

# CAREERS FOR MILITARY SERVICE LEAVERS

*Leaving the Armed Forces and want to stay part of the team?  
Find your place at DE&S.*

## HEAR FROM OUR CEO

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*At DE&S, we're proud to work hand in hand with the UK Armed Forces to deliver and maintain cutting-edge military capabilities – making us a natural next step for many service leavers.*

*Uniquely able to understand the needs of our military customers, veterans represent skills, experience and values that are critical to our national security mission.*

*In turn, we offer stable, rewarding, and meaningful careers working on some of the most capable defence equipment in the world.”*

**Andy Start, DE&S CEO**





# DISCOVER OPPORTUNITIES FOR SERVICE LEAVERS YOU WON'T FIND ANYWHERE ELSE

## We are Defence Equipment and Support (DE&S).

We manage a vast range of complex projects to buy, support and supply vital equipment and services to the Royal Navy, British Army and Royal Air Force, so they can operate safely and effectively.

We're part of the Ministry of Defence, and employ around 12,500 people around the world.

From Systems Engineering and Project

Management to Integrated Logistics Support and Cyber Security, our people push for best-in-class every day – because it helps keep our nation safe.

We've been supporting military service leavers on their journeys into civilian life for decades. So whatever your specialism, whatever your skill set, if you're searching for a civilian career committed to supporting those on the front line, find your place with us.

**DE&S. Your ambition leads here.**

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*Working with military customers and equipment, **DE&S** feels very much a 'home from home' – it's a natural fit, which has made my transition that much easier.”*

Donna served in the British Army's Royal Logistic Corps for 22 years and continues to support Defence as part of our Operational Delivery function.



## WHERE ARE OUR JOBS BASED?

**Did you know** we operate at sites all around the UK, as well as overseas?

As well as our headquarters at **MOD Abbey Wood** in **Filton, Bristol**, our recruitment team sources talented individuals to join DE&S (and our sister organisation, the Submarine Delivery Agency) across many other locations, including:

- Barrow-in-Furness
- Beith
- Bicester
- Brize Norton
- Clyde
- Coningsby
- Devonport
- Donnington
- Glasgow
- Gosport
- Kineton
- Lossiemouth
- Marham
- Manchester
- Northolt
- Portsmouth
- Plymouth
- Rosyth
- Waddington
- Wattisham
- Yeovil



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*The opportunities here are extensive and have enabled my **continued career progression** at my own pace, all while having a **great work-life balance**.*”

Georgie spent 10 years in the RAF before joining us as an Operations Manager in the Operational Delivery function.





## WHY WORK FOR US

### BENEFITS TO SUPPORT EVERYTHING FROM YOUR **WORK-LIFE BALANCE** TO **YOUR BANK BALANCE**

#### A market-leading benefits package

- Enjoy up to 30 days' annual leave
- Up to 15 days' paid special leave each year for reservist training
- An extra day off in honour of the King's birthday
- Funding for professional qualifications and memberships
- Flexible and hybrid working (though some attendance to site will be required)
- Market-leading pension contribution of around 27% of your salary
- Enhanced maternity, adoption, and shared parental leave schemes
- Annual performance-based bonuses
- Well-being and occupational health services
- An extensive range of discounts, across retail, dining out, motoring, holidays, days out, and more

Find out more in our [Little Book of Big Benefits](#)



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*At DE&S, the **opportunities for professional and career growth are huge**, and encouraged. You'll also find yourself working with a lot of the same people, speaking the same language, and **drawing on your existing skills and experience.**”*

Ben served with the Army's Royal Electrical and Mechanical Engineers. And he's still putting his skills to great use as part of our Engineering function.

# CAREER OPPORTUNITIES

**DISCOVER A CIVILIAN ROLE  
WITH REAL-WORLD IMPACT.  
DISCOVER DE&S.**

## Ready to support those on the front line?

As someone with a military background, you'll possess important specialist skills, as well as valuable strengths like teamwork, integrity and leadership – to name just a few. Join us, and these attributes will help us deliver the best service possible to those in the UK Armed Forces.

The range of specialist skills required to support our programme of work includes **engineers, project managers, logistics specialists, information specialists, commercial negotiators, financial controllers and safety experts** - all focused on ensuring that the right equipment and support is available to our military customers, at the right time.

### You can join us in a wide range of functions:

- Engineering
- Operational Delivery
- Project Delivery
- Commercial
- Corporate Services
- Human Resources
- Finance and Accounting
- Information Management and IT

### And a variety of domains:

- Land
- Air
- Ships
- Strategic Enablers
- Corporate

### Do you know about the 'Great Place to Work for Veterans' initiative?

As part of the 'Great Place to Work for Veterans' initiative, your CV will be progressed to the interview stage of the recruitment process as long as you meet the Essential Criteria shown on the job advert. Simply opt-in to the initiative on the application form.

### Our CV writing top tip?

Check the Essential Criteria stated on the job advert and update your CV to illustrate exactly how you meet each of those criteria. For best chance of success in your application, read all of our [CV writing tips](#) on our website.

### Discover where your ambition will lead you.

Explore our vacancies and [apply today](#).

## OUR TRANSITION SCHEME

# LOOKING FOR SUPPORT TO LAUNCH YOUR CIVILIAN CAREER? JOIN OUR MILITARY TRANSITION SCHEME.

## HOW DOES IT WORK?

- The DE&S and SDA Military Transition Scheme is designed to remove barriers to employment for those leaving the military
- You'll join us on a 23-month, paid contract, taking on a role that is suited to your skill sets acquired during your time in service
- Throughout the scheme, we'll support you to bridge any gaps in your CV and prepare for interviews
- When a suitable permanent roles becomes available, we'll coach you to apply. This can be during or at the end of your fixed-term contract – whenever you feel ready.

## WHAT ARE THE BENEFITS?

- This scheme is designed to support your transition into civilian employment – while working in a familiar environment alongside civilian, veteran, and military colleagues
- Instead of a traditional recruitment process and interview, you'll benefit from an informal chat where we work with you to identify where your skills will be the best fit
- We have roles available throughout the UK, not just at our Bristol headquarters
- We're looking for people with your skills and experience – so you can rest assured you'll have our support to fulfil your potential and achieve your professional ambitions.

## WHO CAN APPLY?

- This scheme is open to all military service leavers, as well as their spouses
- This includes early service leavers (ESL) and wounded, injured or sick (WIS) service leavers who have been medically discharged
- You can apply while preparing to leave the Armed Forces, or after you have left
- You will still be considered eligible if you have held a civilian role since leaving the military

## HOW TO APPLY

There are two routes to apply:

- Visit our [Vacancies page](#) and apply the 'Military Transition Scheme' filter to search for specific opportunities
- If you can't see a suitable scheme for your skills being advertised, visit our [Military Leavers page](#) for the most up-to-date contact information to submit a speculative application



***WANT TO LEARN MORE?  
FIND US ONLINE AT  
[DES.MOD.UK/MILITARY-LEAVERS](https://des.mod.uk/military-leavers)***

***YOUR AMBITION  
LEADS HERE***