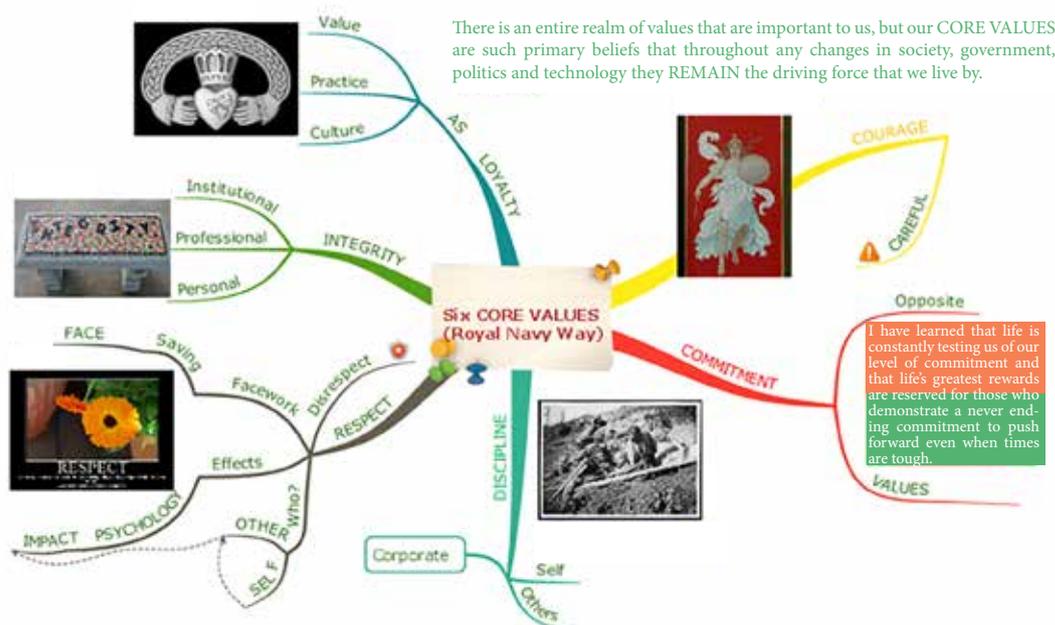


newsletter

Welcome to the 15th Edition of The White Ensign Association's Newsletter

Over the years, in a number of employment forums, I have listened to, and participated in, quite a number of debates and discussions between those that have experience of the Armed Forces environment, and those that have not, over the question of what differentiates a service leaver from any other member of the working public. The debate is never heated or adversarial with most agreeing that a veteran can bring something positive and relatively rare to the work place but that the descriptive of that “somewhat intangible something” is varied and sometimes hard to pinpoint its relevance. When asked personally how a member of the Royal Navy, be they wearing dark blue or lovat, adds value to an organisation I tend to draw on the navy's core service values as an example of the “bonuses” that an employer might expect from a matelot or marine. Luckily for me (given my increasing years and failing memory) the RN has attached an easily remembered acronym to these – C2DRIL.



- Commitment – selfless personal commitment to a task, unit or individual which also leads to a sense of authority and purpose.
- Courage – possessing the physical courage to carry out a task regardless of danger or discomfort and the moral courage to do what is believed to be right.
- Discipline – to carry out lawful orders or instructions no matter how challenging - self discipline earns respect and the trust of others.
- Respect for others – a readiness to demonstrate respect, tolerance, understanding and compassion for others regardless of background.
- Integrity – encompasses honesty, sincerity, reliability and unselfishness – the foundations of good leadership and successful teamwork.
- Loyalty – shipmates rely on an individual's commitment, dedication and support.

These traits underpin naval ethos and are at the core of all naval leadership and team training. It is no means guaranteed that such behaviours come in equal measure in every sailor or royal marine but there is an intrinsic appreciation of what is expected in all, and an almost automatic assumption that this conduct is also present in others. Thus any employer whether they seek an engineer, logistician, chef or administrator has a reasonable expectation, if they employ a naval veteran, of bringing these qualities into their workforce as a bonus – if that doesn't "add value" I don't know what does!

*John Lavery
Chief Executive*



Cool jobs alert!

www.bas.ac.uk/vacancies

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Babcock is reenergising the UK's maritime capability through a number of complex, high-profile projects including the design and build of the new Type 31 General Purpose Frigates for the Royal Navy and support to other energy, surface ship and submarine platforms.

Investment in infrastructure and innovation across our operations builds on our strong heritage, providing a great place to grow your career.

We provide highly-skilled engineering services including naval architecture, marine, system engineering, electrical engineering design and project support to energy, marine and defence markets worldwide.

Would you like to come on board?

We currently have a variety of career opportunities across our engineering disciplines and levels of seniority. To view current vacancies visit jobs.babcockinternational.com and search #ENG2021



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Inzpire



Who is Inzpire?

Today, as one of the fastest growing defence companies in the UK, we have certainly come a very long way, but our spirit and intent remain the fundamental driving force.

Inzpire was born – as so many great British ideas are – over a bottle of wine shared amongst a small group of friends. We couldn't have envisioned at that stage the journey that lay ahead of us, but that is really how things started and the manner of our inception in many ways still informs our thinking. As it grows, Inzpire continues to be agile, adaptable and rapid in reaction.

The Inzpire team have in excess of 416,000 flying hours, 700 years of engineering experience and more than 3700 years of military experience, with expertise brought from operations in Afghanistan, the Balkans, Libya, Iraq, and beyond. By 31st March 2021, 80% of our employees will be ex-military.

Our aviation core is surrounded and supported by carefully selected former military personnel from all three services, exceptional software writers, talented engineers and dedicated support staff, many joining us from the peak of their respective military careers. This unique diversity provides us with a profound understanding of the cockpit and its technical support environments – all of which makes a vital difference in enabling us to fulfil the requirements of our clients.

Over the years, Inzpire has won many awards, including being selected as one of the Sunday Times Top 100 Small Companies to Work for, 7 years running. We continue to grow year-on-year (in 2020 our headcount grew by over 31%), proving time and again that our broad-ranging in-house experience and unwavering desire to think differently and deliver the finest products and services has far-reaching benefits for our military and civilian clients in the UK and overseas.



Inzpire supported QE and T45 exercises in 2019 and 2020

Credit LPhot Daniel Shepherd, UK MoD Crown Copyright 2020



Inzpire sponsor military sports teams (RAF snowboarding team pictured) and are regularly involved in AT events

What do our team say?

“I wasn't really sure what I wanted to do when I left the Navy. I looked at the finance sector but the work seemed quite dull and the environment a bit too corporate and faceless. I had worked with Inzpire whilst serving but I thought they only really employed ex-RAF personnel. I'm glad I was wrong!

I was really impressed with the culture and was immediately welcomed into the team. It felt like a natural fit. The HR team were incredibly helpful through the resettlement process as they deal with it every day. Working for Inzpire has all the benefits of service life; health care, a good social life and a focus on employee welfare.

When I left I wanted to do something new and different from what I had done in the Navy, so I pursued a career in commercial support. Inzpire have paid for me to get qualifications and have been really keen for me to explore avenues that interest me. Joining the Navy was the best decision I have ever made. Joining Inzpire is probably the second!” – Ally, former Warfare Officer.

“I had prepared well for my resettlement from the Navy and had made best use of my ELCs to gain the qualifications associated with the appointments I had undertaken in the RN, most notably HR CIPD. I knew I wanted a second career in HR and although I had gained experience in a military context, I felt that I was still ‘unproven’ in ‘Civvy Street’.

As a consequence of this, I rushed into getting ‘any job to gain experience’ and I spent 7 months within Financial Services in a company that always put profit over people. Luckily, I had networked well enough within the local area to be notified via a trusted recruiter of a HR role within Inzpire, that to be honest, was a company I had never come across previously (most likely as a result of being only being a ‘weekend warrior’ to Lincoln). From the very second of walking in for my interview, I knew I wanted to work for Inzpire – the positive culture was palpable and the interview felt like a conversation with old friends (pull up a bollard, I’ve got some cracking dits) vice an interrogation that I had experienced with other companies.



Our employees come first and we hold regular social events (picture pre coronavirus!)

Fast forward a year and Inzpire has increased our ‘souls on board’ by a further 54 employees, of which 39 of which during Covid 19 lockdowns and whilst 80% of us are ex-military, our ‘thoroughbred’ civilian counterparts provide the bedrock of the company to avoid the dreaded ‘group think’. We have an inspirational CEO who genuinely cares about our people with the information flow within the company being superb and testament to the ‘wisdom of crowds’ philosophy. One of my favourite parts of the job is working with service leavers to work out a resettlement plan that can make best use of GRT to undertake a civilian work attachment with us.

I can summarise that working at Inzpire is like taking all the good bits of the mob such as the camaraderie, great leave package, pension, and opportunities for professional development, medical and dental care with better pay but with no duties and gash deployments! I know that I have found my forever job and would encourage you to visit our website and see what career opportunities we have to offer”. - Dave G, former WO1 (CIS) and first sea going EWO HMS Queen Elizabeth

Who are we looking for?

Inzpire is looking for high-performing, driven Navy leavers of every rank and rate. With opportunities as wide ranging as helicopter pilots through to software engineers, don’t be afraid to get in touch to see what we can offer, or what we might be able to create.

Please don’t feel the need to civilianise your CV for us and don’t be afraid to add a bit of character! We want your personality to shine through your CV. We want you to be yourself. Tell us about your hobbies and interests as well as your skills. We are not just looking for your suitability to the role but also your suitability to the company. Our HR team contains former Naval personnel, as do almost all of our business areas. We understand what you’ve done and we are interested in your operational experience, experience in the training environment and technical abilities. Please make sure you mention if you have worked at FOST, MWS, or any large training establishment; training forms a large part of our business and this experience is hugely useful to us.

That being said, if you are intend to retrain and try a new career path there may be opportunities too. We have our own dedicated legal, commercial, financial and HR teams and are happy to take expressions of interest in these areas.

If you have any questions at all, please drop us an email at careers@inzpire.com



INVESTED IN TRAINING

Raytheon UK is about to play a key role in transforming the Royal Navy's training management culture, helping to make the UK Armed Forces more agile and adaptable than ever, and giving them the confidence to tackle future challenges.

In partnership with Capita, Elbit UK, and Fujitsu, together we will ensure the Royal Navy offers best-in-class training to servicemen and women. We will accelerate the use of new technology, processes and learning solutions, aligning with the Royal Navy's transformation agenda and positioning it to thrive in the 21st century.

This is going to further strengthen Raytheon UK's role as a proven strategic partner to the Ministry of Defence (MoD) and the UK government, building on a legacy of experience training the UK Royal Air Force and Royal Navy. It consolidates Raytheon UK's commitment to investing long-term in the UK to keep the country secure, the economy strong and the UK armed forces safe.

In support of this new programme for Raytheon UK, we will be looking to recruit quite significantly over the coming months and years with a range of current and future opportunities. Our current vacancies for this new programme include;

- 169251BR - Course Design Manager
- 169293BR - Learning Solutions Architect
- 169293BR - Learning Solutions Analyst
- 172479BR - Project Manager
- 169813BR - Technical Solution Architect
- 170709BR - Programme Manager
- 167345BR - Project Controller / Scheduler

To apply please visit www.raytheon.com/uk and then select the "Careers" button at the top of the page. You can then use the Req ID reference in the search bar to take you to the specific vacancy.

As the programme progresses we will start to focus on the digital modernisation of the training capability where the recruitment drive will look at skills and experiences around digital training content development; multimedia development; system design; training subject matter expertise.

If you are interested in exploring these opportunities please register on our careers website for vacancy alerts or contact the Raytheon UK Recruitment Team for further information - recruitment@raytheon.co.uk

| Invested in training |

Specialists in adaptable learning solutions

Raytheon UK is transforming the way training is delivered. Our technology enabled programmes are delivered inside and outside classrooms, so students can learn and train wherever they are.



Morson:

Helping forces veterans' transition into the next chapter of their careers

Based at RNAS Yeovilton and RNAS Culdrose, Morson Technical Services deliver high-quality engineering and technical outsourced services to military maintenance and repair operations (MRO's), working with clients such as Leonardo Helicopters.

Morson has a long track record of supporting ex-forces personnel as they look to build a career outside of the armed forces. For some people, this involves a complete departure from the armed forces world, but for others this involves taking a technical role within it.

Scott Mitchell and Ray Brock are two such ex-servicemen who have benefitted from being redeployed within Morson Technical Services. We asked each of them to tell us about their story so far.

Scott Mitchell



So, I get this message saying can I write a piece for the White Ensign Association on my time with Morson. I can't say I was thrilled at the prospect! I'm busy, I hate staff work and this felt like your DO asking you to do your own write-up (usually aircrew)! But, on reflection, I think I probably owe the team at Morson some payback. I left at the end of 2013 – early 2014 with a transition into never working on another helicopter, as after 28 years I thought I was ready to try my hand at something a bit different. I'd started life as an apprentice and had ended up the Mechanical EA for Wildcat. I'd had a great time, sport, AT, travel (not always picture postcard) and fulfilling roles that had moulded me into the person I am today. The 'something different' was boat building, but as with a lot that leave the Service, the first job you walk into isn't always the right one, and for a number of reasons, seven months after leaving I found myself looking for another job. The 'gap' was short and my introduction to Morson began. Back in aviation, back in Wildcat, working very closely with Leonardo Helicopters, but here's the difference. The team was small, but it was personal. Even when we grew from 34 people to about 170 by the time I left that role, which ironically was one I'd wanted in-Service but hadn't been able to. They listened to my ideas and opinions, allowed me to do my job without a long screwdriver, supported me, helped me when I needed it (on more than one occasion) and told me when it wasn't my part of ship. That role has led to others, both employee and contracting roles, each with its own challenges (I now work in IMOS), but it's always been my choice. The team at Morson has always been consistent and there for me. I know I still work in the military environment, so the transition has been less of an issue probably, but Morson have certainly made that transition very easy for me and something I'd recommend (and do regularly) to others. There's certainly never been a dull moment!

Ray Brock

Ray Brock served in the Royal Navy for 28 years and had a number of Logistics Roles as a Rating and as a Naval Officer. He joined the Royal Navy as a Store's Accountant and retired as a Lieutenant Commander. Ray joined Morson in 2016 in his current role as a Logistics Manager in direct support of Royal Navy and Army rotary aviation at RNAS Yeovilton.

Transition from a long service career into civilian life can be tough and finding a new role which uses the skills you established over those years is essential. Morson gave me that opportunity in a friendly environment and I knew they would help me achieve success.

My previous experience in the Royal Navy gave me the tools to fulfil a second career but it was Morson who were able to help me find me the perfect position. They have fantastic opportunities across a wide spectrum of industry sectors. The relationship between the WEA and Morson is a fantastic partnership which can fully support our Service leavers.

For more information about Morson Technical Services, visit <https://tinyurl.com/MorsonTechnicalServices>





Connecting Service Leavers With Civilian Careers

Morson Forces is the dedicated recruitment arm of the Morson Group, that is completely focused on securing skilled employment for ex-forces personnel and supporting the transition into civilian life. Currently, Morson Forces has in excess of 2,500 ex-military contract and permanent staff from the Royal Navy, Army and RAF, working across a variety of client projects in the UK and overseas. The Morson Group has been supporting the British military for more than 20 years, with our dedicated Morson Forces team comprising a number of ex-military personnel that possess a combined 70+ years' forces experience.

To support Forces candidates through their online recruitment journey, Morson has created a bespoke digital talent experience for ex-military personnel, through a dedicated microsite.

Upload your CV to www.morson.com/ex-military-jobs to join our Morson Forces community and benefit from tailored 'forces friendly' jobs, career advice and learn from candidates who have successfully transitioned to civilian roles.

Morson Technical Services, Building 700, AHDSU, Wattisham Flying Station, Ipswich, Suffolk, IP7 7RA | **+44 (0)1449 728952**

**Morson.com/ex-military-jobs
@MorsonGroup**



A Seamless Military Transition

“Morson provided me with a seamless transition from RAF employment to civilian contractor employment. I would thoroughly recommend them.”



★ Trustpilot



Morson Forces support and create long standing career opportunities for forces service leavers, reservists and spouses across a range of roles and industries.



We hold the **Employer Recognition Scheme (ERS) Gold Award**, for supporting individuals to transition into civilian life and providing them with tangible career opportunities.



20% of our total workforce are ex-military personnel. We have over **2,500** workers currently on assignment on various client projects.

Morson Group were delighted to be presented with the Employer Recognition Scheme (ERS) Gold Award, the Ministry of Defence's highest badge of honour for organisations which have signed the Armed Forces Covenant and demonstrated outstanding support for those who serve and have served. The award was presented by Prince Harry in a ceremony on Monday 9 October at the Imperial War Museum in London.

The ERS Gold Awards recognise employers who actively support the Armed Forces community in their workplace and also encourage others to follow their lead. The award scheme, which attracts entries from companies in every part of the country and in the private and public sectors, has seen a rapid increase in participation since it launched in 2014.

As part of our Morson Forces community you will gain access to tailored 'forces friendly' jobs and information on careers and transitioning from military to civilian life.. Alternatively, contact forces@morson.com to speak directly with one of the team.

[Morson.com/ex-military-jobs](https://morson.com/ex-military-jobs)
[@MorsonGroup](https://twitter.com/MorsonGroup)





NO FUELS EXPERIENCE NECESSARY

What we offer:

- Competitive salary
- Industry leading training
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 - Life assurance
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Please check our website as this is updated frequently with any vacancies –

<http://jobs.hoyer.uk.com/vacancies>

From The Army To Equinix...



E Q U I N I X

Steve Mack

Having joined the Army at 16 years old and serving for 27 years in a variety of countries I began my second career at Equinix. I held a variety of senior Logistics positions in my Military career, meaning that I oversaw the logistics of everything from transport to weapons, vehicle parts and clothing.

It was a logical move to join the Equinix team as a Logistics Manager in July 2014, as I found my skillset from the Army was extremely transferable. What I didn't expect was to be able to grow my team from four to 16 over the course of six years, and Equinix to become the highlight of my career.

The first reason for this is the impact I feel I've been able to make on the business, which gives me real job satisfaction. One of my first projects was to centralise all consumables into a one hub so that any ordering went via my department, the second task was to set up a system where I could track the usage of all consumables. This ensured I had the correct equipment in the right place at the right time which is crucial in data centre where our customers rely on us 24/7.

Three years ago I was given the opportunity to go to California to present an idea I had for a company 'Sparkathon' event, which was an app called 'Where's My Shipment?' This gave customers real time notifications of where their orders were, and allowed our Logistics and technicians teams to see where everything was without having to return to their PC all the time. Presenting my plan to the Global

leadership team was nerve wracking to say the least – I took some English ales and English port over to the USA with me to make sure I caught their attention! They loved my idea which was sponsored by Equinix leadership and rolled out globally, so now this app is used in every country Equinix operates in. I was absolutely elated when we launched this – it was an amazing feeling to have made the idea a reality and saved our staff and customers a huge amount of time in the process. There is nothing better than receiving an email from a customer saying how great our set up is, and how organised we are. Seeing 'The Magic of Equinix' that we talk about internally impacting our customers is fantastic.

Making a genuine difference is what motivates me, and so being able to continue my Military career as a reservist while working at Equinix another key reason I enjoy working here so much. The company's support of the armed forces is second to none, and the recent Armed Forces Covenant Gold Award we won from the MoD is testament to this. Within my team of 16, two of us work as reservists and another is a cadet instructor. We learn new skills every day at work to take to our military work, and we also bring a unique set of skills to the business, so it benefits the company as well as their employees.

I really enjoy my work as a reservist and Equinix is fully supportive of me taking time off to contribute. So far I've been called up twice and I'm just about to do my third stint this year, as there is a huge amount of demand for additional military support during the COVID pandemic.

In my first two week-long deployment, I was working in Horse guards in London helping to assist running the operations room in London district for the Joint Military Command (JMC), which involved a variety of taskings from planning, manning London drive through COVID19 testing centres, large scale logistics support to NHS England, Engineer support to Nightingale hospitals and public order in and around London. You get to work with a wide range of people from different backgrounds so are learning from each other all the time. Some are Ex-soldiers, but there are also civil servants, lawyers etc – a huge range, so it's different and interesting each time. It's a great feeling

to be contributing and nice to get my uniform once again!

Our military programme is ever evolving here at Equinix as we create more opportunities for people looking for their next career move after leaving the Armed Forces. It's fantastic that we are able to work so closely with the armed forces to support people when they leave with a huge diversity of careers.

Look out for us at a series of events throughout 2021 when we're able to meet in person again, but in the meantime, you can find out more about [working with Equinix here.](#)





Qube Learning

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UTILISE YOUR SKILLS!

Here at Qube Learning, we're always looking for talented Skills Tutors and Learning Support Specialists to join our friendly team. If you think your skills would be invaluable to us, we'd like to hear from you! All our roles feature a generous benefits package and excellent job satisfaction. Contact us today to see if we have the perfect role for you!

With over twenty years' experience in the education sector, we are an Ofsted grade 2 training provider that specialises in vocational courses, short courses and eLearning.

Awarded numerous contracts by the Education Skills Funding Agency, the government provider of skills training for further education, we provide programmes which are focused on employed positions and therefore take place within a work environment.

Highlighted Vacancy: LGV Tutor | North/Midlands | £28,000 - £32,000 DOE

The Role:

- To deliver LGV Level 2 Apprenticeship qualifications
- Delivering Functional Skills Maths and English up to Level 2
- Planning and managing your own diary, travelling out to employer sites to visit candidates (currently delivery is conducted remotely due to Covid-19 restrictions)
- Engaging and motivating learners, overcoming barriers to learning
- Devising Individual Learning Plans and identifying any additional learning needs
- Meeting delivery targets, ensuring the student journey is timely and of the highest quality

Requirements:

- Occupational experience within Logistics
- Confident in Maths, English and ICT
- Assessor Award (CAVA / TAQA / AI) or Teaching Qualification (AE&T / PTLLS or above) - desirable
- LGV Licence
- UK Driving Licence - business cover on insurance will be required
- Skills Tutors may be required to complete occasional evening work / visits outside of normal working hours and must be flexible to meet learner and client requirements.

For more information visit careers.qube-learning.co.uk
or email joinus@qube-learning.co.uk

Barratt - Armed Forces transition programme -Assistant Site Manager

At Barratt, we not only welcome ex-Armed Forces personnel, we actively want the skills and experience you can bring. Housebuilding is a natural next step for many in the Armed Forces. Your talent, drive and leadership abilities translate well into construction and Barratt have different opportunities to match the broad range of skills on offer.



You'll be joining the leading housebuilder in Britain. We work on projects of all sizes and types across the country and as the demand for housing increases, we're helping build homes for the next generation. That means you'll develop skills for a career that will always be needed and because the industry is continually changing you'll always be learning new ones.

What you'll be doing?

If you are looking to transition into construction management this could be the programme for you. Starting in March or September, this is a one-year programme. Bringing prior experience from the Armed Forces, the aim is to become a fully qualified Assistant Site Manager at the end of 12 months. This programme is for those who thrive in a fast paced environment and have the drive and focus to deliver results and develop into a leadership role.

There's a comprehensive and structured induction programme from the moment you join. Through training and ongoing support from the construction team you will learn everything you need to understand the build process and grow essential site management skills. This is all achieved through development modules and on-the-job learning along with self-development and manager coaching sessions.

How far you go will be driven by you. Where there is passion, the ability to see the bigger picture, ambition, appreciation of customer service and building relationships, and someone who can drive change, we see our Site Managers and even Construction Directors of the future on this programme. Your own personal career aspirations, your ability to perform and hunger to succeed, will drive the rate and pace of career opportunities and further development available.

Reporting to the Site Manager, you will undertake a course of study and work experience over 12 months preparing you for the role of an Assistant Site Manager and beyond.

You will be expected to:

- Follow the Assistant Site Manager Programme, including attending development modules and the simulation centre
- Continue to develop through reviews with your coach and mentor
- Support the Site Manager in ensuring that the onsite construction team is fully resourced and well directed, with clear guidelines to their own job responsibilities and provided with full support in achieving these
- Support the Site Manager in coordinating trades and directing labour and materials to meet the production programme
- Work in conjunction with the Sales team to ensure that regular meetings are attended and all procedures are adhered to
- As and when required, deputise for the Site Manager
- Ensure high standards of Health and Safety on site

What you'll need?

To be successful in this role, we are looking for:

- Strong leadership and management skills, with the ability to think outside the box
- The ability to prioritise and problem solve in a fast paced environment, whilst maintaining high standards
- Self-confident and self-disciplined articulator with excellent time management skills
- Calm and controlled under pressure whilst supporting the people in your team
- Resilient and results driven for self and business
- Appetite for learning and gaining experiences in all areas of site management and customer care

If you have experience related to construction, so much the better, but if you can demonstrate a passion for our business, we're ready to listen. You'll also need to develop a clear understanding of housebuilding and how you want your career to progress.

View our careers page for the locations that these positions are available in.

Our Company and Benefits

We've been nationally recognised as a 5 star housebuilder eleven years in a row for supplying high-quality homes for all generations. That's more than any other major housebuilder. It's because we combine the brightest minds, the latest technology, and a genuine commitment to putting customers first. We want the best people in the industry to help us shape the future of building. We have tailored opportunities for apprentices, graduates, experienced professionals and ex-Armed Forces personnel to come and help us stay one step ahead, and build the homes that Britain needs.

We are building an organisation where anyone with drive and talent can pursue the career they want. We are building a culture where anyone, regardless of gender, race, sexuality, disability, background or any other characteristic, can progress and be proud to work for us.

As part of working for Barratt Developments PLC and specifically for this role we offer:

- £24,000 salary (£27,000 in London and Aberdeen). This is negotiable for those who bring management/ leadership experience from other industries; for example Armed Forces.
- Competitive Bonus Scheme
- 25 days holiday (increase by 1 day for every 3 years continuous service up to 28 days)
- Choice of Flexible Benefits
- Enhanced Family Friendly Policies



For more information go to:
[Armed Forces Transition Programme](#)

PROTECTING YOUR ASSETS FOR FUTURE GENERATIONS

Barry Pearce DipPFS

Financial Adviser, Brighton Williams & Partners

It's likely that you, like most of us, want to pass on as much of your wealth as possible to your loved ones when the time comes. Getting professional advice will help you to plan this effectively, ensuring that as little of your wealth as possible falls into the hands of HM Revenue and Customs. With good planning, you can mitigate or the Inheritance Tax Bill your estate may incur.

Here are some things to consider if you are looking to preserve and protect your assets for future generations:

Make a Will



This is the first thing to think about. Having an up-to-date Will in place is a fundamental aspect of estate planning. If you don't have a Will, your estate falls under the laws of intestacy,

meaning your estate may not be divided up in the way you want it to be.

It's also not uncommon for people to think that they do not need a Will if they have a spouse or registered civil partner. You should know, however, that even though there is no Inheritance Tax payable between spouses or civil partners, if one person dies intestate there could still be tax payable.

Gifts



You can also consider making gifts during your lifetime, and there are a number of allowances and exemptions that you can take advantage of in each tax year to do this.

You can give cash or gifts up to the value of £3,000 in total each tax year. This is known as your 'Annual Exemption' and will not form part of your estate when you die. You can even carry forward any unused part of this £3,000 exemption to the following year – but only for one year. If you don't use the allowance in any tax year, or carry it over to the next, it will subsequently be lost.

Wedding or Civil Ceremony Gifts of up to £1,000 can be made to any person. A parent can give cash or gifts of up to £5,000 to their child and Grandparents can gift up to £2,500.

You can also make Small Gifts of up to £250 to as many people as you wish in any tax year, as long as you haven't used any other exemption on the same person (for example a wedding gift).

There is another, rarely used, exemption regarding Inheritance Tax and it relates to the Gifts Out of Surplus Income rule. If you receive more income than you need for your day to day living, you can gift this excess, and there is no limit on the amount of income that you can give away.

However, to claim this exemption the gifts you make need to be made regularly and to the same people. For example, you could make monthly or annual gifts into savings accounts or Trusts for your children or pay into a life insurance premium for your spouse or civil partner.

Other conditions must also be met for you to utilise this exemption, such as:

- you must be able to maintain the same lifestyle after making the gifts
- the gift is part of your normal expenditure.

The rules for the Gifts Out of Surplus Income exemption are fairly complex, so it's best to get professional advice to make sure there are no resulting tax liabilities, and it is also advisable to keep very good records of any gifts you make.

The 7 Year Rule

You can make more substantial gifts to any individual. These gifts are not counted towards the value of your estate after 7 years and are therefore not subject to Inheritance Tax following this period.



For example, many parents are helping their children to buy their own home by gifting them a lump sum. Providing you live for 7 years or more after making the gift, the money will then automatically move outside of your estate. However if you die before 7 years has passed, Inheritance Tax is charged at 40% on gifts given in the 3 years before you die or for Gifts made 3 to 7 years before your death, tax is applied on a sliding scale known as 'taper relief'.

It is possible to take out a Life Assurance policy to cover any potential tax that an individual may incur if you don't survive those 7 years. This kind of policy should be written in Trust, which brings me neatly onto that subject.

Trusts



Assets can be put into an appropriate Trust. Doing this means the money is no longer part of your Estate and therefore not liable for Inheritance Tax. There a number of different Trusts available and they are fairly simple to set up, at little or no cost. The most widely used type of Trust is a Discretionary Trust. If needed, you can have the Trust set up so that you can still have access to income or parts of the capital.

The Trust should be set up with at least two Trustees. Their role is to make sure that the investment is paid out, in line with your wishes, upon your death.

Provide for tax liabilities

If none of the options above are suitable, you can mitigate or offset Inheritance Tax by making provision to pay the tax bill when it is due. A solution for this is, again, a Life Assurance policy.

Life Assurance can be taken out against both spouses' or civil partners' lives, with the proceeds of the policy being paid out on the second death. The amount of cover the policy provides should be the equivalent the projected Inheritance Tax bill. The policy should also be written in an appropriate Trust, so that it doesn't form part of the estate.

You should note that Inheritance Tax must normally be paid within 6 months of death. This can present difficulties if a large proportion of the value of an estate consists of a property, as the property may have to be sold to cover the outstanding Inheritance Tax Bill, and this may take some time. It can also be problematic if there's a delay in the probate process. Probate must be granted before any money can be released from your estate and in cases where the Inheritance Tax bill falls due before probate can be granted, the Executor may have to borrow or use their own funds to pay the tax bill.

Having a Life Assurance policy in place means the proceeds can be used to pay any Inheritance Tax bill straight away, avoiding the need for the Executors to foot the bill.



Get professional advice

Estate planning can be complex, and every situation is very individual. Creating a bespoke strategy with your financial adviser is a good way to ensure that the wealth and assets you have worked hard for over your lifetime can be passed on to your beneficiaries.



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What we're looking for

British Engineering Services is an Award-Winning, Testing Inspection and Certification business, with a Head Office in Central Manchester and a brand-new Training Centre in the North West. We recruit Machinery, Pressure and Electrical engineer surveyors for field-based roles across the UK and Ireland – but we do have lots of other roles available as well!

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BRITISH
ENGINEERING
SERVICES



Hear from Blair Roden, who joined us from the Royal Navy below, he really appreciated the help of the White Ensign Association throughout his resettlement period.

We think you'll like what he's got to say:

Blair Roden joined our company in March 2020 having spent most of his adult life in the armed forces. His energy and enthusiasm was obvious from the very start and he has very quickly become a valued member of the team. Blair is everything we love in our people, he embraces his role and is focused on helping make sure our customers leave nothing to chance. We'd love you to read more about his experience with our company so far...

"I left the Royal Navy's submarine service at the start of the year with nervous anticipation to what was next for me in life outside the Navy, however I feel that my transition into the working world has gone smoothly. Having done research on career paths out with the armed forces, it became apparent that British Engineering Services was the right fit for me.

The careers team have been extremely helpful in guiding me into my new career path, assisting me through applications and notifying me on jobs available in my area.

A moment at the start of my training which has stuck out for me, was getting to know the CEO Stewart Kay. It was seeing the CEO of British Engineering Services take time out of his day to get to know new trainees, showing that we are valued members of this company, which assured me that I had made the right career move. This year has presented everyone with new challenges which could not have been foreseen. I was anxious that this career change had come at the wrong time, however I could not have been more wrong. Thankfully, British Engineering Services have been extremely supportive, repurposing and adapting myself and the other trainees, providing us with work to do at home, and further training via Microsoft teams. Now I can say that in addition to holding the title of Machinery Surveyor, British Engineering Services have afforded me the opportunity to train as a Pressure Surveyor; which is something I am very much enjoying."

Get in touch!

If you'd like to discuss any of this with our brilliant recruitment team simply email <mailto:careers@briteng.co.uk> - they're on hand to chat with you and are always happy to help.

You can also visit our website and view our live vacancies by clicking [here](#)

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TO CHANCE.**



Aish Technologies

Supporting Defence now and into the future



Aish Technologies is a company on the move. Having just had its best year for a long time, it has demonstrated that despite the many challenges facing manufacturing in the UK, companies can move forwards, given the right mix of development and innovation.

Aish has a long and successful track record of delivering technology solutions to the global Defence industry. The company was formed in 1888 initially focused on shore-based electrical switch gear and sub stations. From the 1970's Aish produced a number of electronics systems, including most notably, Versatile Console Systems (VCS) units and consoles, which provided machinery control, communications and navigation in a common physical format for the latest naval vessels.



Today, Aish is part of the AGI Holdings Group and is renowned as a global supplier of naval and military electronics hardware, cathodic protection systems and rugged enclosures, specifically targeting Submarines, Surface Ships and Land-based defence components.

Aish regards its workforce as a huge asset. As an engineering business, the portfolio of products is enhanced by an Engineering facility with the skills and expertise to design specialist electronics and electromechanical systems and assemblies for harsh naval and military environments.

Aish recognises the benefit service personnel can bring to the company and strongly believes that the company culture fits well with the expectations of service leavers. More generally, the problem-solving abilities, positive attitude, commitment and drive that are second nature to the military make those who have served a real asset to the business. Aish regards itself as a perfect fit for those embarking on careers such as project management and quality assurance, as well as technical trades including engineering and manufacturing and, of course, leadership positions.



*Aleesha Mitchell,
Head of Engineering Aish Technologies*

The company has undergone a major restructuring of its workforce in the last 12 months, to ensure the business is fully equipped to tackle the challenges of the future, including the changing Defence industry landscape and Brexit. One of the most significant aspects of this reform has been the success of women moving into key roles at Aish. The company has recently created a General Manager position and appointed commercial specialist Sarah Short to lead the team. In addition, Aish has appointed Aleesha Mitchell as Head of Engineering. Aleesha joined Aish having enjoyed a very successful career within the Royal Navy. We caught up with her to find out a bit more about her transition from the Services, and her role at Aish:

Tell us a little about your career to date, and how you ended up at Aish?

I joined the Navy in 2007 as Weapons Engineer Officer. My naval career was pretty varied and included serving in HMS York as Deputy Weapons Engineer Officer, working for the Defence Equipment and Support (DE&S) organisation in Abbey Wood and in Navy Command. I also was given the opportunity to complete Staff Course in Madrid on exchange and was fortunate to serve for 2 years as Deputy Defence Attaché in Colombia.

Whilst at DE&S I was involved in a project to introduce the shared computing environment into the Royal Navy and worked with Aish. So, I was aware of what they could achieve, and when I started to look for a new challenge away from the Navy, a role with Aish was very appealing.

What was it about Aish that attracted you?

Having already seen what they could achieve, I knew they were an exciting company working within an industry I knew very well. There was also the opportunity to be a part of a dedicated team, where I felt my experience and knowledge could make a difference. Having experienced Aish's products and services from a customer perspective, I now have the opportunity to feed this into the company's ongoing development and add real value to future activity.



It also appealed that there were a number of ex-Navy and other Service personnel already at the company (including the Managing Director, Ric Elkington, a number of assembly technicians and a Team Leader), and so it was clear the new management team at Aish was committed to tapping into this pool of knowledge to help the company grow.

How have you found the transition from the Navy to the private sector?

The transition has been quite easy for me. I had plenty of exposure to different environments whilst in the Navy, so I am used to working with multi-discipline teams. Where I have found my knowledge lacking, for example in some commercial and finance aspects of the role, Aish has been quick to offer support and training. I suppose one of the biggest changes is the amount of team interaction – in the Navy I would know everything about my team including their personal life, but in business there isn't the requirement to become so heavily invested.

How has Aish helped you to adapt to life outside of the Navy?

The welcome from Aish has been brilliant, and I have been made to feel part of the team from the outset. I feel strongly that my skill set is recognised, and that I can use it for the benefit of the company.

Are you able to use skills learnt in the Navy in your new role?

Very much so, yes. In particular, I picked up a lot of management and leadership skills in the Navy, which I have been able to draw upon whilst at Aish. In addition, given the nature of what Aish do, all my core engineering skills are being used which help to give the team perspective on our products, along with project management techniques and staff training.



What advice would you give fellow Service personnel who may be leaving to find work as a civilian?

When making the decision to go outside, I think that we often consider our 'network' and the people we know in industry. However, the wisest piece of advice given to me as I was considering future job opportunities was that it is not about who you know but who knows you.

Although the resettlement process can be focussed on gaining qualifications, I would say that the most important thing is the fact that you can operate effectively in a team. Military personnel are used to working in high-performing teams and in multiple different environments. The attitude, loyalty, commitment, and leadership that we demonstrate in our military careers is translated into civilian life which is extremely valuable for companies. You are a lot better than you think you are; don't hesitate to go for any job opportunity that interests you.

Tell us something about life outside of work?

I live in Dorset and have a passion for the outdoor life. I have completed several triathlons, and particularly like wild water swimming, although not so much at this time of the year!

To find out more about Aish Technologies please visit www.aishtechologies.co.uk

ST. JAMES'S PLACE'S MILITARY NETWORK



St. James's Place Wealth Management (SJP) proudly announced that it reached two milestones in 2020:

- The signing of the Armed Forces Covenant in October
- The launch of the new SJP Military Network in November

The signing of the Armed Forces Covenant demonstrates SJP's commitment to supporting the Armed Forces community and ensuring they are not disadvantaged in society.

The Military Network connects veterans who are within the SJP community and provides a landing place for any future joiners from a military background. It's also for those with a military affiliation across the business, including military spouses, reservists, cadet volunteers, and those that have existing links to military charities. As of November 2020, it had over 100 former military personnel and reservists, cadet instructors and spouses from across SJP's organisation.

It's managed by the SJP Academy through a specially created LinkedIn page who are enthusiastic about the Network's growth as they welcome more veterans from across the SJP community. Click this link [SJP Military Network LinkedIn page](#) to access the Network's LinkedIn page.

Andy Mallows, ex-Royal Marines and now Director of Operations for the Managing Director at St. James's Place commented: *"The journey from the forces into the workplace can be quite daunting, so we've aimed to create a network that truly understands what these candidates are experiencing, first-hand. Whilst we've been supporting the Forces through our Academy career change programme for a long time, the collaborative approach by the Military Network will accelerate this even further. The response among our colleagues has been positive and we're looking forward to building on this and seeing what we can achieve."*

To mark these two milestones, SJP held a socially distanced launch event of the Military Network in November last year. It was joined by Andrew Croft, CEO of St. James's Place, Major General Paul Nanson CBE, recently retired Commandant of Royal Military Academy Sandhurst and best-selling author (and is an Amazon and Sunday Times bestselling author for his book – 'Stand Up Straight' - 10 Life Lessons from Sandhurst), who gave an inspiring keynote speech. This was followed by a Q&A session with Oliver Stokes MBE (SJP staff and former Army), Louise Worrall (Academy Partner and former Royal Navy) and Simon Roffey (Academy Partner and former Army) who discussed 'Why having a Military Network is Important'.

The event was recorded, please click here to [watch](#) – we hope you like it.

For further information about the Academy, please visit: [St. James's Place Academy \(sjp.co.uk\)](#)



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www.sjp.co.uk/academy

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To find out how we can help you take control of your future career,
email sjpacademyuk@sjp.co.uk or visit www.sjp.co.uk/academy

The 'St. James's Place Partnership' and the titles 'Partner' and 'Partner Practice' are marketing terms used to describe St. James's Place representatives. Members of the St. James's Place Partnership in the UK represent St. James's Place Wealth Management plc, which is authorised and regulated by the Financial Conduct Authority. St. James's Place Wealth Management plc Registered Office: St. James's Place House, 1 Tetbury Road, Cirencester, Gloucestershire, GL7 1FP, United Kingdom. Registered in England Number 4113955.

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Compass Group



As a signatory of the Armed Forces Covenant, and a Gold award holder in the Employer Recognition Scheme, one of the pledges we have made is to *“seek to support the employment of veterans young and old as well as the Wounded, Injured and Sick (WIS) by working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers into Compass Group business units”*.

We employ many former military personnel across our business, particularly within ESS – our Defence, offshore and government services arm, and we have an active Armed Forces Community.

We recognise that moving to the civilian world can be a daunting prospect, however as an employer, we are looking for a reliable, motivated people with a can-do attitude, and we have found that ex-military personnel have all these attributes and more. They are great team players with strong work ethics, self-discipline, flexibility and great communication skills – all of which are important for our business.

As the largest food and support services business in the UK, we employ tens of thousands of people in very different roles operating across all industry sectors and we recognise that diversity can bring many benefits to our teams. We work behind the scenes providing food, support services and hospitality at sports events, remote oil rigs and military bases, and in the heart of schools, hospitals, care homes, client offices, factories and boardrooms. The one thing that all our work has in common is to put customer service front and centre of all that we do – ensuring we are delivering high quality food and support services every time.

Our ESS business provides catering and life support services across the Defence, Offshore and Government Services sectors. Within the Defence sector we operate integrated service streams through multi-activity contracts where consumer focus, developing high performance teams and a commitment to innovation, and continuous improvement form the cornerstone of our approach. We have found that ex-military colleagues who join our ESS teams provide a useful insight into how we can improve our services at our defence basis and of course are able to understand military ethos.

If you are interested in finding out more about developing a career in food and support services, please contact resourcing@compass-group.co.uk



Chris Lamb MBE



- Currently Business Performance & Quality Manager, ESS Defence
- Previously, Major, Infantry (RIFLES)

I joined that army as a 16-year-old boy and left this year after serving 38 years in the military. The military has obviously been my life for so long that the idea of moving into the civilian world was quite alien to me. I had fantastic support from the Career Transitions Pathway (CTP) and the Officers Association (OA) over a period of two years before I left. They were able to provide me with re-settlement courses and I attended several workshops/webinars by both. I found them really useful, they covered anything from what you are capable of doing, what your job maps across to, your skills your CV writing, interview techniques. This gave me confidence in identifying my transferrable skills.

I was thinking of taking some time out before job hunting, but fortuitously, just before I was leaving, a friend of mine's wife who worked at ESS, mentioned they were looking to recruit a business performance manager. She explained that the role required someone who could understand the customer – in this case the MoD and the military personnel, identify what is needed and how to deliver on our support services contract.

I joined in March just as the world was locking down, so my new role has been virtual to date, which is rather surreal. However, one of my concerns leaving the military was whether I would miss the comradery and being part of a team. Despite the virtual set up, I have been warmly welcomed by ESS and the team spirit has been fantastic.

I am mainly supporting RAF sites, which is obviously a new part of the military to me, but I am enjoying working on the “other side” – it's a very different perspective. The people I work with are incredibly passionate about what they do. One of the biggest changes has been the different terminologies and of course culture – not only within ESS, but also working with the RAF!

I had an excellent induction and have been well looked after. One of the hardest parts of my job has been learning and adapting to new IT systems and procedures. I am really looking forward to getting out to sites in the New Year.

If you are looking to make the transition to civilian life my advice would be don't be afraid of it. You will be surprised how your skills are what's needed. Due to our military training, you will be disciplined automatically – which helps you straight away, keeps you focused on sticking to the tasks. Be inquisitive and ask questions. Most importantly, don't sell yourself short – your skills are really valuable and transferable in the civilian world. Also, don't think you need to go in the at the bottom. Recognise you have a lot to offer and ensure you are working at the right level.

It's been really eye opening seeing how the corporate world works – delivering contracts is a lot more complex than I ever imagined. However, I am thoroughly enjoying my new role and working hard to ensure we are going above and beyond at the sites in which we work in order to support the Defence sector.

Royal Navy to MPGS

By H Baker



Being born in Plymouth and with my dad being a former Royal Marine, it was pretty much written I would find myself in the Armed Forces in some way. In 2010 I joined the Royal Navy Logistics Catering Services, and with a surname like Baker; Chef it was and Bagsy it would be. Serving on HMS Illustrious for 3 years and subsequently MCM2 Sqn, I had a brilliant time trotting around the Gulf and Mediterranean, taking part in all manner of exercises and operations, not to mention some cracking runs ashore.

Although I only spent 6 years in the mob, I did lots and saw loads and thoroughly enjoyed my time. I will always be a

Matelot at heart but with a bit more structure, the ability to plan my life a little better, able to set some roots and still having that sense of military life and banter. Having heard about the Military Provost Guard Service (MPGS), I did some research and decided it was for me. After leaving the RN in February 2016, I joined the MPGS in March 2016 just 1 month later.

Although the MPGS are regular soldiers and come under Army command, they operate under what is called a Military Local Service Engagement contract which is a 3 year renewable contract. The MPGS do not deploy outside of the UK, in fact when joining you get to choose which base you want to serve at. With over 100 UK wide Tri-Service Military Establishments to choose from, it's what suits you. I chose HMS Excellent, due to my fond memories of firefighting and the DRIU. Pompey is where I wanted to settle so after an initial 5-day course at Fareham, I joined my new Platoon.

I did have some apprehension joining green from blue, but honestly, it's not an issue. Getting to know the team and routines from all backgrounds of the military is very interesting and everyone has something to bring. I settled in quickly to the team of 42 spanning all 3 services and it was cheers easy to pick the basics up. The job itself is money for old rope; consisting of Armed Guarding duties, vehicle patrols, foot patrols and manning the control room dealing with day to day enquiries.

The good bit... 4 days on, 4 days off! plus 38 days annual leave. I'm no mathematician but that is 5 and half months off a year! Knowing my work routine 12 months in advance is a massive advantage. Not to mention access to Married Quarters, continuation of my Armed Forces Pension Scheme including dental and health care, the whole package kicking back in again, 'all-in-all' yes please! The MPGS has also given me lots of opportunities outside of my normal routine just like the mob did really, having taken part in the Army's Triple Crown event and being selected to enrol into a Skill at Arms course. I was also fortunate enough to achieve promotion to LCpl in 2018.

So, what has joining the MPGS given me? Well quite simply the ability to carry on serving but this time 'my way', the location that suits me, the lifestyle I enjoy and with my family by my side!

If you are interested in joining the Military Provost Guard Service (MPGS), scan the QR code below:



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Zurich:

Why Consider a role as an Engineer Surveyor?

Zurich Engineering are part of the wider Zurich Insurance Group and are a leading independent engineering inspection body in the UK. We employ around 700 staff, around 580 of which are Engineer Surveyors.

An Engineer Surveyor is a specialist engineering role, completing thorough examinations and inspections of a variety of plant, systems and equipment - such as lifts, cranes, pressure plant, electrical plant and installations. Most items which are covered by legislation including; LOLER, PSSR, PUWER, COSSH and EAW will be examined by an Engineer Surveyor.

The origins of why an insurance company carries out engineering inspections goes back to the industrial revolution. During the early 19th century steam boilers were used to provide power and motion for the industries of the day. However, the dubious construction and maintenance led to many explosions.

In around 1850, conscious of the effects and frequency of these fatal explosions a group of industrialists in Manchester, formed through various evolutions the Vulcan Boiler and General Insurance Company. Factory owners who signed up for insurance would, in return for cover be required to have the insurers' inspectors – later to become known as Engineer Surveyors – regularly examine the boilers. Although voluntary inspections had been in place before, there had been no accountability attached to them.

The introduction of the Factory Act in 1937, legislated for examinations and the scope was later extended from just steam boilers to other machines including hoists and lifting equipment.

There does not appear to be a definitive point where the examinations were disassociated from insurance, however, from 1937 it was no longer the insurance cover that was the driver for examination, but legislation, and it became a legal responsibility rather than a moral or ethical one for all and not just those with insurance.

ZE have an ongoing recruitment programme to onboard suitably qualified engineers, with electro/mechanical backgrounds. Ideally, we want HNC/HND or degree qualified applicants, but we are able to consider lesser qualifications for the right candidate, and we will provide a fully funded training program to upskill to level 4.

ZE have many ex-RN personnel amongst our Staff, and we value the skills and discipline that are bred from a forces background. We asked a handful of our recent recruits to share some of their thoughts and experiences of leaving the RN to join ZE.

Andy Bookham - Pressure Systems Engineer Surveyor - Surrey

Andy was a Marine Engineering Artificer (WO1) who served for 37 years. He learned about the role as an Engineer Surveyor from the RN jobs site.

What makes the role of an ES attractive as a move into civilian life? *Being in control of your own area and diary, this can be challenging at first, but I soon learnt the best way to achieve this. Building up a good relationship with the clients you work with.*

How would you describe your role in ZE to someone considering the role? *It is very similar to a lot of engineering roles in the RN, challenging at times - but very rewarding. Do not be afraid to make the step, Zurich will give you a great training package and ensure you are ready for the role prior to you being sent out into the world on your own.*



Steven Matthews – Pressure Systems Engineer Surveyor – Suffolk

Steve was a Chief Petty Officer, Submarines, Marine Engineering Artificer Of The Watch for 22 years. He learned of the role of Engineer Surveyor from people he served with previously and MOD job fayres.



Are any aspects of this job similar to your role in the RN? *Examination of pressure items, but it was the maintenance/repair/replacement of them as well.*

How would you describe your role in ZE to someone considering the role? *You're head of your own section but without stores, personnel or watchbill issues!! I found this transition fairly easy. Because of the amount of ex-service people, the banter (which was massively important) still exists.*

What advice would you give to anyone leaving the service and considering this role? *Grasp it with both hands!!*

Danny Gallagher – Team Manager – Dunfermline

Danny was a Chief Marine Engineering Artificer, serving on Submarines working primarily on Nuclear Steam Raising plant and associated systems. He served for 15.5 years and learned of the engineer surveyor role from an advert on the Career Transition Partnership (CTP) job page.

What makes the role of an ES attractive as a move into civilian life? *Its flexibility! I lost count of life events I missed due to service commitments; within this role I can attend more of these events. No one day is the same, you can visit several clients in the course of a day and for me it is something I really enjoy within the job.*

How would you describe your role in ZE to someone considering the role? *The role is best described as a multi-disciplined role, one day you could be examining an industrial boiler, the next it could be a coffee boiler. The variety and flexibility, for me, are the big selling factors really. The role is fairly autonomous, therefore you need to have the confidence in your knowledge of regulations for the role, as much as we have a technical team on hand to help out with advice, when needed, you may be working in an area with no internet or phone signal. A challenging yet rewarding role.*





Daniel Meekin – Engineer Surveyor - Doncaster

Dan served for 13 years as an Aircraft Engineering Technician (Mechanical). His interest in the role was prompted by job adverts online, followed by conversations about different disciplines and the role itself with a former RN colleague employed by Zurich as Pressure Systems Engineer Surveyor.

Are any aspects of this job similar to your role in the RN? *Scheduled maintenance activities and independent inspections as an Aircraft Engineer can be likened to inspections conducted as an Engineer Surveyor. It is important to be meticulous and methodical, understand and interpret technical information and be able to communicate clearly both written and verbally. In addition, military personnel generally have good organisation skills, this is key for an*

Engineer Surveyor because of diary management, planning of site visits and to ensure efficiency.

What makes the role of an ES attractive as a move into civilian life? *The autonomy of Engineer Surveyor, the responsibility and trust given by Zurich to manage our own database of work is what I enjoy. This offers flexibility that cannot be competed against and is one key benefits of the role, amongst others. This is particularly favourable for service leavers looking to establish a work/life balance after spending a long time away from their families.*

What advice would you give to anyone leaving the service and considering this role? *Thoroughly research each surveying discipline (Lift/Crane, Pressure Systems, Power Press, etc) and the regulations associated with these. Think about equipment that you have worked with or used that would come under the scope of the regulations.*

Sharon Gibbs – Engineer Surveyor – East Kilbride.

Sharon was closely associated with the RN when she served as an engineering 3rd officer of the watch (EOOW) in the RFA. She had an 8-year career in the merchant navy, 18 months of which were with the RFA during which time she attended the Royal Navy Britannia Royal Naval College.

How did you find out about being an engineer surveyor? *A colleague I worked with was an ex- engineer surveyor for Zurich Engineering, he told me all about the role and his experiences. I was immediately intrigued and started to research the role further online. It felt like a natural fit for me coming from such an active, hands-on background to move to this particular branch of engineering.*

Are any aspects of this job similar to your role in the RFA? *Yes many! With Zurich you are allocated a database of work and clients which is very similar to a planned maintenance database you would get on ship. Through this I am able to arrange my own work, carry out my inspections and then give the client recommendations, or defects if required.*

What makes the role of an ES attractive as a move into civilian life? *The most attractive benefit of being an engineer surveyor is the flexibility that it allows. The freedom to structure my day helps me manage both my work schedule and personal schedule.*

What advice would you give to anyone leaving the service and considering this role? *The continual learning and development opportunities that are available to all who want them.*

How would you describe your role in ZE to someone considering the role? *I specialise in the pressure systems discipline, undertaking examination and inspection of steam raising equipment and other plant under the Pressure Systems Safety Regulations (PSSR) and PUWER to ensure that they comply with current regulatory and statutory requirements.*

Anything else you would like to add?

The initial change from working in a group to working on your own initially seems daunting however I've never felt like I'm on my own and colleagues are always available at the end of the phone if you do need help.

ZE are a diverse and market leading company and provide a competitive salary package including a company car, contributory pension scheme and a comprehensive benefits package.

To view all of our current vacancies or to register for opportunities and alerts, please visit www.zurich.co.uk/careers.

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YOUR WHITE ENSIGN ASSOCIATION

The White Ensign Association was created almost 60 years ago in a collaboration between senior figures in the City of London and the Board of the Admiralty, and the makeup of its council of trustees today still very much reflects its maritime and financial roots with a mix of influential figures from the City and distinguished retired senior officers. They charge the small staff of the WEA with the performance of four key roles in support of serving and former members of the Royal Navy and Royal Marines, and their families:

- Guidance and advice on the transition from a career and life in the Royal Navy to one out of uniform.
- The provision of unbiased and professional guidance on matters of personal finance including financial awareness training for all newly joined sailors and marines.
- Advice and assistance on all matters of civilian employment including job hunting techniques, CV guidance, mentoring, business start up and self-employment.
- Assistance and support on welfare and personal matters.

EMPLOYMENT SERVICES FROM THE WHITE ENSIGN ASSOCIATION

If you are preparing for employment outside the Service, The White Ensign Association can help you with a number of issues, including:

- CV and Covering Letter Advice
- Interview Skills
- Networking
- Industry and Sector Advice
- Job Hunting and Career Planning
- Introduction to Industry Partners as appropriate
- The Association also has a number of Mentors and Network Advisers that can help you with various specific areas of your employment journey

We provide individual, bespoke and in-depth advice and pride ourselves on the quality of our advice as well as our highly personalised approach to our clients.

YOUR WEA TEAM

Chief Executive and Area Representative
for the South & South East -

Captain John Lavery MVO Royal Navy

Director Finance, Company Secretary & Area
Representative for Central, North, Scotland & Overseas -

Lieutenant Commander Mike Howell Royal Navy

Regional Manager South East -

Mr David Scholey

Regional Manager South West -

Mr Martin Small

Director Employment Services -

Mr Dom Hill

Administrative & Digital Support Manager –

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