one day!

I've been Director Commercial Operations for over three and a half years and am responsible for looking after the commercial staff who sit within the domains and operating centres across DE&S. I ensure that what we do makes sense from a delivery perspective but also offers value for money for the front line commands.

While I've stayed in the same place, the Commercial function – and DE&S as a whole – has seen a huge amount of change recently as we've started to embed our transformation agenda across the business.

Before we moved into the formal functional management model, the commercial function was already in fairly decent shape. Trying to keep that in place while transitioning into the new structure has taken a lot of my time. What I need to do now is ensure our senior leaders out in the operating centres work alongside the function in a coordinated and coherent fashion.

My main priority is to continue embedding the function across the organisation and to ensure we keep driving our professional standards forward. We need to get a better handle on resource planning, to make sure we're applying the right people to the right task at the right time.

Currently, the biggest challenge we're facing is integrating our new toolsets into our day-to-day lives. While it will be a challenge, it's also a great opportunity for us. I'm very keen to help my staff understand and embed these new toolsets over the coming months and help improve our commercial ability.

But, 2018 brings new challenges with it too. The recent departure of our CEO, Tony Douglas, is a significant event. I'll miss the drive he brought for business change within DE&S, but also how he took his staff along with him on the journey, and we need to keep that momentum going. I know Michael Bradley will do a fantastic job.

Over the coming months, I want to see the commercial function achieving what's best for its people and DE&S as a whole. But, ultimately, the aim of everything we do is to deliver outputs that benefit those putting themselves in harm's way to defend this country. That's what we're here for – nothing more, nothing less. I can be as eloquent about

a commercial deal as I like; if it doesn't deliver the kit and capability at the right time, then we're never going to make the improvements we all want to make.

It's an absolute privilege being a leader in this organisation. I have the best job I could imagine and can't see that working anywhere else in my career would give me the same satisfaction. I couldn't see myself leaving DE&S to do anything else.

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**It's an absolute privilege being a leader in this organisation. I have the best job I could imagine**

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# Ground-breaking Dreadnought investment



Construction has commenced on a new, state-of-the-art design and manufacturing facility for the Dreadnought programme.

The 4,700m<sup>2</sup> extension to Rolls-Royce's Primary Components building at Raynesway, Derby, will increase existing floor space by 40 per cent.

The multi-million pound investment will ensure Rolls-Royce Submarines has the capability to deliver its commitments to the Dreadnought programme, and will take around 18 months to complete.

The new structure will house custom-made machinery that will manufacture components for the nuclear steam raising plants that will eventually power the new class of four Dreadnought ballistic missile submarines.

The site has already required significant enabling works in order to prepare it for the main factory extension and office builds. These works involved relocating 21 strategic services, including diverting 11,000 volt power supplies, installing 762m<sup>3</sup> of underground drainage and redirecting telecommunications cabling. The main access road, used by over 1,500 vehicles each day, also had to be rerouted.

Coordination between the project team and the business was a critical success factor leading to the enabling works being completed successfully, with no unplanned disruption to production operations.

Commodore Mark Adams, Head of Nuclear Propulsion at the Submarine Delivery Agency (SDA), was the principal guest at an official ground-breaking ceremony at the site on November 15.

He said: "This marks a significant milestone in the improvement of the enterprise's capability to produce the highest quality components for the Dreadnought class submarines."

Steve Dearden, President of Rolls-Royce Submarines, said: "We are proud of our almost 60 year partnership with the MOD and the role we continue to play in



Picture: supplied courtesy of Rolls-Royce

Picture: Steve McKeown, Managing Director, Whitehouse; Steve Carlier, Director Operations, Rolls-Royce Submarines; Commodore Mark Adams RN, Director Nuclear Propulsion, Submarine Delivery Agency; and Paul Griffen, Managing Director, McLaughlin and Harvey

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**This marks a significant milestone in the improvement of the enterprise's capability to produce the highest quality components for the Dreadnought class submarines**

Commodore Mark Adams,  
Head of Nuclear Propulsion at the SDA

—”—

maintaining a continuous at sea deterrent. "We are also committed to delivering a cost-effective, coordinated and optimised estate that will support the submarines of today and tomorrow."

The enormous submarines – each the length of three Nelson's Columns and the most advanced ever built for the Royal Navy – will continue to provide a continuous at sea deterrence for the UK through to the 2050s and beyond. They are also the first submarines built for the Royal Navy, designed at the outset with accommodation and facilities to operate with mixed crews in the 21st century.

Manufacture of the first submarine started in Barrow-in-Furness in September 2016. Hundreds of suppliers are expected to be involved in the programme at its peak, with around 85 per cent of those based across the UK – securing thousands of jobs.



# A globally significant mome

**M**embers of DE&S attended the historic commissioning of HMS Queen Elizabeth into the Royal Navy.

Her Majesty the Queen led proceedings at a ceremony in Portsmouth's naval base attended by Her Royal Highness Princess Anne, Defence Secretary Gavin Williamson, Chancellor Philip Hammond, and military chiefs.

In her role as the ship's Lady Sponsor, Her Majesty addressed guests before the ship's Commanding Officer, Captain Jerry Kyd, read the commissioning warrant. The iconic White Ensign was then raised, symbolising the commissioning of the nation's future flagship into the Royal Navy's fleet.

Chief of Materiel Ships, Sir Simon Bollom, who attended the ceremony, said: "This was a momentous occasion for all those across defence and industry who have been involved in the carrier programme. Watching HMS Queen Elizabeth being commissioned into the Royal Navy brings me a tremendous sense of pride and I am incredibly proud of DE&S' involvement in delivering a programme of such global significance."

On the same day as the commissioning ceremony, the HMS Queen Elizabeth Carrier Vessel Acceptance Certificate was also completed. Signed by Director Ships Acquisition Henry Parker (on behalf of the Secretary of State for Defence) and Sir Simon Lister on behalf of the Aircraft Carrier Alliance (ACA), the certificate recorded the formal transfer of ownership of HMS Queen Elizabeth to the MOD from the ACA.

Henry Parker said: "Signing over Britain's flagship vessel, HMS Queen Elizabeth, into the Royal Navy allowed me to reflect on the tireless efforts of all those involved in DE&S. The global significance of the new aircraft carriers is a testament to the thousands of people who have worked on the programme and the vital skills they bring. I look forward to continuing working with those in DE&S and across industry to close out the remaining scope on HMS Queen Elizabeth, and bring the second ship, HMS Prince of Wales, into service."

Speaking at the commissioning ceremony on December 7, Defence Secretary Gavin Williamson said: "Today marks the start of a hugely significant chapter for the Royal Navy,

and indeed the nation, as the future flagship is commissioned into Her Majesty's fleet. It is an honour to witness the crowning moment of an extraordinarily busy year for the Royal Navy that has seen us name the second carrier, HMS Prince of Wales, cut steel on the first Type 26 frigates and launch the National Shipbuilding Strategy.

"Our new aircraft carrier is the epitome of British design and dexterity, at the core of our efforts to build an armed forces fit for the future. For the next half a century both carriers will advance our interests around the globe, providing the most visible symbol of our intent and commitment to protect the UK from intensifying threats, wherever they may come from."

Having successfully completed her second stage of sea trials off the south coast of England, the carrier is back alongside at her home port of Portsmouth. Over 10,000 people across the UK have contributed to the delivery of the ship under the ACA.

Completing final build activity and preparing for helicopter trials in the New Year, HMS Queen Elizabeth will head to the United States for initial flight trials off



# nt in history



Watching HMS Queen Elizabeth being commissioned into the Royal Navy brings me a tremendous sense of pride and I am incredibly proud of DE&S' involvement in delivering a programme of such global significance

Sir Simon Bollom, Chief of Materiel Ships



the coast in autumn 2018. There are currently 150 Royal Navy and RAF personnel training in the US on our 13 F-35 jets.

The UK has worked closely on both the F-35 and carrier programmes with the US, our pre-eminent partner within NATO, enabling us to fly aircraft from each other's ships. Both of the UK's new carriers will be able to operate alongside NATO and coalition allies.

Admiral Sir Philip Jones, First Sea Lord and Chief of Naval Staff, said: "The Queen Elizabeth-class carriers will sit at the heart of a modernised and emboldened Royal Navy, capable

of projecting power and influence at sea, in the air, over the land and in cyberspace, and offering our nation military and political choice in an uncertain world."

Both new aircraft carriers will be able to perform a wide range of tasks, from humanitarian and disaster relief to fighting terrorism and high-end warfighting. In what has been termed 'the Year of the Royal Navy', the second carrier, HMS Prince of Wales, was named in Rosyth and is structurally complete.

*Business contribution to warships recognised - see page 14*

# NEWS IN BRIEF

## MOD QUALITY AWARDS SUCCESS

DE&S had a successful time at the MOD Quality Awards which are staged to highlight the merits of adopting a Quality approach.

Sponsored by the Chartered Quality Institute, the awards reward those who have led the way in promoting how Governance, Assurance and Improvement has brought significant benefit to their teams or organisations.

The awards were presented at the MOD Quality Event held at BAWA Club in Bristol on November 8 by Air Vice-Marshal Mike Quigley, MOD Defence Authority for Technical and Quality Assurance and Deputy

Head of Profession for Quality.

The winners from DE&S were the Support Chain Information Services (SCIS) Business Improvement and Optimisation team from within the Support Enablers Operating Centre (SEOC), who won 'Best Improvement', while the MOD and Industry Counterfeit Avoidance Working Group, which features members of DE&S, were also recognised.

Phil Jones, Air Platform Systems Quality Manager at DE&S, won the 'Rising Star' award for his work (see this month's recruitment case study).



AVM Quigley, said: "The MOD Quality Awards are an excellent way of recognising and rewarding exemplary performance in Quality by MOD staff and industry

partners. We all can adopt a Quality approach whether it is our profession or not. Where this is done well it needs to be celebrated through events such as this."

## COM AIR VISITS SAUDI ARABIA



Chief of Materiel (Air), Air Marshal Julian Young (pictured), visited the Kingdom of Saudi Arabia (KSA) to meet key stakeholders in the MOD Saudi Arabia Project in Riyadh.

The visit in November focused on enhancing the relationship between the UK and KSA armed forces, as well as reinforcing the defence supply relationship, which sustains the Saudi Tornado and Typhoon fleets.

Air Marshal Young met with the British Ambassador to KSA and the Deputy Commander of the Royal Saudi Air Force (RSAF). He was hosted on visits to King Abdulaziz Air Base and King Fahd Air Base, the RSAF's Tornado and Typhoon main operating bases.

At the top of the agenda was ensuring the growth of the busy

Typhoon fleet and sustaining the RSAF Tornado after the UK retires the Tornado GR4.

UK Defence Exports ensures around 7,000 British jobs, and half of UK defence sales go to Saudi Arabia.

Air Marshal Young said: "It was a real privilege to see the inner workings of the Royal Saudi Air Force's Tornado and Typhoon Operational, Support and Logistics hubs. The Kingdom of Saudi Arabia is a key ally of the UK, and I'm pleased that we share information to ensure best practice acquisition and support is delivered. In particular, the UK can assist our international partners with spares and equipment as our Tornado reaches its out of service date before theirs."

## DIRECTORATE AWARENESS EVENT

DE&S' Safety & Environment, Quality and Technology (S&EQT) Directorate showcased their wares at a stakeholder engagement event at MOD Abbey Wood.

The Directorate, led by Air Vice-Marshal Mike Quigley, currently employs around 315 people based around the UK, with wide-ranging expertise in safety and environmental protection, quality, engineering, science & technology, innovation and materiel standardization.

The event, on November 16, was intended to raise awareness of the capabilities and the services the

Directorate provides for DE&S and the wider MOD, which are now described for potential users in a Catalogue of Services.

On the day, a series of presentations and a market stall event gave people a 'one team' view of what's on offer.

AVM Quigley said: "We've had some excellent feedback on the event and hope that, by promoting the capabilities we maintain, we can better focus our efforts where they're most needed while becoming a trusted brand in the delivery teams."



## COM LAND BFPO CHRISTMAS VISIT

Chief of Materiel (Land), Lieutenant General Paul Jaques, returned to RAF Northolt last month to receive updates from the British Forces Post Office (BFPO) team in the run up to what is, without a doubt, their busiest time of the year.

After hearing from staff at the West London base on topics including the Christmas communications campaign, increasing demand for Defence Courier services and innovation within the Defence Postal Services, Lt Gen Jaques praised staff gathered in the sortation office.

He said: "I have been struck, once again, by just how important BFPO continues to be to our support for the armed forces. The service you all provide is so appreciated by everyone in uniform and those closest to them."

Lt Gen Jaques was the first of three high-profile guests welcomed to BFPO in as many weeks, with Chief of Defence People meeting with staff as part of his engagement programme and James Gray MP taking part in filming to promote the independent charity Operation Christmas Box, of which he is the new patron.



## ATLAS SEARCH AND RESCUE TRIALS



A UK Atlas (A400M) transport aircraft has been put through its paces during successful air-sea rescue trials for DE&S.

The trials, between July and September at the Aberporth Air Range in west Wales, is part of part of DE&S' work to expand the role of this versatile aircraft.

The trials, carried out by the RAF's 206(R) Squadron, were overseen by DE&S engineers and project managers, and supported by QinetiQ.

They involved the dispatch of Air-Sea-Rescue Apparatus (ASRA) via the rear cargo ramp of the aircraft. ASRA comprises a combination of containers holding inflatable life-rafts and survival equipment that are linked together by a buoyant rope, and

dropped by parachute.

The trials successfully demonstrated the ability of the A400M aircraft to safely deploy ASRA and conduct long-range air-sea rescue operations.

James Dowson, A400M team leader, said: "The successful completion of the ASRA trials marks another important step in the growth of the Atlas capability. Many thanks are due for what has been a great team effort between the A400M, C17 Command Support Airborne Equipment, and Air Commodities Delivery Teams, 206 Test Squadron, and various key parts of our user community at RAF Brize Norton. These trials now pave the way for operations in a maritime environment, and further underline its versatility."

## DE&S TEAM ENJOYS DAY IN THE SUN

The DE&S Starter team, which secured a contract for 56 state-of-the-art bomb disposal robots, narrowly missed out on a 'Millie' award after being shortlisted in the innovation category.

The star-studded ceremony, a joint venture between the Sun newspaper and MOD, recognises some of the excellent work and outstanding achievements in the defence community.

It took place, for the first time, at the historic Banqueting House, in Whitehall in Central London and was attended by Starter requirements manager Major Lloyd Davies, and Starter project managers Simon Camilleri and Sacha Spragg, (pictured right).

The Innovation Award category recognises those who have developed game-changing or life-saving pieces of equipment.

Equipped with high-definition cameras, lightning-fast datalinks, an adjustable manipulation arm and tough all-terrain treads, the innovative robots are able to neutralise a wide range of threats.

They are due to be in service by December 2020.

Sacha Spragg, Starter project manager, said: "We were absolutely thrilled to just be nominated for a Millie and it was an incredibly enjoyable evening."

The category was won by Paul Moonan from the Royal Navy who designed a fire-fighting truck to use on the new aircraft carriers.



# New year messages from our senior lead



## Michael Bradley, CEO

I feel incredibly privileged to be given the opportunity to lead DE&S and am excited for what the New Year holds for us.

My wish for 2018 is that we all continue to build on the positive progress we've made with our change programme and keep firmly on track.

Our transformation is starting to really embed now and I wholeheartedly believe that the changes we have put in place, are helping DE&S to get even better at serving our customers – the armed forces.

We need to maintain this momentum, and in 2018 we will focus on maturing our functional model and making sure the right people, with the right skills, are in the right roles. We will also continue to simplify the way we work, and in this area there is still a lot to do.

I know that there is a deep sense of pride among teams at DE&S and that you want to focus on procuring the very best equipment and support for our customers – these changes will allow you to do just that.

I am extremely impressed and pleased by how our people embraced change last year - without dropping the ball on delivery. With your continued support, I know we will drive the business forward and make DE&S an even more special place to work.

Although we will all acknowledge there is still much work to be done - if we stick to our existing plan, leveraging the DE&S Way and behaviours, we will achieve our collective goal – of making DE&S an organisation with true world-class capability.

So as we come back to work after a well-earned break, I ask you all to continue to embrace our new ways of working and, most importantly, continue to deliver world class equipment and support for our customers.



## Sir Simon Bollom, COM(Ships)

2017 marked 'The Year of the Navy' and the standing up of the Ships Domain. During the year, we forged our own identity, governance and working practices, and delivered some important milestones in both acquisition and support.

This coming year, delivery will continue to be our priority and, once again, we have some important acquisition milestones: HMS Queen Elizabeth will conduct first of class flight trials, our Tide Class tankers will be delivered to the UK, HMS Forth will be the first of the Batch 2 Offshore Patrol Vessels to be accepted into service and Type 31e frigates will move towards its competitive design phase. We will continue to put more 'S' into DE&S by building on the success of the Common Support Model and the aggressive pursuit of a number of key support improvements to maximise fleet availability and deliver efficiencies.

The transformation programme will move into an important phase as we take over all aspects from the Managed Service Providers and embed the transformation processes and learning into business as usual. We have achieved a great deal last year and this year is the opportunity to take this to a new level on our terms.

This can only happen with the dedicated and skilled people that is my privilege to lead in the Ships Domain. With my senior management team, we are determined to make this a great place to work, and to invest in you, so we can realise our individual and collective potential, delivering outstanding results to the armed forces.

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**Lieutenant General Paul Jaques, COM(Land)**

What a busy and challenging year 2017 has been. The Domain has excelled in supporting operations across the globe with a 'can-do, will-do' attitude that has helped the Services immensely. Whether it is delivering Christmas mail, supporting hurricane relief activities, getting munitions ready for deployments and enabling the Army's contingent and our deployed forces, It has all been a great effort by individuals and teams.

I believe that we have significantly improved the management of safety, be it for our people or equipment, and I see transformation having a real positive effect on the way we think, behave and deliver. If I look back, we have delivered in spades – from the opening of the Defence Fulfilment Centre in Donnington, the banking of £650 million of efficiencies, bringing Project Starter onto contract, getting Mechanised Infantry Vehicles through initial gate and overseeing Sea Ceptor firings are just a handful of the impressive milestones and significant activities achieved.

Looking ahead, 2018 is full of exciting challenge. We have a number of major projects that we need to get on track or on contract while dealing with embedding transformation and professionalising all that we do. Whether you work within a delivery team, a support team or a functional team, it will be a year of exciting challenges and significant opportunities for our customers. I wish you all the success for the coming year knowing that you will be making a difference for our soldiers, sailors and airmen who continue to showcase the equipment improvements, new capability and fantastic opportunities that you have each helped deliver.



**Air Marshal Julian Young, COM(Air)**

First, thank you to all across the Air Domain for your hard work and good humour delivering what our Front-Line customers demanded in 2017.

My top priority for 2018 is for us to continue delivering the equipment and support needed.

This is not easy due to ongoing budgetary constraints, and thus we must engage with our customers to prioritize hard on their most important requirements.

I am excited by a recent Air Force Board initiative to develop together a Finance Strategy for the financial year 2018/19 that will set priorities; this should mitigate frustration and target work across our portfolio more effectively.

Meanwhile, my second priority is making our new function model a success by embedding functional management into our day-to-day routine.

For me, this element of transformation is critical, as it will alter the way we work, making us more agile and resilient to unplanned external inputs, such as funding shortfalls.

More importantly, it will provide the framework within which people can express their career preferences and plan to develop their knowledge and expertise.

My third is to attract and retain people from different backgrounds who bring a range of perspectives to our judgements and decision-making in Air, so we develop teams who can innovate and find creative solutions to our outputs.

Together, short of a syndicate lottery win, these would make DE&S a great place to work. Happy New Year!



**Pete Worrall, COM(Joint Enablers)**

Welcome to a New Year with new opportunities for us all. Building on our achievements last year, I would like us to grasp opportunities in this New Year to deliver on our promises to our customers, which for Joint Enablers (JE) means Joint Forces Command, Royal Navy, British Army and the Royal Air Force. I know we can do this based on our people's drive and determination to succeed coupled with their knowledge, skills and experience that ensured we did so well last year.

In JE we support our armed forces everywhere, based on a diverse range of capability. From our helicopters providing vital support around the world, across land and sea, to military air traffic control to the protection of our troops from biological threats; our delivery is more than the sum of its parts, which is why we are Joint Enablers.

To support our delivery in 18/19, we all need to embed our transformation into our everyday business. Feedback I have received from my floor plate visits and discussions with the senior leadership within JE has reinforced the benefit many teams have already derived from such things as P3M. We now need to expand this good practice to all to help remove the need for regular heroics to deliver on our promises.

I would like to extend a sincere thank you, to everyone within the Joint Enablers Domain for their great work over the previous 12 months and, in anticipation, a similar thank you for all you will do over the next year; I very much look forward as COM(JE) to working with you to help us excel.

# Business contribution to warships recognised



Pictured: HMS Queen Elizabeth entering Portsmouth (Crown Copyright)

**D**efence Minister Harriett Baldwin (inset) recognised the vital contribution that businesses of all sizes from across the UK have made to the construction of the Royal Navy's largest ever ships.

HMS Queen Elizabeth, the nation's future flagship and the first of Britain's two new 65,000 tonne aircraft carriers, was commissioned into the Royal Navy by Her Majesty the Queen on December 7 (see pages 8 and 9).

But the construction of the 280 metre-long ship would not have been possible without the essential work undertaken by small and medium sized enterprises (SMEs) from around Britain.

Defence Minister Harriett Baldwin, said: "On behalf of Defence, the government and the whole of the United Kingdom, I would like to thank the hundreds of businesses around the country for the millions of hours they've spent equipping our ships in what has been an immense nationwide enterprise.

"Their herculean efforts showcase our great British talent and saw HMS Queen Elizabeth complete her 2017 sea trials with flying colours as she prepares to project our interests right across the world."

More than 700 businesses and suppliers, 90 per cent hailing from the UK, supported the build of the aircraft carriers in what has been a truly national endeavour. The programme has brought together the best of British industry, with construction involving more than 10,000 people, including 1,000 apprentices. This includes 7,000-8,000 jobs at the Tier 1 shipyards around the UK plus a further 2,000 to 3,000 people across the UK supply chain.

Chief of Materiel (Ships) at DE&S, Sir Simon Bollom, said: "I am incredibly proud of how DE&S and our colleagues across Defence have worked in collaboration with businesses across the UK to deliver a

programme of such global significance.

"The success of the Queen Elizabeth class is a testament to the thousands of people who have worked on the programme and the vital skills they bring. I look forward to continuing our important relationship with industry to bring the second ship, HMS Prince of Wales, into service."

In 2015/2016 the Ministry of Defence invested over £18bn with UK industry, supporting more than 120,000 full-time jobs and benefiting local economies.

Last year saw the MOD's direct spend with SMEs increase by over 10 per cent across the country as it continues to make it easier for them to win defence business.

Both of the UK's aircraft carriers are being delivered by the Aircraft Carrier Alliance, a unique partnering relationship between industry and the UK Ministry of Defence.

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I am incredibly proud of how DE&S and our colleagues across Defence have worked in collaboration with businesses across the UK to deliver a programme of such global significance

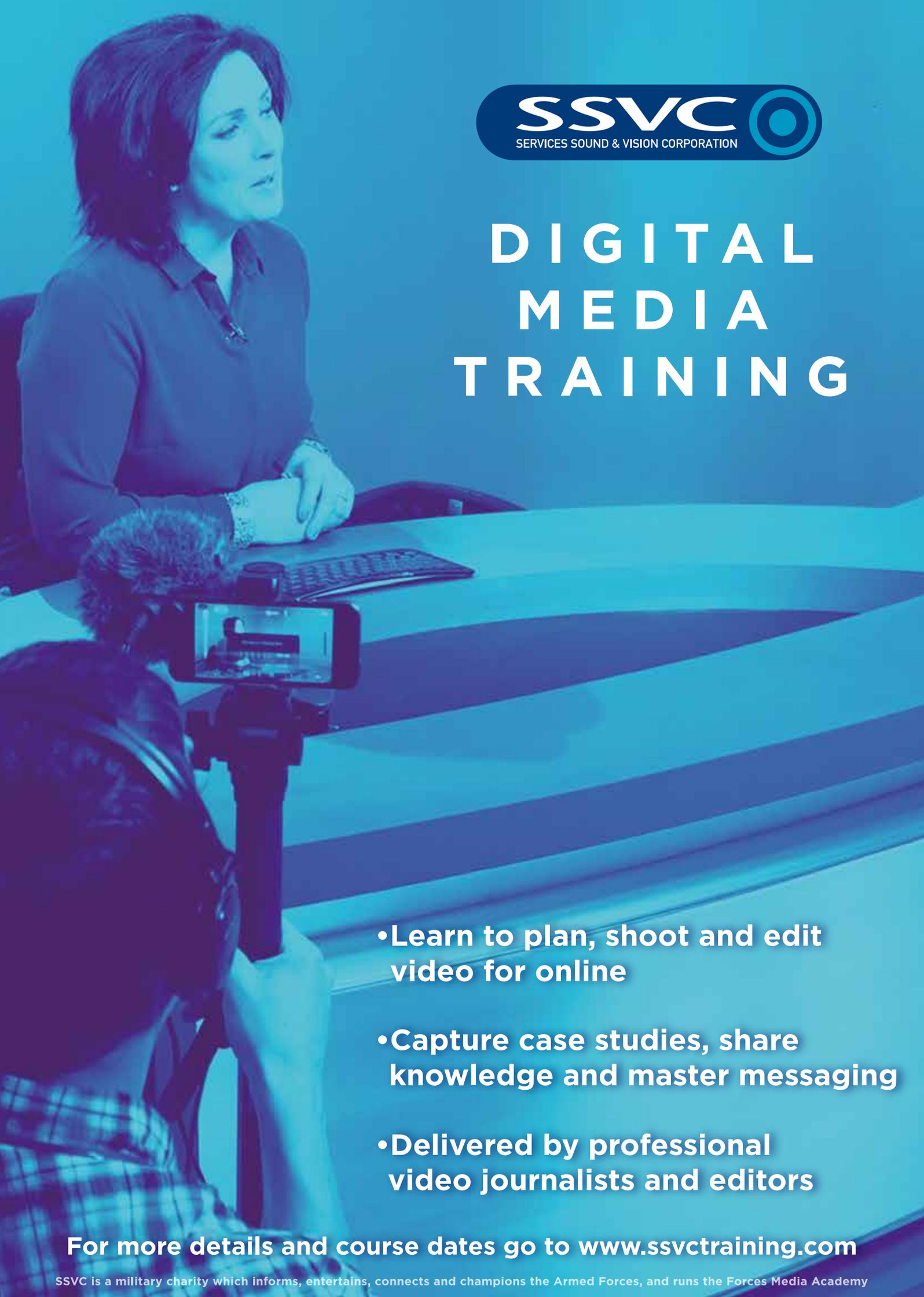
Sir Simon Bollom, Chief of Materiel (Ships)

— ” —

The logo for Services Sound & Vision Corporation (SSVC) is located in the top right corner. It consists of the letters 'SSVC' in a bold, white, sans-serif font, followed by a circular icon with a blue-to-white gradient and a white center. Below the letters, the full name 'SERVICES SOUND & VISION CORPORATION' is written in a smaller, white, sans-serif font.

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The background of the entire page is a photograph of a woman with dark hair sitting at a desk, looking towards the right. In the foreground, a person is seen from the back, wearing headphones and holding a camera on a tripod. The camera's screen shows the woman at the desk. The entire image has a blue color overlay.

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# DE&S apprentices excel at



Pictures: Sergeant Peter George (RAF)

Pictured: HRH Prince of Wales congratulates Gold, Silver and Bronze Apprentice of the Year medal award winners Matt Schofield (far right), Bethan Coleman (centre) and Graeme Sim (nearest camera)

**D**E&S apprentices from across the UK enjoyed huge success at the annual MOD Apprentice Awards.

The awards, held this year at MOD Main Building in London, were presented by HRH Prince of Wales, a long standing advocate of apprenticeships and encouraging more young people in to science, technology, engineering, and mathematics (STEM) subjects and related careers.

Defence is the largest employer of apprentices in the UK, with 9,000 engineering apprenticeships and a total of 20,000 apprenticeships across a range of disciplines. Apprenticeships are a crucial way of developing the skills required by employers and of providing people from all backgrounds with the opportunity to obtain skills that will contribute to their achievement in the workplace.

The ceremony was attended by a host of high-level DE&S staff, including Chairman Paul Skinner, CEO Tony Douglas and senior leaders Air Marshal Julian Young (Chief of Materiel Air), Tony Chisnall (Director General Programmes) and Air Vice-Marshal Michael

—“—

When I heard my name my heart was pounding so hard it felt like it was coming out of my chest. What an honour

Graeme Sim (DM Beith)

—”—

Quigley (Director Technical).

Apprentices from DE&S made it a clean sweep in the Apprentice of the Year award, with Matt Schofield (DE&S Devonport), Bethan Coleman (DE&S Abbey Wood) and Graeme Sim Defence Munitions (DM Beith) taking Gold, Silver and Bronze medals respectively in the showpiece category.

Matt, who spent time going into schools to promote STEM subjects, said: “It was incredible to win, as I was aware of the outstanding quality of work of all of those selected for the final 10. Engineering is an incredible career and I am just lucky to be doing something at DE&S that I enjoy so much.”

Bethan added: “It was a genuine shock to hear my name read out. Coming to Main Building and having a reason to get dressed up for an award ceremony was really special.”

Graeme said: “When I heard my name my heart was pounding so hard it felt like it was coming out of my chest. What an honour.”

DE&S Technology Office Chief Engineer Simon Ransom, who chaired the award panel, said: “The quality of the candidates was of

# annual award ceremony

such a high standard that it took three days of interviews and deliberation to select the three winners; just nine marks separated the top four candidates.

“Just being nominated as one of the 10 finalists identifies that individual as being in the top few per cent of civilian engineering apprentices across the MOD. They were all truly outstanding and can be very proud of their achievements.”

Those who took part in the prestigious Tom Nevard Memorial Competition at Shrivenham were presented with their awards at the ceremony. The competition sets various challenges to test apprentice’s imagination and ability.

Sarah Hughes won the first year apprentice award for the quality of her non-expanding recreational foam gun that excelled in accuracy, range, imagination and quality of build.

She also picked up a second award as part of the DE&S Devonport team ‘String Theory,’ alongside Declan Heard, Lawrence Parker and Chris Nowell-Smith, who collectively won the Defence Infrastructure Organisation (DIO) Sustainability Recycling Challenge for innovative thinking.

Sarah said: “It was wonderful that my family and partner were able to come and support me – it’s been a very special day. I have spent a lot of time going into schools and exposing children to the opportunities available in engineering at DE&S.”

Chloe Stephens, from MOD Abbey Wood, was a member of the team that won the third year project, which was to build an explosive ordnance disposal robot with a wire cutter that could be used by bomb disposal operators.

Her team included James Wiltshire and Kieran Stainer (both MOD Abbey Wood), David Thomson (DM Beith) and Will Robinson, Defence Science and Technology Laboratory (Dstl).

Chloe said: “I absolutely love my job because you can never predict what is going to come to the table and I love that it’s always a challenge.”

Luke Worrall of DM Gosport walked away with the Sir Henry Royce Award, where apprentices were asked to design and manufacture a fixed blade hunting/survival knife.

He said: “It’s been absolutely brilliant. There are not many jobs in which you get asked to design a knife and then meet Prince Charles. My friends can’t believe it.”

DM Beith apprentices Sam Rennix (East Kilbride Group Training Association – Chairman’s Award 2017) and Russell Vincent (Glasgow and Clyde Campus Apprentice of the Year 2017) were also recognised for their excellent efforts last year.

DE&S Apprentice Champion Air Marshal Julian Young, said: “We in DE&S are proud of our long tradition of training the next generation of MOD Apprentices through our innovative schemes.

“This strong pipeline of highly-skilled talent, who are among the brightest and the best, are central to the delivery of essential equipment and support programmes for the UK’s armed forces. I offer my sincerest congratulations to all on their sterling achievements.”

Also pictured:

Top: Devonport apprentice Sarah Hughes receives her Tom Nevard award from HRH Prince of Wales,

Middle: DE&S chairman Paul Skinner and Chief of Materiel (Air) Air Marshal Julian Young greet HRH Prince of Wales and Tobias Ellwood, Parliamentary Under Secretary of State at the Ministry of Defence

Bottom: DM Gosport apprentice Luke Worrall shows off his Sir Henry Royce Award winning entry



# Bolstering the 'S' in DE&S



Pictures: Charlie Perham



**T**ony Chisnall, Director General Programmes, and Steve Glass, Director Support Enablers, hosted over a hundred cross functional staff at DE&S to help strengthen the organisation's vision to deliver world class equipment and support to the armed forces at its second Support Day.

The day, held at MOD Abbey Wood on December 5, built on the inaugural Support Day themes and the work that has been done under the guise of the Support Steering Committee and its working groups, which all aim to develop aspects of support identified as essential to putting more 'S' in DE&S.

DE&S CEO Tony Douglas, in his last staff engagement event before he starts a new role, introduced the day and talked about how everyone in the organisation plays a part in supporting our armed forces, highlighting the cross functional nature of delivering effective support and the importance of developing the support solution right at the outset of the project lifecycle.

In an interactive day, staff then split into groups and moved around 'speed workshops' based on the six themes – common support framework, inventory, support performance, information systems and tools, processes and organisational alignment.

Groups were briefed on the support proposition from each theme and the work done to date, then invited to offer ideas and comments to help shape and refine the proposition as part of the organisation's progression of the support agenda, develop quick wins and priorities and establish ways they could apply them in their work.

Steve Glass said: "There was definitely a buzz in the room. It was great to witness such enthusiasm and high level engagement from our people. There was clear cross function input from people, which added richness to the day, and we can now develop our findings and fine-tune our delivery of our support improvement agenda."

The day concluded with a hot feedback session from each of the working group leads on the key findings, all commenting on the richness of input and positive engagement from staff. The common support framework, underpinned by a support forecast and resource planning methodology and linked with the commercial routes to market initiative was clearly at the centre of progressing support improvement across DE&S – together with the strong recognition for the key role and career path of the Support Delivery Manager that needs to be championed across the organisation.

Other themes highlighted the need to reduce complexity in our processes and to follow them robustly, aligning technology and common performance measurement metrics to facilitate improved analysis of support across the organisation. The working groups will now consolidate the input from the day and use it to develop the implementation plans across each of the themes.

Pictured: Support Day was all about interaction, top: Steve Glass, Director Support Enablers, and Tony Chisnall, Director General Programmes, outline the DE&S' vision

— “ —  
**There was definitely a buzz in the room. It was great to witness such enthusiasm and high level engagement from our people**

Steve Glass, Director Support Enablers

— ” —

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# community

I have made some really strong friendships through coming here.

“It had started to look a little tired here so we are really grateful that the guys at DE&S have given up their time to give the place a lift. It is very much appreciated and will make a big difference.”

Thornbury Sea Cadets is open to boys and girls aged between 10 and 18, and the unit is also looking for volunteers to help run the operation. For more information visit [www.sea-cadets.org/thornbury](http://www.sea-cadets.org/thornbury)

Main picture: Happy to help: Warrant Officer 1 Ian Hurst, Lieutenant Commander Rick Warr, Lieutenant Commander Iain Roberts, Able Cadet Parkhouse, Petty Officer Will Edge (SCC), Chief Petty Officer Tyrone Hayer, Lieutenant Commander Chris Hill and Lieutenant Commander Pat Stephens

From top to bottom: Getting stuck in: Petty Officer Will Edge (SCC), Lieutenant Commander Pat Stephens and Chief Petty Officer Tyrone Hayer



Pictured: All the winners at the Minister for Defence Procurement Acquisition Awards

# DE&S again shine bright at annual Min DP Awards

**D**E&S again enjoyed tremendous success at the Minister for Defence Procurement Acquisition Awards in London.

Now in their 15th year, the awards recognise teams from across defence for their exceptional performance, innovation, effort and commitment in the field of acquisition.

Harriett Baldwin presented the awards at a ceremony held in MOD Main Building on November 28.

The breadth of defence was represented, with civilian and military personnel working together in the Commands, Head Office, DE&S, Defence Science and Technology Laboratory (Dstl) and Defence Infrastructure Organisation (DIO).

This year's big winners were the DE&S **Lightning II team**, who, in addition to their Acquisition Award, were selected for this year's Special Award for their success as 'Team UK' in winning the F-35 Lightning II Maintenance, Repair, Overhaul and Upgrade (MRO&U) competition.

As a result of their efforts, the UK will be a global repair hub for the F-35, providing maintenance and repair of major sub-systems, including electronic and electrical components, fuel, mechanical and hydraulic systems, and ejection seats.

Team leader Andy Hewitt, said: "Securing F-35 component MRO&U work against very stiff international competition was a significant achievement, which will provide long term

benefits for the F-35 programme and for the UK."

Air Marshal Julian Young, Chief of Materiel (Air) at DE&S, added: "I am exceptionally proud of Team UK for its truly magnificent success, and look forward to winning more work in the future."

Another triumph came in the shape of the **Unmanned Warrior team**, who in addition to their Recognition Award were also presented with an Innovation Award.

In October 2016, the naval exercise Unmanned Warrior was a first of its kind demonstration of maritime autonomous systems. Two years of planning and preparation brought together systems and technologies – including 50 unmanned vehicles from over 40 organisations. Over six weeks, these were integrated in a challenging environment to showcase their operational applicability.

The exercise will play a significant part in shaping the future understanding and adoption of autonomous systems for a number of governments and industries.

Unmanned Warrior team leader Commander Peter Pipkin, said: "The Min DP Acquisition Award is a huge honour for a team that represents those from across defence, industry, science and technology who worked tirelessly to deliver a truly first of its kind event that is still the gold standard for unmanned demonstrations around the world."

Other DE&S teams were rewarded for their

tireless efforts with Acquisition Awards.

The **Chemical Biological Radiological Nuclear Delivery Team** were recognised for delivering the Biological Surveillance and Collector System, which provides a world-leading capability that enables the armed forces to detect and identify biological threats using cutting edge technology, one month ahead of schedule within budgetary constraints.

Team leader Ian Matthews, said: "This award is the culmination of over two years hard work between the authority and suppliers, who worked incredibly closely to deliver this state of the art biological detection capability into the hands of the military user."

The **Airseeker team** were recognised for Project Airseeker, which is aimed at improving the UK's Airborne Signals Intelligence capability, against an evolving target set to at least 2025 through the procurement of aircraft and associated ground systems from the US government.

Deployed on operations for the first time in July 2014, the project delivers a new world-beating, cutting edge technology that provides value for money for UK defence by leveraging off the Cooperative Programme with the US government.

Team leader Bill Chrispin, said: "For the Airseeker team, receiving a Min DP award recognises the hard work carried out across a number of UK and US organisations and celebrates the close collaborative working between the UK and US that has resulted in

delivering the Rivet Joint aircraft ahead of schedule, enabling the capability to be fielded early.”

The **Physiological Monitoring Project Team** behind the Tempus Pro™ physiological monitor were rewarded for their efforts in delivering the lightweight, ruggedized and portable vital signs monitor for use by UK armed forces worldwide in all environments five years ahead of schedule.

Team member Commander Lee Hazard said: “The Physiological Monitoring Project Team are incredibly proud of the recognition awarded by Minister Defence Procurement at the Acquisition Awards 2017.”

The **Commercial Professionalism Programme team** were recognised for driving efficiencies in both the short and long term. Within the first 18 months of the programme launch, successful outcomes for the joint DE&S and MOD Commercial team include the delivery of 13,000 training days; 90 per cent of Senior Managers trained as mentors with 100 per cent of employees having access to a mentor and a career management service.

Team leader Graham Hyndman said: “Winning the award and being recognised by the Minister for all the hard work and effort over the past two years is a fantastic achievement.”

Two further Recognition of Achievement Awards were presented to the **TyTAN (Typhoon Total Availability eNterprise) team** and the **Type 26 Global Combat Ship team**.

Over a period of two years, the TyTAN team meticulously probed all aspects of Typhoon support to identify cost drivers and drive out waste, identifying 62 individual change projects that would realise £1.3bn worth of savings, £550m of which were reinvested into increased Typhoon capability.

The team’s outstanding work has changed the way that in-service support is delivered



Pictured: The DE&S Lightning II team won this year’s Special Award for their efforts



The DE&S Unmanned Warrior team won a Recognition Award and the Innovation Award

— “ —  
Award winners have shown innovation, efficiency and collaboration and gone above and beyond, strengthening Defence, boosting our global reputation and promoting UK prosperity

Harriett Baldwin  
Minister Defence Procurement

— ” —

for an air platform, and as a result TyTAN is heralded as a DE&S ‘Exemplar’ Project.

Team leader Christopher White-Horne said: “No one person delivered TyTAN. It was a true joint effort across the whole force of the RAF, DE&S and our industry partners.”

The work of the Type 26 frigate team allowed the programme to move from baseline to contract within 12 months. The joint cost-model that they developed looks across all lines of development and supply chain and provides an unprecedented cost-certainty for the whole life of the programme.

Programme Manager Cate Butler, said: “Every member of the 100 strong joint team has contributed vital expertise that allowed this milestone to be reached, so it is fitting that the whole team is recognised with such a prestigious award.”

Congratulating the teams, Harriett Baldwin, said: “The effort of the teams is more relevant than ever as we continue to look at ways to get the most out of our capability and to keep our forces fit for the future. Award winners have shown innovation, efficiency and collaboration and gone above and beyond, strengthening defence, boosting our global reputation and promoting UK prosperity.”

## Other winners

### Data Science Challenge Team

The Data Science Challenge is a cross-government collaboration to find innovative solutions to meet defence and security science and technology requirements. Working with multiple industry suppliers, this project delivered a publicly accessible web-based crowd-sourcing platform on which to host data science challenges.

### Programme HESTIA Team

The team used smarter ways of working to deliver soft facilities management such as catering, cleaning, mess services and waste management across the UK defence estate. Re-structuring contracts resulted in savings in excess of £250m over five years.

### Akrotiri Runway Project Team

RAF Akrotiri in Cyprus has played a significant role in supporting operations in Iraq, Afghanistan and against Daesh. The task of the team was to manage its refurbishment while keeping it open. The success of the 21-month, £46m project has now secured RAF Akrotiri as a first class operating base.

# DE&S project professionals recognised at APM Awards



Pictured: Mark Geoghegan, DE&S Chinook delivery team leader, received his award from the BBC's deputy political editor John Pienaar (right)

Pictured: Debbie Hather, deputy domain function manager within Fleet at DE&S, was presented the Geoffrey Trimble Award by Geoffrey's widow Jean Trimble

**P**roject professionals from DE&S took centre stage at the Association for Project Management (APM) Awards in London.

The awards recognise the very best the profession has to offer and this year four DE&S specialists were in the spotlight for their achievements.

Winning accolades for their commitment to project professionalism, Mark Geoghegan, DE&S Chinook project team leader, was named Project Professional of the Year and Debbie Hather, deputy domain function manager within Fleet at DE&S, took home the Geoffrey Trimble Award for best Master's post-graduate dissertation which she undertook at Cranfield University. Emily Matthews and the Type 45 destroyer team were among the finalists in Young Project Professional of the Year and Project of the Year categories respectively.

Congratulating the finalists, Project Management Corporate Function Manager Nick Taylor commented:

"It's fantastic Mark and Debbie won at the APM awards this year; it not only

recognises their significant personal achievement but, by their own admission, recognises the achievements of their teams and the strides DE&S has made improving its project management capability over recent years."

Mark, who has worked within various MOD departments for 14 years, believes he is very fortunate to support the armed forces and an organisation offering opportunities to develop and grow, as well as to have the support of talented people on his team.

He said: "Winning the award means so very much to me; never normally one short of something to say, I have found this recognition humbling. It has given me an immense sense of pride that I was able to represent DE&S as an organisation with a strong pedigree of delivering on its promises to the armed forces, achieving a diverse array of complex project and support services.

"Project Delivery will always be a team sport and without everyone making a vital contribution I would not have had such a compelling narrative to tell to the award panel."

Held at the Old Billingsgate in London, the awards showcased talent and achievements

in the field, from aspiring young project managers to experienced professionals in charge of complex projects, as well as top teams in the UK and overseas.

This year's event isn't the first time DE&S professionals celebrated victory in the project management field. In 2015, the Rotary Wing Strategy 2009-2015 led by Ian Craddock was awarded the Programme of the Year award, while last year Josh Macey, Helicopters Operating Centre, was named the Young Project Professional of the Year.

These successes reflect the ever increasing emphasis DE&S is putting on championing excellence in the project, programmes and portfolio area (P3M). Committed to developing project professionals of the future, it runs Project Professional Graduate and Apprenticeships schemes, and it secured sponsorship of the Young Project Professional of the Year award for 2017 and 2018. This is an opportunity to present the award to the winner at the event, which this year was done by Air Marshal Julian Young.

The MOD is one of the largest corporate members of the APM and DE&S has been accredited by the APM for its approach to project professionalism for the last four years.

## DE&amp;S PEOPLE

## 60 SECOND SPOTLIGHT

**Name?**

Luke Simmonds

**Role?**

Engineering Manager – Communications and Electromagnetic Compatibility Lead.

**Your route into DE&S?**

I previously served in the Royal Electrical and Mechanical Engineers (REME), British Army. Since leaving I have worked for contractors supporting the armed forces, but felt I could support the guys and girls more effectively working directly for the MOD. I recently applied on the bulk engineering recruitment campaign and was fortunate to be offered a position in the Warrior Capability Sustainment Programme (WCSP).

**Your claim to fame?**

I have always enjoyed sport. Growing up I studied a martial art, Tang Soo Do. I was black belt and European champion, but decided to stop and pursue a more social sport, rugby. I have played rugby union and rugby league for the REME and continue to play league for the Army. During my time playing for the Army we travelled on a tour to South Africa where we played their national team and I was voted Player of the Tour.

**Your advice to anyone?**

Life is too short; do what makes you happy – whether that's spending time with family, travelling the world, playing sport, training in the gym every day, or spending each night in the bar watching television. It's your life and at the end of it all you want to remember that you enjoyed living it.

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

Family always come first – I have a fiancée (Emma) whom I am marrying next year, a ten-year-old step daughter and one-year-old son. When I'm not cleaning up after them all, I am in the Army Reserves (REME) and continue to play rugby for the Corps Vets and Army League Vets. Any spare time is spent organising charity events throughout the country. I love to cook, that's how I relax.

**What are you most proud of?**

Having served in the Army and conducted deployments to operations. I am also proud of working to the best of my ability and doing everything I can to support others around me. Watching the junior ranks that worked for me develop and progress into effective senior leadership roles has been a source of great pride too.

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

My family – one in, all in, guys.  
Cook book – relative to where I am so I can cook up some tasty meals for everyone.



Picture: Jack Eckersley

Mobile phone – even if I can't use it, I can't cope without it.

**What irritates you the most?**

That person that chews with their mouth open, bad passes during rugby and England rugby supporters during 6 Nations games against Wales!

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

St Lucia, as my family are from there. It's an absolute paradise and I love going there each year. My mother always said I was born in the wrong country. Why can't DE&S open offices there? I could work remotely.

**Your secret?**

Whereas I used to be very good at functioning on little sleep, these days I'm awful unless I've had a good eight hours. I'm not to be spoken to unless I've had my morning coffee.



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

Email [tom.morris114@mod.uk](mailto:tom.morris114@mod.uk)



Picture: Charlie Perham

Picture: Mark Eckersley

# On making a difference, the advantages of transformation and her love of dancing

**Elizabeth Wombwell is Corporate Function Manager of the Corporate Services Group (CSG). Her job is to make sure the right people, with the right skills, are in the right role at DE&S**

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

I have the privilege of being the Corporate Services Group (CSG) Corporate Function Manager. Essentially, this means that I am responsible for developing a professional community for all members of the CSG function, which currently numbers over 1,300 people. With the development of the balanced matrix, DE&S has categorised the skills and capabilities which are needed to operate the business and to ensure that the organisation runs effectively, efficiently and with increased agility. Within this, we have identified seven aspects of the overall enabling activity which are now firmly established as specialisms within the larger CSG function. These are Executive Support, Business Support, Communications, Infrastructure, Parliamentary, Strategy and Policy, [Equipment] Sales and Security and Resilience. A very eclectic mix, I am sure you will agree. It is my job to ensure that across this broad vista the right people, with the right skills, are in the right place at the right time in order to keep DE&S functioning.

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

The most rewarding part of my job is when you can see that something you have done has made a tangible difference and been instrumental in the delivery of DE&S outputs, and it is my intention for CSG outputs to be fully recognised as vital enabling elements of DE&S' work. I am motivated by helping people, and fortunately my current role offers me the opportunity to become involved with many people at various points in their career. I am constantly amazed at the amount of talent we have within the function and the professionalism, enthusiasm and resilience of staff. I look forward to building credible and professionally recognised career pathways for all of the specialisms both within the

Government sector as well as with a range of professionally recognised bodies over the next year.

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

Teamwork is absolutely vital in any organisation. If people do not work together toward a common goal, then there is a very high probability that there will be a degree of nugatory effort and, even worse, situations where people undertake work which is not coherent and cancels out other activities. In CSG the outputs and activities of the specialisms are wide ranging and are the 'corporate glue' that enables DE&S to operate. This encompasses anything from the provision of briefings for senior government ministers through to the supply of stationary. Without effective teamwork and coordination, this intricate fabric of specialised and enabling activity would fall apart.

## **What is your view on transformation?**

Transformation is a much needed, exciting, and at times challenging activity which will put DE&S in the optimum position to be the best at supporting the Armed Forces in the provision of support or new equipment. A key tenet of transformation is the focus on building people capability through career planning, provision of learning and development opportunities to create a cadre of suitably experienced personnel, and the maintenance of professional standards. The key challenge for me in my role is to ensure that I always deploy the most appropriate individual to prioritised business assignments.

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

I am passionate about supporting the Armed Forces and have spent the whole of my career in the MOD since joining the Royal Navy in 1984. As a Women's Royal Navy Service officer, I saw first-hand how critical it is to

have the best equipment and support available and I was keen to continue to be part of this network. When I left the Navy, I was successful at interview to join the Defence Procurement Agency working in Strategic Weapons Systems and I have been a part of providing equipment and support ever since.

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

One of the most satisfying aspects of my job is being able to help people to realise their potential and make a difference in the business. I sponsor the Next Generation Network and it is wonderful to see the unbounded energy and enthusiasm of the young people when they join the organisation along with their innovation and challenge. I particularly enjoy watching them grow in ability, knowledge and confidence and tracking their journey through the organisation.

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

I am a qualified dancing teacher and used to run my own dancing school. Indeed, never one to shirk a challenge, I was 'persuaded' to perform the sword dance over [sharp] naval swords at my wedding. Legend has it, that if you touch any part of the sword blade when dancing, it is an ill omen and you will lose the battle ahead. Did I do so? You would have to ask my husband!

“ I am constantly amazed at the professionalism, enthusiasm and resilience of staff ”

# WORK FOR DE&S

Welcome to this edition of DE&S jobs in Desider. There are great opportunities available at DE&S and each month we list current and future posts. For even more opportunities visit the Civil Service Jobs Portal at [www.civilservicejobs.service.gov.uk](http://www.civilservicejobs.service.gov.uk)

## Graduate and apprentice schemes

DE&S offers a number of top class graduate and apprenticeship opportunities, providing successful applicants with 'hands-on' experience in roles across a range of projects.

If you have recently left school or university and are interested in embarking on a career in defence but do

not yet have the experience/skills required for our listed vacancies, find out more information on the range of graduate and apprentice opportunities DE&S has to offer is available at [www.civilservicejobs.service.gov.uk](http://www.civilservicejobs.service.gov.uk)

## Rewards and benefits

We truly believe that DE&S is a great place to work, and it's important to us that all of our people feel the same way. Our unique employee experience offers:

- pride in supporting our armed forces
- delivery of some of the world's most complex projects
- significant investment in personal, professional and technical development.

We want to ensure that every single employee feels appreciated and fairly rewarded. That means having the best possible benefits package. As well as competitive performance-related pay and market-leading pension schemes, our employees benefit from flexible working, generous annual leave, and access to a number of member

discount, sports and social clubs. Our aim is to provide a workplace that gives you the flexibility to maintain a great work/life balance.

All our sites are designed to be accessible with good transport links, along with cycle racks and car parking. Our headquarters are in Abbey Wood, Bristol, with a range of facilities including a fully-equipped gym, on-site nursery, a range of restaurants and coffee shops, and a hairdresser's. But with over 150 locations across the world and close relationships with customers and suppliers, we also have opportunities based at RAF stations, Royal Navy and Army bases, depots and logistics facilities, or even on-site with industry partners.

## Equality and diversity

DE&S is committed to embracing diversity: it is one of our core values. Irrespective of gender, marital status, race, religion, age, disability and without reference to social background or sexual orientation, DE&S operates an inclusive environment to allow you to develop your career.

Whether uniformed or civilian, we expect the attitudes of our people to reflect our approach to diversity by:

- fostering a working environment where all staff feel comfortable, welcomed and valued for their contributions

- promoting a workplace that values dignity, respect and fairness
- promoting high standards of behaviour and complying with the law by creating equality of opportunity

To demonstrate our commitment, we are members of Stonewall, Race for Opportunity, Opportunity Now, The Employers Forum on Disability, The Employers Forum on Age, and we are also affiliated to a: gender.

Read more about equality and diversity in MOD.

## How to apply

We are looking for innovative, talented, focused individuals to join us in being instrumental in defending Britain's interest both at home and overseas.

DE&S provides the opportunity for a truly rewarding career, working on complex, interesting and often sensitive projects of great significance and consequence, with excellent training opportunities for your continued

professional development.

If you would like to view all current vacancies across DE&S and the wider civil service, please visit the Civil Service Job Portal.

In addition, for an easy, hassle-free way of keeping up to date with all the latest vacancies, you can now follow us on Twitter or like our page on Facebook.

desider jobs



Civil Service

## CURRENT VACANCIES

**Finance Graduate Scheme** DE&S

Bristol | £24,500 pa | Closing date: 8 Jan 2018

Reference number **1562486** Post type **Permanent** Hours **37 Hours**

**Job Description:** The scheme is a two to three year development programme focused around finance and accountancy roles across different areas of DE&S. Your hands on experience will be underpinned by MOD and DE&S specific training as well as study towards achieving a Level 7 professional finance qualification (equivalent to Master's Degree).

**Commercial Executive** DE&S

Bristol | £56,000 pa - £72,000 pa | Senior Professional

Closing date: 4 Feb 2018

Reference number **1562298** Post type **Permanent** Hours **37 Hours**

**Job Description:** You will be responsible for a portfolio of teams and/or requirements, with a delivery and support focus, providing commercial leadership in one of the DE&S domains.

**Senior Commercial Manager** DE&S

Bristol | £42,000 pa - £55,000 pa | Professional I

Closing date: 4 Feb 2018

Reference number **1562153** Post type **Permanent** Hours **37 Hours**

**Job Description:** In this diverse and dynamic role, you'll be at the heart of all kinds of commercial projects and will be responsible for Sourcing, Sales, Contract Management, Disposals and Corporate Activities, supported by commercial professionals.

**Engineering Management Apprentice** DE&S

Bristol | Year 1 - £14,847 | Year 2 - £15,890 | Year 3 - £19,016

Closing date: 18 Mar 2018

Reference number **1558837** Post type **Permanent** Hours **37 Hours**

**Job Description:** A 3 year advanced engineering apprenticeship with up to 60 places. Year 1 is full time at Bridgwater & Taunton College, while Years 2 and 3 consist of 4x 6-month placements and work experience at Abbey Wood, split by a block release HNC programme at college.

**DESG Graduate Scheme** DE&S

Bristol, RAF Waddington | £25,890 pa | Graduate Engineer

Closing date: 3 Apr 2018

Reference number **1560819** Post type **Permanent** Hours **37 Hours**

**Job Description:** Fully accredited scheme by six of the major Engineering Institutions, with 4-6 month placements in a variety of locations across the UK and training courses aimed at developing technical knowledge.

**DBS has a right to close the campaign earlier than the date advertised**S  
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# CASE STUDY

## Phil Jones, Quality Manager within Air Platform Systems, gives his insight into the benefits of working for DE&S

**Name:**

Phil Jones

**Job title:**

Quality Manager within Air Platform Systems

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

13 months

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

I knew when I began my career in Quality that I eventually wanted to work in the defence sector. After moving to Bristol and finding out about DE&S, it was just a case of waiting for a role to become available and crossing my fingers.

**What does your role entail?**

My role is currently split between internal and external quality assurance activity. Externally, I work closely with all of our suppliers to mitigate risks to project delivery, liaise with our customers to ensure we consistently meet their requirements and gather feedback to ensure that we are always improving. Internally, I am responsible for maintaining the Quality Management System for our team leader. This involves creating and implementing an internal audit schedule, drafting, amending and approving new procedures and working across all departments in the team (finance, commercial, engineering, project controls and project management) to improve the outputs we deliver.

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

I recently got a mentor within DE&S and he has helped me a lot to give me direction and continue to develop my skillset, which will aid in my progression within the engineering function.

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

I enjoy the fact that I get to understand the whole business our team conducts and get an understanding of all the projects we are involved with, rather than just being project specific or belonging to a specific branch of the team.

**What's your ambition?**

To keep progressing and develop my knowledge and skill set within defence. Ideally I want to progress as far as I can in DE&S.

**What's the greatest achievement (in your role) to date?**

I was recently awarded an MOD Quality Award (see pages 10 and 11) in the category of 'Rising Star' recognising my contribution to the organisation within the short time I have been here.



Picture: Jack Eckersley

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

There are so many benefits to working at DE&S. Abbey Wood is a picturesque site that you can walk around at lunch time. This is something a lot of people take for granted, but so many other companies don't have the facilities that make DE&S a good place to work.

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

For me, it's football. I played for the MOD national side in last season's Lewis Cup and there are opportunities to use your lunch break to play either indoors or outdoors.

## DE&amp;S PEOPLE

# ABW field gun crew appeal

The Abbey Wood field gun crew is looking for new recruits as they train towards competing in the Royal Navy & Royal Marines field gun competition.

Formed in 2003, the team are one of the 22 crews entered into the 2018 RNRMC charity field gun competition at HMS Collingwood in June. The competition is inspired by the exploits of a naval brigade during the Boer War in 1899.

The crew also take part in a number of charitable and social events in support of the Royal Navy and Royal Marines Charity as well as others, including the Royal British Legion.

The concept of modern field gun is to reconstruct the carriage of guns over difficult terrain, assembling and disassembling them as

required, and firing them both on the attack and in retreat. With the equipment weighing around one metric tonne, this is a truly lung-busting effort.

The competition embodies and champions the physical and mental courage, discipline, leadership and teamwork required as part of the moral component of operational capability.

Although all running crew have to be military, many of the vital 'back-room' staff are Civil Service volunteers.

Air Marshal Julian Young, President of the MOD Abbey Wood field gun crew, said: "Our Abbey Wood crew train hard, are competitive and have fun – field gun is the ultimate team sport."

For more information: [www.gunteam.co.uk](http://www.gunteam.co.uk)



## MOTTO

### the MOD Lottery September 2017 winners

£10,000	Helen Webb, Helston
£2,500	TBC, DSTL
£1,000	Debbie Duffett, Tidworth
£500	Paul Gallacher, ABW
£250	Keith Reid, Pickering
£100	Andrew Webster, ABW
	Kevin Graham, Whitehall
	Maxwell Wilson, Andover
	Scott Murray, ABW
	Andrew Towell, Lincoln
	TBC, UKHO
	Joseph McWilliams, Hollywood
	Craig Ferrier, Helensburgh
	Joan Park, Hollywood
	Maria Smith, Lincoln
	Iain Main, Sennybridge
	Peter Burnett, RFA
	Gregory Love, Catterick
	Robyn Beasley, ABW
	Andrew Gee, Northwood
	Thomas Attoe, ABW
	Frank Inniss, Wolverhampton
	Alan Walkington, ABW
	Marc Norvill, ABW
	David Truswell, Plymouth



The DE&S Ships Portfolio Office raised more than £500 for Children in Need after staff supported the charity by coming to the office wearing onesies.

The concept was the brainchild of team member Nick Pearce, who went on to deliver 3\* Performance Review packs around areas of Abbey Wood dressed as a rabbit.

However, Nick did take four of the Programmes and Performance team

with buckets with him to see if they could raise money on the way.

After spending time collecting and a plea to Director Ships Support office asking him to dig deep for the charity, the group managed to amass the huge sum of £543.47.

Nick said: "The generosity of the staff around the floorplates was overwhelming, we thought it would be fantastic to get £50 so this has surpassed all expectations."

More than 45 colleagues have joined the Yeovil branch of the MOD Women's Network (MWN), following its recent launch.

The MWN was established to provide support and development opportunities for women in the MOD.

The Yeovil branch is a satellite of the South-West MWN based in Abbey Wood and launched to make the network more accessible.

The event, led by Louise Stevens and Sarah Colley, members of the Lynx-Wildcat Project Team, took place in November at the Leonardo Helicopters site in Yeovil.

Guests were welcomed by Brigadier Darren Crook, who spoke about the importance of having a local network

and how members should recognise the value of nurturing the network so that it can grow in strength to provide members support.

MWN Champion Morag Stuart spoke about her career both inside the MOD and industry and the different cultures she had experienced. She also raised a number of tough topics and encouraged discussion from the audience. South-West MWN co-lead elect Sarah Enos also delivered a presentation on the structure and aims of the network.

For more information on the Yeovil branch of the MWN contact Louise Stevens or Sarah Colley.



Pictured: More than 400 staff attended the MOD Abbey Wood Christmas Carol Service on December 12. They were treated to a mince pie and performances from the Salvation Army Brass Band and the Bristol Military Wives' Choir