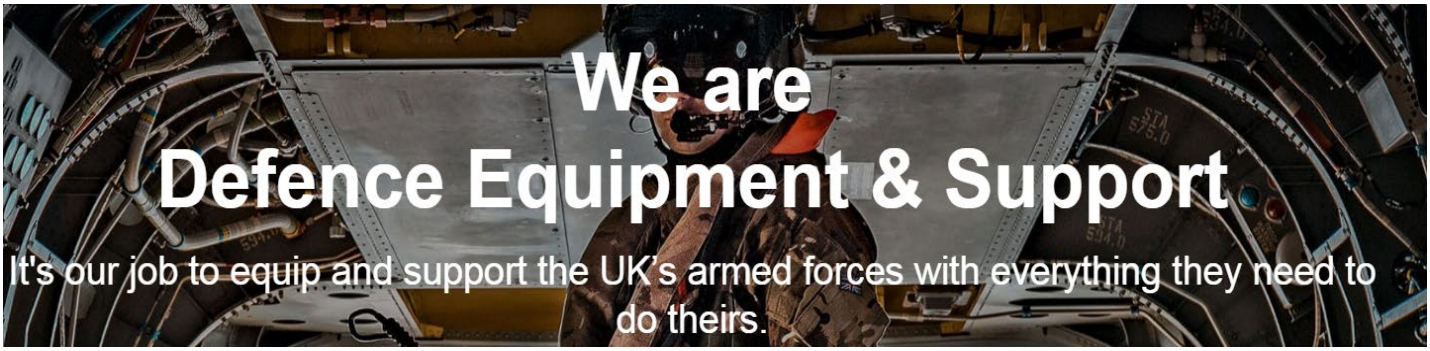


Who We Are & What We Do:

Defence Equipment and Support is a highly specialised part of the Ministry of Defence.

From the procurement of clothes to carriers, food to fighter jets, we ensure the Royal Navy, the British Army and the Royal Air Force have the equipment and support they need to carry out their duties effectively.

We also manage the recruitment for our sister organisation – the Submarine Delivery Agency.

Some quick facts:

- Over 11,500 talented civil servants, military personnel and private contractors employed across the business
- More than 150 locations around the world
- Operate with a budget of £178 billion over the next 10 years

At DE&S you can turn your job into a career. We offer unparalleled job security and a generous Civil Service benefits package (including flexible working and a market-leading pension scheme) and can help you build the work-life balance you want.

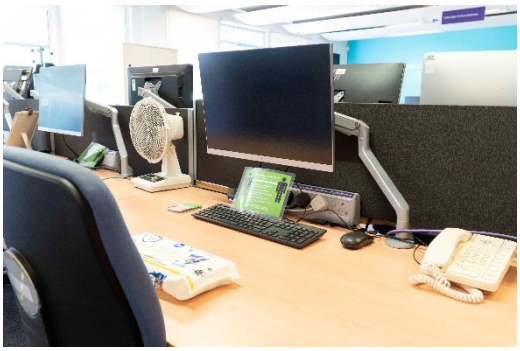
We are striving to create an inclusive environment where both our employees and our organisation can thrive. So, no matter who you are, where you come from, or how you think, we want to see you be the best that you can be – achieving your aspirations and reaching your full potential. We aim to harness the collective and complementary skills, knowledge and backgrounds of all our people – because it's your fresh ideas that enable us to make innovative business decisions.

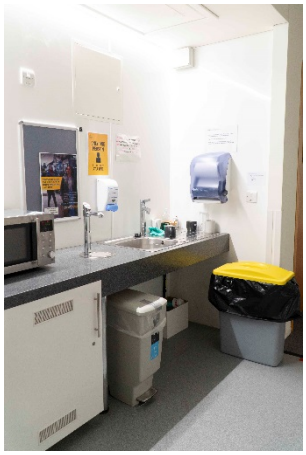
We run numerous diversity networks and initiatives across our organisation to support our inclusive culture. They're designed to meet the needs of all employees and are open to anyone who wants to join. Some examples of our networks include; Pride Network, Women's Network, Neuro Inclusivity Network, Race and Culture Network and more.

Headquarter Location: MOD Abbey Wood, Filton, Bristol, BS34 8HJ

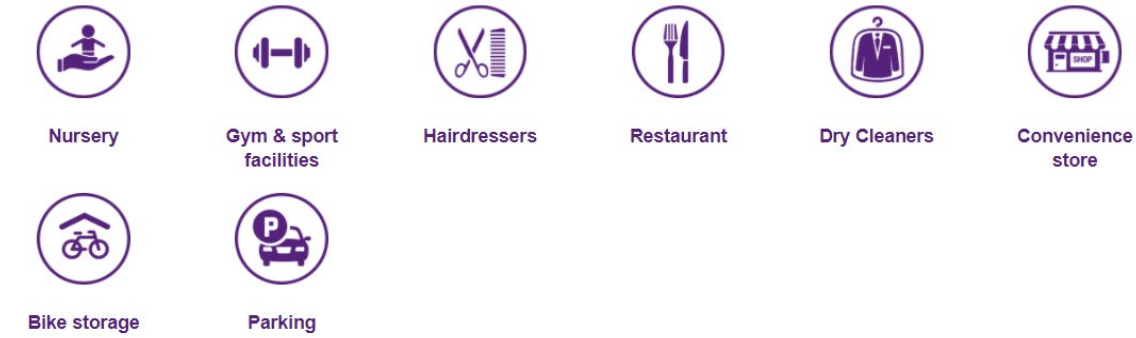
Our HQ in Filton boasts an impressive range of on-site facilities including a nursery, restaurants and coffee bistros, parking, ATM machines, a convenience store, hairdressers, plus dry-cleaning facilities. Our sports facilities include a fully equipped gym and sports hall with bookable classes, as well as squash courts, tennis courts and a football pitch.

Site Photos





MOD Abbey Wood Facilities



Accessibility:

The site is located in the north of Bristol. It offers excellent communications with the M32 only one mile along the A4174 to the east. The Filton Abbey Wood railway station, is located adjacent to the site on the western boundary, and offers regional services for commuters travelling in all directions. Bristol Parkway train station is also a 20-minute brisk walk to the Abbey Wood Main Reception. Taxis are usually available at this station. Alternatively, there are regular bus services to the bus stop outside the Main Reception or to the Abbey Wood Retail Park, which is a short walk to the Main Reception.

Our Functions:

DE&S is made up of nine functions, each supporting its own vital strand of the organisation. Our functions offer professional development and flexibility to our people – and assurance to our customers that we have the scale and expertise to deliver on any project.

We offer a variety of roles across all levels throughout our organisation, ranging from entry level to senior management. Wherever you are on your career journey, we want great people. Whether you're just starting out, or have an illustrious career already under your belt, there's a place for your talent and experience at DE&S.

See where you fit in and join a world-class team today:

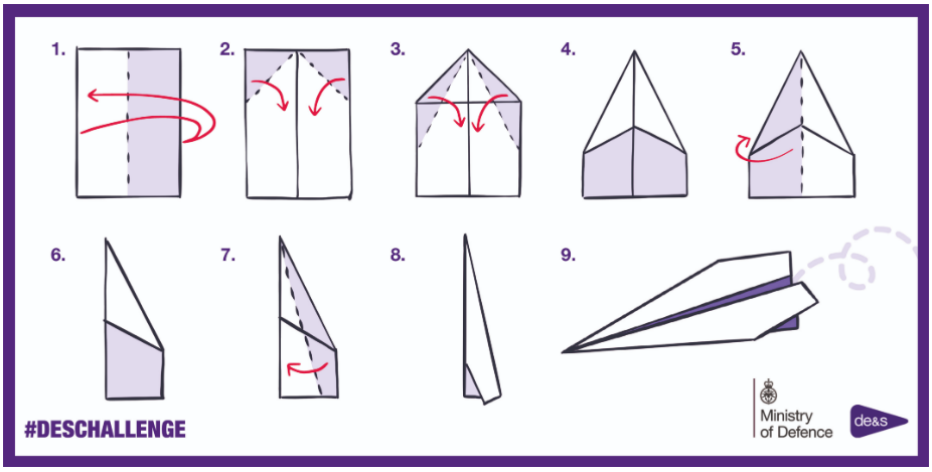
Project Management - Our Project Management function provides a pipeline of project professionals to deliver our complex programme of work. The expertise within project management includes: project, programme and portfolio management (P3M); safety, acquisition lifecycle and business cases.

Project Controls - The right arm of project management, our Project Controls function provides the right information, at the right time, to support better-informed decisions. Some of the specialisms within project controls include: scheduling; cost estimation and management; risk management; change controls; performance monitoring & reporting and scope management.

Engineering - Cutting-edge engineering and science is a critical component in delivering modern, battle-winning technologies to all branches of the armed forces. Some of the specialisms within engineering include: sensors; electrical power and distribution; software; human factors integration; product safety; quality; science; and systems and integration engineering.

Interested in Engineering? Fancy a quick challenge?

Have a go at our STEM Paper Plane Challenge:



(follow the link for more information)

Integrated Logistics - Integrated Logistics is here to support the Armed Forces by procuring and supporting the equipment, materiel, information and services required to keep them safe and ready. We have several different sub-functions and specialisms ranging from Storekeeping to Supply Chain Management through to Technical Through Life Support and Service Delivery Management.

Commercial - The Ministry of Defence is the UK manufacturing industry's biggest customer, and our Commercial function handles all our purchasing and contract management activities. We are made up of professionals specialising in: Commercial strategies, compliance with public procurement regulations; competition; tendering & contracting and commercial risk.

Finance and Accounting - We ensure that DE&S meets its financial and management responsibilities for recording, communicating and driving financial performance – and securing the best value for the taxpayer. We offer a range of roles across the key disciplines of management, financial accounting, management accounting, finance advisory and support.

Information Management and IT - Our mission is to both enable and drive DE&S towards its vision to become a world-class digital business. As a business area, we have a variety of IT roles on offer at all levels – from information management to cyber security

Human Recourses - We challenge DE&S on people matters and provide consistent people management processes, policies, tools, and frameworks. We have a variety of HR roles on offer at all levels. So, whether you're an HR advisor or business partner, or a professional in one of our various centres of expertise, you could be working across several exciting business areas – including recruitment and attraction, learning and talent, policies, workforce planning and performance management and reward.

Corporate Services - We help DE&S operate and run effectively. Our function is represented in every project that's being undertaken and in every area of the defence procurement and maintenance chain. The Corporate Services Group helps our business operate and run effectively. We are a diverse team and our specialisms include, Business Support, Executive Support, Communications, Media and Marketing, Infrastructure and Estates, Sales and Disposals, Security and Resilience, Policy, Strategy and Parliamentary, Quality Management, Occupational Health and Safety and Environment.

Benefits:

As well as offering varied and fulfilling careers, we want to ensure that every single employee feels appreciated and fairly rewarded.

That means having the best possible benefits package, the flexibility to maintain a great work-life balance and the opportunity to achieve your full potential.

Here are just some of the many benefits you'll have access to:

	• **Bonuses and Recognition:** All employees at DE&S are eligible to **earn an annual bonus** subject to performance. There is also the opportunity for one-off recognition awards during the performance year for exceptional delivery and going above and beyond. • **Pension Contribution:** We offer **two** market-leading pension schemes. You can choose between the Alpha scheme or the Partnership scheme. The Alpha scheme provides certainty over how much pension you will receive but you have to contribute to the cost. The Partnership scheme does not provide certainty but gives you investment flexibility and requires no contribution from you. *Did you know? – Our Alpha pension is conservatively valued at 21% of your salary. Most private companies will only offer one worth 6-12%.*
	• **Maternity, adoption and shared parental leave** Our enhanced scheme offers **100% pay for 26 weeks**, followed by statutory maternity pay for a further 13 weeks. • **Paternity leave** New parents can take up to **two consecutive full weeks off** following a new arrival at **100% pay**. Our working parents can also take **up to 18 weeks** of unpaid leave before their child's 18th birthday. • **MOD Abbey Wood Nursery** We also offer a workplace nursery at our headquarters in Bristol Abbey Wood. Woodpeckers Nursery offers high-quality care for children from three months to five years
	• **As a DE&S employee you will be able to enjoy access to everyday savings to help your money go further.** You can join our partner organisations to save on: Eating out and groceries, Holidays and travel, Entertainment and days out, Sport and leisure, Electricals and mobile phones, Motoring, Home and garden, Clothes and shoes, Finance and insurance (including private healthcare and mortgages)
	• **We provide a modern, safe and convenient work environment.** Our sites are designed to be accessible with good transport links, along with **cycle racks** and **car parking**. Where we can, we offer: Cafes, Canteens, Sport facilities, Cash machines, Newsagents, Hairdressers, Dry cleaning, Shoe repair, Green and pleasant surroundings
	• **Holiday** We'll make sure you have plenty of time to rest and recharge. You'll start with a generous **25 days of holiday a year**, increasing by one day a year to **30 days after 5 years**. In addition you'll get **eight bank holidays** and even **an extra day off** for the Queen's birthday. *There are also options for paid special leave for reservists training, public duties like charity days, study leave and compassionate leave!* • **Flexible Working** We want you to enjoy a healthy work-life balance. We offer a variety of flexible working arrangements so that work fits in with your lifestyle. We offer a **flexi-time** scheme, **homeworking** and options to work part-time, part-year (term time only), job share, compressed week or fortnight, and partial retirement.

	• **We want to help you look after your wellbeing**. We know how important it is for you to feel your best. So, we offer employee wellbeing and occupational health services, as well as a range of affordable and often discounted healthcare packages available on a voluntary basis through our partner organisations, including comprehensive private healthcare and health cash plans. • **Gym** A number of our sites have subsidised on-site gym and sporting facilities with bookable classes like spin and boxercise. Our HQ in Bristol Abbey Wood boasts squash courts, tennis courts and indoor and outdoor five-a-side football pitches.
	• **Helping you progress by choosing a career path that's right for you.** We believe employee development is vital, so we provide opportunities like: Leadership and development schemes, Mentoring and coaching, Study for professional qualification, Secondments, Funding for subscriptions to professional associations.
	• **Ensuring you can be yourself, no matter who you are, where you come from or how you think.** We have a range of **employee networks celebrating and supporting differences**, including: Gender, Disability, LGBT+, BAME and Next Generational. For more information on our networks, please visit our inclusion page.