



# newsletter

## *Welcome to the 18th Edition of The White Ensign Association's Newsletter*



The New Year always heralds new opportunities, whether it be through greater economic optimism, personal positivity resulting from the decision (and commitment) that this will be the year to change, or that the need for change is driven by hard endings or unavoidable circumstance. Whatever the catalyst when an individual embarks on a change it also provides an opportunity to reflect properly on what is being left behind – with my own departure after ten years as CEO of the White Ensign Association, I thought I would, with readers' indulgence, just offer a brief overview of the Association's progress over the past decade.

The WEA has been championing naval service personnel to employers since 1958, highlighting all the advantages that come with having a sailor or marine

within the workplace or team. When the Association started it was a relatively easy task, as the vast majority of employers had personal experience of the professional and life skills that Royal Navy personnel possess through their own personal experiences from war or National Service. Over the decades this intimate appreciation of what a service life gives an individual has, for understandable reasons, dissipated, with diminished familiarity of the environment. We have also seen the national expansion in focus towards education and professional qualification, particularly in the last decade of the twentieth century and the first of the twenty first, but in an ever increasingly agile employment market. With new industries and sectors appearing (cyber security is just one example), demanding relevant skill sets of their employees as well as the ability to react quickly to change, the environment has rarely been better for transitioning service women and men. The Association has been determined to maintain pace with the environment and we have focussed our employment services, expanded our network, embraced the social media phenomenon, utilised digital services to broaden our reach and improve the client experience. All this, whilst successfully maintaining our links with traditional employment areas and establishing new ones with emerging opportunities.

Alongside our own efforts we have been fortunate to build on an already well established group of employers and organisations willing to acknowledge the advantages they have enjoyed by taking on individuals with an armed forces background. Their faith in the skills and experience of men and women transitioning from the Royal Navy and the other services has inevitably paid dividends, allowing

them to tap into not only professional skill sets and experience but also the wider “life” skills that become second nature to a sailor or marine – resilience, dependability, teamworking, loyalty and a sense of responsibility. The WEA is lucky enough to currently enjoy the support of over 100 industry partners and organisations, across most employment sectors, that encourage, assist, and employ those that have served under the White Ensign. These relationships are complemented by a large network of volunteer advisors who willingly share their experiences and knowledge of the civilian employment market.

This newsletter, as always, gives a glimpse across the broad spectrum of employment options facing those leaving the Navy today and provides a few narratives of individual journeys undertaken – some that have gone smoothly, others less so. The charity itself, through its staff, trustees, partners and supporters constantly strives to provide a vital and relevant service to those who serve or have served in Her Majesty’s Royal

Navy – I have been immensely proud to have been a small part of its continuing efforts to assist the sailor and marine over the last decade, and will step away, confident, that with the assured efforts of all those mentioned, whom have my greatest appreciation, the White Ensign Association will continue to provide the Naval community with the service its men and women deserve.



**John Lavery**  
**Chief Executive**

## WHAT DOES YOUR DREAM CAREER LOOK LIKE?



ST. JAMES'S PLACE  
ACADEMY

**Earnings** – I want to earn much more

**Variety** – No two days are the same

**Purpose** – Genuinely helping people

**Meritocracy** – Progress on merit, not time served

**Location** – I don't want to relocate / move

**Expertise** – I want to use the skills I have

If you ticked most of these boxes, why not consider retraining with us to become a qualified financial adviser. We help ex-military to transition to a new and rewarding 'civvy street' career.



“Making the leap from a Royal Marines officer to a qualified financial adviser running my own business has proved to be incredibly satisfying. My lifestyle change means I've more time with my family, we no longer face moving every few years and I have more control over my time and career”.

James Knight, Associate Partner



What are you waiting for?

Simply visit [www.sjp.co.uk/academy](http://www.sjp.co.uk/academy) or email [sjpacademyuk@sjp.co.uk](mailto:sjpacademyuk@sjp.co.uk)



# Barclays Military Talent Scheme

At Barclays we recognise that Service personnel have highly transferable skills and experience that can add significant value to our business. That's why we're looking for Service Leavers that are in their resettlement to join the Barclays Military Talent Scheme. You'll be given the opportunity to work with and learn from our colleagues across many different areas of the bank. You'll also have the chance to secure a full time role with us, which the majority of our candidates do.

We welcome applications all year round.  
For more details, please contact:  
[MVOteam@barclays.com](mailto:MVOteam@barclays.com)



- Glasgow
- North West
- Northampton
- London



#### About Barclays

Barclays is a British universal bank. We are diversified by business, by different types of customers and clients, and by geography. Our businesses include consumer banking and payments operations around the world, as well as a top-tier, full service, global corporate and investment bank, all of which are supported by our service company which provides technology, operations and functional services across the Group.



## *Inzpire team continue to build the military-industrial relationship*

Inzpire continues to reinforce its reputation as a trusted partner to the UK military. Defence sector growth has continued to build which has seen our workforce increase by nearly twenty percent over the past twelve months despite the covid pandemic. Key to this has been our close relationship with military customers driven by mutual trust and respect, traits which are engrained in the company's DNA as we recognise those qualities are hard earned and easily lost. Inzpire's professionalism, expertise and combined total of nearly 5000 years of operational military experience has been key to ensuring the confidence of our defence customers.

Business growth has also precipitated the development of the Maritime Division which is building experience from former Royal Navy and Royal Marines personnel. Future recruitment will focus upon high-calibre individuals with experience across a range of maritime operations who will be imbued with Inzpire's renowned ways of training delivery through a combination of simulation technology and expert White Force. This not only enables us to recycle their years of military experience to the benefit of defence but also to enhance individual skills to develop professional subject matter experts in the design and delivery of complex, multi-domain collective training which elicits the very best results for the target audience.

Inzpire's ability to fit seamlessly into military teams is demonstrated daily across defence and for our maritime audience this year when we were invited to supply expertise to support the Joint Training and Exercise Planning Staff (JTEPS) for the combined exercise Joint Warrior 212 (JW212) and Dynamic Mariner 2021. One of the largest military exercises of its kind in Europe, a principal outcome of the exercise was the assurance of the UK's Carrier Strike Force in its preparation for its role in the NATO Ready Force 2022. The exercise took place in the waters off Northwest Scotland, known as the Minch, and UK land and airspace. It brought together 21 surface ships, 1 submarine, 7 maritime patrol aircraft and other air assets as well as nearly 7000 personnel, from 12 nations from Europe, Canada and the United States. During the exercise, Inzpire's personnel worked alongside military counterparts utilising their extensive operational experience to undertake roles as Operations Officers with responsibility to Captain JTEPS for the safety and coordination of maritime forces. Traditionally, these positions are filled by Royal Navy augmentees who are temporarily removed from their core roles to support the exercise. As a demonstration of the trust between JTEPS and Inzpire, we were able to utilize former Principal Warfare Officers to fulfil the requirement with the same delegations of authority as serving personnel, thereby increasing the capacity of the JTEPS team to focus on the core outputs of the exercise.

As well as the Joint Warrior exercise, Inzpire also supported JTEPS as part of the operational generation of HMS Queen Elizabeth and the UK Carrier Strike Group earlier this year. Working from the Maritime Operations Centre in Faslane, RAF Waddington, and with personnel embedded onboard HMS Queen Elizabeth, Inzpire delivered training to the aircraft carrier's air group as they undertook final preparations for Operation FORTIS and the recent seven-month global deployment.

UK defence is set on a path of continued and ambitious maritime sector growth over the coming decade which is coupled with an increasing focus on global forward presence and lethality. To provide the flexibility and capacity to enable training that can meet the requirements of increasingly complex maritime and multi-domain operations in the future, Inzpire sees ever greater potential for closer collaboration and partnerships between uniformed and industry training organisations.

### *INZPIRE*

- *A Revolution in the Military-Industrial Relationship*
- *One Team, One Vision*
- *Designed by Service Personnel for Service Personnel*
- *Revolution in Defence*





Commitment where it counts.

## Proud to support our armed forces

Our armed forces put their lives on the line so that we can live our lives to the full without fear.

We are proud of the armed forces and of the role our highly skilled people play in supporting them.

[baesystems.com](https://baesystems.com)

**At BAE Systems we serve, supply and protect those who serve and protect us. Ours is a culture that values diversity, rewards integrity and merit, and is a place where everyone has the opportunity to fulfil their potential, no matter what their background.**

With a workforce of 90,000 people in more than 40 countries, we're committed to nurturing talent and developing highly skilled colleagues - empowering our people to drive innovation, make the right decisions and solve complex challenges.

With a long history of innovation and excellence behind us, and ambitious plans for the future, BAE Systems is a place where you can grow your career with confidence. Wherever your career interests lie, you'll have the chance to make a real impact, where it counts, whichever team you join.

### **The workplace**

We want to be a preferred home for veterans and reservists. At BAE Systems we value the importance of balancing home and work life, and understand that you are at your best when this is achieved. We have a catalogue of family-friendly policies that support our employees in achieving and maintaining this balance and help us recruit and retain the best people in an inclusive and diverse workplace.

### **Our community**

We're united by trust, camaraderie and a shared ambition to lead the world in our field and you can join a number of inclusive and friendly networks run by employees, for employees. These include groups embracing cultural diversity, for veterans, women in the workplace and for colleagues wanting support with their wellbeing and mental health.

### **Making a difference**

When you join us, you'll be part of an inclusive culture that's committed to working to the highest ethical and environmental standards, making a positive contribution to the countries and communities in which we operate.

### **Join us**

All our vacancies can be found at [www.baesystems.com/en/careers/careers-in-the-uk/experienced-professionals](http://www.baesystems.com/en/careers/careers-in-the-uk/experienced-professionals)

If you can't see the role you're interested in, join our Talent Community and receive job alerts by registering at <https://amsbae.avature.net/Professional>

*Please be aware that many roles working for BAE Systems will be subject to both security and export control restrictions. These restrictions mean that factors including your nationality, any previous nationalities you have held, and/or your place of birth may limit those roles that you can perform for the organisation*

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- Email for more information [vivienne.pearsons@konecranes.com](mailto:vivienne.pearsons@konecranes.com) – Talent Acquisition Specialist, Konecranes

## BuildForce Armed Forces Insight Day hosted by Jacobs

**Date:** Thurs 3<sup>rd</sup> March 2022  
**Time:** 1000 - 1600  
**Venue:** Cottons Centre, Cottons Lane, London SE1 2QG

**The BuildForce Insight Day** brings together our nationwide construction employers and our Service Leavers and Veterans. This is a great opportunity for our employers and our military community to engage and discuss transferable skills, training, current roles and pipeline. Find out more about what the industry has to offer and better understand roles available such as: Project Management, Designer, Logistician, Mechanical and Electrical Engineer, Quantity Surveyor, Estimator, Health and Safety Manager, Quality Manager, Trade roles, Plant Operator, Civil Engineering, HR and supporting roles. A job in construction offers a wide range of professional careers and is accessible to all ranks and skill sets and offers real potential for career progression.

As well as providing an insight into career pathways in the construction industry and the wider built environment, you will have an opportunity to spend 1-2-1 time with our employers in an informal, friendly atmosphere to discuss your transition, CV, career advice and employment opportunities.

### Agenda for the day:

1000 - 1100: Registration & coffee  
 1100 - 1230: Guest speakers  
 1230 - 1600: Employer forum (working lunch)

**Register at:** [info@buildforce.org.uk](mailto:info@buildforce.org.uk)

**BuildForce** supports our service leavers and veterans as they transition into long-term careers in construction. Our industry programme, training programme and mental health programme offer a wraparound service to ensure our candidates transition successfully.

**Our key sponsor Jacobs** leads the global professional services sector providing solutions for a more connected, sustainable world. With approximately \$12 billion in revenue and a talent force of more than 50,000, Jacobs provides a full spectrum of services including scientific, technical, professional, construction and program management for business, industrial, commercial, government and infrastructure sectors.

Jacobs has an established and enduring relationship with the Armed Forces in the UK, having supported the MOD for over 30 years and were recognised for their commitment in 2019 with a Gold Award in the ERS.

### Testimonials:

*"This was my first BuildForce Industry Insight Event but well worth attending. For me the combination of supportive and well-informed industry connections (not just HR/recruitment) all in one place supported by your knowledge of the candidate makes this a highly effective employment event."*

*"I mostly appreciated talking to the ex-military leavers as they gave a real insight into the resettlement process. All of the companies there were very receptive and many offered opportunities of interest."*

*"Once again, very many thanks for presenting me and all the other veterans and service leavers with such wonderful opportunities at your insight day. I do think the construction industry and the military are a perfect match!"*



## TANKER DRIVER TECHNICIAN



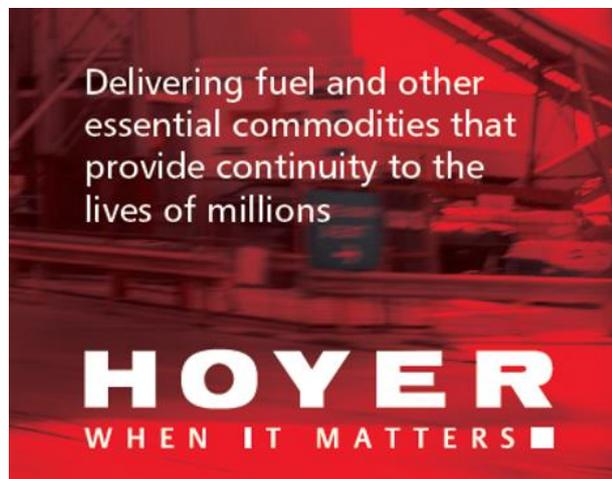
We are recruiting Fuel, Gas and Bitumen tanker drivers to join our nationwide fleet.

Guaranteed salary ranges from **£30,000** to **£40,000**, depending on location.

Prior fuels experience is not required, as we provide full training (including ADR and PDP qualifications).

**In addition to the above salary, we also offer:**

- 28 days holiday
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- Industry leading training
- Competitive pension scheme



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## *Postgraduate applications are now open at the Royal Agricultural University*

The Royal Agricultural University (RAU), based in Cirencester UK, has been at the forefront of agricultural education and a key contributor to the land-based sector for over 175 years. The RAU offers a number of undergraduate, postgraduate, and short courses covering subjects such as business, agriculture, equine, and real estate, which may be of interest to service leavers.



Applications have now opened for their [Postgraduate courses](#) starting in September 2022. This could be a great option for service leavers looking to further their education and find a new industry of interest for a successful civilian career. For more information about their courses on offer, entry requirements, and career prospects you can [request a copy of their online prospectus](#)

The RAU have a long history of supporting the armed forces and are proud to be a forces-friendly organisation. They are an approved ELCAS learning provider and accept participants in the MOD's Enhanced Learning Credits scheme. To discuss an application and your circumstances please contact [admissions@rau.ac.uk](mailto:admissions@rau.ac.uk) or call 01285 889912.

As well as offering various funding opportunities for both undergraduate and postgraduate study, the RAU is also proud to offer the [Rural Business Career Transition Course](#), a unique transition course which is offered in partnership with RuRALink. This course is specifically designed for individuals in the military community, who are considering developing a follow-on career in management within the agriculture, food, and the wider land-based sector.



If you have any questions or would like to arrange a visit to the RAU campus, please contact [opendays@rau.ac.uk](mailto:opendays@rau.ac.uk).

# Join the world-class Engineering team supporting the UK's largest naval base

## Ready for a key Facilities Engineering role on the stunning South Devon coast?

Devonport Royal Dockyard is Western Europe's largest naval base and the sole location for deep maintenance of the Royal Navy's submarine fleet. Join Babcock, an MOD partner and co-owner of the site, and you'll have a unique opportunity to apply your expertise to crucial facilities and infrastructure.

**Location:** Plymouth, South Devon

**Hours:** 36 hours a week – flexible, working from home options available dependant on role.

### Roles available within:

- Civil Engineering
- Mechanical Engineering
- Nuclear Process Engineering
- Mechanical Handling
- Design and Safety Management
- Technical Authority
- Supporting and enabling Teams
- Electrical Engineering

We have a team dedicated to supporting a diverse range of engineering services. You'll be joining a skilled team that provides through-life support for submarines, surface ships and associated systems and equipment. This is your chance to work on nuclear and non-nuclear assets at one of the most complex engineering sites in the UK. Working as part of a diverse team, you'll benefit from expert support as you take a vital Royal Navy facility into the future.

### What our Teams say it is like to work here?

*Great working environment and really interesting engineering projects to solve*

*I enjoy working with such a diverse group of engineering professionals*

*Working flexibly in Plymouth, means I can enjoy the sea and the moors*

Living on the South Devon Coast, you can explore unspoilt countryside, vibrant market towns and beautiful sandy beaches. It's an unbeatable lifestyle that's got something for everyone. Whether you like surfing, exploring historic sites, sampling fresh local food or long coastal walks, you'll find South Devon lives up to its promise.

Visit: [jobs.babcockinternational.com](https://jobs.babcockinternational.com) and Search: #FacilitiesEngineering and #ElectricalEngineers

Remember to sign up for job alerts at [jobs.babcockinternational.com](https://jobs.babcockinternational.com) and be the first to know when unbeatable opportunities arise.



# New Horizons for Service Leavers

We work with organisations for whom safety, reliability and security are critical and where digital technologies underpin innovation and competitiveness. With over 250 core consultants in our Space & Defence team, we provide a comprehensive range of services to enable defence capability, optimise operations, ensure compliance and stimulate R&D. Our customers value the strength and depth of our expertise, covering everything from service design and support, safety, training, and human factors through to cyber, electromagnetic compatibility testing, legislative compliance and data science. With over 70% of our Space & Defence team coming from military backgrounds, RINA is committed to providing service leavers with a smooth, assisted transition into corporate employment, where they can continue to make the most of the skills acquired during their military careers. We signed the UK Armed Forces Covenant at the end of 2018 and have been certified with the Gold Award under the government Employer Recognition Scheme. Highlighting our success, RINA team members have been finalists for 2 years in a row at the UK Ex-Forces in Business Awards.

[rina.org](https://www.rina.org)

"Every day is different, interesting, satisfying and rewarding. For anyone considering a move from the military, I can highly recommend it - as a member of the Armed Forces Employer Recognition Scheme, RINA offers service leavers a real opportunity to transfer their existing skills and experience, and to grow and develop as a professional in a new and fulfilling career."

*Daisy Mundy*

Principal Consultant & Ex-Forces in Business Awards Finalist, 2021



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## Careers for ex-forces personnel



Serco offers a broad range of career opportunities for ex-forces personnel at home and abroad in areas such as defence, healthcare, justice, local government and transport.



With more than 2,400 ex-service personnel working for us we understand what you need to build a successful second career.



Serco strongly supports the Armed Forces Covenant and places a high value on the contribution ex-service personnel can bring to our business and customers.



## We value your military experience

At Serco we have long recognised the value that ex-service personnel can bring to our business including a can-do attitude, excellent project management, strong leadership and effective communication skills. This is why we employ more than 2,400 people with military backgrounds within our UK businesses.

We were one of the first companies to publicly commit to the Armed Forces Covenant, launched by the Armed Forces Minister in 2013. The aim of this is to ensure that no member of the Armed Forces community should face disadvantage in the position of public and commercial services compared to any other citizen. We are also committed to actively promoting reservists by supporting their annual training commitments and their deployment on operations where appropriate.

## We understand the support you need to start a second career

Having helped thousands of people make the successful transition from a life in the forces we understand it is not just about finding the right environment and role but having a network of people around you who have also made the transition and are here to help. At Serco you will never be short of support. We also invest in our people so they are equipped with the skills and tools they need to be successful now and in the future.

## The breadth of our markets can open opportunities

As our services range from operating railways and airbases to running prisons, hospitals and leisure centres across the globe, we need adaptable people who are quick to learn and have a diverse set of skills and capabilities. Armed Forces' veterans usually have all this and there are significant opportunities to progress into parts of the business that you may never have considered.

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"I didn't really have any formal transferable qualifications from my service however I did know that I wanted to utilise the values, work ethos and team understanding that I had developed whilst in the services. Through a culture of support and coaching I quickly progressed to the position of Custody Officer and on to the position of Unit Manager. Through further investment by Serco in my personal and professional development I was promoted into a Senior Managerial position."

**Steve Lowe**

From 1st Battalion Green Howards to Senior Operations Manager at HMP & YOI Doncaster

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"The transition from services to civilian life has been challenging at points. However, with Serco I have found support, as well as opportunities that have challenged me in completely different ways".

**Will Pickering**

From Air Force pilot to Serco Fast Track

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If you would like to apply, please contact our recruitment team on 0345 010 4000 or visit [www.serco.com/uk/careers](http://www.serco.com/uk/careers)

**serco**

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## PORTICO IS A GREAT PLACE TO WORK!

Every team member has access to the very best coaching, encouragement, support and training so you can flourish and reach your full potential. Like all Portico people, you'll have your own structured personal development plan to help shape and achieve your career aspirations.

*You might have gathered by now that we're all about people.*  
**LIKE TO SPEAK WITH OUR TEAM? EMAIL: [RECRUITMENT@PORTICO.CO.UK](mailto:RECRUITMENT@PORTICO.CO.UK)**

# *Matt Nelson*

## *from Royal Marines training to Cyber Security.*

My story heavily revolves around four key points. Not being good enough, not being worthy, not deserving of X (whatever X maybe). Also, that I am not a veteran of the military.

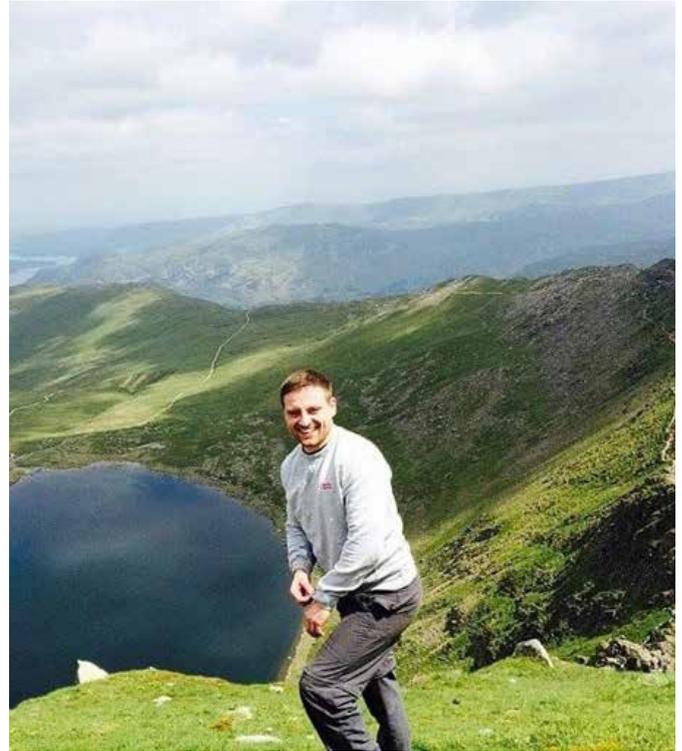
A quick flick back in time. I lost my mum to a car accident when I was six years old. Growing up, my dad remarried just before my mum passed away and the woman in question was emotionally and physically abusive to me through the ages of 5 to 16. I would say at the time I did not know any different and thought this was how a child was raised.

The urge to join the military started from around the age of three. I had plastic guns, action men and loved the camo clothing as you would do as a child. When I turned 16, I originally went to the army careers office with my dad, but he wouldn't sign the papers to let me join up. We have never spoken about this but I believe it's because of my mum's death and him not wanting to lose someone else.

Fast forward to when I was 22. I wanted to join the Royal Marines due to watching hours upon hours of YouTube films and reading books regarding the Marines and I was filled with excitement, drive, and curiosity to go and explore what it was to be a Marine.

A tough process ensued and it's fair to say I battled harder than most to get my boots issued after my Pre-Royal Marines course in February 2011. 3x Royal Marine Acquaint days (RMAD) and 2x Pre-Royal Marine course (PRMC), over 1500 miles of running, countless gym sessions, total warrior courses and training in my garage at home to be fit enough to pass selection. Never in my life have I wanted something so much.

In week 10 of training, everything was going great until, on a particular exercise, I fell over with 100lbs of kit on. My ankle started throbbing immediately but it was never going to stop me. I got through the next seven weeks of training and passed phase one. I was getting stronger, fitter, more mature and becoming the marine that I dreamt of as a younger man. I left Lympstone with a chest infection on Christmas leave in 2012. I went for a run the day I got back with a friend thinking nothing of it. Two days later the chest infection had jumped to my heart and I could not breathe or move. I was in incredible pain and after a conversation with NHS I was rushed in an ambulance to Leeds general infirmary as they thought I was having a heart attack. After a small angiogram surgery they told me I had pericarditis. My dad was worried I was going to pass away but I was worried that I would not be able to return to training the following week.



Back in training, I wrestled with the idea of telling my sergeant and training team and in the end, I told them. I was medically downgraded and placed into Hunter Company to recoup with a view to rejoining another troop once I was better. Two months went by and I was doing five pullups and then I had to rest because I had exceeded my heart rate monitor. Finally I was ready to progress, however during my last test and about to return to mainstream training, my ankle went again. Nine months after that and after x-rays, MRIs and ultrasounds which showed nothing, I was still struggling. Eventually I saw a Surgeon and he agreed, after consultations, to operate.

When sick leave was over and I was out of the cast for an hour, I went straight to running. I believed still that the end of Hunter Company was in sight. I smashed through Alpha and Bravo testing and went into Charlie testing where weight once again was added. The first Yomp was safety weight of 40lbs. I had more like 50lbs. I don't know why, probably just me trying to push it. 4 miles in I was at the front, loving life feeling great and feeling strong. 5 miles in my leg started to hurt and after around 6 miles I was in agony. It was the first time I cried through the pain. Kit was taken off me and for the first time I had failed something. I did not finish in the allotted time and I knew then that I would not be able to complete training as much as my mind wanted it.

I made a decision there and then that no amount of time would help me carry 50lbs let alone the 150-200lbs I would need to lug around on future exercises and potentially in combat. If my ankle snapped again what would the quality of life be? The sergeant and corporals were really supportive and were going to allow me the time to heal some more. I took the stand that this was it for me, my dream had ended.

With no Plan B, I decided I would go back to university and finish my Law degree which I received with a first class award. I've put this down to the 'marine' mentality. The experience of the Marines changed me as a person and helped me to achieve what I thought I could not.



Forwarding on to 2020 and I was in the motor trade selling brand-new Ford cars. Even though I was really good at my job, I felt lost, felt like I didn't have a purpose. I was struggling with the four points at the top of this story. COVID-19 happened and exacerbated things. It gave me more time to think and overthink and I became negative and more isolated. Returning to work in June 2020 things were not quite right, although I was selling and leading the sales figures. I was driving to work thinking about driving my car into a wall or railings. This happened daily until October 2020. It is easy to look back now and see how I was clearly struggling but had the ability to mask what I was feeling. I would wait in my car until I had to go into work, I would avoid talking to customers, avoid making phone calls and avoid talking to staff, keeping myself withdrawn and alone.

At the end of October, I was in a review and I told my bosses that I was struggling with my mental health. After this I spoke with the Motor trade Charity, BEN. I also sought help from my GP.

Through counselling, my counsellor made me realise that the four key points above are not true, but it's a gradual process to get myself to believe in the opposite. The first step was to contact the Royal Marine Association Charity (RMAC). This took me a few months. I thought I would be rejected because I had only completed 17 weeks of training, but this was not the case. I have since learnt that one day served gets a lifetime of help. I spoke with Paul, who was fantastic. He listened to me rant on for quite some time and then signposted me to other charities that could offer assistance as much as the RMAC could. I spoke with both Paul and Phil from SSAFA numerous times and they helped me think more positively and gave me the opportunity to figure out what I want to do, which was invaluable.

I had been off work for six months at this point and I had spent all my savings on paying bills, car, house etc. The RMAC gave me a monetary lifeline to help me stay afloat for the month of April 2021. I will be forever grateful for this. I would like to point out that I've been completely overwhelmed by the support offered by the RMAC, SSAFA and the White Ensign Association (WEA).

I would say, and this is no exaggeration, that if it was not for BEN, the help from my GP and the military charities, there is a good chance I would have done something drastic that could have resulted in me not being here today.

A special mention to Dom from WEA. I made contact with the WEA via the RMAC website. At this stage I understood that I wanted a career in Cyber and I wanted to utilise the employment arm of the WEA. What I received and still receive to this day is so much more than anticipated, expected and probably at the time thought I deserved. I was contacted by a gentleman called Dom, and the first few months we spoke regularly. I have been in contact with him for the last 8 to 10 months which has been fantastic. He has sat and listened to me vent about a lot of things, he has further strengthened the view that I am indeed a veteran, reinforced my worth and helped me grow my confidence again. Dom has been there throughout my applications to varying positions, listened to me speak, offered advice and always gives encouragement. From June 2021 I started a role at Lloyds Banking Group and I still keep in touch with Dom once a month to chew the fat. I looked for help from the WEA and found a friend. I feel very blessed to have reached out and to have met Dom.

If you are struggling, thinking similar things to what I have been, and I do still think of them sometimes, then pick up the phone or email the Royal Marines Association charity/WEA/SSAFA. I Had my life saved by these guys, cannot say fairer than that.

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- MICHAEL KELLY



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The opportunity to create is all around you. Whatever your level, whatever your role, whatever the project, you'll be able to take initiative here and get stuck in. Join our **Plant & Fleet** team based in Derby as a **General Operative Mobile Fitter** and shape something special.

## **Role Purpose:**

This role is predominantly site based supporting OHL (overhead line) operational projects at various sites throughout the UK.

When not supporting site, you will be based in Derby working in our large plant workshop. You will ensure that OHL large plant and specialist equipment is serviced and maintained and repaired to the required standards ensuring the client has maximum equipment availability.

To complete documentation correctly and submit in a timely manner, and carry out communal workshop duties as directed by the team leader

## ***What you'll be doing***

As a **General Operative Mobile Fitter**, you will:

- Report to and follow work instruction from the team leader/manager and/or liaise with and follow instruction from the site project team as required.
- Take responsibility for works conducted on our specialist overhead line large plant and equipment ensuring it is serviced and maintained in line with legislation and manufacturers requirements and agreed service level intervals.
- Work as part of a team and support and assist others in maintenance tasks as required.
- Carry out planned as well as reactive maintenance across a variety of plant and equipment.
- Have a proactive approach to tidiness and maintain clean and orderly work and work areas.
- Ensure that all work activities are compliant with the safety rules, health and safety legislation and environmental standards.
- Complete all documentation or electronic systems clearly and accurately and in a timely manner.
- Be responsible for booking out all spare parts used and requesting parts as and when required.
- Undertake relevant training to meet business requirements.
- Work regular paid weekday & weekend overtime as required.
- Conduct additional tasks as and when required within your capabilities.
- Ensure the customers' requirements are delivered including breakdown response in line with agreed SLAs.

## ***Who we're looking for?***

### **Personal Qualities and Experience:**

The following qualities/experience are essential:

- An ability to meet deadlines and work under pressure.
- Experience of working on a busy site environment.
- Ability to read and understand hydraulic schematics and wiring diagrams.
- Experience in the servicing and maintenance of large diesel driven plant including hydraulics and electrical system.
- To have completed a plant apprenticeship or hold recognised Mechanical/ electrical qualification.
- To be computer literate and able to use Microsoft Office.

- Ability to carry out fault finding and diagnostics on large diesel driven plant.
- Knowledge and understanding of Health and Safety requirements in the workplace.
- Hold a full UK driving licence.
- Ability to interact with others, work as a part of a team and be customer facing.
- Ability to communicate effectively with internal customers and clients in verbal and written form.
- Flexible approach to working hours and activities.

The following qualities/experience are desirable:

- Knowledge and experience in the maintenance of specialist large plant used in the overhead line industry.
- To hold a valid forklift and telehandler operator's certificate.
- Hold a welding qualification.
- A safety qualification (e.g., IOSH) is desirable or willingness to work towards one.
- To hold a EUSR SHEA power qualification.

## ***Why work for us***

Day in, day out, our teams deliver amazing projects in challenging conditions; developing, managing, and maintaining the vital infrastructure and public spaces that modern economies, societies, and communities rely on.

## ***About us***

Balfour Beatty Plant & Fleet Services provides whole life fleet management and plant & equipment hire solutions to the Balfour Beatty Group.

Supplying over 8,000 cars, LCVs, and HGVs, as well as specialist plant and equipment, our teams have an intimate and up-to-date knowledge of the plant and fleet industry.

From specifying bespoke vehicles and equipment, to organising lease agreements, mobilising new contracts, and delivering driver risk training, Plant & Fleet supports Balfour Beattys projects across the UK with an industry leading fleet of Zero Harm and sustainably specified equipment. This allows Balfour Beattys contract teams to focus on what they do best successfully delivering essential infrastructure projects.

At Balfour Beatty we are committed to creating a diverse workforce and an inclusive culture where everyone can be themselves and reach their full potential, not only because this is the right thing to do, but because it makes us a better business. To ensure we deliver on this commitment, we have a UK Diversity and Inclusion Action Plan which sets out the wide range of targeted, proactive, measurable steps we are taking to make this a reality. You can read our UK Diversity and Inclusion Action Plan in full at [www.balfourbeatty.com/value\\_everyone](http://www.balfourbeatty.com/value_everyone)

To help and support us with our desired commitment to create an inclusive culture we are members of WISE, enei, Business Disability Forum and Women into Construction. In 2020, we signed the Audeliss and Involve Open Letter to demonstrate our commitment to taking key long term and sustainable actions on Black Inclusion. Balfour Beatty is also a Gold Award holder in the Ministry of Defence 'Employer Recognition Scheme' and actively encourage applications from Armed Forces personnel, veterans, and reservists.

As a Disability Confident Employer, we are committed to working with people who have disabilities and long-term health conditions to remove barriers for them in obtaining employment. We are also committed to offering applicants with a disability an interview if they meet the minimum requirements for the role.

Further information on Disability Confident can be found at: <https://disabilityconfident.campaign.gov.uk/>

## ***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 Officer and Regional Manager London, West and Wales -

***Captain John Lavery MVO Royal Navy***

Company Secretary and Regional Manager South and East -

***Mr David Scholey***

Regional Manager South West and Scotland -

***Mr Martin Small***

Director Employment and Finance -

***Major Dom Hill***

Administrative & Digital Support Manager –

***Miss Marina Maher***

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