

# newsletter

## *Welcome to the 19th Edition of The White Ensign Association's Newsletter*



**Stuart Wright**  
**Chief Executive**

I am delighted to write my first contribution to a White Ensign Association newsletter having recently joined as its new Chief Executive Officer. After completing 35 years of service in the Royal Navy – and where on earth did that time go?! – I am thrilled, honoured and privileged to continue serving under the White Ensign in this new role, as part of the wider naval family.

So what are my first impressions? Firstly, I am very fortunate to have an incredibly dedicated, enthusiastic and highly professional team working with me. Secondly, it has become immediately obvious to me that there is a continuing, consistent and compelling need among the serving and veteran community for the valuable service that the White Ensign Association provides. Whether out on the road with the other Regional Managers, dealing with beneficiaries in my own right or seeing our Director of Employment at work, it has become abundantly clear to me that the White Ensign Association has its own unique selling point: it provides a holistic, tailored and personal 1-2-1 service for both those who are serving and those who have served and nowhere is that more apparent than for those in transition from the Royal Navy and Royal Marines. We provide bespoke employment services, including assistance on CV writing and interview preparation and access to a network of

mentors and a jobs board with opportunities posted by over 65 company members. This is alongside guidance we provide on entitlements under the various Armed Forces Pension Schemes. We can also signpost beneficiaries to our experienced and ever helpful Panel of Professional Advisers who advise on mortgages, wealth management, tax, legal matters and much more besides. And we have a regular drumbeat of visits to Royal Navy and Royal Marine units across the length and breadth of the UK.

I should add that mine is not the only new face. Admiral Sir Mark Stanhope (pictured right: speaking at our recent event onboard HMS BELFAST) has just taken over from Lord Carlile as the Chair of our Council of Management and Adam Marchant-Wincott has joined us from another military charity, Mission Motorsport, to replace Dom Hill as Director of Employment and Finance. I would like to take this opportunity to pay tribute to Lord Carlile, Dom and my predecessor, John Lavery, for all that they have contributed to the White Ensign Association over recent years. In partnership with and thanks to the generous funding of a new post by the Royal Navy and Royal Marines Charity, we have also just employed a Compensation Advocacy and Support Officer, Mrs Leigh Rhodes. She is currently undergoing training, kindly provided by colleagues in the Royal Marines Charity, and should be open for business in the autumn.





Finally, last month we held a Supporters' Reception onboard HMS BELFAST (above) to mark the 50th anniversary of the White Ensign Association's offices moving onboard this iconic warship and London landmark (pictured right: battle ensign flying and signalling flags spell out 'WEA 50'). It was a timely and welcome opportunity to thank all those individuals, companies and other organisations who help us to deliver our well-received outputs to those who are serving, have served or are from the families of those who have served under the White Ensign. And here's to the next 50 years of doing more of the same!



## WHAT DOES YOUR DREAM CAREER LOOK LIKE?



ST. JAMES'S PLACE  
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**Earnings** – I want to earn much more   
**Variety** – No two days are the same   
**Purpose** – Genuinely helping people

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**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



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## *A Fond Farewell from the outgoing Director of Employment & Finance at the WEA...*



It seems like only yesterday that I was madly preparing for my interview for the post of Director of Employment Services with the WEA. Sitting in a café before my interview, I was cramming all the things I thought I knew about the Royal Navy (very little) and the Royal Marines (even less) determined that this ‘Pongo’ was going to impress the relatively new CEO, Captain John Lavery, and the stern-looking Admiral Sir Jonathon Band who were to be my interrogators for the next hour. Having left the Army two years earlier, after a 25-year career, I had spent the time between developing a welfare strategy for the Parachute Regiment charity. This meant I was well versed in helping those with injuries get into work, but less so with those leaving the Service by choice.

That successful first interview led to seven and half years of working with a fantastic team, for a wonderful and truly unique organisation, on behalf of an equally fabulous community. The WEA, Royal Navy and wider naval community have been brilliant to work with and I have met some great people and some notable characters along the way. My remit on arrival was to create and develop an employment services model that would be accessible to everyone, regardless of rank or specialism, whether in dark blue or green, and this is what, together, we accomplished.

The WEA’s USP is its personal, one to one, in-depth contact with people, usually when they are at a point where they need it most. We try to avoid ‘1-hour slots’ where possible and just let conversations and meetings find their own course. Our approach is attractive to commercial companies who look to the Royal Navy for talent too. Over the past seven years, we have built relationships with well over 100 civilian employers and helped 941 Sailors and Royal Marines get themselves into work. On social media, our LinkedIN following has grown to almost 9.3K.

All good things come to an end though and, at the beginning of Spring, I decided that my time at the WEA needed to come to an end. It is all too easy, especially in military charity jobs, to hang on for too long and this is not good for the individual, the organisation or the beneficiary. I decided that the time was right for someone else to come into the job, with fresh ideas and creativity, so, with some sadness, I am stepping aside and leaving what I hope is an excellent legacy to my replacement, Adam Marchant-Wincott, who joins us from another Armed Forces charity.

There are way too many people to thank for making my time at the WEA so pleasurable and it would be impossible to name them all. The ones I do want to thank are the Association's Council of Management, who support the staff team so well, and the team itself, past and present, who have been amongst the best colleagues I have ever worked with. The final, and perhaps most important, thank you from me must go to our former President, Vice-Admiral Sir Donald Gosling, KCVO, KStJ, a man whose passion for all things Royal Navy and extraordinary generosity, allowed us at the WEA to provide an outstanding service to the people we help. Onwards.

*... and welcome to our new  
Director of Employment & Finance.*



***Adam Marchant-Wincott***

It's a real privilege to be appointed as Director Employment and Finance at the WEA, succeeding Dom Hill, and I would like to thank him for a thorough, detailed and wholly professional handover and wish him the best of luck in whatever future role he undertakes. I served in the British Army until 2010 and then worked in a range of industries in a self-employed and employed capacity, including financial services, project management in manufacturing and talent sourcing and recruitment, in the UK and in Germany. Since 2013 I have been intimately involved in many aspects of Forces transition, with a focus on re-training and employment, so hope to be able to bring a great deal of experience to my new role.



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All our roles, from motor vehicle technician to auto-electrician, are based in frontline services that protect the nation every day.

To achieve our purpose, we work together as one, according to shared principles – **be curious; be courageous; own and deliver; think: outcomes; collaborate; and be kind**. Whichever role and team you choose, you'll be part of something bigger, using your skills where and when they matter.

### Metropolitan Police Service (MPS)

Babcock supports the UK's largest police service, the Metropolitan Police Service (MPS). Serving more than eight million people across one of the world's most dynamic and diverse cities, the MPS keeps London safe for everyone. We service and maintain over 3,500 MPS vehicles from specialist workshops in Rainham, Park Royal and Woolwich.

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- HGV recovery driver (days)

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Drawing on 100 years of experience, our vehicle engineering team manufactures, converts and maintains a range of armoured vehicles. These products are delivered to customers worldwide, including the police, fire and ambulance services, civil service, and military.

- Auto-electrician
- Mechanical vehicle technician

### Defence equipment

Defence Equipment stores, maintains, repairs and overhauls military vehicles and equipment so the UK army is able to train and deploy. As well as providing engineering and support services to vehicles already in service, we carry out vehicle assembly integration and test new vehicles entering service.

- Vehicle mechanic
- Workshop supervisor (mechanical)
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# 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:**

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#### 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.

Military Talent.  
Ready for the future.

# A new voyage of discovery.

Iain's extensive career in the Royal Navy prepared him for his move into Barclays – where he found many similarities between his old career and his new one.



**Iain Buckle**  
Director, Data and Strategic Analytics, Barclays Payments

Military Talent: Part of AFTER.



**Iain Buckle**  
Director, Data and Strategic Analytics, Barclays Payments

Iain joined the Royal Navy straight from school at the age of 18. In a long and varied career, he trained as a weapons engineer, sailed around the Caribbean, spent three years with the US Navy in Virginia and, in his last sea job, took a brand new Destroyer from build to launch. His career then took him into Programme and Strategic Portfolio Management, and then into the MOD in Whitehall, where he worked on strategic planning projects and finally on information systems. It was in the MOD that he led a Business Transformation Programme migrating legacy IT systems.

*"Military people are often used to changing their role every two or three years. But when I joined this team it was still evolving, and has continued to do so. The pace of change at Barclays, and in my team, has meant I have all the challenge and variety I need in this one role alone, which is why I've stayed here. There's still plenty to achieve."*

In 2017, Iain was approached by Barclays following a Military Talent Scheme session aimed at identifying potential candidates for Programme Management roles. He joined the three-month internship programme, and it quickly became apparent that he was a good fit for a Director role in the Data and Strategic Analytics team at Barclays Payments – which is where he has built his career ever since.



Like many other ex-military personnel who join Barclays, Iain recognised how similar life at Barclays was to the latter part of his military career. Like the military, Barclays is a large and well-established organisation, with many controls and regulations that ensure we are accountable for doing the right thing, in the right way. And, like the military, we have constant challenges to overcome.



Iain has also been impressed by the way our Barclays Values align to the values he shared in the Navy. Barclays is a close team with the same goals, always trying to do things better, always looking out for each other. And with the same sense of ownership, responsibility and commitment that makes the military so effective. He knows that for an organisation like Barclays to succeed it takes shared values, but also a broad range of agile, adaptable, creative talent – which makes military people very suitable for roles here.



*"That final role was one that I recognised as giving me transferable skills. Barclays recognised this too, and gave me the opportunity to bring what I'd learned into the banking world."*



*"As a member of the military, you are facing adversaries who are ever-more innovative in their challenges to security. You must respond quickly and be equally, if not more innovative. There are lots of parallels with Barclays and the way we respond to the challenges from FinTech, cyber-security and upcoming market threats."*

*"In the military, you get used to going into unknown territory and getting the job done with very limited information. When you join Barclays, you are already prepared to deliver change when you don't have all the knowledge: you know you have to learn quickly, adapt to the environment and get results."*

Military Talent: Part of AFTER.



# J.P.Morgan



## J.P. Morgan Military Transition Programme

### HEAR FROM OUR ALUMNI

#### ANDREW, ASSOCIATE, TECHNOLOGY, GLASGOW

I left the Royal Navy after 18 years in late 2021 following a medical discharge. Leaving the Military after such a long time presents significant challenges; my personal challenge was the loss of identity, taking off that uniform for the final time and being apprehensive as to what career 2.0 was going to look like.

Post discharge, through networking I contacted The White Ensign Association. The Employment Support team provide an invaluable service, above and beyond any other resettlement group I interacted with. They helped me translate my CV from military to 'civvy' - helping me to define and promote my 'transferable' and 'softer' skills. More importantly they provided empathetic pastoral support from fellow Veterans, happily arranging calls sometimes outside of normal working hours - I honestly found this support invaluable in my journey.

Now continuing my journey as part of the Military and Athlete Transition Programme at J.P. Morgan, in a very short time, I have found the same sense of belonging and identity I did in the Military. The programme is bespoke and offers dedicated support to its members, reflective of the unique challenges of transition from the Military or Elite Sport. J.P. Morgan genuinely embodies many of the core values of the Military; dynamic, progressive, diverse, a strong sense of integrity, commitment and collaboration. J.P. Morgan is an engaging place to work daily, encouraging rounding and participation outside the normal scope of day job - I continually ask myself, why did I not do this sooner!

My best advice; network, network, network... then network... be authentic... look up, look out, be open to opportunities... embrace the change!

#### TEAGAN, ASSOCIATE, AUDIT, BOURNEMOUTH

I served 15 years in the Royal Navy Logistics Branch where I conducted a variety of roles covering functions such as Human Resources, Compliance, Audit, and Operational Logistics Support. My final role was within the Wildcat Maritime Force Headquarters at Royal Naval Air Station Yeovilton, Somerset. What I enjoyed most about being in the Royal Navy was the variety and constant challenges in a dynamic environment, no two days were ever the same! But most importantly, and similar to J.P. Morgan, I enjoyed working with motivated people in support of a common goal.

I chose J.P. Morgan because I wanted to pursue a challenging and rewarding career outside of the military with an organization that supports diversity in the workplace, but one where I would continuously be challenged in my role. It was important to me to have the opportunity to utilize my transferable skills which I'd developed throughout my military career, but also to continue developing new skills and knowledge. The events provided by the Military and Athlete Transition Programme were very comprehensive, I felt I got a true insight into the career opportunities and culture across the firm, and knew it would be a fit for me!

## Who we're looking for

We're looking service leavers and veterans from all services, ranks and backgrounds who are interested in joining our industry and our firm. We offer opportunities in a range of areas, including project management, risk, compliance, finance, operations, technology and business management. You'll make an impact on our business from the beginning by helping us solve real business challenges and taking responsibility for projects from beginning to end.

Our programme takes place in London, Bournemouth, Glasgow, Edinburgh, Dublin and Frankfurt, and is a six month paid placement that runs from February - July. It includes a 1 week orientation at the start of the programme that covers on-the-job skills training, soft skills sessions, networking, business overviews etc. You will also benefit from in-programme learning and development opportunities, a buddy and mentor, and support from the wider internal VETS network.

Ideally you should be in the resettlement/transition process or have been out of the military no more than 2 years and able to work full time from **February 2023**.

The J.P. Morgan Military Veterans Affairs (MVA) team will be hosting a series of insight events between July - September ahead of applications opening in September 2023 - please visit the [CTP events page](#) for more info, or scan the QR code below before 31st August 2022 to receive updates on upcoming events directly from the MVA team.



# *From Royal Marines Commando to J P Morgan*

## *My Transition from the Military to the Financial Services Sector*

*by Chris Kirk*

After serving just under 8 years in the Royal Marines I concluded that service life was no longer for me. It wasn't a decision that I made lightly, after all training is a long and arduous interview process with a unique and dynamic job at the end. It occurred to me that there would never be a job, nor a brotherhood quite like the Royal Marines, nevertheless the time had come to move on.

Whilst being based at CTCRM I approached the resettlement team there and ensured I understood my entitlement fully. Confident in my support from the team and the financial assistance I would receive through the ELCAS funding, I threw myself into the resettlement process. I attacked resettlement much like I tackled Commando Training – with vigour and zeal. However, I very quickly realised that optimism and enthusiasm would only take me so far. Understanding early that if I was to succeed in my transition from the RM, I would need help; securing this was the first step in my success. I reached out to the White Ensign Association, created a LinkedIn profile and sent messages to my friends on “civvie street” that I knew could support me. My LinkedIn profile initially bore

no fruit as my profile wasn't optimised, it was soaked in military jargon, and I hadn't the first clue how to make meaningful connections. My email to the WEA however had come up trumps and I found myself being mentored by Dom Hill (Director of Employment Services). His support was invaluable, together we began to explore the extensive opportunities available to service leavers.

I began to take advice from trusted friends and ex-service leavers who had been successful upon leaving the Military. One of my main drivers was to understand what I really wanted to do on the outside. This at first glance might seem obvious but the array of opportunities, sectors and job roles available is overwhelming. I realised that I had to draw from my experience in the RM - what I loved doing and more importantly what I hadn't enjoyed – this would allow me to start focussing my mind. My next port of call was to understand what I had to offer a future employer, where my own unique skills could add value and what I envisioned for myself. I toyed with a philosophy that I believe worked well for me - if we look at our jobs holistically there are 3 main pillars.





These pillars build the foundation of how our job influences our lives – money/remuneration, work-life balance and job satisfaction. My theory was that I had joined the Marines not for the salary or the lifestyle – I joined to belong to something bigger than myself, to serve and to achieve satisfaction from my sacrifice. I decided that I wanted to turn that theory on its head – often we are told “do what makes you happy”. Whilst this may appear to be sage advice, it’s much too narrow a view. Our “happiness” is holistic and the before mentioned pillars work together to create this. It occurred to me that perhaps if I placed lifestyle and salary at the forefront, job satisfaction would follow suit.

Armed with this newfound attitude I pursued roles in project management and financial services whilst also networking hard to gain a greater understanding of both these areas. A regular meet with Dom took place, to discuss how I was faring and coping with the stresses and strains of making a demanding change from the Military. We often downplay this change but consider that a lot of decisions are made for us during service and then we switch to having to make the calls. It was refreshing and exhilarating, which confirmed to me I had made the right decision.

I found that after 6 months of working hard I had hundreds of new connections, my LinkedIn profile was standing out and my CV was civilianised. This came at a cost, as I was beginning to flag and creeping dangerously close to burnout. I was

working my normal job in the Marines whilst also networking and studying late into the evenings and even spending time on weekends applying for roles and researching areas of interest. All this combined was beginning to affect my mood and my relationships with my loved ones.

Thankfully after some hugely helpful conversations with Dom and my partner I realised I needed to set better boundaries with myself. This really changed things for me – I viewed resettlement as a second job and treated it as such. I made sure to have time doing the things I loved and had weekends completely free from anything job search related. Then the real test came for me. I had passed an exceptionally arduous interview process and the job offer was on its way. Sadly, after weeks and what seemed like years - nothing materialised. This was crushing, as I had set my sights on this company. This was a harsh awakening to the civilian world, and it shocked me that despite a verbal offer and continual reassuring promises that the contract was coming – nothing materialised. This was alien to me as in the military when we say we’ll do something – we do it.

Dom was there to reassure me and help me continue down the path of applying for the J.P Morgan Military Transition Scheme – this had always been of huge interest to me and something I had applied for as soon as the process opened. I was absolutely overjoyed when I received the call from my Hiring Manager to tell me I would be starting on the scheme the last day in January. The previous experience melted away and I realised that I had landed exactly where I was meant to be. Dom said to me “High performing individuals gravitate to high performing organisations”. This stuck with me. I realised despite imposter syndrome sneaking in – he was completely right. I aligned with J.P Morgan’s values, the recruitment stream for the MTS was professional and I could tell instantly they are a firm that practices what they preach – much like myself. It’s so incredibly important to choose a company and team that align with your own values and standards. The future is bright, and I can’t wait to begin my new career with a superb employer



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# *Q&A with Robert (Bob) Gray – Managing Director, ESS Defence*

*ESS Defence, part of Compass Group UK & Ireland, provides foodservice and facilities management services at over 250 military establishments from Cornwall to the north of Scotland. Bob Gray has recently been appointed as the organisation's new Managing Director. We caught up with Bob to find out a bit about his career in the Royal Navy and his transition into industry.*

## ***Could you talk us through your career so far?***

I spent 24 years in the Royal Navy, serving as a Logistics Officer and a Naval Barrister, with my last role being Commander Logistics in HMS Ocean.

I wanted a second career and joined ESS in 2007 as a Contract Director, overseeing catering and support services at sites across Scotland. The business was a great fit for me – like the Royal Navy, it's a large, people-centred organisation and I knew first-hand the importance of soft services in facilitating effective military operations.

I probably didn't expect to stay quite as long as I have, but ESS has continued to provide me with fantastic opportunities! I've worked in business development, been promoted to Business Director for the first regional Soft FM contract and latterly the Hestia contract before taking on my new role as MD for our Defence business.



## ***Can you tell us about your transition into a civilian role and how your Naval service prepared you for this?***

I had to work hard to learn and gain experience of many elements of the commercial world. I was supported by great colleagues within ESS and the wider Compass businesses to help with the transition. I started with a great induction and advice and coaching was always freely available which quickly helped to build my capability, confidence and credibility.

My time in the Royal Navy equipped me for many aspects of the various roles I've undertaken since leaving. Skills such as working with people, decision-making, seeing the bigger picture, developing and executing plans and collaboration with varied stakeholders have all proved invaluable during my career with ESS. Of course, the fact that one of our principal clients is my ex-employer has provided valuable insight too!

### ***What are your aspirations for your new role?***

The hospitality industry is experiencing seismic change, with significant impacts in the UK labour market, ongoing supply chain interruptions and substantial inflationary pressure. My biggest challenges, and opportunities, will be in leading the business through this period.

We'll be continuing to embrace innovation, always looking at how we can do things differently to navigate the changing circumstances. Crucially, we'll be marketing ESS and the Defence sector as a great place to work by continually reviewing and enhancing our employee proposition to meet the needs of a multigenerational workforce.

We understand that the MOD is in a transformational period too, so we'll be ensuring we march in lockstep with our clients at central and establishment level.

### ***What opportunities are there for service leavers within ESS?***

It's a great time for service leavers to join our business! There are significant opportunities within ESS and the wider Compass business across a variety of roles and at all different levels. We have so many examples of people who've carved out successful careers in management, culinary and FM to name just a few examples. Whether people are looking for a job or a career, we have something that fits the bill!

**To find out more about working for ESS, please visit: <https://ess-compass.co.uk/join-our-team/>**

**ESS is part of Compass Group UK & Ireland – proud signatories of the Armed Forces Covenant, with Gold Employer Recognition Scheme accreditation.**





# EQUINIX

WHERE OPPORTUNITY CONNECTS

## *Who are we?*

Equinix is the world's digital infrastructure company™. We interconnect industry-leading organisations such as finance, manufacturing, retail, transportation, government, healthcare, and education across a digital-first world, helping the organisations you rely on stay connected, 24/7.

With 220+ data centres in offices around the globe, we have enjoyed 75+ consecutive quarters of growth while powering the world's digital leaders.

If you have aptitude, attitude, and potential, then Equinix has opportunities for you. Your military background brings a unique brand of dedication, skills, and team spirit, and we are committed to providing you with a smooth transition. Joining our operations team means that you will be at the forefront of all we do, maintaining critical facilities infrastructure as part of a close-knit team delivering best in class service to our data centre customers.

Diversity, inclusion, and belonging are fundamental to Equinix, and we grow our teams to reflect the communities in which we operate. If you are talented, have a great attitude and want to help drive success, we want to meet you!

## [Join our Talent Network today](#)

[Equinix: Creating Tomorrow Today](#)





Equinix takes pride in its connection networks, including VetConnect.

VetConnect is for service members, veterans, and their families and allies from all over the world. Its mission is to create a space for those with military ties to feel safe, belong and unite our resources for the continued empowerment and improvement through all functions, whether personally or professionally.

### Opportunities

We offer a wide range of careers from roles in Engineering, Operations, IT, HR, Marketing, Finance, Underwriting, Property, Claims and Customer Service to our Apprenticeships.

Equinix is extremely fortunate to have continued growing and hiring in the past 2 years, we have numerous opportunities in the UK and across continental Europe.

For our Operational Data Centre roles you can [Apply directly for Manchester](#) or [Slough](#) here.

One of our recent initiatives is the Career Transition Programme, training people with amazing transferable skills to make a sideways move into Data Centre.



## [What is the Career Transition Programme at Equinix?](#)

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“Thorntons and their staff were very efficient and competent when dealing with me. I cannot fault their commitment to customer service, especially during these troubled times with Covid. I have been helped every step of the way and much of my relief that the process is now concluded is due to the prompt actions and information given to me by Thorntons.

- KEN MCKENZIE



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# Barratt Transition Programme

Much like the rest of the world, 2021 was a year full of changes for Barratt Developments but one thing that hasn't changed is our continued passion for transitioning talented ex-Armed Forces personnel into a career in housebuilding. We recognise the special leadership and management capabilities of those from an Armed Forces background and are committed to offering opportunities based on their unique skills and experiences.



Last year saw us hit some incredible milestones on this journey, including recruiting over 170 ex-Armed Forces individuals into a variety of roles since 2015, and achieving the Armed Forces Covenant Gold Award in their Employer Recognition Scheme.

Our transition programme starts in September/October and provides all the training and support needed to embark on a career in Site Management. This includes:

- On-site learning to develop technical skills and industry knowledge
- NVQ Level 4 in Construction Site Supervision
- Developments modules covering everything from foundations to customer demonstrations
- Online learning to develop an understanding of best practice
- Matrix of Safety, Health and Environment (SHE) training
- Rotations in other departments
- Simulation Centre
- Connections with people who have been on a similar journey

At the end of the 12 month programme (if not before), we'd expect you to become a fully qualified Assistant Site Manager, taking on more responsibility. From there the future is yours. That could be continuing on-site, progressing to Site Management roles, enrolling onto Barratt's bespoke Degree Apprenticeship in partnership with Sheffield Hallam University and/or achieving industry renowned Pride in Job awards.

Working at Barratt is all about fulfilling ambitions, opening doors and creating a real sense of belonging. If this sounds great we would love to hear from you! You don't need any formal qualifications to join this programme. What really matters is that you're passionate about starting a career in construction. In return you will be rewarded with a competitive salary, pension, staff discount, flexible benefits and the opportunity to work for the country's largest and best known housebuilder.





David Thomas, CEO Barratt Developments and Major General Nick Cavanagh, signing the Armed Forces Covenant that declares Barratt Developments plc is an Armed Forces friendly organisation

Hear what our colleagues have to say...

**Victoria Grinnall, Barratt David Wilson, Trainee Assistant Site Manager**

*The Transition Programme is a really important way to connect those leaving the armed forces with civilian life. It has given me a fantastic opportunity to develop a career after leaving the military.*

*After driving tanks for a living, construction is completely new to me but there are many transferable skills that I can bring from my time in the armed forces. Being a team player and a great timekeeper are a couple of them – both of which are essential as I work with different suppliers, contractors and colleagues to build quality homes on time and to budget.*



*As the first female to drive tanks, I'm used to being part of an industry which is largely dominated by men. I'm very happy that companies like Barratt Homes are positively encouraging more women to join the business.*

**Deklan Hurst, Barratt, Senior Site Manager**

*I was a Royal Marines Commando for 7 years based in Plymouth, I specialised in Heavy Weapons Air Defence and I was also trained in Arctic warfare.*

*I was a bricklayer before joining the Marines and I have always taken an interest in construction. My favourite part of the site is the early stages of the build and the technical element of construction. I cannot express my gratitude enough for the subcontractors I am fortunate to work with, each of which is highly motivated and professional.*

*It is a credit to Barratt Developments' Armed Forces Transition Programme for me to win my first Pride in the Job Award. The transition has been really good, and I have recommended it to several of my friends already.*



Find out more or apply at [www.barrattcareers.co.uk/early-careers/armed-forces](http://www.barrattcareers.co.uk/early-careers/armed-forces)

## ***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 -

***Commodore Stuart Wright 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 -

***Mr Adam Marchant-Wincott***

Compensation Advocacy and Support Officer -

***Mrs Leigh Rhodes***

Administrative & Digital Support Manager -

***Miss Marina Maher***

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