



Candidate Pack

Head of Salvage and Marine Operations

Closing Date: Sunday 9th July 2023

**YOUR AMBITION
LEADS HERE**



Thank you for your interest in the Head of Salvage Marine Operations role at DE&S

DE&S is the largest delivery organisation in the Ministry of Defence, and works closely with the Royal Navy, Army, Royal Air Force, Strategic Command and MOD Head Office to deliver some of the world's most complex projects, procuring new military equipment and services, providing in-service support and managing global logistics to ensure equipment is ready for use, where and when needed.

We employ over 11,500 talented civil servants, military personnel and private contractors across more than 150 locations around the world. We are proud to work together with our customers and industry to deliver the best outcomes for Defence, and ultimately for the country.

The Salvage & Marine Operations (SALMO) team is part of the Ships Domain, which covers both Ship Acquisition and Ships Support Operating Centres, supported by a Domain Headquarters. SALMO delivers critical operational capability to Defence, including salvage, diving, marine robotics and marine operations.

We're looking for an outstanding and inspiring leader, who is able to empower, build effective teams and unlock people's full potential, whilst delivering at pace.

You will lead an incredible team of specialists, oversee the rapid response to maritime incidents, as well as providing subject matter expertise in commercial shipping and maritime

operations, to government, Defence and project teams in DE&S.

You will be comfortable dealing with complexity and uncertainty, willing to take responsibility and accountability, driving a culture of problem solving, innovation and agility.

We value diversity of thought, and encourage applications from a wide field of candidates to ensure we are accessing the best talent and introducing new ways of thinking and working. If this sounds like you, and you are up for the challenge, then we look forward to receiving your application.



*- Paul Marshall,
Director General Ships*

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*THIS IS AN EXCEPTIONAL OPPORTUNITY
FOR A DYNAMIC, COMMITTED AND
INCLUSIVE LEADER TO JOIN US AND
MAKE A LASTING IMPACT”*

- DR JILL HATCHER, HR DIRECTOR

OUR ORGANISATION

Equipping and supporting the UK's Armed Forces

We're a highly specialised part of the Ministry of Defence. From the procurement of aircraft carriers, food, clothing, tanks to fighter jets, we ensure our UK Armed Forces – the Royal Navy, the British Army and the Royal Air Force – have the equipment and support they need to carry out their duties effectively, as they represent UK interests at home and overseas.



Headquarters, Abbey Wood, Bristol



We employ over **11,500** talented civil servants, military personnel and private contractors across more than **150** locations around the world



Every year we deliver a programme of work worth over **£10 billion**



We deliver over **80%** of the MOD's largest and most complex equipment projects



We spend over **£8 billion** every year on UK contracts which supports over **88,000** jobs

OUR VALUES

Our four values are woven through everything we do. We use these values to define the high standards we aspire to, and the successes that we celebrate:



Excellence. We constantly seek new and innovative ways to be better. We deliver on our promises.



Inclusivity. Everyone matters. We feel and offer respect, value and acceptance. We seek out diversity of thought and perspective.



Collaboration. Together we are stronger. We deliver more success through shared goals and mutual support.



Integrity. We are trusted. We hold ourselves accountable for outcomes – good and bad.

OUR LEADERS

Our leaders are committed to:

- ▶ Creating a sense of **purpose** and focusing on **outcomes**
- ▶ Demonstrating passion to **change things for the better**
- ▶ Making **sound, evidence-based decisions**
- ▶ **Empowering** and **developing** individuals and teams
- ▶ **Creating an inclusive culture** where everyone feels comfortable to challenge
- ▶ **Collaborating, making connections** and encouraging **cross-system working**
- ▶ Continually developing self-awareness and **reflecting on leadership style**



You can find out more about DE&S behaviours on pages 11–13 of the [DE&S Success Profile framework](#)



Diversity and inclusion is fundamental to our growth and success



“Together, we’re taking proactive, determined steps to improve diversity across our organisation. Throughout my career I’ve been passionate about inclusion and I’m proud to be a positive advocate for women.”

- **Jo Osburn**, Chief Operating Officer, Land, and DE&S Diversity Co-Champion

**We’re championing diversity and inclusion at all levels
– so we can all be at our best**

In DE&S, we believe that through true diversity we can build an inclusive and innovative environment, where our employees and our organisation can thrive. We’re home to a wide range of employee networks, from the Women’s Inclusive Network and the Race and Culture network, to the Pride, Neuro Inclusivity, Parents and Social Mobility and the Disability networks. These networks are a great place for people to connect, and have their opinions heard. They run a wide range of activities, ensuring their members are part of key conversations and raising important issues across our community, to advance our inclusion journey and help everyone feel like they belong.

Each of our networks is championed by a member of our senior leadership team. Your role as a leader will be to ensure our people can be the very best they can be, everyday.

Head of Salvage and Marine Operations

Location

DE&S Main Office, Abbey Wood, Bristol | *Frequent UK & international travel

Contract

Permanent, Full-time | Royal Navy Sponsored Reservist

Salary

Up to £120,000 per annum (plus benefits)

Bonus

You will be eligible to earn a non-pensionable, non-consolidated performance-related award. Currently, this is up to 30% for this role and is dependent upon personal and organisational performance, this may be subject to change.

Vetting

This is a reserved post and is only open to sole UK nationals. The security clearance level required is Developed Vetting (DV), you will be required to have this security clearance in place prior to application. A medical will be required following the offer stage.

Hybrid Working

We're proud to champion hybrid working, to support our people with work-life balance, while ensuring we meet our mission. Working flexibly between your home and the office.

Stipulations

- Fit to pass and maintain a ENG1 Seafarers medical
- This is an emergency response post requiring the post holder to be contactable 24/7
- Required to enlist as a Royal Navy Sponsored Reserve
- Expected to work as and when required in support of operational commitments
- Required to live within 60 minutes travelling time of the base to which you are appointed

Role Responsibilities

Head of Salvage and Marine Operations (SALMO), has the following key areas of responsibility:

- Responsible for setting the strategic direction of SALMO and as head of specialism, ensure appropriate training and development of staff within the area.
- Operational Duty Holder for all SALMO activity. This includes when the team are deployed to named theatres of operation.
- Accountable for delivery of SALMOs Sponsored Reserve capability. Delegated authority to mobilise the team as Sponsored Reserves.
- Budget holder for SALMO as a Base Level Budget holder Ensure correct management of SALMOs delegated resources. In the case of major maritime incident, manage the response budget.
- Take a leading role in the introduction of new technologies and techniques to the maritime domain; in particular supporting the development of a maritime autonomous systems centre of expertise.
- Information Asset Owner for SALMO, responsible for ensuring SALMOs information at all levels of classification is appropriately handled.
- Head of establishment responsibilities for SALMO operated sites.
- Provide expert commercial maritime advice across Defence and wider Government to provide cost effective and rapid delivery of required capabilities.
- Responsible for SALMO delivered acquisition projects, including appropriate governance processes.



9 ABOUT YOU – ESSENTIAL CRITERIA

Person Specification - What are we looking for?

To be successful with your application, you'll need to be able to demonstrate **all** of the following **7 essential** criteria in your supporting statement:

1. Proven subject matter expertise in commercial shipping, maritime operations and working with remote and autonomous systems
2. Significant experience in MOD or a comparable environment at senior leadership level including managing emergency response and safety in high risk environments
3. Experience of working with security sensitive projects and operations
4. Proven track record in procurement
5. Evidence of diverse stakeholder management
6. High level of personal resilience
7. A demonstrable commitment to diversity and inclusion

Essential Qualifications:

- Master Mariner
- Chief Engineer or Masters level Naval Architect.



Key Information

How to Apply

DE&S has appointed Veredus as an executive search firm for this appointment and they will manage the campaign.

To apply for this post, you will need to submit the following documentation, via the Veredus website – www.veredus.co.uk, quoting the reference number: 11871 DE&S Head of Salvage and Marine Operations

1. A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps.
2. A **Supporting Statement** (around two pages) outlining how you consider your personal skills, qualities and experience match the requirements of the person specification
3. A completed **Diversity Monitoring Form** (Attached to job ad). All monitoring data will be treated in the strictest confidence, will not be provided to the selection panel and will not affect your application in any way. If you do not wish to provide a declaration on any of the particular characteristics, you will have the option to select 'prefer not to say'. This document includes your conflicts of interest declaration.
4. A completed **Disability Confident Form** – if applicable (Attached to job ad).

- The information you provide when submitting your application will help us monitor our progress towards the Civil Service becoming the most inclusive employer. **For more information, see the [Civil Service Diversity and Inclusion Strategy](#)**
- Word versions of the Forms can be found on the Veredus website under 11871 Supporting Documentation for ease of completion.
- All submissions will receive an automated response. If you do not receive confirmation of receipt when submitting your application, please contact us on 020 7932 4236.
- At Veredus, we take care to protect the privacy of our candidates and clients. To read more about how we collect, store and share your data please read our privacy notice which can be accessed here: www.veredus.co.uk/privacy-and-cookies
- **Veredus will update you once the selection panel have reviewed all the applications after the closing date.**

More information? Contact Veredus:

Stephen Womersley: 07808 015674

stephen.womersley@veredus.co.uk

After you've applied

Shortlist

All submissions will receive an automated response. If you do not receive confirmation of receipt when submitting your application, please contact us on 020 7932 4236. The panel will consider the evidence you have provided against the essential criteria set out at page 9 of this candidate pack.

Assessment

If you are shortlisted for interview, you will be asked to complete an online Leadership Assessment and take part in a staff engagement exercise. These assessments are designed to provide more insight into you as a leader and support the panel's decision on who to appoint after interview.

Interview

Shortlisted candidates will be asked to attend a panel interview for an in-depth discussion of your previous experience and professional competence in relation to the essential criteria set out on page 9 of this candidate pack. Candidates will also be required to deliver a presentation at the interview stage. Full details of the interview process will be made available to shortlisted candidates.

Offer

We'll notify all candidates of their outcome, as soon as possible after the final interview. DE&S reserves the right to make any offer of appointment conditional upon references and satisfactory conclusion of security enquiries. In the event that you meet the requirements for the role but you are not offered the position, we will be pleased to retain your application for a 12-month period in case another suitable role arises.

Application timelines

How long does the process take?

Please find an indicative timeline below. We will try and offer as much flexibility as possible, however it may not always be possible to offer alternative dates for assessments or interviews. Please note these dates may be subject to change.

	<i>Indicative timelines</i>
Closing Date	9 th July 2023
Longlist	17 th July 2023
Shortlist	1 st August 2023
Leadership Assessment and Staff Engagement Exercise	w/c 7 th August 2023
Panel Interviews	16 th August 2023

Further Information

Further information - including pay guidance for existing civil servants - can be found [here](#).





ANY

QUESTIONS?

Thank you for your interest in this role. If you'd like to discuss the role in more detail before submitting your application, please contact either:

Stephen Womersley: 07808 015674 stephen.womersley@veredus.co.uk