

T&E Sovereign Skills Program

Frequently Ask Questions

Overview

1. What is the Test & Evaluation Sovereign Skills program?

QinetiQ's Test & Evaluation (T&E) Sovereign Skills program is a structured and bespoke development plan aimed at building a sovereign T&E skill set in Australia and Canada. The program is the first of its kind to invest in the development of Test & Evaluation skills for Australia and Canada and will provide individuals with technical, behavioural and leadership competencies to successfully deliver quality T&E that is critical to our customers.

2. Why does QinetiQ need the program?

To support our defence and security customers with their increasingly complex Test & Evaluation 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 in Australia and Canada.

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

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

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

The Test & Evaluation Sovereign Skills program 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.



Recruitment

5. I currently work in QinetiQ but not in Australia or Canada, so can I apply for the program?

Yes applications are welcomed. If successful, the specifics of how this would work in practice would need to be reviewed in detail. The development program learning will be completed in the UK and any non-Australian or Canadian residents would then relocate to the relevant geography and become employed on local terms and conditions. Ensuring that local residency status and security clearance can be obtained would be explored as part of the recruitment process. Further information can be found here: [Test & Evaluation Sovereign Skills Program](#)

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

The program offers a bespoke learning experience for each participant, and the development to be undertaken will shape the length of the program. For example, some participants may require 8 weeks of learning, with 6 of those being in the UK. Someone else may spend 24 months in the UK to undertake the required learning.

7. Is this only a development program? My understanding is that you are looking to expand and grow Test and Evaluation skills in Canada and Australia. Is there a guaranteed job at the end of the program?

The roles advertised are those that we are recruiting for. We recognise that the depth of skills to undertake these roles may not already exist, therefore we have designed a bespoke learning program to build the skills needed to undertake these roles. This is an exciting opportunity to be upskilled and have clarity on the role that you will be undertaking once you are developed.

8. 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.

9. 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 assessment 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.

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

Yes this could happen 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.

11. COVID restrictions continue to limit where we can travel globally, so what happens if I can't get to the UK to undertake the learning?

If you are unable to travel, learning and assessments will be planned that might involve completion of any practical elements in the host country.

12. COVID restrictions continue to limit where we can travel globally, so what happens if I travel to the UK but can't get back when required?

In the event this arises, it will be managed on a case-by-case basis.

13. What is experiential learning?

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

14. 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 globe. 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.

15. 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 may also require participants to visit different locations in the UK.

16. If the person decides they'd like to stay in the UK after experiential learning in the UK, as opposed to going back to Australia or Canada, could they do that?

The program is designed to grow and expand Test and Evaluation sovereign skills in Australia and Canada. Prior to apply for the program we would actively encourage anyone interested to be comfortable with being based in Australia or Canada upon completion of the program.

17. Test and Evaluation ranges and other military operating locations are generally in very remote locations. Where will I be based in Australia or Canada 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
- Canada - Cold Lake, Halifax, Ottawa

18. If someone decides the program isn't for them once they're several weeks or months in, what would happen?

We would encourage anyone who is interested in joining QinetiQ via the Test and Evaluation Sovereign Skills program to take the time to read more here about the program - Test & Evaluation Sovereign Skills Program - and ask any questions and resolve any queries you have personally. This program is significant investment both for the participants and for QinetiQ, and we want to ensure people are fully committed prior to joining.

19. What will my compensation look like whilst I am on the program versus when I've completed it?

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.

20. 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.





21. 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?

For stays in the UK over 6 months, the company will assist you with all the practical elements of your assignment to the UK, including applying for working visas (if required), helping you to manage your UK tax position, provision of housing etc. Your full assignment package will be briefed to you prior to the move. Where appropriate we will consider visas and flights for family to accompany, but this will depend on individual circumstances and we will discuss the possibility of this with you beforehand. Stays of less than 6 months in duration will be treated as business travel.

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

You personally own your portfolio of learning. Within this, you will have the opportunity to share and describe your progress against the agreed development plan. This will entail completion of assignments for the knowledge element and practical observation of any required skill element.

23. 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.

24. 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.

25. What happens if I don't meet the development objectives that I have? 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.

26. If I am joining QinetiQ to be part of the a team, but spending up to 2 years in the UK being developed, how will my team know who I am and how will I know what is happening in the business?

Each individual is assigned both a home manager (manager in the country of employment, either Australia or Canada) and a host manager (manager in the UK during development journey). Both of these managers will be fully involved in the development process. The home manager will keep in contact throughout any period spent in the UK and you will be able to jointly identify opportunities and the best way for you to feel integrated within the team in which you are working.