



newsletter

Welcome to Edition 3 of The White Ensign Association's Newsletter

Since our last edition in July 2017, we have welcomed a new Chairman, Vice Admiral Sir Adrian Johns, who moves up to lead us from his previous position of Vice Chairman. We said goodbye to Mr Julian Cazelet, who has been our Chairman for the last two years and we thank him for his leadership and direction during that time. Julian will remain on our Council of Management and we are grateful to him for his continued support to the Association. We are also delighted that Lord Alex Carlile of Berriew CBE QC, has stepped into the position of Vice Chairman.

We have seen a period of intense activity at the Association over the summer, with visits to Royal Navy and Royal Marines establishments continuing at pace. The purpose of such visits is to primarily conduct our Resettlement (Your Future) and Financial Awareness lectures but it also allows our Regional Managers and Area Officers to carry out personal interviews to assist with any number of issues that people may face – personal, professional or associated with preparing to transition from Service to civilian life. To see the programme for future visits please go to the WEA website at:

www.whiteensign.co.uk

The White Ensign Association helps its clients with any number of important issues, ranging from Personal Administration, to Finances, Employment and Civilian Transition. We can offer advice and referrals on such things as legal issues, family law and divorce; tax and personal debt; house purchase and mortgages; insurance and assurance as well as pensions.



We can assist with preparing to leave the Naval Service and looking for a job, with career planning or career changing. We even have a team of people who can provide in-depth advice on careers in a number of sectors and specialisms as well as Mentors who can help people reach their employment goals by working with them on CVs, networking advice and interview preparation.

If you are a member of the Royal Navy, Royal Marines or Royal Fleet Auxiliary, or have ever served as one, at any rank and for any length of time over one day, you are able to access our help. Your dependant family members are also able to benefit from our assistance. If you are eligible and think you may require assistance please get in touch, via the contact details provided on our website at www.whiteensign.co.uk



TRANSITIONING EX-FORCES PERSONNEL TO CIVILIAN CAREERS IN IT AND BUSINESS

Over 180+ blue chip clients worldwide FDM delivers a soft landing to those leaving the forces

With over 320+ ex-forces personnel in the programme we:

- Train
- Offer pastoral support
- Provide jobs for all ranks and services

fdmgroup.com



FDM Group have been awarded the Gold standard in the Employers Recognition Scheme. To achieve this you must accomplish:

- proactively advocate and support defense, communicating their commitment both internally to employees and externally to the wider community through established policies and examples of support.
- enable reservists to fulfil their annual training and mobilization commitments and demonstrate significant support for cadet instructors, armed forces veterans (including wounded, injured and sick) and military spouses/ partners.
- required to sign the Armed Forces Covenant and employ at least one individual from the covenant category that the nomination emphasizes.

Keith Sweeney

Valued veterans...it's all about Understanding



Leaving the military is a big thing. Veterans often under-estimate the emotions involved and hence struggle to find their place in a world they potentially have little knowledge of. There are different structures and rules to follow, personal motivations may be at odds with your own and many people just don't get your sense of humour or understand what you are. For some, by the time they leave the military, it could be as much as 2 generations since they were last in 'Civvy Street'. It is therefore no surprise that many question their true value in a new industry.

As a commander in the Royal Navy, with 25 years of engineering management experience, the decision to end my military career tugged on every heart string I had. Brought up in the back streets of Birmingham, I literally ran away to join the navy to seek a way of life that would satisfy my personal and professional ambitions. In relatively short order, I had an engineering degree, first class managerial training and a whole host of stories from my travels with some pretty amazing friends. I successfully took on relatively large amounts of responsibility in well

organised teams while in some fairly unusual environments, benefitting from the highly structured training packages and impressive mentors on hand to guide my (almost) every step. By the time I was 30, I had attained chartered engineer status, had travelled half the world and had built a good reputation with great prospects for further promotion. So why leave?

Every veteran has their reasons to leave, and when the time has come, you will know. Life has a habit of changing things. I had just been promoted. I married an amazing woman and shortly after, my beautiful daughter was born. We moved to Norway and spent three fantastic years soaking up a tremendous cultural and professional opportunity. My personal motivations were changing but I realised I still had much to offer. I was too young to retire but was I too old for a second career? I had been thinking of leaving the military for a while and sought the trusted counsel of other veterans that had moved into the building and facilities services industry. I realised I had value.

I was fortunate with fairly positive experiences during my transition from military service. I had a well-established network of friends and professional acquaintances that helped to guide my choices and provide introductions. The Career Transition Partnership (CTP) and other such organisations such as the Officers Association (OA) and especially the White Ensign Association (WEA) provided several leads to follow up. My confidence was brimming and I did well at the many interviews I attended. This is when I was introduced to NG Bailey.



Human tendencies naturally look to focus on differences, especially when in stressful situations - it is part of our survival instincts. So, in early 2015, when asked if I fancied an unusual contract in Buckinghamshire at a dairy, it would have been quite understandable to have snubbed the opportunity - miles away from the sea and what would I know about cows anyway! However, my military training also taught me to look out for the opportunities in life and focus on similarities rather than just the points of difference. The ARLA dairy in Aylesbury is the largest of its kind in the world and is impressive. The role was very much about engineering management as opposed to traditional FM business. Even the NG Bailey dark blue PPE looked remarkably like daily working uniform onboard ship - Number 4s or 8s depending on how long you had been in the RN! I saw something there that I was familiar with but was also impressed by the NG Bailey core values - passion, integrity and excellence. They had been central themes of my military service and mean more to me than just a sales pitch. My first break with NG Bailey allowed me to satisfy my engineering itch, add value in an unusual work environment and take the opportunity to learn new things. I was also able to bring my range of leadership and managerial skills to bear on a tough task, build up a team and have the integrity to take on tough decisions where others had previously acquiesced. Needless to say it was a hell of an introduction to facilities services.

Two years on, I was presented with another amazing opportunity - The Lloyd's Building. I swapped my 'PPE for a pinstripe' to join one of the most iconic buildings in the centre of London. It presents a very technically challenging environment, with ageing equipment and systems, further complicated by its grade one listing amidst tight financial constraints. I couldn't help but see the parallels between that and managing the engineering effort on-board HMS Ark Royal - an aircraft carrier, built about the same time, that I might well have served in had I not left (or indeed had she not been decommissioned and sold off). It may be hard for most in facilities services to picture or relate to the technical effort and complexity associated with my comparison above, especially if you have no previous knowledge of what HMS Ark Royal was about.

Indeed, a key failing by veterans is that they have for many years just got on with their careers and not really explained it to others. Their unusual turns of phrase, procedures or descriptions often lack a suitable 'babel fish' or translation into 'Civvy Speak', with both parties missing out at the interview because of a lack of understanding - the veteran loses out on a great job offer and a potential employer might just let a good employee slip away.





As a potential employer, when faced with the task of deciphering a veteran's CV, it is worth taking a bit more time. Not all veterans were successful during their stint in uniform, and there will be clues to help you sift out the less able – but this is no different to any other CV. You have to be alive to your own biases. During my own interviews, I was surprised at the amount of positive and negative stereotyping. The 'Dads Army' impression that some have of veterans may have had some relevance 20-30 years ago, but society has moved on and, as the military recruit from that same society, you will find that the younger ex-military applicant will be less indoctrinated than their predecessors. You should take confidence in the technical training of a veteran; it remains world class and every opportunity is taken to work hand in hand with world class companies such as BAE Systems, Babcock, MBDA, IBM, Fujitsu, PWC, Accenture, et al. At both commissioned and non-commissioned senior levels, veterans will have undertaken an impressive level of responsibility in project and contract management terms, requiring a good technical grasp of the requirement and backed up with some degree of commercial savvy. Any applicant you have with more than 5 years of military service will have had substantial leadership and managerial training, usually at ILM level 3 and above.

There have been a number of initiatives set up in the last few years to aid recruitment of veterans. Project Fortis and the Barclays VETS scheme are just two such initiatives which I am part of as a volunteer mentor. The White Ensign Association is another charitable organisation supported by NG Bailey, giving access to a unique networking opportunity, including their free recruitment service placing ex-sailors into employment. The Career Transition Partnership is still a valuable recruitment source for our companies but, as with all of those listed above, it relies upon active participation by both potential employee and employer.

The point is that veterans have a tremendous amount to offer potential employers. Their ability to adapt to unusual environments, while addressing challenges with intellectual rigour and pragmatism will be at the core of what they do. Emotional intelligence helps them to maintain perspective whilst 'under-fire' but with a sense of urgency and work ethic that ensures the passion, integrity and excellence we are looking for from all our teams. So if confused by a veteran's CV, or unsure of the terminology they used in an interview, please resist the urge to dismiss them out of hand as your next team member – seek a translator like me and we might be able to recruit and retain some great people.

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

Patrick James Glennon

Mortgage & Protection Adviser

The White Ensign Association recently welcomed Patrick James Solutions to its Panel of Professional Advisors. Their Founder, Paddy, served in the Royal Corps of Signals and has an in-depth understanding of the unique needs of Service Personnel and the challenges they and their families face when looking for sound Mortgage and Protection advice. Paddy explains in more detail what Patrick James Solutions offers below:

“At Patrick James Solutions we aim to create a long term relationship with our clients, by becoming a trusted intermediary for Mortgage & Protection Advice.

At PJS, we believe in offering you a first rate face to face service, and the assurance that you are receiving best advice, which has been tailored to your individual needs, whilst ensuring that we have listened to your requirements.

We also have the knowledge and experience to offer you a full range of insurance services to suit your every need, whether it be to protect your home, life or business, should the worst happen.

We believe that it is important for both clients and our company to have a long term mutually beneficial relationship, which is built on trust and respect. This can only be achieved by us providing a professional and ethical approach.

We are based in the stunning Cumbrian countryside, in the North of England and are proud to support our clients locally, nationally and internationally.

Finally, we promise to treat our customers in exactly the same way we would expect our closest family and friends to be treated. That is our mission!”

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



“From the very start Patrick and Laura were extremely professional with my case. I was very surprised at how little I had to do. Everything was hassle free, even when things seemed to be grinding to a halt Patrick and Laura were going above and beyond to get certain issues sorted. I was very satisfied with the service I received and I would highly recommend. Top job. Thanks guys.” – Darren Park

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 entrepreneurs.

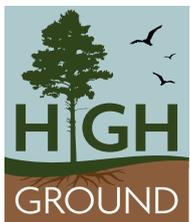
Use your skills to build and manage your own successful wealth management business with one of the UK's leading and most prestigious wealth management firms.

The St. James's Place Academy provides an unrivalled development opportunity for outstanding military officers, or NCOs who have no previous experience of delivering personal financial advice or running their own business.

Visit www.sjpacademy.co.uk to find out how we can help you take control of your financial future.



ST. JAMES'S PLACE
ACADEMY



LIFE BEYOND THE MILITARY –
OUTDOORS

ARE YOU TRANSITIONING FROM THE MILITARY? INTERESTED IN THE LAND-BASED SECTOR? WONDERING WHAT TO DO NEXT? **HIGHGROUND** COULD BE FOR YOU!!

HighGround is a charity which helps Service Leavers, Reservists and Veterans to find jobs, careers and vocational opportunities in the land-based sector including Farming, Forestry, Conservation, Landscape Design and much more. Our team of experts is here to provide advice, information, contacts and introductions to help you move forwards as you plan and execute life beyond the military – Outdoors.

In 2017 we successfully delivered 8 rural Weeks at Bicton College in Devon and our 2018 Rural Weeks programme starts on 11th March.

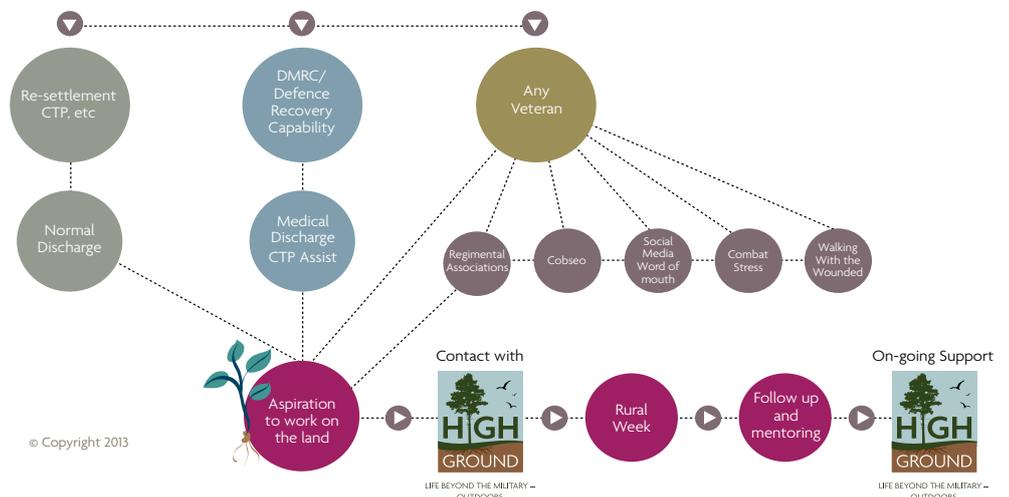
WHAT ARE THE CRITERIA FOR COMING TO HIGHGROUND?

1. You must have served in HM Forces – doesn't matter how long for, or how long ago.
2. You must be looking towards employment – we understand that not everyone is ready to jump into full time employment and our role is to help you to get closer to finding out what you really want to do, and then travel with you as you get there.

HighGround is tri-service. Our vision is land-based opportunities for all who have served.

For details of how to refer, self-refer or support HighGround please contact Anna Baker Cresswell:

THE SERVICES



www.highground-uk.org | 07951 495272 | anna@highground-uk.org | @HighGroundBoss

Higher Futures



Using a love of the past to go forward into the future

Former Lance Corporal Rob Steel served in the British Army Princess of Wales's Royal Regiment for six years, two years of which he was attached



to 5 Rifles as a sniper. Whilst on tour in Iraq, Rob's mental health declined – and continued to worsen after his tour ended, which ultimately led to him being medically discharged.

After he left the army, Rob was introduced to Breaking Ground Heritage – an archaeology Community Interest Company designed by ex-forces personnel and senior archaeologists that facilitates a recovery pathway for injured personnel. Shortly after becoming involved with archaeology, Rob was diagnosed with Post Traumatic Stress Disorder (PTSD) due to his military service. Military charity Help for Heroes (H4H) helped and supported Rob to secure a place at Winchester University to study archaeology.

Rob said:

“With the help of H4H, the archaeological training has given me purpose again, I've found my military skills have helped me move forward as they are so transferable.

I'd like to help others who are leaving and may become a mentor supporting other veterans via Help for Heroes. Learning with other veterans has been an advantage as they speak the same language. This programme has also impacted on the wider family helping myself and the other veterans in their family units. Eventually I aim to embark on a Masters and to support other veterans and to work in the industry.”

Amanda Peach, Higher Futures Client Advisor, said:

“I was approached by H4H to review Rob's CV to help ensure it could demonstrate that it had 60 higher credits in support of his UCAS application for Winchester University. Working closely with Rob we identified he was more than qualified to take his ultimate ambition forward.”

Darren Shorney, Help for Heroes Training and Development Manager, said

“This represents a great example of the relationship between Help for Heroes and Higher Futures, and demonstrates their continued commitment for our wounded, injured and sick service men and women. Amanda has been a catalyst in enabling Rob to meet the University entry requirements, and has support his application to access Higher Education.”

Higher Futures is a higher level skills service delivered by Swindon Borough Council and Wiltshire Council on behalf of the Swindon and Wiltshire Local Enterprise Partnership. For further information on Higher Futures visit www.higherfutureshub.co.uk

Higher Futures offers a comprehensive skills service to the military community. With the largest concentration of Army resources in the country, Wiltshire and Swindon is fortunate to have a wealth of highly skilled and resilient people to boost our employment talent pool.



Quanta
learning that matters

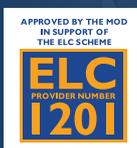


Speak to Quanta for
Training Services
to the Armed Forces In-Service,
In-Resettlement and Service Leavers

bsi.

**RESETTLEMENT
AWARDS 2017**

WINNER
Service Leavers' Training
Company of the Year



Speak to the award winning
Forces Training Team
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modteam@quanta.co.uk

Hat-trick for Quanta Training

Quanta

A half-second pause preceded an enormous roar when the Worcester based Quanta Forces Training Team realised they had won the Service Leavers' Training Company of the Year award for the third year in a row.

The annual awards mark the achievements of armed forces service leavers who have gone on to achieve extraordinary things in their civilian life. Quanta's part is to ensure these men and women have the necessary skills to make the transition and to support them through the process. Head of the department, Amanda Taylor, took to the stage and gave a heart-felt speech that focused on the core difference that Quanta brings. She said, "It's all about making a difference. We work hard with each individual to choose courses and then provide market-leading training that will help them in their civilian life." Quanta, alongside other local companies such as Jaguar Land Rover and QinetiQ are members of the Corporate Covenant and take their pledge seriously. "There is nothing more rewarding than to see our service leavers get the extra training they need and then go on and secure work."

Perhaps most well-known within in the Ministry of Defence for offering 'bundles', Quanta believes this is a key reason for their year on year wins. Amanda added, "We put several courses together into one



bundle to help the service leavers get the most out of their Enhanced Learning Credits (ELC) funding. This might be a Project Management course such as PRINCE2® bundled together with APM which brings together the process part of managing projects with the necessary leadership

skills to embed processes into organisations. It's all about putting together the right courses that will meet their personal needs whilst helping guide our delegates through the process of accessing and using their ELCs."

Quanta's impact in delivering courses to the MOD continues to grow. Courses are held weekly at the Worcester Training Centre and also at MOD bases across the UK and Europe.

HOYER

WHEN IT MATTERS ■



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- Average earnings £38,000-£40,000*
- Excellent company benefits, including:
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- Theale (RG7)
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PETROLOG ■

*Based on 2014

An Introduction to career opportunities available at NG Bailey

NG Bailey's vision is to be the best at creating exceptional environments for present and future generations. We are the UK's largest independent engineering, IT and facilities services business. We offer customers integration from the outset of a project, from planning and design through the supply chain, to offsite manufacture, installation and maintenance.

As a company, our rigorous structured, technical approach is a good fit for ex-services personnel. And in recent years, the number of ex-services employees we have recruited has steadily grown into a supportive network working across a variety of our projects.

Over the years, we have been built a strong reputation for technical excellence. Excellence is who we are and what our customers expect from us. This means we place huge value on attracting, recruiting and retaining employees with highly technical skills. We invest over £3m each year in training to support the development of our employees. This investment in our people helps us to maintain our position as a leading company in the market.

Much like the forces we believe in the importance of heritage, family and culture. As a family-owned business founded in 1924 we are proud of our heritage. We are in business for the long term; not just short term gains. Our long term primary business objectives are to be profitable and responsible.



NG Bailey's business is split into distinct areas.

Our engineering division – designs, commissions and installs the large infrastructure that enables buildings to function in terms of M&E. In engineering we are actively recruiting for roles including Mechanical/ Electrical Project Engineers, Technical Manager Electrical / Mechanical and Mechanical/ Electrical Design Engineers.

Our Facilities Services division – manages and maintains healthy and comfortable environments for occupiers. We are always looking for people who believe in our values of passion, integrity and excellence. In facilities services we are looking for employees to cover positions including Multi-Skilled Technicians, Electrical Technicians, Mechanical Technicians, Working Supervisors, Service Delivery Managers, Technical Managers and Account Managers.

Our IT Services division - designs, installs, commissions and supports voice and IT infrastructure; from structured cabling to WAN connectivity. We are looking for people with Data/ Telephony Cable knowledge, Cisco qualifications, Service Delivery and Project Management skills.



A Career in the Manufacturing Sector?



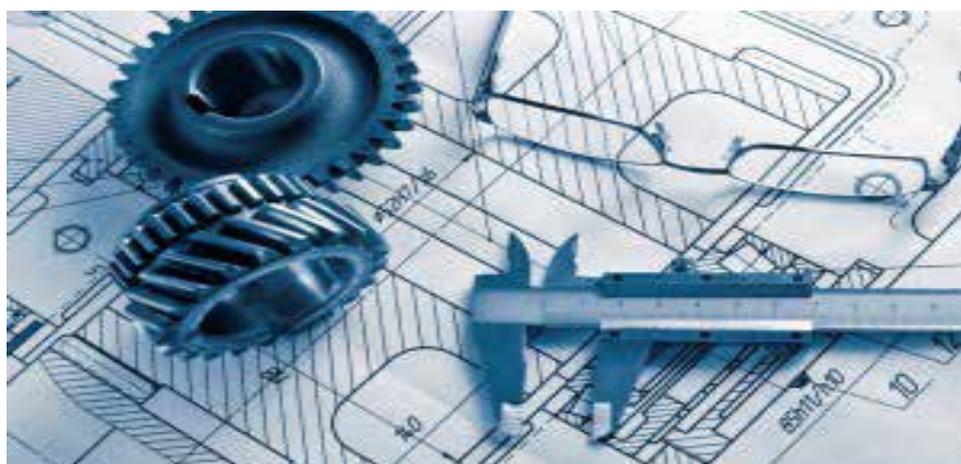
undoubtedly been a reduction in the scale of manufacturing – back in the 1970s it contributed a massive 25% to GDP – it still remains an important part of the UK economy. Manufacturing currently makes up approximately 10% of the UK economy and the country is ranked as the 9th largest industrial nation, beating the likes of Turkey, Brazil and Russia.

UK Manufacturing accounts for around 10% of GDP and the UK remains in the top ten of manufacturing industrial nations, yet it is a sector that is not routinely considered by Service Leavers and Veterans

When preparing to leave the Armed Forces many job seekers naturally look to the Service Sector as a potential route for their future career. This is not surprising, given that services make up almost 80% of UK GDP and offer a wide variety of careers along with excellent prospects for advancement and progression, especially in the larger, globally-focussed businesses such as banks, consultancies, law and accountancy firms. For those who enjoy working as a team, who gain satisfaction from producing something tangible, or with practical as well as managerial and leadership skills, the Manufacturing Sector should also be given serious consideration.

Despite a common perception that UK manufacturing is in terminal decline, there are actually many opportunities for long and rewarding careers in the sector. Whilst there has

Whilst the scale of UK manufacturing has declined over time, the nature of what is produced has also changed and this has been the reason for the recovery and growth in some areas. The UK now employs highly-skilled workers and produces a wealth of high-quality, high-tech products that are sold in both domestic markets and exported all over the World. In addition, the UK's combination of a skilled, flexible and diverse workforce, and favourable labour market conditions, make it attractive to foreign firms and investors who wish to produce goods for sale in European and UK markets – Hitachi, Nissan and Leonardo to name but a few. Areas of growth include places like inner London and Cambridge, with firms in these places producing everything from cutting-edge technologically advanced medical equipment, to craft beers and high-end





bicycles.

There are currently 2.7 million people who are directly employed in UK manufacturing and the products made account for 45% of all UK exports. In these respects, the sector punches well above its weight and it is due to the quality of product and craftsmanship that there is high demand across the World for UK goods.

Much trade is done, of course with the EU and only time will tell how Brexit will affect the sector, but there is also a huge amount of trade done with the rest of the World and this looks likely to continue or even grow regardless of the turbulence created during the UK's departure from the EU. Demand for authentic, high-quality goods in countries such as China, where consumer spending power continues to grow, means that there is every reason for optimism in the sector, as growth in demand means more jobs.

There are many reasons why a strong manufacturing industry is good news for those leaving the Royal Navy and Royal Marines. There is a skills shortage in the UK and all the indications are that this will worsen over the coming years. The skills that Sailors and Marines possess, both technically and functionally, are already in demand and further pressures in the labour market will mean that this demand becomes more intense as time goes on.

The manufacturing sector requires highly motivated people to work within its industries. It requires those with technical skills: Mechanical and Electrical Engineers; Software and high-tech Systems Operators; and those who understand Pressure Systems; Lifting Equipment and assembly skills. Also required are people with enabling and supporting skills: Leaders; managers; analysts; quality assurance; HR; Finance and logistics specialists.

Manufacturing remains a relatively small part of the UK economy but at a tenth of the overall make up it is also a significant part. It looks set to continue as demand for high tech and high quality products increases across the globe. With many arguing that it will grow post-Brexit, it should be a sector that is given serious consideration for further investigation by anyone preparing to leave the Service.





The **Barclays Armed Forces, Transition, Employment & Resettlement (AFTER) Programme** helps to address the issues faced by service personnel and veterans as they transition into civilian life and aims to highlight the economic value these highly skilled individuals can bring to the corporate world.

In addition to employability support, through AFTER, Barclays offers a number of bespoke banking services which help to make banking easier for the wider Armed Forces and veterans' community.

- Launched in 2010, AFTER has assisted more than **5,500** service leavers and veterans with their transition to civilian employment.
- More than **490** veterans and Reservists, of all ranks, have been directly hired into Barclays roles, saving in excess of £5M in recruitment fees.
- In excess of £4M has been committed in the form of employability grants, to help wounded, injured, sick and vulnerable veterans develop long-term careers after the military.
- Innovative suite of banking products and services designed to meet the needs of those still serving and veterans.
- Recognising the benefits of Reserve Service both to the individual and the business, we are piloting innovative initiatives to promote the Reserves to colleagues and potential employees.



To find out more visit: www.home.barclays/AFTERprogramme.html | www.barclays.co.uk/armed-forces

Another initiative that Barclays is proud to be a part of is **Veterans Employment Transition Support (VETS)** which is a coalition of partners who have come together to support all veterans as they seek to find the right job. The coalition consists of corporates from all industries, military charities, the MOD and the Career Transition Partnership. Together through VETS they are providing a holistic approach that enhances existing activities in this space. VETS also offer a wide range of mentors that will help guide veterans on their journey through civilian employment and VETS believe this is a fundamental part of the process.



Please contact either John Chantry or Nadine Davis for all your VETS support.

To find out more visit: www.veteranemployment.co.uk

From Royal Navy to Barclays

Pippa Hannaby



Current Position:

Investment Bank Intern, Barclays Bank Plc

Military Rank:

Lieutenant Commander

Pippa commissioned into the Royal Navy in 2006 and her career highlights include supporting the evacuation of Lebanon, working with the Australian Navy in Sydney, leading the logistics team for Ex COLD RESPONSE in Norway, setting up a Forward Logistics team in Bahrain and conducting outer office duties for 2 Admirals.

Pippa always knew she wanted a second career after the Navy and the longer she left it, the harder it would be.

She reached a stage in her Naval career where she felt it was the right time to make the move and seek and a new challenge.

Pippa started her search for her second career by looking at lots of industries to see where her skillset was best placed and where she could bring a USP.

The skills and experience she had developed in the military, coupled with a maths degree led Pippa to Financial Services. The AFTER programme really stood out for her, and she secured an internship place in the Barclays Military Internship for 12 weeks.

During the internship, Pippa spent time with many areas of the bank, in both retail and investment, and took advantage of the opportunity to 'try before you buy'. She used the time to learn the new business language and to understand how the pieces of the banking jigsaw fit together.

Pippa joined Barclays Investment Bank full time in January 2018 in the Markets Macro Distribution team. She is responsible for driving the ongoing build-out of the electronic Fixed Income franchise, and is looking forward to embracing the new challenge.



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For more information

Call Tim Clarke on **07760 202610** or send your CV to **tim@quaycrew.com**

**REFERRAL
FEES PAID**



The Liquid *List*

"You don't have to have joined *The List* to come along, it's both a convivial and serious networking occasion for ex-Services" John Basterfield Late RN 2011

The nationwide Liquid *List* meetings have been running in various guises since 1992 and have been sponsored by *The List* since 1995. The Liquid *List* operates as an open house for All Ranks – former and serving – of the three Services and their respective Reserves.

The Liquid *LIST* has its origins in the Options for Change era. It was, in the main, intended to allow Service folk of all Ranks who are looking for a second career to meet others who have successfully made the move into the commercial world. In practice these events also offer a rewarding Business-to-Business event and a port of call for former Service folk who may again find themselves in the market

Meetings take place in London, The Midlands (Host is Ex RN), Salisbury and

Edinburgh. Outline details are at www.thelistuk.com Full Steaming Orders for the London 'Chapter' are at <https://forcesbusinessnet.com/liquid-list/>

WEA Company Members and Industry Partners

	Associated British Ports	FDM Group	
	Atkins	Frazer-Nash Consultancy	
	Barclays VETS	Hoyer	
	Babcock Naval Marine	JP Morgan Chase	
	Balfour Beatty	Manpower	
	British Antarctic Survey (BAS)	Mitie	
	Building Heroes	Murray McIntosh	
	British Telecommunications plc	Morrison Utility Services	
	Compass Group UK & Ireland	Northcote Internet Ltd	
	Cercio IT	Odgers Berndtson	
	Ex-Mil Recruitment Ltd	NG Bailey	
	St. James's Place Academy	OWOA	

	Quanta	Blake Morgan LLP	
	Quay Crew	Blevins Franks FM Ltd	
	Raytheon	Brighton Williams & Partners	
	Rolls-Royce Submarines	Coffin Mew LLP (Legal)	
	Salute My Job	Greenwich Hospital	
	Shearwater Marine Services Ltd	Hargreaves and Jones	
	Arriva Southern Counties	Lewis Golden LLP	
	BNY Mellon	The Military Mutual	
	East of England Energy Group	Morisons LLP (Legal)	
	Micklewright Careers	Myers Clark Chartered Accountants	
	East Hants Council	X-Forces	
	HighGround	Omnium Wealth Management	
	Higher Futures	Patrick James Solutions Ltd	
	IWH Group	Trinity Insurance Services Ltd (Insurance)	
	Wolseley UK	TFL	

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 and Area Representative
for the South & South East -

Captain John Lavery MVO Royal Navy

Director Finance, Company Secretary & Area
Representative for Central, North, Scotland & Overseas -

Lieutenant Commander Mike Howell Royal Navy

Regional Manager South East -

Mr David Scholey

Regional Manager South West -

Mr Martin Small

Director Employment Services -

Mr Dom Hill

Administrative & Digital Support Manager -

Miss Marina Maher

Tel: 0207 407 8658 email: office@whiteensign.co.uk

From our Clients.....

“As I’ve previously told you, I am very grateful for the help and assistance I received from the WEA during my transition. You were by far the most engaged and personal of all the associations I dealt with”

“I just want to take this opportunity to thank you for all you have done for me. No one else has done as much or cared like you have”

“Thank you for all that you did in guiding me through the way. Your advice was spot on”

“Please know that it has been really useful beneficial having someone to use as a sounding board and seek advice from such as yourself (White Ensign). Many thanks for your time and assistance”

“I don’t think I would be where I am today without the help you gave me through this resettlement process”

“Thank you for your help through this process, especially your help with my CV, all your expert knowledge is priceless and I am glad I made contact with you”

“A large part of my success was the complete revision I did of my CV following your advice, so very many thanks for contributing to my eventual success!”

