

A photograph of a person walking away from the camera down a long, brightly lit tunnel. The tunnel's interior is metallic and reflective, with a person in silhouette in the foreground and another person working on a piece of equipment in the distance. A purple diagonal graphic element is on the left side of the image.

T&E Sovereign Skills Program

Frequently Asked Questions

Introduction:

The Test & Evaluation Sovereign Skills Program (TESSP) is a structured and bespoke global career development plan aimed at building and enhancing sovereign Test & Evaluation (T&E) skills globally. The program is the first of its kind to invest in the development of T&E skills globally and will provide individuals with technical, behavioural and leadership competencies to successfully deliver quality T&E that is critical to our customers.

This Frequently Asked Questions (FAQs) document should cover all stages of the program for a participant, and give you an insight into what you can expect by being a part of it.

General Information / Before Candidate Commitment:

1. Why does QinetiQ need the program?

To support our defence and security customers with their increasingly complex T&E projects, the program trains, mentors and coaches individuals in T&E, with the aim of them working in partnership with our customers and playing an integral role in creating sovereign T&E capability globally.

2. Why is QinetiQ the right company to offer this program?

TESSP leverages QinetiQ's world-leading expertise gained from our contracts in the UK such as the 25-year Long-Term Partnering Agreement (LTPA) and Naval Combat System Integration Support Service (NCSISS) with UK MOD. The program builds on our unrivalled experience and expertise for the benefit of our customers globally and reinforces and complements QinetiQ's strategy to remain a global leader in T&E.

3. Is it just a development program? What happens after the program?

By offering individuals a comprehensive development program including potential experiential T&E learning at world-class Air, Land and Maritime T&E capabilities, they will be equipped to apply those skills back in their home country. The program will develop each individual to support them in taking a future leadership role in QinetiQ's global T&E teams and provide them with the competencies to advise on and deliver critical, through-life T&E services to our customers going forward.

4. I currently work in QinetiQ so can I apply for the program?

Yes, applications would be welcomed. If successful, the specifics of how this would work in practice would need to be reviewed in detail. TESSP learning will be completed in the UK, and once complete the participant would relocate to the appropriate geography to fill the job role they have been working towards. This will all be dependent on obtaining a local residence approval and security clearance. To understand more please email: GlobalMobility@QinetiQ.com

5. What's the entire length of the program end-to-end?

The program offers a bespoke experiential learning experience for each participant. Each participant will start with home learning, then go on a three month UK placement. After this once back in your home country you will have around eight months to complete the program.

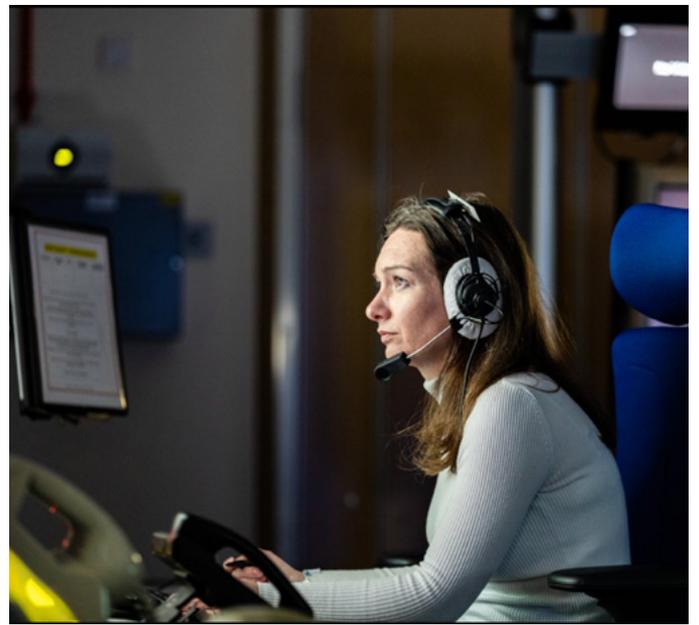
6. What's the earliest date that the program can start?

The bespoke nature of the program means it will be driven by the timing at which we recruit people into the program and the roles which they are ultimately joining us to undertake. We are not working to a specific date.

7. What is experiential learning?

Experiential learning is on-the-job training, which may include mentoring on specific subjects by subject matter experts (SMEs), observation of practical skills and assessment of practical skills.





Phase 1: Pre Entry

1. What will the package look like when someone comes to the UK? Will QinetiQ pay for family relocation (visas, flights) and for things like children's schooling (if applicable) and accommodation while in the UK?

Placements on TESSP are expected to take no more than three months, and therefore considered unaccompanied business travel for those not already based in the UK. Should your placement be atypical and longer than six months, Global Mobility will discuss family relocation with you on a case by case basis

Phase 2 & 3: Program On-Boarding & Home Country Learning

1. You have described this as a bespoke learning experience. How will you know what my development needs are for the program?

We will be undertaking an assessment of your competencies at the interview stage and once recruited this will be followed by a more in-depth evaluation of your technical assessment against the job role. This will give us an understanding of any gaps in knowledge, skills and experience. A bespoke learning path will then be developed to meet those gaps. This learning path will be unique to you, will enable you to learn from our experts, and from others on the program.

2. How will I be able to track and monitor my learning?

Each participant's development plan and assigned learning will be captured on an online platform that can be accessed 24/7 anywhere in the world. As a participant, your line manager will also have access to this and they will be completing a series of ongoing reviews with you, to ensure you have the support you need and are progressing through the learning in line with the agreed plan.



Phase 4: UK Placement Learning

1. Is there a chance the experiential learning time in the UK might be extended to what was originally planned?

Yes it could if budget allows and agreed by all parties as essential, if, for example weather conditions prevent critical experiential learning being undertaken. This will be managed on a case-by-case basis to determine the right learning opportunity and what impact this has upon time spent in the UK.

2. Can the person joining the program choose where in the UK they'll go for the experiential learning?

The location of the experiential learning is driven by the learning to be undertaken, so unfortunately it is not possible to pick a specific location. The training will also require participants to visit different locations in the UK.

3. If the person decides they'd like to stay in the UK after experiential learning in the UK, as opposed to going back to their home country could they do that?

The program is designed to grow and expand Test and Evaluation sovereign skills globally. Prior to applying for the program we would actively encourage anyone interested to be comfortable with being based where there is a job role opening upon completion of the program.

4. How will my development be measured and reviewed as I progress through the program?

Through ongoing dialogue your line manager will have a depth of understanding of your progress and completion of the agreed development plan. This will inform any compensation reviews and ensure your salary remains competitive.

Phase 5: Program Capstone & Completion

1. Test and Evaluation ranges and other military operating locations are generally in very remote locations. Where will I be based in Australia post-completion of the program when I am delivering in my role?

This will be determined by each of the specific roles.

Potential locations include:

Australia: Adelaide, Canberra, Cloncurry, Jarvis Bay

2. If a participant decides the program is not for them once they are several weeks in, what would happen?

This program is significant investment both for the participants and for QinetiQ, and we want to ensure people are fully committed prior to joining. QinetiQ recognises personal circumstances change and would work with participants on a case by case basis to ensure any reasonable allowances are made to complete the award.

Where it was not possible to complete the award it would be down to the hiring manager to discuss future options and opportunities with you.

3. What will my compensation look like whilst I am on the program versus when I have completed the program?

A competitive compensation offering is a core part of the overall program employment offering and provides a long-term investment in the program participants. The offering recognises and values the participant's current skills, experience, behaviours and capabilities and those which are developed on the program.

4. If I am not working with my line manager day-to-day, how will they know to review my salary?

Through ongoing dialogue your line manager will have a depth of understanding of your progress and completion of the agreed development plan. This will inform any compensation reviews and ensure your salary remains competitive.

5. How will it be determined that I have successfully completed the program?

A bespoke learning journey is created and assessed for each individual. Upon conclusion of the journey, our T&E specialists will assess the work completed and 'sign you off' as suitably qualified to perform the role. Upon this, you will return to your country of origin to complete your role. In-country additional steps may be required for official sign off.

6. Who will be supporting me to ensure I meet the development plan that I have?

The program team, the QinetiQ Academy, your host and local managers will support you throughout the program.

7. What happens if I do not meet the development objectives? Will I need to leave the program?

The program is designed to support every participant to succeed. Program participants will be responsible for the achievement of their learning journey and in the event that the performance requirements are not met, this will be managed in line with the business performance and remuneration process and practice.