



Ministry
of Defence



April 2018

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desider

the magazine for defence equipment and support



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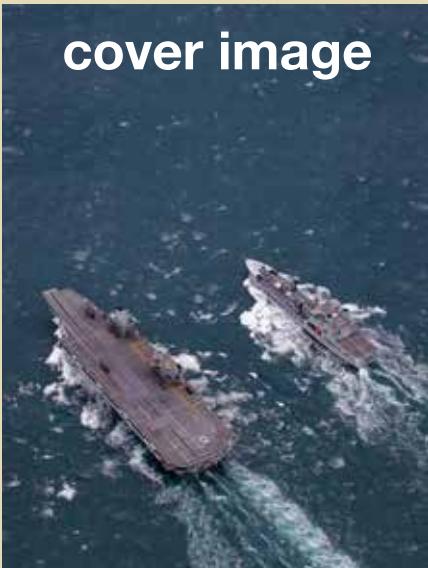


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Pictured: Aircraft carrier HMS Queen Elizabeth and supply ship RFA Tidespring

desider

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FOREWORD

By Michael Bradley, CEO

It was great to welcome Secretary of State for Defence, Gavin Williamson, to DE&S Abbey Wood for the first time last month. In a brief visit, the Defence Secretary nevertheless managed to meet project teams, apprentices and graduates and host a town hall, accompanied by Minister for Defence Procurement, Guto Bebb, who was also visiting Abbey Wood that day.

During his visit, Secretary of State expressed his appreciation for the exceptional work our teams do in DE&S. He also encouraged us to maintain our momentum for transformation and continue to explore innovation so that we can constantly adapt to deal with the ever-changing threats the world faces.

We have an exceptional workforce and I know that's a challenge you will continue to embrace.

From a business perspective, we have enjoyed another remarkable month of success and I thank you again for all your efforts. In fact, just hours before he visited DE&S, the Defence Secretary announced a £3.7 million deal we secured to equip Ajax with an innovative threat warning system that will give tank crews the situational awareness they need to protect the vehicle.

Other highlights included a £400 million deal that will see ultra-accurate Brimstone missiles upgraded so they can be launched from Typhoon fighter aircraft.

The 15th F-35B Lightning II flew into Beaufort, South Carolina, to take its place as part of the UK fleet, set to operate from HMS Queen Elizabeth and Prince of Wales.

We also agreed the contract to provide a defence system for the British Army's new fleet of Apache AH-64E helicopters, ensuring they remain one of the best protected attack helicopters in the world.

And HMS Trent, the third of the Royal Navy's five new 90-metre Offshore Patrol Vessels, has been formally named in Glasgow, which was another great occasion for us to celebrate this significant achievement with our industry partners.

Elsewhere across the business there has been further cause for celebration.

The British Forces Post Office marked their 10-year anniversary at RAF Northolt – a move that has allowed them to make use of increasingly innovative technology to improve the vital services they provide to our service personnel.

This month DE&S Abbey Wood also hosted the South West Cross Government Women's Network to celebrate International Women's Day. This hugely successful event featured a series of inspirational speakers and workshops. Thank you to all who volunteered to help.

And a team from DE&S attended the Big Bang at the NEC in Birmingham to educate, inspire and raise awareness of DE&S with some of the 70,000 seven to 19-year-olds who attend this science, technology, engineering and maths (STEM) event. Inspiring our next generation of engineers is invaluable.

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inside this month

desider April 2018

Barry Burton, Director Corporate Operations, talks to Desider about his varied role, improving DE&S' performance and accountability for delivering the Equipment Plan



Picture: Jack Eckersley

It may sound obvious to say, but DE&S' purpose is to deliver the MOD's equipment plan, or at least a large part of it; that is our primary purpose. As Director Corporate Operations, a large part of my role is assisting the organisation to achieve that aim in the most effective and productive way possible.

Unlike many of my colleagues who, for example, look after particular projects or programmes, my role isn't so easily defined. I'm responsible for, or contribute to, a very broad range of things. To give you a small taster, my responsibilities include DE&S' parliamentary business, its governance regime, infrastructure (including being the Head of Establishment at Abbey Wood) and security. I'm also responsible for three functions: the Corporate Services Group; Business Process and Assurance; and Occupational Health, Safety and Environment.

As you can imagine, it's a very busy role and I'm always trying to keep a lot of balls in the air at once, which means I don't have much spare time! The downside is that the ability to focus on and take ownership of delivering a specific project is reduced, which can be frustrating. But I enjoy the variety and the challenge of never knowing what I'm going to face on any given day.

As a member of the DE&S Executive Committee I have been given the

responsibility for one of four areas where we are responding to the staff engagement survey conducted at the end of last year. The working environment for many of us in DE&S, across the range of our sites, has a range of challenges and I am responsible for finding improvements to the infrastructure and IT we use.

Recognising that there will always be limits on our physical infrastructure, we need to find better ways of working and establish greater agility in applying our resources. We are making progress on our ability to be flexible, particularly to work away from the office with better IT support. Our aim is to be able to operate effectively no matter where we're based. But we've still got a long way to go.

This is all part of transforming DE&S and it has been a very challenging journey. We have delivered a huge amount so far, but we are only part way through and, in the coming year, we need to focus on embedding the changes we've made ever more deeply.

Our ability to deliver the equipment programme has increased through the transformation programme and a lot of the initiatives we've implemented must be seen in that context, as that's the most important measure. We've made great progress in a lot of areas – putting tools in place for project management, much better project controls

mechanisms, producing more useful metrics – but none of that matters unless we deliver a better output.

If I could do one thing to help achieve this, it would be to make every member of our workforce accountable for what they're delivering. That's not to say many of us don't feel that already, but individually we should be accountable for both our successes and our mistakes. Our renewed focus on performance makes it more apparent to everyone that what we do matters. That's a significant change and one that will help us achieve our goal of effectively delivering the Equipment Plan.

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Our renewed focus on performance makes it more apparent to everyone that what we do matters
” —

SoS first Abbey Wood visit

Secretary of State for Defence Gavin Williamson praised staff when he paid his first visit to DE&S Headquarters – as well as challenging the organisation to further embrace innovation and technology.

Mr Williamson, who was joined on the visit by Minister for Defence Procurement Guto Bebb, was met on his arrival by DE&S CEO Michael Bradley and DE&S Chairman Paul Skinner.

Earlier Mr Williamson had visited the nearby Rolls-Royce facility, where he announced the creation of a new £48 million Chemical Weapons Defence Centre in Porton Down, alongside plans to vaccinate the UK's elite forces against anthrax. He also used the speech to announce a £3.7 million investment in the Ajax Shot Detection System, a vehicle-mounted acoustic shot detection system which will be integrated on the £4.5 billion Ajax family of armoured fighting vehicles.

Whilst at the Bristol-based Rolls Royce facility, he also set out his vision for the Modernising Defence Programme, which he said would give the UK 'a more productive, harder-hitting joint force able to counter conventional threats and deal with the new challenges of asymmetric conflict'.

At DE&S Mr Williamson took the opportunity to have briefings regarding Special

Projects Search and Counter Measures as well as Warship Support, spoke with DE&S apprentices and graduates and met RAF

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What we need to do is make sure we adapt to the changing threat and how we can be better, more innovative and use technology to our advantage

Gavin Williamson
Secretary of State for Defence

— ” —

Warrant Officer Daz Chapple, who, after taking up boxing to beat the bullies, will lead out Team England at the Commonwealth Games in Australia.

Addressing DE&S staff in a full lecture

theatre at Abbey Wood, Mr Williamson said: "I really wanted to start off by saying thank you. Sometimes there is a lack of appreciation that the armed forces can only do what they do on operations at home and abroad because of the support that comes all the way through – not just in terms of the engineers and logistics within the services – but what you do here in terms of procurement and ensuring they have what they need."

Mr Williamson went on to speak about the importance of working closely with our industry partners to address the ever-changing threats the world faces.

"Defence is going through an enormous amount of change," he said.

"When I came to the job it became apparent to me that the threats and challenges we are facing are getting greater. In addition, the diversity and range of threats we face are getting more challenging and harder to deal with.

"What we need to do is make sure we adapt to the changing threat and how we can be better, more innovative and use technology to our advantage.

"How we can use suppliers that we have not traditionally dealt with to give us both a commercial and most importantly a military advantage going forward"



Pictured: Secretary of State Gavin Williamson addresses staff during his town hall

Picture: Jack Eckersley

Pictured: Apache aircraft at the Royal International Air Tattoo at RAF Fairford



New Apache to benefit from



hi-tech protection

DE&S has secured a contract on behalf of the MOD to provide a defensive aid suite for the British Army's new fleet of Apache AH-64E helicopters.

Under related contracts from the MOD and Boeing, Leonardo will integrate sensors and countermeasures, some new and some re-used from the existing Apache AH Mk1 fleet, to ensure that UK Apaches remain amongst the best protected attack helicopters in the world.

Combat helicopters like the Apache fly at relatively low speeds compared to fighter jets and often at low altitudes, so they are vulnerable to a wide range of threats, including infrared-guided missiles and anti-tank guided weapons.

An integrated defensive aid suite helps protect a helicopter from threats in a joined-up way. A complete system includes sensors to identify threats to the helicopter, countermeasures to defeat these threats and a computer that coordinates the whole system, linking the incoming warnings with protection techniques such as chaff or flares.

Every Apache AH-64E that comes off the production line, regardless of its end user, already has a built-in Leonardo defensive aid suite computer, known as an Aircraft Gateway Processor.

But this project will see the company take the UK's Apache defensive aid suite a step further by integrating a number of sensors and countermeasure systems onto the AH-64E to enhance its situational awareness and survivability.

Minister for Defence Procurement Guto Bebb said: "UK Apaches provide our armed forces with world-leading capabilities in the field of combat. This announcement will see our aircraft fitted with cutting-edge British protection to rapidly detect and defeat inbound threats. This is a welcome boost for UK jobs and investment which is part of the Government's recently announced Defence Industrial Policy Refresh."

Integration will be conducted by Leonardo in Luton and the complete system will then be installed by Boeing on its AH-64E production line in the United States. All 50 helicopters being procured by the MOD will be capable of operating with the integrated defensive aid suite.

Leonardo also provides defensive electronic warfare capabilities across UK Armed Forces helicopters, including the AW159 Wildcat, AW101 Merlin, Chinook and Puma.

NEWS IN BRIEF

DELIVERING HIGH QUALITY DEFENCE

Members of Land Concepts and Assessment (LCA) attended an event to celebrate the 20th anniversary of contracts supplying Defence Mechanical Handling Equipment (DMHE) to the MOD.

The event, held in the state apartments of the Royal Chelsea Hospital, recognised the work of staff involved and raised £10,000 for the charity, which will help to cover the day to day running of the hospital.

The current contract with Briggs Defence supplies and supports around 2,100 assets, such as forklift trucks, container handlers and tractors, to the three services, DE&S, Head Office and Corporate Services, Joint Forces Command and

Defence Electronics and Components Agency in the UK, on board Royal Navy and Royal Fleet Auxiliary ships, and in 12 countries overseas.

Requirements range from general moving and lifting duties around sites to equipment used to feed animals at the Defence Animal Centre in Melton Mowbray and other assets providing specialist equipment in support of parades for RMA Sandhurst.

Gordon Farms, Contract Management Team leader in LCA, said: "The event was enjoyable. We've built up a good relationship with Briggs, and together we deliver a high-quality service, realising efficiencies for Defence."



INDUSTRY MARKET DAY A SUCCESS



An industry Market Day, pictured, giving businesses an overview of the Future Maritime Support Programme (FMSP) was held in Bristol.

The FMSP will deliver the diverse range of services critical to the support and operation of the Royal Navy's Complex Warships, Submarines and Naval Bases from April 2020. The programme succeeds the Maritime Support Delivery Framework (MSDF), which runs until March 2020.

The Market Day in February, which attracted more than 75 organisations, was opened by Sir Simon Bollom - Chief of Materiel Ships, with Matt Harrison,

Director Naval Support and Senior Responsible Officer (SRO), Neal Lawson, Director Ships Support, and Head of FMSP Chris Wardle also supporting.

Sir Simon spoke about the nature and scale of services and informed industry of the need to demonstrate flexibility, whilst enabling FMSP to deliver significant efficiencies for the Royal Navy through improved performance, reduced cost, and transformative change.

The challenges the Royal Navy is facing and how FMSS would meet these challenges were also addressed during the event.

NEW CYCLE TO WORK SCHEME

DE&S has launched a new cycle to work scheme in a bid to help employees lead a more active lifestyle, save money and avoid rush-hour traffic stress.

The scheme, launched on April 1, will come as a welcome addition to the DE&S employee benefits package.

The aim of the cycle to work scheme is to encourage everyone, from complete novices to cycling experts, to consider taking up this healthy and sustainable mode of transport.

The organisation has partnered with scheme providers Cycle Solutions to give civilian

employees access to a salary sacrifice scheme that can save up to 40 per cent for basic rate tax payers, and up to 49 per cent for higher rate tax payers.

They also offer a 15 per cent discount on direct purchases for friends and family members.

The Cycle Solutions team will be visiting Abbey Wood on April 18 and 25 with a range of bikes and expert advice.

Further roadshows at DE&S satellite sites will follow later this year to ensure that all staff are given the opportunity to participate.



COM (LAND) SURPRISED BY MEDAL

Lieutenant General Paul Jaques, Chief of Materiel (Land), found himself being unexpectedly presented with a medal clasp at a ceremony at which he was officiating.

The ceremony, organised by the Army's Command Sergeant Major at DE&S, WO1 Alun Higgins, gave Lt Gen Jaques the opportunity to present a series of medals and awards to members of the Royal Navy, the Army and the Royal Air Force during the event at MOD Abbey Wood.

The awards included 1st and 2nd Clasp Long Service and Good Conduct Medals (representing 25 and 35 years of service respectively), a Meritorious

Service Medal for distinguished service, three Royal Warrants and a NATO Medal for services to Operation Active Endeavour in the Mediterranean.

Before Lt Gen Jaques could conclude the ceremony, WO1 Higgins surprised him with the final presentation, which turned out to be his 2nd Clasp Long Service and Good Conduct Medal – presented by Corporal Stacey Clarke.

"Wonderful, thank you very much", Lt Gen Jaques told the assembled awardees.

"It has been great to meet all of you and it's a real privilege to say thank you for your service."



GROB G 120TP COMPLETES FLEET



The modernisation of a fleet of aircraft for training flight test engineers has been completed with the delivery of two Grob G 120TP fixed wing aircraft to MOD Boscombe Down.

The aircraft are part of an £85 million investment in Test Aircrew Training (TAT) at the Empire Test Pilots' School (ETPS). The TAT intervention was agreed in December 2016 as part of a £1 billion deal between MOD and QinetiQ under the Long Term Partnering Agreement, and will see QinetiQ continue to manage ETPS until at least 2028.

They join two new Pilatus PC-21 aeroplanes, purchased in

December 2016, and four Airbus H125 helicopters, bought in March 2017.

They will be used to train flight test engineers throughout all stages of their development.

The upgraded programme at ETPS encompasses flying and training regulation, course structure, accelerated equipment renewal, engineering support and output delivery.

Together, these changes will significantly reduce the cost of operation, as well as increasing the reliability and resilience of course delivery.

FINANCE DIRECTOR ROSYTH VISIT

Philip Lloyd, DE&S Finance Director Controls & Assurance, who joined DE&S in January, visited Rosyth to meet with Cost Assurance and Analysis Service (CAAS) employees.

Mr Lloyd, who is helping cover DG Resources following the appointment of Michael Bradley as CEO, took the opportunity to also tour one of the Navy's QEC aircraft carriers, HMS Prince of Wales.

The 90-minute tour in February gave Mr Lloyd, pictured second right, the chance to witness first-hand some of the ongoing build work on the second ship in the QEC class.

As well as surveying the impressive 16,000 m² deck from both the bridge and the top of the flight deck, the tour took Mr Lloyd deep into the bowels of the 65,000-tonne vessel, where evidence of the learning being applied from the build of its sister ship, HMS Queen Elizabeth, was described.

HMS Prince of Wales is due to follow in its older sister's wake by sailing to its new home in Portsmouth in 2019. Captain Ian Groom, Senior Naval Officer in charge of the ship, hosted Mr Lloyd, who was also accompanied by Commander Keith Taylor and CAAS' Danny Williams.



Innovative threat detection system for Ajax family



Pictured: Ajax trials at Instow

Picture: Andrew Linnett

A £3.7 million deal to equip the Army's next generation armoured vehicle with the latest in automated threat warning systems has been announced.

Thales UK has signed a contract with General Dynamics Land Systems-UK for the installation of its Acusonic sensor, a vehicle-mounted acoustic shot detection system, on the £4.5 billion Ajax family of armoured fighting vehicles that are being procured for the British Army by DE&S.

The Ajax Shot Detection System will be manufactured at Thales in Templecombe in Somerset, which employs more than 700 people in highly-skilled manufacturing and technical roles.

Designed to accurately sense and report the direction of incoming enemy fire, the system will give the vehicle's crew the critical situational awareness to react to the threat. Its innovative sensing system is based on Thales's world-class sonar technology that provides the 'ears' for ships and submarines around the world.

Each Ajax will be fitted with three Acusonic sensors, giving the crew a 360-degree threat-detection capability.

Major General Colin McLean, Director Land Equipment at DE&S, said: "Ajax will deliver a step-change in versatility, agility and protection for our soldiers. Integrating

today and the future."

Under the terms of the contract, 735 Acusonic systems are now on order for integration onto Ajax. Thales is already on contract to supply the primary and secondary sighting systems on the vehicle.

The six variants in the Ajax programme – Athena, Ajax, Ares, Apollo, Atlas and Argus – are due to come into service in 2020, providing a full suite of medium armoured vehicles and capabilities.

They will be the 'eyes and ears' of the British Army on the battlefields of the future.

The new vehicle will give the Army enhanced intelligence, surveillance, protection, target acquisition and reconnaissance capabilities.

Defence Secretary Gavin Williamson, who made the announcement when he visited Bristol last month, said: "I am pleased to announce that we will be spending almost £4 million with Thales and General Dynamics Land Systems-UK to deliver the Ajax Shot Detection System, which can sense enemy gunfire and protect troops using our next generation armoured vehicles."

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Ajax will deliver a step-change in versatility, agility and protection for our soldiers

Major General Colin McLean
Director Land Equipment at DE&S

— ” —

this new sensor on to our family of Ajax vehicles, which will provide critical situational awareness, is another innovation we are investing in to ensure that British soldiers have the very best equipment to maintain their competitive advantage on the battlefields of

£400M Brimstone deal to arm RAF Typhoons

DE&S has signed a £400 million deal to launch battle-winning Brimstone missiles from RAF Typhoon jets.

The ultra-accurate Brimstone already has a successful track record, playing a critical role from Tornado fighter jets in the fight against Daesh in Syria and Iraq, and the deal will now see the missile upgraded to become compatible with Typhoons.

The £400 million Brimstone 2 Capability Sustainment Programme (CSP) with MBDA UK will also build new equipment to support the capability and develop a stockpile of weapons available for operations, creating around 130 brand new jobs and sustaining hundreds more across the country.

Chief of Materiel (Land), Lieutenant General Paul Jaques, said: "The Brimstone 2 CSP contract enables us to continue to deliver a world class air to surface missile in support of the RAF's Typhoon Squadrons on operations worldwide."

"It is excellent news not only for our troops, but also for the UK economy, with jobs and skills being sustained across the country."

The new variation being developed through

the Brimstone 2 CSP will replace all earlier variants in 2022 and have an upgraded seeker,

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country.

Lieutenant General Paul Jaques
Chief of Materiel (Land)

rocket motor, warhead and guidance system, making it an even more effective weapon.

The new missile will arm Typhoon when it

takes over as the RAF's principal ground-attack aircraft in 2019.

The work has created around 130 new jobs and sustains a further 270 existing jobs at MBDA's sites in Stevenage, Bolton, and across the company's significant UK supply chain.

Brimstone is currently in use by the UK's Tornado squadrons in Iraq and Syria as part of Operation Shader and has also been used on operations in Afghanistan and Libya.

Defence Secretary Gavin Williamson, who announced the contract last month, said: "This massive £400m investment is a huge boost to the proud workforce equipping our armed forces and will create and protect hundreds of jobs across the country, bolstering both the power of the Typhoon jet and British prosperity."

The programme will also allow the weapon to be further developed for use on future aircraft. Brimstone is among weapons being considered for use by the British Army's new AH-64E Apache attack helicopters and the RAF's next-generation Protector unmanned aerial system.





Former England rugby international Ayoola Erinle has joined DE&S as part of the engineering graduate scheme. Desider editor and self-confessed rugby nut Tom Morris caught up with him

It's not often you can grab a coffee with an England international rugby player during your working day at MOD Abbey Wood.

But former Wasps, Leicester and Biarritz centre Ayoola Erinle arrived at DE&S last November on the DE&S engineering graduate scheme, so as a lover of the oval-ball game I wasn't about to pass up the opportunity.

This, despite the fact Ayoola played, if only for a few minutes, for Wasps when they annihilated my beloved Gloucester 39-3 in the 2003 Premiership final.

I warned Ayoola he may well need to set aside an hour for me to chew his ear off and he politely obliged to set aside time from his "challenging but very enjoyable" learning curve with the Salvage and Marine Operations (SALMO) team within Commercially Supported Shipping.

"I'm grateful that the SALMO team is allowing me to take on quite a lot of responsibility", Ayoola said.

"I'm getting the opportunity to write quality and risk assessments and meeting with contractors about engineering solutions, which means visits to naval bases around the UK.

"I've visited a live shipwreck located off the coast of the Orkney Islands and was involved in hot tapping (the use of a tap to remove oil from leaking tanks on the vessel).

"And I'm also an active member of the Maritime Graduate Committee and have set up a monthly breakfast meeting so we can catch up and share ideas."

But back to rugby. Having followed the game since 1989 I remember watching Ayoola splinter defences and halt attacks with a potent mix of balanced running and raw power, which resulted in him rightly pinging on the international radar.

Shortly afterwards, and while playing for Biarritz, he found himself selected for the 2009 Autumn international England squad, which saw Australia, Argentina and New Zealand visit Twickenham.

Ayoola, then 29, came off the bench to play the final 15 minutes against Australia, but remained on the bench for the following game against Argentina.

"That was disappointing, because the Argentina game was when I thought I'd get my chance", he said.

"When I went to see Jonno (the then coach Martin Johnson) after training before the All Black game, I just assumed he was going to release me back to my club – I was genuinely in shock when he told me I would be starting."

It doesn't get a lot bigger than playing the All Blacks, and Ayoola lined up against some of the giants of the modern game, including Ma'a Nonu, Dan Carter, Richie McCaw and Kieran Read – as well as facing the Haka – New Zealand's infamous war dance.

"Lining up opposite the Haka was a really out of body experience", Ayoola said.

"It's really hard to articulate how it feels. It's

— “ —
I knew rugby
wasn't forever -
engineering was a
perfect fit
— ” —

not that it's scary, more that it's momentous. You feel part of history and lucky to be part of something very few people experience."

Despite England being on the wrong end of a 19-6 score line that damp day at Twickenham is an experience that Ayoola will never forget.

"It's something nobody can ever take away from me, but to be honest it seems like a

lifetime ago now", Ayoola, said.

"I knew rugby wasn't forever and that I needed to have another career, so while in France I started playing at a lower level so that I could study as well.

"I like to solve things and I enjoy puzzles. I decided I'd quite like to use my knowledge to create and make things better – engineering was a perfect fit."

Ayoola took the foundation year of a physics and engineering integrated Masters at Loughborough University with his dissertation – perhaps unsurprisingly – analysing the aerodynamics of a rugby ball.

He then returned to the UK to complete a further three years at Loughborough before graduating with a First and learning of the opportunities at DE&S.

"The DE&S graduate scheme was recommended by the careers office at Loughborough", he said.

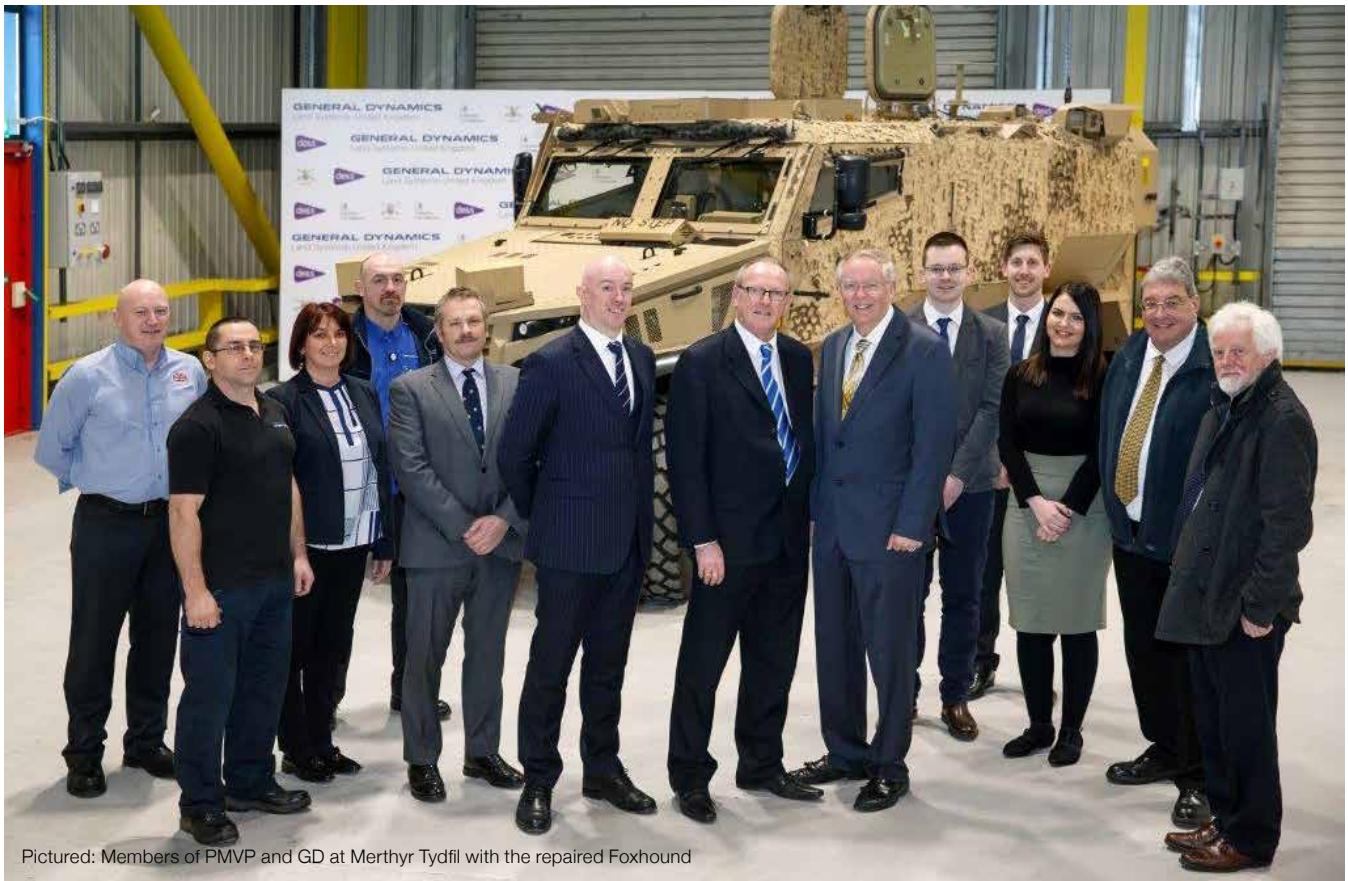
"It is giving me the opportunity to fast-track my career so I can reach chartered engineer status sooner.

"I have really enjoyed my time here so far and I'm hoping it's the springboard to great things. I'd definitely recommend it."

Picture: Mike Egerton/EMPICS Sport



Foxhound fully fit again



A Foxhound vehicle severely damaged after being struck by an improvised explosive device during operations in Afghanistan has undergone a complete rebuild.

The Foxhound is at the cutting edge of protected patrol vehicle technology and provides unprecedented levels of blast protection for its size and weight.

Despite the significant damage suffered in the explosion, the designed-in protection features of the platform procured by DE&S meant all crew members were uninjured.

The Foxhound was rebuilt by General Dynamics UK. The Foxhound Project Team, accompanied by the Protected Mobility Vehicles Portfolio (PMVP) Team Leader Steve O'Leary OBE, visited the company's UK facility in Merthyr Tydfil, South Wales, to receive it back on behalf of the Authority.

Present at the hand-over ceremony were General Dynamics Land Systems Vice President Mr Kevin Connell and Mr Barry O'Kane and colleagues from the Foxhound Design Authority, General Dynamics - Force Protection Europe (GDLS-FPE). Ian Rose, the DE&S service delivery manager for Foxhound, said: "It's an incredibly proud moment which optimises what we as the Foxhound support community, both DE&S and our industrial partners, are here to do – which is to put safe and highly capable equipment in the hands of the users. This vehicle, which was badly

damaged whilst protecting the lives of its crew, is now able to return to service for a fraction of its replacement cost."

Foxhound's innovative design is based around the concept of high level swap out modules, facilitating expedient repairs forward in theatre. Even though the vehicle was severely damaged, the support strategy was

still able to allow GDLS-FPE to demonstrate its ease of repair by replacing the damaged sections of the vehicle with new parts issued from stores as Government Furnished Equipment.

The level of damage in a non-modular vehicle would have most likely led to it being considered a total loss.



HMS Trent officially named

HMS Trent, the third of the Royal Navy's five new Offshore Patrol Vessels (OPV) procured by DE&S, has been formally named at the Glasgow shipyard where she was built.

Just days later the 90-metre warship, the third to be named following HMS Forth and HMS Medway, took to the water for the first time and made the short journey across the Clyde from Govan to Scotstoun so she could be fitted out for sea trials.

The ship's sponsor, Mrs Pamela Potts, officially named the ship by pressing a button to smash a bottle of gin, which was distilled close to the River Trent, against the hull.

HMS Trent will, alongside her sister ships Forth, Medway, Tamar and Spey, make a significant contribution to the defence of the UK.

Minister for Defence Procurement, Guto Bebb, said: "As the third of five Offshore Patrol Vessels being built in Scotland, HMS Trent will soon be part of a fleet of highly capable ships. These new vessels will keep the UK safe by conducting counter-terrorism, anti-piracy, anti-smuggling and other vital maritime operations. UK Defence has invested in an

unprecedented ship-building production line in Glasgow and the city's shipyards with their 1,700 highly skilled engineers and technicians, benefiting from full order books for the next two decades."

The sixth Royal Navy vessel to bear the name, HMS Trent will be armed with a medium-calibre gun and a flight deck capable of accommodating a Merlin helicopter.

DE&S Chief of Materiel (Ships), Sir Simon Bollom, said: "This is another welcome milestone in the delivery of the Royal Navy's new Offshore Patrol Vessel fleet – one which we are celebrating alongside our partners in the Royal Navy and industry.

"We look forward to the delivery of the remaining OPVs and good progress in the Type 26 build programme."

The work to build the new OPV fleet is sustaining jobs and the shipbuilding skills vital to the construction of the new Type 26 Frigate fleet. The first Type 26, HMS Glasgow, is currently under construction in Govan.

Following a period of rigorous sea trials, HMS Trent is expected to be delivered to the Royal Navy in the second half of 2018.

This is another welcome milestone in the delivery of the Royal Navy's new Offshore Patrol Vessel fleet – one which we are celebrating alongside our partners in the Royal Navy and industry

Sir Simon Bollom,
DE&S Chief of Materiel (Ships)

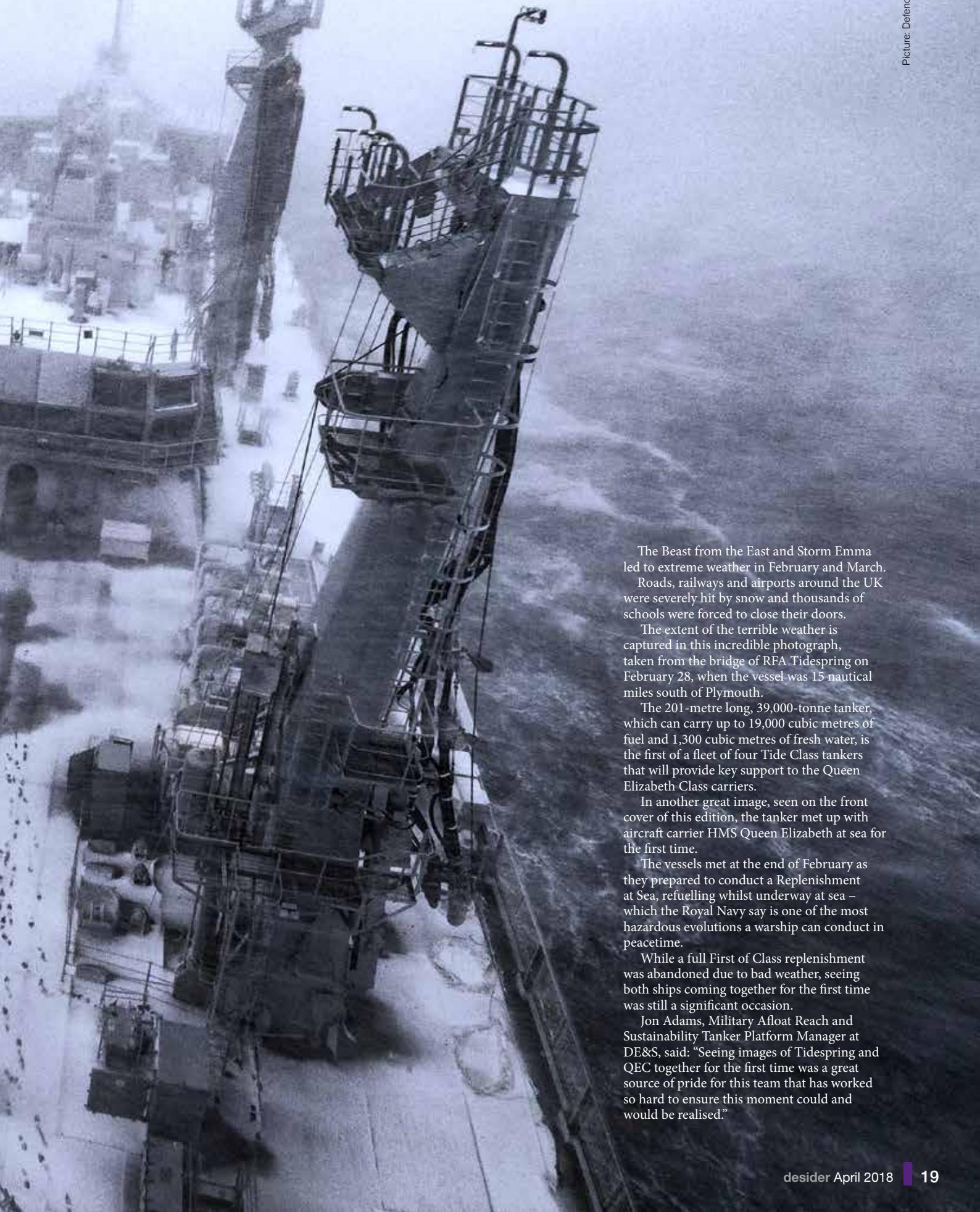
Pictured: HMS Trent during the naming ceremony at Govan



RFA Tidespring battles the



elements



The Beast from the East and Storm Emma led to extreme weather in February and March.

Roads, railways and airports around the UK were severely hit by snow and thousands of schools were forced to close their doors.

The extent of the terrible weather is captured in this incredible photograph, taken from the bridge of RFA Tidespring on February 28, when the vessel was 15 nautical miles south of Plymouth.

The 201-metre long, 39,000-tonne tanker, which can carry up to 19,000 cubic metres of fuel and 1,300 cubic metres of fresh water, is the first of a fleet of four Tide Class tankers that will provide key support to the Queen Elizabeth Class carriers.

In another great image, seen on the front cover of this edition, the tanker met up with aircraft carrier HMS Queen Elizabeth at sea for the first time.

The vessels met at the end of February as they prepared to conduct a Replenishment at Sea, refuelling whilst underway at sea – which the Royal Navy say is one of the most hazardous evolutions a warship can conduct in peacetime.

While a full First of Class replenishment was abandoned due to bad weather, seeing both ships coming together for the first time was still a significant occasion.

Jon Adams, Military Afloat Reach and Sustainability Tanker Platform Manager at DE&S, said: "Seeing images of Tidespring and QEC together for the first time was a great source of pride for this team that has worked so hard to ensure this moment could and would be realised."

BFPO celebrates a decade at RAF Northolt

BFPO staff have celebrated the 10-year anniversary of the official opening of their bespoke, purpose-built headquarters at RAF Northolt.

Up until 2007, the British Forces Post Office's premises had been situated at Inglis Barracks, Mill Hill, where it had been since 1961. The new site at RAF Northolt was officially opened by HRH Princess Anne on March 13, 2008.

More than just a change in location, the move signified the adoption of technology and innovation to provide a more effective and efficient service to the armed forces community – a drive that has continued throughout the last decade.

Moving to RAF Northolt brought a number of benefits to the organisation, making it a more modern and cohesive workplace.

Currently BFPO delivers both personal and official mail to over 650 locations across the globe.

Lieutenant Colonel Brett Duxbury, BFPO's SO1 Operations, said: "Coming to Northolt brought BFPO staff onto one site, where they had previously been spread across two larger sites. The other major change was in the way we sorted mail. We moved from largely manual mail sortation to an automated system, an improvement without which we could never have delivered the Enduring Families Free Mail Service (EFFMS) that continues to benefit so many of our service personnel deployed overseas."

But Lt Col Duxbury said the process wasn't without its challenges.

"The logistic implications were immense", he said.

We look forward to the new challenges the next decade will bring and will continue to deliver the services that are so vital to the morale of our Armed Forces

Colonel Andy Moffat OBE,
Head of BFPO

"Completion of the first phases of the move and training of staff in the use of the new technology, all in time for the Christmas mail rush of 2007, was a major accomplishment. The technology was very new and cutting-edge at the time, requiring staff to get to grips with new ways of working very quickly."

The most interesting fact about the move, however, is perhaps that a far greater number of staff made the transition from Mill Hill to Northolt than was expected.

Business Manager Paul O'Brien, who has been with BFPO for more than 10 years, said: "The one thing I would say most stands out from the last decade at BFPO is what a strong, dedicated team we have here, many of whom have stayed with us across both sites and given over two decades of service to BFPO."

One loyal servant is Mary Vyse, who works in the operational support department of the Defence Courier Service. Mary took the bold and dedicated step of learning to drive so she could stay with BFPO once it moved to West London.

She said: "It was a little daunting but I knew that I wanted to stay with BFPO, even if this meant getting my driving licence and increasing my commute from 10 minutes to around one hour each way. I enjoy my job, so it was an easy decision. I'm glad I made the move and hope to be here until I retire in a few years!"

The Head of BFPO, Colonel Andy Moffat OBE, added: "We have enjoyed celebrating our successes from the last decade; from the move to Northolt itself to the delivery of EFFMS and the new technologies that have allowed us to provide a better service to personnel across the world. We look forward to the new challenges the next decade will bring and will continue to deliver the services that are so vital to the morale of our armed forces."



Pictured: BFPO staff hard at work at RAF Northolt

Enhanced resilience for Type 45 destroyer fleet



Pictured: HMS Daring sailing into Gibraltar

DE&S has awarded a £160 million contract to BAE Systems to update the power and propulsion system fitted to the Royal Navy's Type 45 destroyers.

The Power Improvement Project (PIP) will enhance the resilience of the Type 45 class by installing additional power generation sources in each ship.

Delivered as a major conversion project, the PIP will replace the two existing generators with three larger units capable of delivering the ship's propulsion.

The contract has been awarded to BAE Systems in collaboration with BMT Defence services and Cammell Laird. The physical conversion work will be conducted at Cammell Laird's shipyard in Birkenhead, Merseyside, sustaining more than 100 highly skilled jobs.

The PIP contract covers the design and integration of the technical solution, supply of equipment and physical installation into all six Type 45 destroyers.

The contract forms part of Project Napier, which was established in 2014 and builds on the work carried out in the first strand of the project, known as the Equipment

Improvement Plan, which addresses the reliability of existing equipment.

Director Ships Support at DE&S, Neal Lawson, said: "This contract demonstrates our ability to collaborate effectively with industry and I am extremely pleased with how the team at DE&S have worked rapidly to meet requirements."

"The PIP will ensure the fleet of highly sophisticated Type 45s can continue to be deployed successfully on operations around the globe, protecting the UK's interests worldwide."

The Power Improvement Project demonstrates how the MOD is delivering on the commitment, as outlined in the last Strategic Defence and Security Review, to provide a robust solution to the power and propulsion issues observed in Type 45.

The first of class conversion is expected to complete in 2021, with follow on ships completed during the early 2020s. The programme is dependent on the availability of ships to undertake the conversion, balanced against the Royal Navy's standing and future operational commitments.

—“

This contract demonstrates our ability to collaborate effectively with industry and I am extremely pleased with how the team at DE&S have worked rapidly to meet requirements

—”

Neal Lawson
Director Ships Support



Picture: Jack Eckersley

International Women's Day hosted at MOD Abbey Wood

DE&S/MOD Abbey Wood played host to the South West Cross Government Women's Network to celebrate this year's International Women's Day.

The event was organised by volunteers from DE&S, the Department for Education (DfE) and the Driver & Vehicle Standards Agency (DVSA). DE&S and wider MOD departments were joined by colleagues from the DfE and DVSA to listen to inspirational speakers and take part in exciting and interactive personal development workshops.

The day provided a fantastic opportunity for attendees of both genders to improve cross-government working on issues around inclusivity, conscious and unconscious bias and gender-balanced leadership.

After being welcomed by Bernadette Nicholas (DE&S) and Sue Tattersall (DVSA) attendees were treated to speeches from DE&S Gender Champion & Director Commercial Improvement Morag Stuart, Chair of Board of Trustees at Bristol Women's Voice Penny Gane, founder and senior adviser of Volterra Partners Bridget Rosewell OBE and Government and Public Services Leader, PwC UK Tina Hallett, all of whom spoke about this year's Civil Service theme of 'women in public life'.

—“—

Key is having the courage to step out of your comfort zone and seize the opportunities around you. Don't stop at barriers, see them as speed bumps and find a way to fly over them

—“—

Jo Osburn,
Head of Maritime Combat Systems
at DE&S

There was then a series of workshops to help empower women in the workplace.

Closing the event Jo Osburn, Head of Maritime Combat Systems at DE&S, gave an overview of her career from working as an Admin Officer to becoming a Senior Civil Servant.

"I am delighted and privileged to be speaking to you on what has been a really interesting and thought-provoking day", Jo told a full lecture theatre.

In this centenary year of women's suffrage, Jo encouraged delegates to identify three pledges they would take back to their workplace based on the international theme of #PressforProgress.

"Key is having the courage to step out of your comfort zone and seize the opportunities around you. Don't stop at barriers, see them as speed bumps and find a way to fly over them. If you walk out of here and do nothing different, then nothing will change. Be brave, be courageous and realise your potential."

If you are interested in the MOD Women's Network SW, please contact the membership secretary Lynn Tyler at DESHRPlans-MWNSW@mod.gov.uk

New ways of working take root



With the first phase of toolkit four training coming to a close, Desider talks to two project teams about how it's helping to drive better decision making and improving the way we work with our customers and industry partners

The toolkits were first introduced in 2016 as part of DE&S' transformation programme. Where the first three toolkits focused on sharing consistent ways of generating data to control and manage our projects, toolkit four taught delegates how to better use that data to inform decision making across the whole supply chain.

As the first round of contractor-led sessions wraps up, we'll be looking to a new cohort of DE&S trainers to take the toolkits forward across the rest of the organisation, to further embed our new ways of working.

Over the last nine months, more than 400 employees across 70 teams have completed the training. The three-day course included two case studies, designed to get teams to work together – across functions – to apply their learning to practical situations.

As one of DE&S' exemplar projects, the Mode 5 team has been at the forefront of the transformation programme, and was one of the first to complete toolkit four. Working to fit all legacy platforms with the latest Identification Friend or Foe technology, the project's key decision makers attended training together last summer.

As Project Manager Robin Kelly commented, the multi-function approach was a real benefit: "It was good to go through the training as a team as it brought us all up to the same level of understanding. We had representatives from project management, project controls, engineering and commercial, and the case studies encouraged us to work together across functions."

"It was also a good opportunity to exchange experiences with teams from around the business. There were three other exemplars in our session, all at different phases of their project, so it was a valuable chance to share our learning."

This was a feeling echoed by Pat Browning, Project Manager for the new Type 26 frigates, who attended the same course with his team: "It was good to spend time with other exemplars, and to work on our own project documentation. Following toolkits one to three, this was the first time everything came together and we could begin to take an external view. It's helped to give us the tools, techniques and the confidence to drive the right conversations with our industry partners."

The Mode 5 team is also beginning to realise the benefits of the training with their supplier. Robin explains: "We're now able to better interrogate the cost and schedule data we receive, and this is leading to a more transparent conversation. Our prime contractor, Leonardo MW, has really supported us in this, utilising their internal tools differently to facilitate the cost performance reports that now form the basis of our senior reviews and have become the focus of our efforts."

Toolkit four wasn't just focused on DE&S' relationships with industry. A significant part of the course was dedicated to how we can work more effectively with our customers, primarily looking at change control. Pat Browning explains: "We've now put in place a robust change management process to streamline the way we work with Navy Command, and although it's still early days, the increased professionalism and control this brings will no doubt benefit both DE&S and our customer".

Kick-starting engineering careers with a Big Bang

DE&S joined partners from across the armed forces at the Big Bang Fair to treat thousands of school children to a range of interactive activities aimed at engaging them in science, technology, engineering and maths (STEM).

A team of DE&S STEM ambassadors, outreach staff and project managers attended the annual event at the NEC in Birmingham in a bid to raise awareness of the organisation and the breadth of engineering careers on offer.

The event is the largest STEM celebration for young people in the UK, with over 70,000 7-19 year olds in attendance over the four-day event.

The DE&S stand showcased a wind tunnel that simulated the aerodynamics of the Royal Air Force Typhoon, an immersive virtual reality challenge that has been used to train thousands of defence personnel and a challenging robot maze that put even the best programming skills to the test.

A range of kit was also on offer for those

visiting the stand to try on, with body armour and night vision scopes proving particularly popular.

Attendance at this year's Big Bang Fair was part of DE&S' wider community outreach programme, which has seen engineers from the organisation work with more than 800 school children in the local area over the last 12 months, to get them interested about STEM subjects and to raise awareness of the engineering careers available at DE&S.

Noor Nasir, DE&S Inclusion, Diversity and Outreach advisor, said: "There was a great atmosphere on the stand over the four days with the school children really engaged with what we had to offer. They loved the robot maze and learning about the aerodynamics of a Typhoon."

Visiting the stand, Air Marshal Julian Young, DE&S Chief of Materiel (Air), who is the DE&S STEM champion, added: "We need more young people to be interested in engineering, and it's fantastic to see school

children enthused by what they have seen at the Big Bang, and the people they have spoken to about technology-based projects.

"Indeed, creative thinking and problem solving in technical matters are key to our future, and we have a duty to help address the skills shortfall in engineering across the UK, and showcase the great career opportunities within defence for our youngsters."



Pictured: DE&S stand at the Big Bang Fair at the NEC in Birmingham

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Picture: Jack Eckersley

On a rewarding role, successful teamwork and living with ADHD

Doug Price is the Head of Commercial in Intelligence Surveillance Target Acquisition and Reconnaissance (ISTAR). His job is to provide the commercial expertise that ensure delivery teams are delivering and securing best value for our armed forces

What does your role involve?

As Head of Commercial in ISTAR, I lead a team of around 100 commercial officers working across nine delivery teams, to drive delivery and secure best value for our armed forces, through the way we select contractors, place contracts and manage them. We manage a current contract portfolio valued at around £2.3 billion, which ranges from the Marshall contract (Military Air Traffic Management) through to Chemical Biological Radiological and Nuclear (CBRN) and Force Protection.

I'm also the 1st champion for the Neuro Inclusivity network, a group which supports individuals in DE&S who have neurologically-diverse characteristics such as autism, dyspraxia, epilepsy and attention deficit hyperactivity disorder (ADHD). Through this work we are seeking to promote the opportunity for DE&S to benefit from the high performance and different perspectives that people displaying these characteristics can bring.

What about your role is exciting, rewarding or interesting?

In short, the sheer range of projects that we are involved in in ISTAR. We have some very long term projects, but also many lower value requirements which often come to fruition in a very short space of time. As part and parcel of this, it's hugely rewarding to be encouraging our people to explore and exploit commercial opportunities and drive delivery as well as seeing them develop rapidly as professionals.

It's also a great environment to be finding ways to improve the way we work, with the other functions and the front line commands, and we're seeing some exciting results in that area now.

As champion for the Neuro Inclusivity network, it's great to see the way people are overcoming their difficulties and raising their profile in a constructive way.

How important to you is teamwork?

Teamwork is vital. It makes all the difference

in how effective we can be in delivering, developing as professionals and motivating each other. But I believe it goes further than that – placing and managing contracts is a 'team sport' and how effectively we work together, across functions, with the front line commands and with industry has a huge impact on how well we all deliver.

What is your view on transformation?

Transformation makes this a very exciting time to be a part of DE&S. Whether it is having clarity on functional roles, getting more efficient and effective in the way we manage demand and deployment of resources, or focusing on career management, all are making a difference. And the suite of tools that we've been introducing through transformation will bring important consistency in the way we work.

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

I joined DE&S almost three years ago after a career in procurement in the pharmaceutical, aerospace and engineering services industries. At first glance, that may seem very different to working in defence acquisition in the public sector. But in fact there is a lot that links them – each of them is very project-focused, complex and highly regulated. The variety in the work, the opportunity to make a difference for our armed forces and the scope to build on my previous experiences were all factors in coming into DE&S

In the past year, I have been able to consolidate this experience by becoming a Chartered Institute of Procurement and Supply professional. This is a new qualification, at post graduate level, and I am proud to be the first in the MOD to achieve this accreditation – but I hope I won't be on my own in this respect for too long!

What do you most enjoy about your job?

I really enjoy pulling teams together, helping build a sense of purpose and encouraging commercial teams to make a real contribution

across functions. I particularly enjoy promoting cross-functional working and obviously transformation provides plenty of scope for that.

What do you enjoy doing in your spare time?

I enjoy outdoor pursuits, especially sailing and hill walking. I also play the guitar, and have played in rock and folk bands. I'm involved in my local church, and frequently play guitar or bass in the worship band. I also do a bit of gardening and am learning about photography, but I wouldn't call myself a gardener or a photographer!

What might surprise people about you?

One of the reasons that I champion the Neuro Inclusivity network is that I have adult ADHD myself, which hasn't prevented me from pursuing a varied and rewarding career, but it does mean things require a lot more effort at times – for instance managing distractions. That said, I have found my own ability to think differently about business and leadership challenges has been very helpful over the years and I am a staunch believer that others with conditions like this really can play to their strengths and make a difference to their organisations.

“ As champion for the Neuro Inclusivity network, it's great to see the way people are overcoming their difficulties and raising their profile in a constructive way ”

DE&S PEOPLE

60 SECOND SPOTLIGHT

Name:

Bethan Coleman

Job:

A400M Technical Manager

Your route into DE&S?

I joined DE&S as an apprentice in November 2014. I spent my first year studying full time at Bridgwater College then came to Abbey Wood in August 2015 where I started my first placement with the Typhoon team. After six months I moved to the Weapons Operating Centre and was an Environmental and Safety Manager for the Sting Ray torpedo. In August 2016 I moved to Portsmouth for six months, where I worked with 1710 Naval Air Squadron as a materials investigator, inspecting rotary wing aircraft components and providing technical support to bespoke modifications to rotary aircraft. I then came back to Bristol and started my final placement with A400M and completed my apprenticeship having successfully achieved my Higher National Certificate in mechatronics and National Vocational Qualification in technical support.

Your claim to fame?

My most recent and most exciting claim to fame was meeting HRH Prince Charles after winning silver in the MOD Apprentice of the Year Awards. I was lucky enough to meet and speak with him twice over the course of the day. Second to this was when I accidentally found myself at the premiere of the new Jumanji film. I didn't make it to the red carpet but was nearly run over by Dwayne Johnson's car!

Your advice to anyone?

Keep going. Not everything is a piece of cake and not everything is going to be amazingly fun, but if you keep trying to do your best it will get noticed.

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

I am currently restoring an old Mini and I am incredibly excited to get it roadworthy again. This long-term project has been on my bucket list since I was about eight-years-old! I am planning on having it completed by the end of this summer. I also enjoy walking around my local area and south Wales with my crazy dog and family in tow, as well as playing netball.

What are you most proud of?

My current role was not originally a vacancy within DE&S. However, due to a bit of complication, one of the "small" tasks I had been given turned out to be quite a massive and pivotal component to the completion of a capability milestone. My performance convinced the A400M team to create a post so that they could keep me on. I am very proud that my efforts were a leading factor in the completion of the milestone but also that my work was of a high enough standard



Picture: Jack Eckersley

to be recognised by our senior management team.

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

If stranded, a large polythene sheet to act as a shelter and collect rain water, a fishing rod and a Swiss Army knife to build stuff. If it was a luxury desert island and I knew was going to get collected eventually, I'd take my kayak, a fishing rod and prosecco!

What irritates you the most?

When someone passes their negative opinion of something or someone onto another before that person has had a chance to make their own mind up.

What is your favourite place in the world?

When I was growing up, my mum and dad used to take my sisters and me to a National Trust estate called Stourhead in Wiltshire. It is a beautiful estate with a grand house and large gardens with lakes and woodlands

and grottos. I take my own family there now and enjoy strolling around the estate's gardens or through the woodlands in both the winter and summer. It is a good escape from a busy week and a place you can just sit or stroll and enjoy.

What would surprise people about you?

I like to think I appear confident in different scenarios but in truth I am terrified most of the time. I find appearing to be more confident actually does help me feel more confident.

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

Email tom.morris114@mod.uk

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

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

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.



CURRENT & FUTURE VACANCIES

Project Professional Apprenticeship Scheme x 50 posts

Bristol, Manchester, Barrow, Waddington, Yeovil, Portsmouth, Andover & London
Salary £17,500pa | DE&S

Level AS Post type Apprenticeship

Closing date Ongoing **Hours** Full time

Job Description: Apprenticeships will provide real job experience in a large project delivery organisation working alongside military and industry partners to successfully deliver outputs within performance, time and cost parameters. Apprentices will receive a full induction as well as on the job coaching and personal/professional development, including studying for the Associate Project Manager Level 4 apprenticeship and the Association of Project Managers Project Management Qualification.

DE&S Commercial Officer DE&S

Devonport | £19,000 - £33,000pa | Launch date: 26 March 2018

Level SAS Post type Permanent

Closing date 15 April 2018 **Hours** Full time

Job Description: As a Commercial Officer based at the exciting waterfront location of HMNB Devonport, you will be providing support for a range of Maritime contracts and your responsibilities could include negotiating with industry, evaluating tender documents and developing supplier relationships.

DE&S Commercial Manager DE&S

RAF Waddington | £30,000 - £41,000pa | Launch date: 26 March 2018

Level PII Post type Permanent

Closing date 15 April 2018 **Hours** Full time

Job Description: As a Commercial Manager at RAF Waddington you will be managing a variety of contracts including the Sentry Availability Service and responsibilities can include negotiating with industry, evaluating tender documents and developing supplier relationships.

DE&S Qualified Accountants DE&S

Bristol | £30,000 - £41,000pa | Launch date: 26 March 2018

Level PII Post type Permanent

Closing date 22 April 2018 **Hours** Full time

Job Description: As a Qualified Accountant you will fulfil one of our Finance Business Partner, Management Accountant or Financial Accountant positions which sit across the DE&S Finance & Accounting function, helping DE&S to meet its financial management responsibilities.

DE&S Commercial Officer DE&S

Bristol | £19,000 - £28,000pa | Launch date: 2 April 2018

Level SAS Post type Permanent

Closing date 3 June 2018 **Hours** Full time

Job Description: As a Commercial Officer based at Abbey Wood you will be at the heart of all kinds of commercial projects, and your responsibilities can include negotiating with industry, evaluating tender documents, developing supplier relationships and Leading and Assisting with the development of appropriate contracting methods and strategies.



DE&S Senior Commercial Manager DE&S

Devonport | £42,000 - £55,000pa | Launch date: 26 March 2018

Level PI Post type Permanent

Closing date 15 April 2018 **Hours** Full time

Job Description: As the Senior Commercial Manager based at the exciting location of HMNB Devonport, an operational waterfront environment, you will be providing Commercial support to both the Naval Base Commander and In-Service Submarines. You will be the principle day-to-day commercial lead on the contracts, supported by a small commercial team. You will deal extensively with suppliers on complex and contentious contract negotiations and contract management, as well as having significant responsibility for managing and developing employees.

DE&S Project Manager DE&S

Bristol | £19,000 - £28,000pa | Launch date: 3 April 2018

Level SAS Post type Permanent

Closing date 29 April 2018 **Hours** Full time

Job Description: As a Project Manager you could be supporting project delivery of equipment and services across any of our business areas. Projects could be as diverse as developing the nation's future submarines, the procurement of fast jets or armoured vehicles and managing the delivery of food, vehicles and clothing to where they are needed.

DE&S Capability Lead DE&S

Bristol | £56,000 - £70,000pa | Launch date: 23 March 2018

Level SP Post type Permanent

Closing date Ongoing **Hours** Full time

Job Description: The Capability Lead will develop strong relationships with key stakeholders including, but not limited to, Function and Delivery Managers, IM&IT sub-function leads, HR, Finance and Corporate Communications teams, Defence Information Head of Profession, Defence Academy, other Government Departments and professional bodies including the Chartered Institute of Library and Information Professionals (CILIP) and the British Computer Society (BCS). You will effectively engage these stakeholders on a regular basis and will provide subject matter expertise as required on Information Capability matters to influence DE&S-wide strategy and policy. You will demonstrate broad knowledge of IT as a function within the organisation.

DE&S Chief Engineer Ordnance Munitions and Explosives (OME) DE&S

Bristol | £56,000 - £77,000pa | Launch date: 15 March 2018

Level SP Post type Permanent

Closing date 10 April 2018 **Hours** Full time

Job Description: As the Chief Engineer Ordnance Munitions and Explosives (OME) within the Weapons Operating Centre (WOC) you will provide independent safety Subject Matter Expertise (SME)/Consultancy on all aspects of OME safety and risk management for the WOC.

Please note – This is the currently planned recruitment activity for the coming months and may be subject to change according to business needs and priorities.

CASE STUDY

David Barnett, a Quality Assurance: Senior Specialist, gives his insight into some of the many benefits of working for DE&S

Name:

David Barnett

Job title:

Quality Assurance: Senior Specialist

How long have you worked for DE&S?

Since February 2017

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

Having started my career in engineering with my previous employer at the beginning of 2010, I had become increasingly frustrated during the latter part of my seven years' employment that there were minimal opportunities to progress professionally. A friend of mine who worked for DE&S told me about the latest recruitment drive for engineers – I was immediately attracted to the variety of personal development opportunities which could be available to me for the next stage of my career.

What does your role entail?

I form part of a central quality cell within the Weapons Engineering Team which supports all project teams within the Weapons Operating Centre (WOC). As Quality Assurance Focal Points (QAFP), we offer them Subject Matter Expert (SME) advice and guidance, which ensures that quality is planned for during the acquisition process. Our vision is to demonstrate quality as a natural behaviour embedded in WOC working practices, achieve better mitigation of Quality Risks and, ultimately, fulfilment of our customers' requirements.

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

We operate the Weapons Engineering Quality cell using a 'back office resource' structure, which allows us to share any Learning From Experience (LFE) we collect as individuals with the rest of the team. This, combined with close access to Quality SMEs, helps drive our Continuing Professional Development (CPD) through the function which, in turn, benefits the rest of the WOC through our day-to-day engagement.

What do you most enjoy about your job?

I feel like I'm making a significant and positive difference here. Working with a variety of delivery teams has given me an exciting insight to numerous projects – all with different quality considerations, demands and challenges. Enabling the efficient and successful delivery of these projects is a satisfying achievement by itself, however, further reward can be found with instigating continual improvement within the teams, helping them to deliver their products and services even better.

What's your ambition?

Short term, I am looking to develop and broaden my understanding of Quality Assurance principles and methodologies to offer a continually improving service to the WOC project teams. Beyond that, I aim to establish myself as a key member of the Quality community – contributing to the direction of the technical discipline thereby improving the level of Quality throughout the organisation.



Picture: Jack Eckersley

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

So far, my engagement with the WOC project teams has been a fantastically rewarding experience, but perhaps my greatest achievement to date would be the work I have accomplished with the Munitions Incident Database (MID) cell within the Weapons Engineering Team. I have guided them to re-baseline, review and improve their processes and procedures for the MID, Joint Services Munitions Control Register and Free From Explosives violation reports database. From this work, I have also led in identifying requirements for a future MID system which will provide significant improvements to the current version and thereby, most importantly, increase the safety of munitions.

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

The variety of possibilities at DE&S, plus the active encouragement from the organisation to continually progress and develop knowledge and skills, provide a fantastic environment in which to launch, further develop or change career. The direction and progression of a career at DE&S is up to the individual to decide – being in control of your own professional destiny is a tremendously exciting prospect and one I particularly intend to take advantage of.

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

Aside from the support of your immediate team, there are a number of networks within DE&S which offer fantastic opportunities to meet people you might not otherwise engage with as part of your day-to-day role. The Next Generation Network, in particular, is an excellent opportunity to find additional support and share experiences of joining DE&S with other new employees who are in the same situation as you are. There are also lunch and learn events, MOD site visits and career development opportunities available exclusively through the network.

Compass pointing at award

A DE&S team within Warship Support have been shortlisted for an excellence award after developing an information portal that is driving efficiencies in the way the organisation supports complex warships, including frigates, destroyers and the Queen Elizabeth aircraft carriers.

Compass came into being as a new online digital gateway to the Common Support Model (CSM), a £1 billion support model for the Royal Navy fleet announced last year.

The digitised, user-friendly and powerful tool for accessing all the key CSM documentation was developed by Bristol-based software company MooD.

The development was in collaboration with DE&S, industry and the Royal Navy, and has proved a popular addition.

David Young, DE&S CSM Design Architect, said: "The beauty of Compass is its simplicity. We believe that those using it should be able to get to the information quickly, our development mantra being three (mouse) clicks to anywhere. This makes the user's job far easier and is driving efficiencies across the organisation."

"The development project was completed at a rapid pace, with a first release delivered in three months. This was the result of a real commitment to success from everyone on the project. We are delighted to be making a real

and tangible difference."

As a result of the success, the team behind Compass have been nominated for an Excellence Award at Defence Information 2018 in Swindon this month. The awards celebrate the achievements of close collaborative work across the MOD and industry.

Jen Back, CSM Programme Manager, added: "We are delighted to have been shortlisted for the award. Compass is a significant contribution to the success of the CSM that is aimed at improving the delivery of safe, capable and available warships ready to operate effectively worldwide."

As well as accessing key documentation, Compass provides support across the entire ecosystem of maintainers, engineers and defence staff, as well as a clear, defined and digitised understanding of process, responsibilities and ownership.

Matt Harrison, Director Naval Support, added: "The original vision behind Compass has been quickly turned into reality and has surpassed my expectations in delivering a powerful tool that enables users to find the exact information they need quickly and simply."

To find out more please visit the Compass website at: <http://webportal.wac.r.mil.uk/COMPASS>

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The beauty of Compass is its simplicity. We believe that those using it should be able to get to the information quickly

David Young, DE&S Common Support Model Design Architect

—”

Picture: Jack Eckersley

Pictured left to right: David Young CSM Design Integrator, Jen Back CSM Team Leader, Rupert Holmes Delivery Consultant (MOD), Paul Lancaster CSM Comms Manager, Stephen Hall Delivery Lead (MOD)



DE&S PEOPLE

DE&S Engineering Apprentice triumphs in prestigious awards

DE&S Engineering Apprentice Cassandra Walker, pictured right, has been awarded the Somerset Apprentice Career Development Award.

After leaving school Cassandra had dreamed of joining the Army but an operation on her knee curtailed that career before it could get off the ground.

Undeterred, and determined to get involved in Defence engineering, Cassandra gained a place at Bridgwater College as an engineering apprentice before coming to DE&S where she is currently on placement in the Watchkeeper Unmanned Air

Systems team.

Gary Farr, Senior Engineering Training Manager, said: "Cassandra has not only demonstrated excellent achievements in her BTEC Level 3 Diploma in engineering coursework, gaining a double distinction, but has gone above and beyond the normal expectations of performance for a first-year apprentice.

"She was nominated for the award in recognition of her determination and leadership qualities as group leader during the Autumn term.

"And she is also a passionate STEM Ambassador who enjoys inspiring young people about engineering – a perfect role model for Year of Engineering 2018."



MOTTO

the MOD Lottery
December 2017 winners

£10,000	Cathryn Hawkins, Henlow
£2,500	Catherine Bowen, Sutton Coldfield
£1,000	Lee Pendry, Groton
£500	Jane Warner, Salisbury
£250	Jamie Whittaker, ABW
£100	Kenneth Macleod, Colport Ashley De Lotz, ABW Sally Johnson, Whitehall Stuart Poynton, Gosport Jane MacLennan, Upavon Kelly Partridge, Upavon Howard Tweddle, Carlisle Stephen Lemon, Portsmouth Annmaria Colton, Yeovil Robert Ford, Upavon Brian Stevenson, Cranwell Bradley Scott, Beith Andy Meeks, Chicksands Adele Foyle, Salisbury Steven Powell, Ruislip Melanie Martin, Fareham Marion Beavan, Hereford Sue Rutter-Holt, Winchester Andrew McCullough, Yeovil Michelle Gurung, Whitehall



DE&S apprentice Kirstie Clingo was shortlisted for a prestigious award for showing outstanding commitment and dedication throughout her training.

Kirstie, pictured far right, was nominated for the Excellent in Business Training Solutions Apprentice of the year by the Devonport Apprentice Management team.

She was nominated for demonstrating professional behaviours throughout her apprenticeship and for being fully engaged in local school STEM activities and recruitment events. Her determination saw Kirstie compete her apprenticeship a year early, and she now has a full-time role with the MOD.

Kirstie, who was one of two runners-up, said: "I was surprised and honoured to be nominated for this award. I really enjoyed the apprenticeship and the opportunities it created for me to enable me to develop my personnel skills and knowledge – without which I wouldn't be where I am today."

"As a result of the apprenticeship I have successfully secured a position within Naval Base Safety to start the next phase of my career."

Finalists of the event, hosted by Cornwall College Business Training and supported by Pirate FM, were invited to the black-tie dinner at the Eden Project.

Sarah's egg-straordinary mission for local hospital



Air Support Operating Centre's A400M team have been busily lending a hand to the Easter bunny this year, collecting Easter eggs for Bristol Children's Hospital.

Commercial Manager Sarah Deering, pictured above third from left, came up with the idea after her nephew became seriously ill and was admitted to the hospital over the Easter period. The family hadn't even considered the time of year.

"However, on Easter Sunday he woke to find a collection of chocolate eggs for him and his younger brother at the end of his bed, which had been kindly donated by members of the public, and he smiled for the first time since being admitted to the hospital."

Happily, Sarah's nephew made a full

recovery. The family now collect Easter eggs for the Children's Hospital each year to help other families have some normality at an otherwise difficult time.

Sarah pitched the idea to her team, and the response was fantastic.

She said: "I'm incredibly grateful to the A400M team for their generous donations – this truly was a real team effort. Other members of Air Support also joined in this year, meaning we could donate almost 200 eggs and put smiles on even more little faces!"

Bristol's Children's Hospital opened in April 2001 and was the first purpose-built children's hospital in the South West. It has since absorbed children services from Southmead and Frenchay to create one centre of excellence in Bristol.

DE&S apprentices attended an 'Employer Breakfast' event at University Technical College (UTC) Plymouth to showcase the opportunities the organisation can offer promising engineering students.

Devonport Phase 3 Apprentices Dan Renshaw and James Rowe, pictured above, represented DE&S, while other organisations including the Royal Navy and Babcock also attended.

The event saw UTC's Year 11 to Year 13 students spend the morning networking to find out what was on offer from the wide range of opportunities with the defence, automotive, marine and manufacturing arenas of engineering. The opportunities included apprenticeships, higher education and careers within the huge field of engineering throughout Devon and Cornwall.

Sixth-form engineering student Annabell Mears said: "I got a first-hand view of what employers want from potential employees and some valuable face time with the companies I may want to work for in the future."

Peter Bragg, UTC's Careers and Employer Engagement Lead, added: "We hugely appreciate all the support that has been given to us by our fantastic employers."

The first cohort of DE&S Finance apprentices – recruited in 2015 – have graduated.

Five of the original apprentices are pictured with David Johnson, Director Financial Planning & Analysis, who presented them at the Finance Forum earlier this year with certificates in recognition of their completion of the apprenticeship and associated qualification.

Those pictured are Adam Wilson, Jason Henderson, Lydia Moore, Lucy Small and James Orchard. Two further apprentices – Tom Summerhill and Scott Crane – have also graduated.

The F&A function would like to wish them all the very best in their future careers within DE&S Finance.





ENGINEERING A BRIGHTER FUTURE

With a presence dating back to the 1930s, Boeing continues to help grow economic prosperity in the United Kingdom by creating new jobs, strengthening partnerships, investing in research and inspiring future innovators. Since 2011, Boeing has tripled spending with UK suppliers and doubled the company's UK workforce to meet the needs of local airline, military and security customers. That's just the start. In the years to come, Boeing is committed to reaching new heights, together.

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