

# newsletter

## *Welcome to the 17th Edition of The White Ensign Association's Newsletter*



Welcome to the Autumn edition of our newsletter. Like many organisations the WEA has spent the last few months adjusting to the emergence of the country and economy from the restrictions necessarily imposed during the COVID pandemic. Whilst normality, as we knew it before 2020, may never truly return, looking forward we, I would suggest, face an emerging and new daily routine that makes a few more demands on us individually and as employees, or employers, but also offers more flexibility and agility in the workspace – and more opportunity! With greater demands across the nation, for skilled individuals than has been seen for many years, those transitioning from the Royal Navy are facing a very buoyant jobs market with prospects abounding both in the familiar, in terms of environment or skills sets, or further afield by investing in transferrable skills and embracing a more adventurous or ambitious search. The articles and notices within this newsletter provide but a small sample of the employment choices available today and the guidance offered from those that have already navigated a safe passage to a rewarding second

career out of uniform. The Association is blessed with a constantly growing number of supportive industry partners, who realise the benefit of absorbing the sailor or marine into their workforce; and a network of veterans willing to generously share their knowledge and experience, and I urge anyone already within, or contemplating, their transition journey to take advantage of these positive attitudes and the assistance this charity and its generous supporters can offer.



**John Lavery**  
*Chief Executive*



Looking for a new challenge?

Connecting technical service leavers  
with high-performing companies

[www.arrowforth.com](http://www.arrowforth.com)



ST. JAMES'S PLACE  
ACADEMY

[www.sjp.co.uk/academy](http://www.sjp.co.uk/academy)

## CHANGE YOUR CAREER... NOT YOUR SKILLS

Leadership. Discipline. Communication.

The skills you acquired to become an officer or NCO within the Royal Navy or Royal Marines are shared by many of our Academy graduates. The St. James's Place Academy provides a two-year career change opportunity for outstanding military officers and NCOs, with no previous experience of delivering financial advice, to become qualified financial planners. Use your skills to build and manage your own successful financial planning and wealth management business or join one of our many established St. James's Place Practices as an Adviser. You will be backed by a FTSE 100 company and one of the UK's leading and most prestigious wealth management firms, St. James's Place Wealth Management.

To find out how we can help you take control of your future career,  
email [sjpacademyuk@sjp.co.uk](mailto:sjpacademyuk@sjp.co.uk) or visit [www.sjp.co.uk/academy](http://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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# EQUINIX

WHERE OPPORTUNITY CONNECTS

## About Equinix

When we started back in the 80s, getting insurance was a long, complicated business. You had to go through a broker and it was all a bit of a pain. So, we decided it should be easier, by offering insurance over the phone. That's how we started the direct insurance revolution – and with strong values, distinctive brands and great people, we're still leading the way today. Now, we're home to some of the nation's best-known brands, including Direct Line, Churchill, Privilege, Green Flag and NIG. Our vision is a world where insurance is personal, inclusive and a force for good. We help people carry on with their lives, giving them peace of mind now and in the future. We do that by providing amazing, evolving products and services that are just what people need. And amazing, evolving careers for people like you!

Equinix is the world's digital infrastructure company, operating 200+ data centers across the globe and providing interconnections to all the key clouds and networks. Businesses need one place to simplify and bring together fragmented, complex infrastructure that spans private and public cloud environments. Our global platform allows customers to place infrastructure wherever they need it and connect it to everything they need to succeed.

We hire hardworking people who thrive on solving challenging problems and give them opportunities to hone new skills, and try new approaches. 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 want to grow our teams to reflect the communities in which we operate. By partnering with White Ensign we are excited to engage with talented veterans and their families who bring a wealth of skills and abilities and wish to transfer them into the data centre sector. We aim to support the transition to a very different way of living and working with support systems in place, including a global Veterans Network and a buddy system to support your career change from the outset.

[Join Our Talent Network Today](#)

You can find out more about what we do in this video:



## Opportunities

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

Equinix is extremely fortunate to have continued growing and hiring in the past year, and we have numerous opportunities in our UK office across sales, finance, engineering and operations.

In response to the pandemic, we have launched our Career Transition Programme, training people in Covid affected industries to make a sideways move into a Data Centre career.

In the UK, we have **numerous opportunities in Manchester**, at our brand new data centre.

You can [apply directly to the Manchester program here](#).

Learn more about the Career Transition Program & [apply here](#):





## Your journey starts here



**Use your world class skills to shape the future of marine engineering globally.**

We have been appointed to deliver five state-of-the-art Type 31 Frigates that will transform the capability of the Royal Navy. Now we need you to help us build on that success to expand our complex shipbuilding programmes worldwide.

You'll use your skills on vessels ranging from fast attack craft right up to aircraft carriers and be part of our highly skilled and committed team of over 700 engineers and designers.

Visit <https://jobs.babcockinternational.com/> and Search **#AH140e** to see the opportunities for ambitious people in Bristol, Rosyth or Plymouth. It's an exciting time for Babcock and an extraordinary opportunity for you.

### **We need experienced:**

- Principal Marine/Mechanical Engineer
- Senior Marine/Mechanical
- Mechanical Design Engineer
- Principal Naval Architect
- Senior Naval Architect
- Naval Architect
- Principal Marine Structures Engineer
- Senior Marine Structures Engineer
- Principal Safety and Environmental Engineer
- Senior Naval Architect – Transversals

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.



HOLT'S  
MILITARY  
BANKING

# Holt's Military Banking

Wherever you serve, we serve.



HOLT'S  
MILITARY  
BANKING

Holt's Military Banking is dedicated to providing Banking Services to Regulars, Reserves, Veterans, and their families as well as Military Business Banking for all services. Holt's Military Banking is powered by the NatWest group. As the only UK Military Bank, we have an understanding that you require to do banking a little differently, and we provide you with access to a dedicated member of staff, whom you can talk to whenever you need to.

## Our Team and Our Services

Our team consists of Veterans, Reservists, Spouses of those currently serving and Banking experts ready to help you to navigate and reach your financial goals when planning for the future. We know that you live busy and demanding lives and want to ensure that your hard earned cash works best for you. We will offer financial guidance and education to all ranks and ratings, either remotely or face to face dependant on your location.

Our Holt's Personal Banking team will look after you throughout life's journey; from the time you sign up; support throughout your working life; and into retirement. When you reach the rank of Petty Officer/Sergeant you are then eligible to have a dedicated Relationship Manager who will conduct Annual Financial Health checks with you to ensure that you are making the most of your money.

We have a dedicated Business team who support and look after the Non Public funds for all Units, Military Associations, Military Museums, and Trusts. We understand that you will have regular changes of signature, sometimes whilst on deployment, and that you do not necessarily meet the criteria required by other banks. Holt's are able to do things slightly differently whilst always keeping you and the funds that you are entrusted to look after safe and secure.

Wherever You Serve We Serve.

For more information visit our Website [www.holtsmilitarybanking.co.uk](http://www.holtsmilitarybanking.co.uk)



**ATKINS**  
Member of the SNC-Lavalin Group

# ARE WE IN YOUR SIGHTS?



Through our Partnering with Armed Forces Programme we enable the very best opportunities for ex-military, reservists and the wider Armed Forces community across engineering, design and project management

**For more information:**  
[atkinglobal.com/armedforces](https://atkinglobal.com/armedforces) or [snclavalin.com](https://snclavalin.com)

Contact us at: [ArmedForces@atkinglobal.com](mailto:ArmedForces@atkinglobal.com)





**ATKINS**  
Member of the SNC-Lavalin Group

# WE'RE READY TO SUPPORT YOU



Giving back via our Partnering with  
Armed Forces Programme.  
Supporting our veterans, reservists, Armed  
Forces advocates, community and charities

**For more information:**  
[atkinsglobal.com/armedforces](https://atkinsglobal.com/armedforces) or [snclavalin.com](https://snclavalin.com)

Contact us at: [ArmedForces@atkinsglobal.com](mailto:ArmedForces@atkinsglobal.com)

Proudly working with



# Invested in training |

Specialists in adaptable learning solutions



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

In partnership with key suppliers we will ensure the Royal Navy offers best-in-class training to servicemen and women by accelerating the use of new technology, processes and learning solutions, aligning with the Royal Navy's transformation agenda.

Raytheon UK has committed 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 programme Raytheon UK & Raytheon Professional services continue to recruit, hire and grow our capability to deliver on these long term objectives for the customer. Our current vacancies for this new programme include;

- 180776BR - Technical Lead / CTO (Training Solutions)
- 181720BR - Learning Solutions Architect
- 181721BR - Learning Solutions Analyst
- 182381BR - Senior Training Designer
- 180378BR - Training Designer
- 182381BR - Senior Media Developer
- 179279BR - Media Developer
- 179243BR - Senior Web Developer
- 175925BR - Senior Instructional Designer
- 175924BR - Instructional Designer

These vacancies offer the opportunity to work on a fantastic long term programme where you can really make a difference. With competitive salaries and benefits available, with real career growth and development opportunity.

## How to Apply:

To apply please visit: [www.raytheon.com/uk](http://www.raytheon.com/uk) and select the "Careers" to view latest opportunities. You can then use the Req. ID reference in the search bar to take you to the specific vacancy.

For further information, or to request a discreet discussion with a member of our team please email: [recruitment@raytheon.co.uk](mailto:recruitment@raytheon.co.uk)





**amazon**

THURSDAY 4TH NOVEMBER, 12:00PM-1:30PM GMT

Virtual Event:

# Military in Operations - UK & Ireland

Do you love to build, to invent, to pioneer on a high performance team that's passionate about operational excellence - then Amazon is the right place for you!

This virtual event will be a chance for you to discover Amazon Operations environment, our culture and job opportunities!

[Register Now](#)



# 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.

# Transition – A Holistic Process

*Some of the basics those considering leaving the Service should think about in the early stages*

*Dom Hill – Director of Employment and Finance  
at the White Ensign Association*

When we start to think about leaving the Armed Forces, for many of us the focus is instinctively centred around what we will do for employment when that time comes. We are offered career counselling, some funding for courses and perhaps the chance to conduct a work experience attachment with a civilian company. Whilst this is correct, as employment underpins much of our life both inside and outside the military community, quite often people approach employment independently of other factors in their lives and, also quite often, this can be a major contributor to limited success once we have left. Our transition should be planned with a holistic approach, where our employment choices fit comfortably and work with other elements, such as family, finances, geographical location and with some thought given to the longer term, in respect of ourselves and the sectors in which we would like to enter on leaving. Here are some of the factors that should be considered with equal weighting when planning the transition journey.



**Family** – Where are you planning to live when you leave? If you are single and/or geographically flexible, this isn't so important but if you have a family, their wants and needs have to make part of the plan. A family discussion about location should be had before any decision is made about employment, because what you want to do for work may conflict directly with where your family wants to live. If the two are in separate places – for example you want to work in offshore renewables but your family wants to

be in a place that is far inland, you may have to commute, and if separation is one of the reasons you have decided to leave, you could end up in a similar situation, possibly with less money and support than the military provides.

**Finances and Location.** When you have decided where you want to live, you then need to conduct some basic research into the local job market there. Is there any demand for what you want to do? Is the market flooded already, and is it full of people with more experience than you? This element is less important if you wish to do something where this a need almost everywhere, such as Project Management or Driving, but it still matters if the place already has enough of each. A really simple but effective way of researching this is to go onto the big online jobs websites, tap in what it is that you want to do and where. If there are scores of vacancies you know that there is a demand. If there are only one or two you can work out that there is less demand. This exercise will also allow you to assess what sort of money you might earn in your chosen area, as this can vary significantly around the country – and you need to make sure that what you are going to do for work not only provides job satisfaction but also means you can afford your mortgage or rent! If any of this doesn't fit, then you need to think about changing your choices for either location or employment.



The Longer Term. It is always worth thinking ahead and having an honest conversation with yourself before committing to any training, spending any money or deciding on a location. This needs to be done in two parts – first, yourself. If you are leaving to do a physically demanding job, such as a Plumber, or Wind Turbine Technician, or Driver, then think ahead. You may be ok now, at 30, 40 or even 50, but will you remain so, ten years from now? Be sure that you can do the job you have chosen both now and in the future. Second, your chosen job. Industries change continuously, nothing remains the same and you need to be sure that your



job choice is future proof. Automation and Artificial Intelligence is going to revolutionise the labour market and make many jobs obsolete in their current form. Climate change will (is already) also have a huge impact. An example of that is in the automotive industry – if you would love to be a Vehicle Technician, would you be better to train on new technologies such as electric and hydrogen power trains, than the fossil fuel driven vehicles of today? If you choose the latter, you may not be in the role very long. Do your research, think about the impacts of emerging and future technologies, global issues such as climate change and geopolitical issues such as trading and the UK in post-Brexit world.

All these elements of transition represent both potential dangers and opportunities – the trick is to try to gain an understanding of them and their impact on you and your chosen job field, and then get ahead of the game. If you consider your transition as a mix of different elements that all need to come together as one, you can make an informed choice, go forward with confidence and Maximise your chances of a successful move into civvy street, both now and in the future.

The White Ensign Association offers a range of advice for those transitioning, including a comprehensive range of Employment Services. Please visit our website [www.whiteensign.co.uk](http://www.whiteensign.co.uk) for more information, or contact Dom Hill at [Dom.hill@whiteensign.co.uk](mailto:Dom.hill@whiteensign.co.uk)



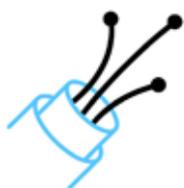
# Ex-military? Good. We've got a job for you.



**Determination. Teamwork. The ability to thrive in fast-paced and quickly-changing environments.**

The qualities you develop in the military are highly valued at G.Network. So, if you're a military leaver looking for a job in London, fibre could be your next move.

Apply directly to any of our live jobs if you have experience, or use your **Enhanced Learning Credits** to train in fibre and apply to our Fibre Specialist Reskillship programme under our **Military Leavers Guaranteed Interview Scheme**.



## Fibre is the future.

Make no mistake - fibre is the future. The cables we're laying deliver internet miles faster than the London average. That's a big deal.

With a career in fibre, you'll be at the forefront of a change that stands to reshape the way that Londoners live and work.



## We've got big plans for you.

If you've got the ambition, we'll supply the training you need to succeed.

From external courses to our own state-of-the-art Fibre Academy, we're here to help you achieve your best.



## Your skills are in demand.

The skills you learned in the military are in high demand here. From tenacity to teamwork, you've already got the mindset we're looking for.

So, if you're the kind of individual who can adapt quickly to solve problems on the go, we want to hear from you.



## And we've got your back.

The transition from military to civilian life can be challenging - and we want to help.

That's why we operate the Service Leavers' Group, a place to connect with colleagues who've successfully transitioned from the military to the G.Network team.



## Liam Connor, Head of Field Engineering at G.Network.

"After serving 7 successful years in the Army with the Bomb Disposal Regiment in the Royal Engineers, I made the decision that I was ready to start my civilian life. I used my resettlement package to retrain into telecoms."

"Working at G.Network gives me a great sense of achievement. We're building a network in London that will make a huge difference. I work with a brilliant team of specialists with all levels of experience and from different backgrounds with great stories and knowledge to share."

**G.Network**  
100% FIBRE CONNECTIVITY

REBUILDING  
LONDON'S  
BROADBAND  
FROM THE  
FIBRE UP

# Join our Fibre Specialist Reskillship programme and build new skills for the future.

If you've got a great work ethic, a full driver's licence, no problems working at height and in confined spaces, a willingness to learn new things - and to work outside in the great British weather - we'll handle the rest. You'll receive full training and the support you need to achieve your potential.

You'll benefit from training at our state-of-the-art Fibre Academy and clear, structured career development opportunities within a fast-growing organisation.

Plus, if you're applying for a Fibre Specialist Reskillship and you've already completed your [CNCFibre](#) and [COPT](#) courses with [CNet training](#), as an ex-military job seeker, you'll be guaranteed an interview with us.

## Join us and rebuild London's broadband from the fibre up.



Build an exciting career in fibre.  
Browse our vacancies now.

[Browse jobs](#)

## Interested, but not quite ready to join us?

Join our Talent Community to stay in touch.

We'll update you when new opportunities that match your skills become available.

[Register here](#)

**G.Network**  
100% FIBRE CONNECTIVITY

REBUILDING  
LONDON'S  
BROADBAND  
FROM THE  
FIBRE UP

# *Serco needs your military experience at RAF Brize Norton*

Here at Serco we have been awarded a contract to provide specialist support services at RAF base Brize Norton, the main operating base for the RAF's entire air transport and air-to-air refuelling fleets.

We've been working on site since 1997 delivering RAMP services, engineering, security, IT support services, photography and transport services. Under the new contract we'll be expanding on this and providing:

- Airfield services and additional engineering
- Fuels
- Logistics
- Cargo and Freight movements
- Fitness Instructors
- Administration



## ***Make a difference every day***

As well as allowing us to double the number of people we employ on site within this new contract, we're also pleased to be releasing a number of exciting new opportunities. With our ongoing relationship with the White Ensign Association we'd be especially keen to hear from members with experience in the following areas:



### ***Fuel and Lubricant Operatives***

Working alongside the RAF Fuels and Lubricants team, you will help to deliver a service that operates on a 24/7/365 basis and includes refuelling and defuelling tasks for all aircraft, fuels assurance and governance checks, and the undertaking of fuel movement.

### ***Survival Equipment Technician***

As a Survival Equipment Technician, you'll contribute enormously to the vital work carried out here by focusing on the maintenance, modification and rectification of life rafts and survival equipment.

### ***Vehicle and Equipment Technician***

Working alongside the Royal Air Force General Engineering Team, you will be hands on maintaining and repairing a wide range of vehicles and equipment, aircraft ground power sets, generators and aviation support equipment – both at the base and occasionally at other locations.



### ***Security Guard***

You will be responsible for maintaining a positive “Zero Harm” culture with reporting on all safety related occurrences, as well as maintaining the main gate register. You’ll also be responsible for providing a vehicle escort to visiting/delivery/ collection vehicles.



### ***Supply Support Operative***

As part of the Serco Supply Support team, you will work closely with RAF colleagues in delivering a supply chain management, stores, and delivery service to the base.

### ***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.

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.

If you are interested in joining the team at Brize Norton, or would like to know more about the career paths open to service leavers then email [Charles.Cowin@serco.com](mailto:Charles.Cowin@serco.com) or visit <https://www.serco.com/uk/careers/forces-leavers-reservists>





## **NO FUELS EXPERIENCE NECESSARY**

### **What we offer:**

- Competitive salary
- Industry leading training
- Excellent company benefits, including:
  - 28 days holiday
  - Competitive pension scheme
  - Life assurance
  - Cycle to work scheme

We currently have a number of fuel driver vacancies available across the UK.

Candidates do not need to have any fuels experience, an ADR or PDP, as full training will be given. Previous tanker experience is preferable, but not essential

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

**WHEN IT MATTERS**

# *Dean Fennell-Connell Wins British Ex-Forces in Business Award for Young Leader of the Year*

Finalists for the 2020 [British Ex-Forces in Business Awards](#), the world's largest celebration of military veterans in second careers, were celebrated in a glittering awards ceremony in London on June 23rd.

The Ex-Forces in Business Awards is the world's largest celebration of military veterans in second careers. The prestigious awards programme recognises the achievements of ex-military forces personnel who are now excelling in their business careers.



The awards provide a platform for showcasing business achievements of ex-military members, and recognising employers that support current and former members of the British Armed Forces. The thousands of servicemen and women who leave the Armed Forces each year create a rich pool of talent for employers, underpinned by skills and values that easily transfer into a wide spectrum of roles.

Fennell-Connell was selected from a record-breaking pool of 500 deserving nominees. He impressed the judges for rising quickly in his business career to become a sales director. His achievements have shown he is able to lead from the front and make things happen. Dean has held a number of different roles since leaving the service – excelling in them and being promoted with additional responsibilities over the course of a short period of time. He has consistently performed well in the challenging sales world, which can often seem alien to ex-military personnel, making him a great role model for what those who leave military service can achieve.

The 20 winners from this year's event offer a huge breadth of talent, as business leaders from organizations that include Conduent, Jaguar Land Rover, Morgan Stanley, Dell, Lloyds Banking Group, Serco, Stagecoach, Thales and Knight Frank.

Since 2018, the Ex-Forces in Business Awards has become a crucial initiative for promoting a positive U.K. narrative about veterans as great assets to employers across all sectors. The programme has increased the visibility of business role models after they leave military service.

Over 15,000 people leave the armed forces each year in the U.K. They offer skills and expertise to enhance non-military organisations. However, with only 18% of former military personnel saying it is easy to find the right organisation to meet their needs, it is clear more needs to be done. Conduent appreciates the military-gained attributes that help enable post-service success among employees such as Fennell-Connell. That's why Conduent continues to support this ongoing initiative and awards programme.

The annual Ex-Forces awards showcase the second-career achievements of nearly 300 veterans and reservists at ceremonies in London and Glasgow, Scotland. Last year's event was attended by more than 1,400 business leaders from over 450 employers.

[original article](#)

# IN THE MILITARY?



# YOU NEED US

## MILITARY MORTGAGE SPECIALISTS

"Yesterday I got the keys to my very own home. Thank you so much to Patrick James Solutions who has made the entire process stress free. I cannot recommend them enough. Patrick's knowledge of the Armed Forces Help to Buy was excellent and was a relief to be able to go through this process with his understanding of it. To all military personnel (or none military) if you're thinking of buying then please contact Patrick. I feel like I haven't lifted a finger, I didn't realise getting a mortgage was this easy. Thanks again"

A. Bentley

**Your home may be repossessed if you do not keep up repayments on your mortgage**

Patrick James  
Solutions



07854673000



hello@patrickjamesolutions.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.



[RAYTHEON.COM/UK/CAPABILITIES/RAYTHEON-IN-THE-UK/TRAINING-UK](https://www.raytheon.com/uk/capabilities/raytheon-in-the-uk/training-uk)

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## J.P. Morgan Military Transition Programme

HEAR FROM OUR ALUMNI

### ALISTAIR, ASSOCIATE, TECHNOLOGY, GLASGOW

Transitioning from a career in the Armed Forces is a daunting prospect. If you're like myself, someone who joined the Royal Marines at eighteen and was looking to exit after fifteen years, it's a big unknown. The Armed Forces is more than a job, it's your social life, your base location, your healthcare, even down to your choice of lunch. Your whole life revolves around it so it isn't a surprise that you might only know how to value your skills in the context of performing as a member of the Armed Forces. This was certainly true for me. Although many forces leavers have a preconceived civilian role and a strict transition plan I would say that being open to opportunities and having confidence in your ability to adapt is equally valid. The latter was certainly my own approach. This doesn't mean to say that these opportunities came to me, I had to be proactive and positive despite the global pandemic and many setbacks.

The greatest skill that I learnt on this journey was the ability to express my skills as an Armed Forces veteran to civilian employers. I did this by continually working on my CV and the articulation of my skills for interviews. You can't do this in isolation, you must seek feedback. I owe a great deal to the White Ensign Association, the Career Transition Program and my own network of friends and professional acquaintances that were willing to help me with this.

Few companies understand the value of Armed Forces veterans better than J.P. Morgan. The J.P. Morgan Military Transition Program is an amazing opportunity and one that I turned down permanent employment offers to attend. I couldn't believe that a bank as prestigious as J.P. Morgan was willing to pay me to learn on the job in an entirely new industry of financial technology for a minimum six months. An incredible opportunity and challenge but because I was confident in my ability to adapt, driven to give it my all and fantastically supported by the Veterans Business Resource Group and Veteran Transition Program Leaders I was lucky enough to be offered a permanent position as a Business Analyst with J.P. Morgan Research Technology after four months.

*In summary; be positive despite setbacks (we all get them), be proactive in evolving to civilian employment, utilize the fantastic support around you such as the White Ensign Association and seek out opportunities to be challenged and developed like the J.P. Morgan Military Transition Program.*

### TAEGAN, 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 Transition

Program (MTP) 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. 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 2022** to join the 2022 Military Transition Programme.

Applications are now open now

[click here](#)



**Qube learning**

UNLOCKING POTENTIAL



# UTILISE YOUR SKILLS!

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**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.**

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## WHAT ATTRACTS ROYAL MARINES PERSONNEL TO THE ST. JAMES'S PLACE ACADEMY?

The St. James's Place Academy provides an exciting opportunity for individuals to build a career in Financial Planning and Wealth Management. Our fully funded and supported two-year career change programme enables people from a wide range of career backgrounds to retrain to become qualified financial planners, enabling them to achieve their career goals. Whether that is to either run their own Financial Planning and Wealth Management business or become a Financial Adviser in one of our many successful St. James's Place Practices, we will help them.



The Academy has lots of success stories about ex-service men and women who've transitioned to a new career with us, using their previous valuable skills such as resilience and discipline, which are important attributes to have when starting your own business. Although many find a great deal of satisfaction during their naval career, leaving the services can present the challenge of not knowing how to adapt to working in civvy street, nor how skills and experiences will be recognised and valued outside of the military.

Our Academy provides an exciting opportunity for the right candidates to retrain for a new career as a qualified financial adviser, allowing them to provide a financially stable future for themselves and their families. Throughout the programme and after graduation from the Academy, there is full support from day one - a dedicated Mentor and Business Development Managers are with you every step of the way.

Making the leap from a Royal Marines officer to financial planner proved incredibly satisfying for, James Knight. Read about his transition to becoming a qualified financial planning and wealth management adviser with St. James's Place.

### **Why did you decide to leave the Marines and join the Academy?**

"I wanted a different lifestyle for my family. In the Marines, I was moving to a new house every two years and that meant relocating my family and changing schools for the children. I wanted them to be more settled and for me to have more control over my time. The Academy offered me the fantastic opportunity to receive the necessary training in order to qualify as a financial adviser in an environment that allowed me to adjust to my new chosen career."

### **What have been your highest and lowest points since joining the Academy?**

"For me, the high point was being able to spend time with people in a classroom and share ideas. I recognise the value of time spent together in a training environment and so this was valuable. I still regularly speak to my classmates to share ideas and get advice. A definite challenge was going back into the classroom and although I absolutely needed the time there, and I utilised it to best effect, it was tough going back into a learning environment. I prefer to learn on the job and completing the Academy was a great achievement for me."

### **What have you gained personally or professionally from the Academy?**

"Besides the wealth of financial knowledge, I have been very fortunate to work in a diverse environment with people from a wide range of backgrounds. I have also been able to do more of what I love outside of work including rugby, running and spending time with my kids. I have just set up a charity called 'House a Hero' where I aim to raise enough money to build a home for homeless veterans, so I will be taking part in various fundraising events to raise money for this cause, which I have found to be incredibly rewarding."

Train with a FTSE 100 company that values your ambition and drive – join us at the St. James's Place Academy.

Visit [www.sjp.co.uk/academy](http://www.sjp.co.uk/academy) for more information.

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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 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***

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