



**ROYAL
SIGNALS
INSTITUTION**



ROYAL SIGNALS INSTITUTION

promoting professional dialogue, recognising technical achievement

Purpose

- “... to promote debate, maintain strong **professional links** between the Royal Corps of Signals, industry, professional bodies and other relevant areas of Defence, in order to **foster the professional well-being** of the Corps **and to contribute to the development** of the delivery of Information and Communications Services and cyber and electromagnetic operations within Defence and Security.”

RSI Charter, 2022 Revise



THE ROYAL SIGNALS INSTITUTION



Charter and Regulations



The Worshipful Company of
Information Technologists
The City Livery Company for the Tech Sector

WCIT Briefing

Affiliation Partners



Gary Moore

WCIT Master 2024/25





Have you ever...

- ... seen or attended the Lord Mayor's Show
- ... worn jewellery made of Gold, Silver, Platinum or Palladian bought in the UK
- ... drunk wine in the UK
- ... eaten fish or meat in London
- ... fired a gun made in the UK
- ... worn glasses
- ... been on a commercial boat on the Thames
- ... ridden a horse in the UK
- ... studied for a City & Guilds Qualification



...or been sent to Coventry because you were so at sixes and sevens you forgot to buy a baker's dozen of cakes for friends





History

The Livery company – or guild – tradition stretches back hundreds of years, certainly predating the Norman conquest. The ‘ancient’ livery companies include the Mercers (1394), the Merchant Taylors (1327), Weavers (1130) and the Grocers (1428)

Newer arrivals include the Insurers (1979), the Marketors (1977) and, of course, the Information Technologists (1992).

The Origins of Livery Companies

Livery companies began when people involved in the same craft or trade started making informal arrangements amongst themselves to regulate competition, maintain standards and protect each other in times of sickness or hardship.

The companies also helped to preserve knowledge and skills for future generations.





Example older companies

- #1 Mercers (general merchants)
- #5 Goldsmiths (bullion traders)
- #19 Bakers
- #33 Founders (metal casting)
- #47 Stationers
- #58 Apothecaries



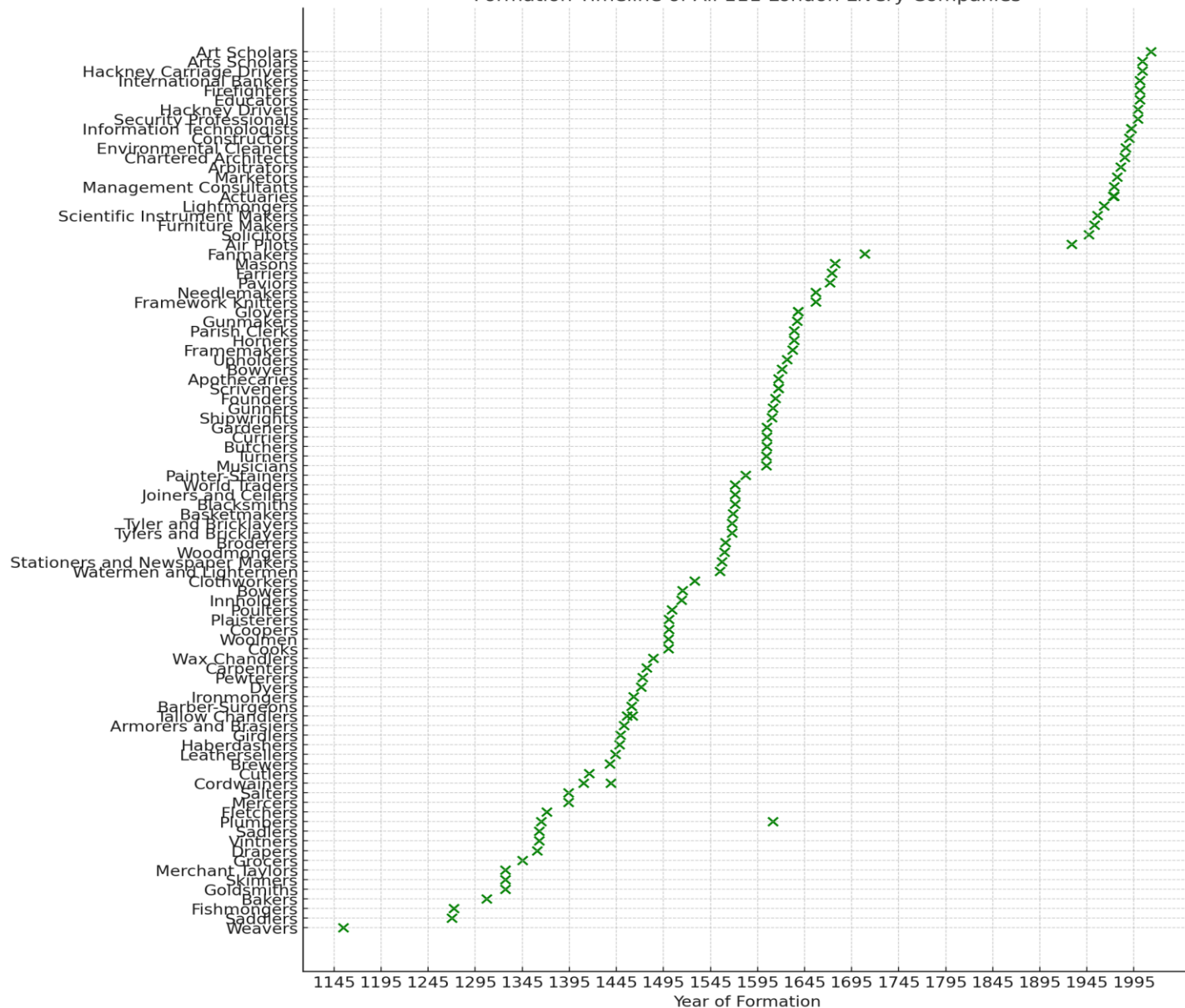
Sample newer companies

- #90 Marketors
- #100 Information Technologists
- #105 Management Consultants
- #109 Educators
- #111 Nurses





Formation Timeline of All 111 London Livery Companies



“Modern” Livery Companies
founded since the 1920’s

Master Mariners (#78) thought to
have been the first “Modern”
company (1926)

Newer Livery Companies less
likely to seek to control their
trades, recognising the forces of
global trade

Timeline courtesy ChatGPT





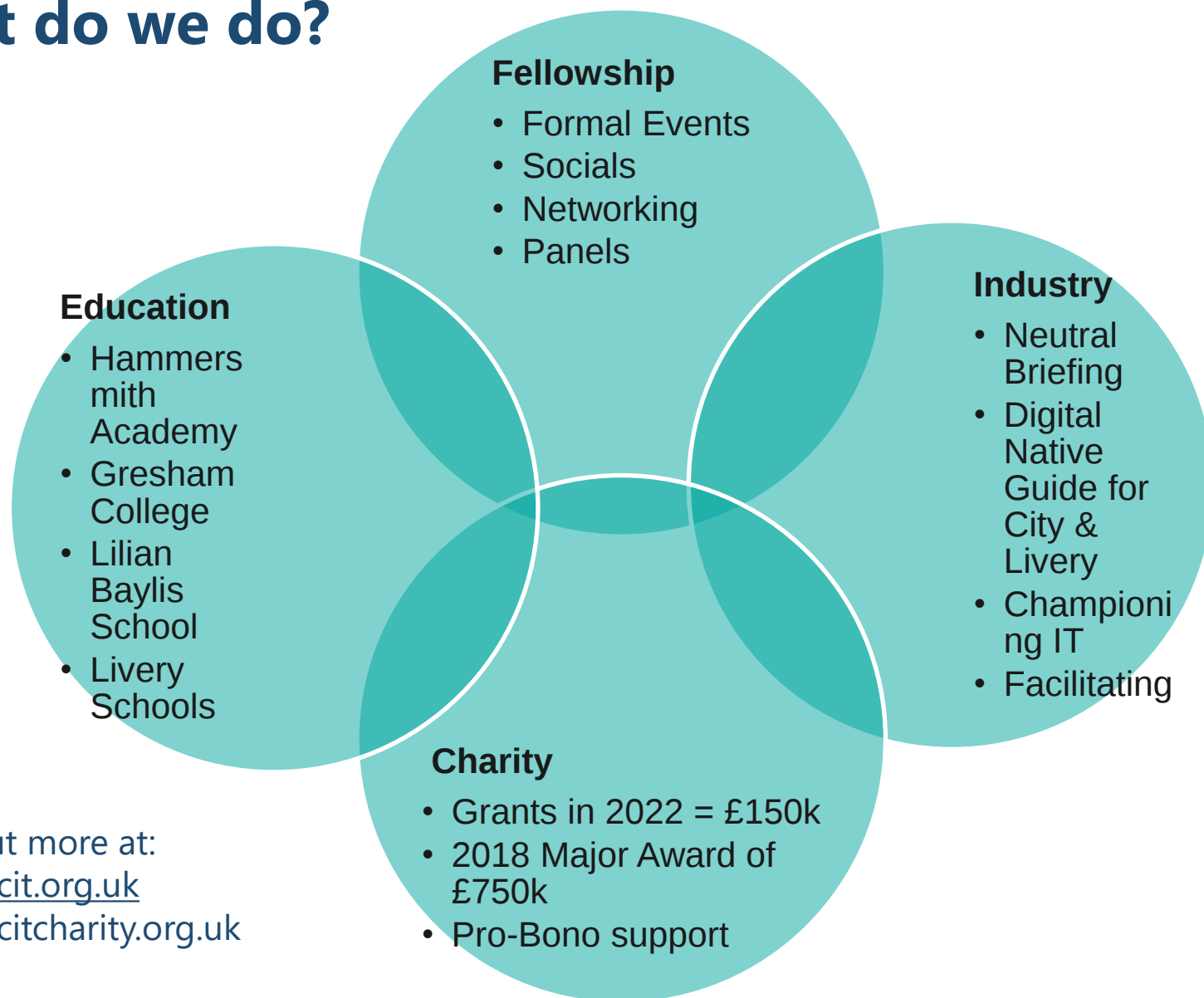
What is the WCIT?

- 100th Livery Company of the City of London
- Formed in Dec 1986
 - Granted Livery in 1992
 - Royal Charter in 2010
- A membership organisation of nearly 800 members
- All established practitioners in IT related disciplines





What do we do?



The confluence of these parts create a greater value, especially when combined with the City landscape and other Livery Companies.



Find out more at:
www.wcit.org.uk
www.wcitcharity.org.uk





Our Affiliation – The 3 Core Activities

Career Support

In-Service Support:

- Professional Horizons
- Peer-based Mentoring
- Professional Dev Days

Transition Support

- Preparing for Transition
- Career Mentoring

Recognition & Awards

Apprentice of the Year
(*Medal*)

Yeoman of Signals
Best Presentation
(*Salver*)

Through Award
(*Certificate*)

Gordon's Cup
(*WCIT Cup*)

Industry Networking

- WCIT/RS Showcase
- WCIT Members Visit
- Annual Golf Match
- AFC Dinner
- RSI Dinner
- Women In Technology
- One-Off Events e.g. 2023 Hackathon





We've Listened to our Armed Forces Affiliates...

I'm not in London



We've become more accessible
online

I don't know any members



We will provide you with a 'buddy'
to help you get to know us

I'm not sure I can commit to life
membership at the moment



We've create a temporary
membership you can convert

I think it may be too expensive



We think we have made it very
affordable





Armed Forces Associate Membership

- Open to all serving members of the Royal Signals (inc Reservists) for up to 3 years
- Membership Benefits include:
 - Access to a 'buddy'
 - Receipt of Members' weekly newsletters and communications
 - Attendance at Panels and Committees
 - Ability to attend social and formal events
 - Opportunity to support our Charity (CCG scheme) and engage with the charitable causes it supports.
- Cost £50 per year
- Contact: nicholas.claydon@member.wcit.org.uk for more information





The Worshipful Company of
Information Technologists
The City Livery Company for the Tech Sector

And finally...

OVER TO YOU FOR QUESTIONS





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Your Future Career

Where is your next role?



Kerri Mansfield
WCIT Master 2023/24





Military

Civilian

Differences

Focus on teamwork

Focus on achievement

Regular change of role

Role remains static

Live and work in a local environment

Commute to work from home

Remuneration includes additional allowances: home, utilities, uniform etc.

Personal responsibility for all areas of life

Designed learning programme

Personal responsibility for development

Security of role

Insecurity of role

Community life

Individual and private life

Camaraderie

Time alone

Similarities

Hierarchical

Professional focus on achievement

Working within temporary teams

High pressure environment (depending on civilian role!)

Personal responsibility





Some things to think about

Working Hours

Sport

Salary packages

Relocation

Be the best

Annual Leave

Company culture

Notice Periods

Social Value





Business Sectors

Accountancy	Electronics	Mining
Aeronautical	Engineering	Pharmaceuticals
Agriculture	Finance	Public Sector
Automotive	Healthcare	Property
Banking	Hospitality	Recruitment
Charity	Information Technology	Retail
Construction	Law	Utilities – gas, electricity, water
Consulting	Leisure	Telecomms
Creative and Design	Manufacturing	Tourism
Defence	Marketing	Transport
Education	Media	Warehousing and storage





Structure of organisations

Self-employed

It's all about you and you are responsible for everything.

Cooperative

A group of you get together and run the company between you.

Partnership

Two or more partners.
Must be registered and have unlimited personal liability.

Limited Company

Incorporated via companies house, must be registered.
Director(s) have limited liability in the company.

PLC

Listed on the London Stock Exchange.

Corporation

Created by Royal Charter and is a separate legal body to the members.

Government

25 ministerial departments.
20 non-ministerial departments.

Not for profit

All profits are fed back into the organisation.

Charity

Established for charitable purposes.





What role will you take?

Worker

Paid employee.

Consultant

Works through a separate company.

Manager

Holds team responsibility for a project or department.

Director

Senior member of the company in charge of multiple departments, reporting to Board of Directors.

Owner

Holds overall control of how the company is organised.





Where will you look?

Headhunter

LinkedIn

Agency

Job Boards

Network





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Your CV





What is it and why do you need one?

- It is a record of your career and achievements, together with a showcase of your transferable skills.
- A CV does not get you a job
- It provides the recruiter with information about how your skills, experiences and achievements align to the job role and organisation.
- It is a marketing document that helps the recruiter decide whether to invite you to the next stage of the recruitment process.





Thoughts

- It needs to be truthful (they will check)
- You on a good day (highlights...)
- ‘Spin’ is actually encouraged
- Use bold language: “create, drive, shape, lead, challenge, capitalise on, build, incent, motivate”
- NOT ‘liaise with, support, worked with, was involved with...’
- Be concise. Leave out the ‘tea-making’. SFW?
- Average just won’t do
- Achievements and quantifiable and verifiable business benefits
- Tailored – you will need more than one CV





Billy Bloggs

Contact details: email, mobile, address

Fabulous education here (degree, masters, MBA etc.)

Profile:

- Management and leadership
- International (which countries?)
- Sector experience
- Large budgets/teams
- Business transformation
- Board/Exec committee
- Languages

Fabulous Career Summary here

2010 – Present	Role and organisation
2003 – 2010	Role and organisation
etc..	

Career History

2010 – Present	Royal Corps of Signals
Description (2 lines)	“British Army, Royal Corps of Signals is the world’s’ leading..., size, turnover, global reach.”

Current Challenges:

- Globalization
- Restructuring
- Refinancing
- Growth
- Survival

Key Achievements: (depth please and don’t waste them)

- Background (business problem)
- Your deliverable (you and your team)
- Result (metrics if possible)

Outside Interests (things that will sell you, not make people laugh):

- Charitable
- Daredevil hobbies
- Fabulous sporting achievements

Not Outstanding Education Here





SFW

Reread it:

- Is it utterly compelling?
- Would you hire you?
- Is it full of jargon/unnecessary reference to technologies?
- Is it punchy and concise?
- Does every bullet sell you?
- Is it a perfect match (or very nearly) for the job?

Good Luck. Hope you get the interview!





The Interview





Preparing for the Interview

Research

- Website
- LinkedIn
- Social Networking
- Job Specifications
- Agencies
- Headhunters
- Alumni





Preparing for the Interview

Questions

- How many? 2-3
- Pertinent not general
- Demonstrate knowledge and skills (selling opportunity)
- Open not closed, get them talking
- Avoid discussion 'package'





Preparing for the Interview

Presentation

- Professional
- Research the company dress code
- Fit in with the culture – keeping on the smart side
- Uniform = unremarkable





The civilian's view of the army

Upside

- Ethics, integrity, brave
- Charming and personable
- Intelligent
- Unflappable
- Delivery/results focused

Downside

- Stiff/starchy/command and control
- Inflexible/bureaucratic
- Unable to make transition
- Alien





The Interviewer – possible assumptions

- Experienced at interviewing
- Know exactly what they want
- Calm and relaxed
- Their questions are well thought out and precise
- What you see is what you get
- Competence and CV based questions

Therefore

- Put them at ease
- Clarify their meaning if in doubt
- Think of best examples before speaking
- Stay calm, don't rush
- Clarify their understanding if in doubt
- Smile and engage them
- Answer the question – don't waffle!





Your answers

- No waffle
- Not too much theory
- Mainly examples from your career
- Not too far back
- Plenty of facts and numbers
- Talk about what you and your team did
 - ‘In my experience.....’
 - ‘This worked well in.....’
 - ‘What have you found here at’
- Engage, encourage conversation
- Be honest
- Be you on a good day





Expect questions on:

- Leadership
 - People management
 - Strategic thinking
 - Communicating
 - Innovation
 - Bold decision making
- Commercial acuity
- Stakeholder management
- Team work and collaboration
- Strengths and weaknesses
- Motivation





Finishing the interview

Did we cover everything you wanted?

Ask about process going forward

Don't mention money unless they raise it

Show interest in moving forward





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Starting a Business

Nicholas Claydon
Court Assistant &
Royal Signals Relationship Manager





Disclaimer

- I've been responsible for budgets of over £270m
BUT – I am **NOT** an Accountant
- I've negotiated "A Business" – any income
BUT – I am **NOT** exclusively from employment
- I've run a business and managed to pay my mortgage
BUT – I am **NOT** a entrepreneur or millionaire





Why start a business?

- **You have a great idea for a service or product you want to own**
- **You can't do what you want to do "from within"**
- **You don't want to be part of 'corporate life'**
- **You are going freelancing/contracting**





Things to consider

- **Does it suit your character – and those who support you?**
- **If you find a hole in the market, make sure there is a market in the hole.**
- **How viable is your business?**





Why Write a Business Plan (and what is it)?

- **Forces structured thinking**
- **If you can't write it down (or draw it) – you don't know what it is**
- **Identifies the unknowns**
- **It's harder to avoid reality**
- **Helps you explain to others**





What happens if
it goes wrong?



What's the
big idea?



Who will
you sell to?



What do the
financials look like?



YOUR BUSINESS PLAN



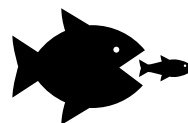
What's the
market like?



How will
you do it?



How will
you sell?



Who else
is doing it?





Do Nothing without taking
PROFESSIONAL ADVICE





Sole Trader
(aka Self Employed)

Set Up by simple
HMRC
Notification

Send in accounts
& Self
Assessment

Taxed as Self
Employed

Personal Liability
for Business
Debts

Partnership
(exc LLP)

HMRC Notification &
Optional
Partnership
Agreement

Nominated Partner
responsible to HMRC.
All partners do Self
Assessments

Taxed as Self
Employed

Joint & Several
Liability for Debts

Limited Company

Registration at
Companies House
Articles of
Association

Company
Finances are
separate from
owners'

Taxed as
employee and/or
individual

No personal liability
for Debts
(Almost)





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PROLINX

Secure, Simplify, Collaborate

WCIT New Horizons Workshop

23 October 2024

Lessons in transitioning into civilian life

Adrian Hosking CEng MIET

- Introduction
- Career
- Planning for transition
- A day in the life...
- Lessons
- Questions



*My civilian career
so far...*



Introduction

- Adie Hosking
- 47 years old
- Married to Jo, two boys (14 and 10)
- Lives in Mudeford, Dorset
- Served in the Royal Signals for 28 years
- Retired as a Major
 - SO2 EOD ECM and CIS, Progs Dir, AHQ
- Work for Prolinx (since May 24)
 - Senior Business Development Manager – Defence and National Security
 - Product Owner – Agile, multi-functional engineering team

Last military engagement...



...first civilian engagement

- Joined May 1996 – ATR Bassingbourn
- Retired July 2024 – Army Headquarters
- Tele Op (Systems)
- Operational tours
- Yeoman of Signals
- Commissioned
- Traffic Officer
- Battlespace Technology Course
- ICSC(L)



Planning for Transition

- Planned 2 years out
- Interviewed 6 months out
- Multiple industries and roles
- Understand industry sectors
- **Understand intrinsic motivators**
- Build your network
- CPD
- CTP – useful but...
- Professional recognition

Continuous Professional Development...

Education and Continuous Professional Development			
Strategic Finance for Non-Financial Managers	2024	Directors Development Programme	2024
Ipsos Facto Training Solutions		In Professional Development	
NIST Cyber Security Professional (800-53)	2023	Certified in Risk and Information Systems Control	2023
APMG International		ISACA	
ISO/IEC 27001:2022 Lead Implementer	2023	L7 Diploma in Leadership and Management	2023
BSI		ILM	
Project Management Qualification	2022	PG Diploma Battlespace Technology	2021
APM		Cranfield University	
Airwave System Manager	2018	BSc Communications Management	2018
MoD		Lincoln University	
Certified Information Security Management	2016	Certified Information Security Management Principles	2016
ISACA		BCS	
Change Management Practitioner	2016	Agile Project Management Practitioner	2015
APMG International		APMG International	
PRINCE 2 Practitioner	2015	L6 Diploma in Leadership and Management	2015
APMG International		CMI	
InfoSec Standards 1 and 2	2014	Tactical Network Gateway Manager	2013
HMG		DCCIS	
HND Telecommunications Engineering	2012	Defence IT Security Officer	2011
DCCIS		DISC	
ITIL Foundation and Practitioner v3	2009	BCIP System Manager	2008
APMG International		DCCIS	
HND Communication Systems Management	2007	L6 Certificate in Management	2006
DCCIS		C&G	

...resettlement began in 2006!

A day in the life...

Lots of events to attend in the Business Development world....



...but the novelty soon wears off.

Always 'real' work to be done.

- Maintain relationships with colleagues
- Understand your worth
- Transferrable skills
- Build an *Industry* network whilst serving
- Industry is niche – they like specialisms
- Promotion is slower
 - Regular pay increases will not be like the Army – negotiate hard at interview
 - Do not be afraid to move between companies (2 years)
- Culture within an organisation/business is essential
- Be prepared for a ‘wobble’

Beards are not essential in civilian life...



...but first impressions are!

Questions

And finally, enjoy it....



...as time really does fly.



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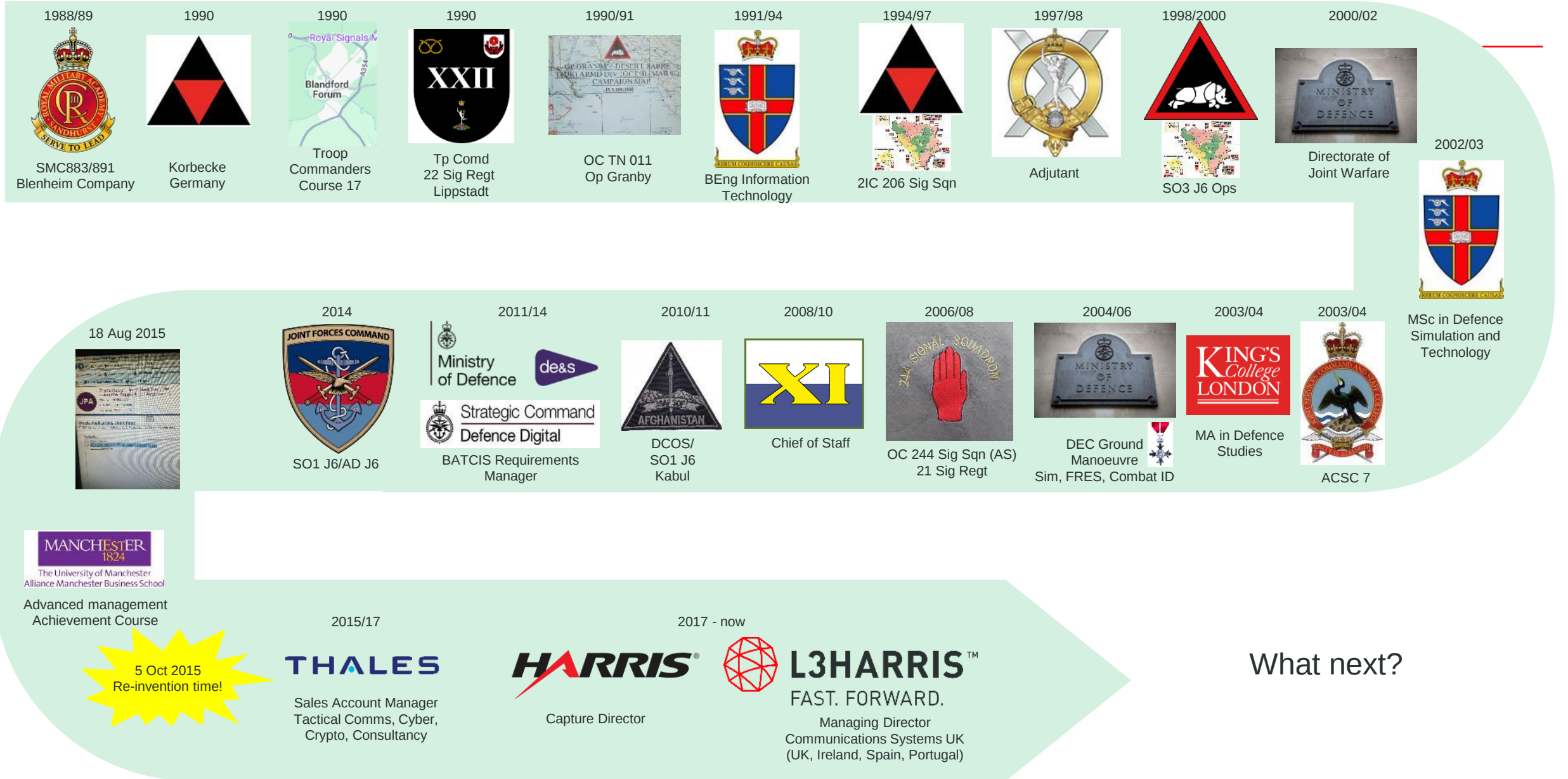
IAN BLOWER MBE

**MANAGING DIRECTOR COMMUNICATIONS SYSTEMS UK
REGIONAL MANAGING DIRECTOR UK/IRE/ESP/PRT**

My Experience...Reinvention Time!



The making of...



Top 10 Things That Would Have Been Good to Know

(For me, my Team, my Friends)

1. What do you want to do? What are you?
 - What are you good at?
 - What did you enjoy?
 - Who are you?
2. How much should I be looking for?
 - “Take your current wage, subtract your pension, then the amount left is what you need to earn...”
 - Right wage for the job (level, industry, location, experience, risk) – Research!!! Glassdoor, Indeed, agencies, headhunters, network...
 - Wage v responsibility v work rate v stress v family life v whatever you balance
3. I don't have the skills for that job...
 - You don't need all of them
 - You don't value the skills you have
 - You don't know what skills will be valuable
 - You have no idea what good and bad looks like
4. You're only valuable to a business for 2 years –
 - Until your little black book becomes out of date
 - Military move after two years as that's what they're used to
 - “It takes 2 years to fully get the green out of you”
 - You will ALWAYS have more in common with serving military in any country than your civilian counterpart
5. Network, network, network...
 - WTF does that actually mean?
 - It's not about connections on LinkedIn – it's about people who will actually help you

Prepare, research, get going!



Barney Gray · 2nd
Sales and BD Director @ Viasat | Chartered Engineer
Salisbury, England, United Kingdom · [Contact info](#)
3,578 followers · 500+ connections

Viasat
 Cranfield University

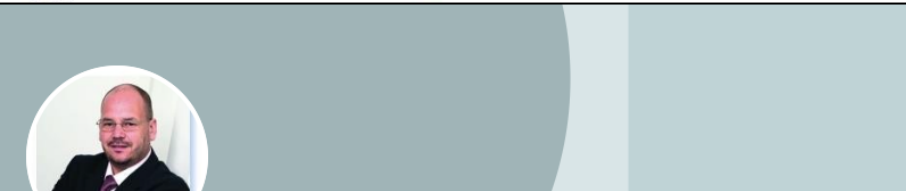
Neil Clements, Nigel Cullen, and 116 other mutual connections



Adie H. · 2nd
CSISR and ECM | Defence | Digital Transformation | Strategic Planning |
Programme Delivery | Information Security
Christchurch, England, United Kingdom · [Contact info](#)
500+ connections

British Army
 Cranfield University

Rob Knight MBCS - Sustainable IT Champion Nigel Cullen, and 78 other mutual connections



Nick Claydon · 2nd
Consultant and Advisor
Whitstable, England, United Kingdom · [Contact info](#)
500+ connections

Boedromion Limited
 The Open University

Paul Sutcliffe MSc, Jim Chatman MBA CMgr FCMI, and 15 other mutual connections

[Connect](#) [Message](#) [More](#)

PROLINX
Secure, Simplify, Collaborate

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- M365 SECURITY AND COMPLIANCE
- DEPLOYED BEARER OF OPPORTUNITY
- PLATFORM AS A SERVICE
- SECURE WIRELESS SOLUTIONS
- SECURE MOBILITY AS A SERVICE
- VULNERABILITY ANALYSIS IN CYBER SECURITY
- GOVERNMENT ASSURED SECURE VIRTUAL DESKTOP AS A SERVICE (DAAS)

[VIEW ALL >>](#)

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Secure, Simplify, Collaborate

Careers

- Business Architect
- Commercial Management
- Change Management
- Cyber Security
- IT Apprenticeships

- Graduate Scheme
- Project Management
- Service Desk
- Service Management
- Solutions Architects

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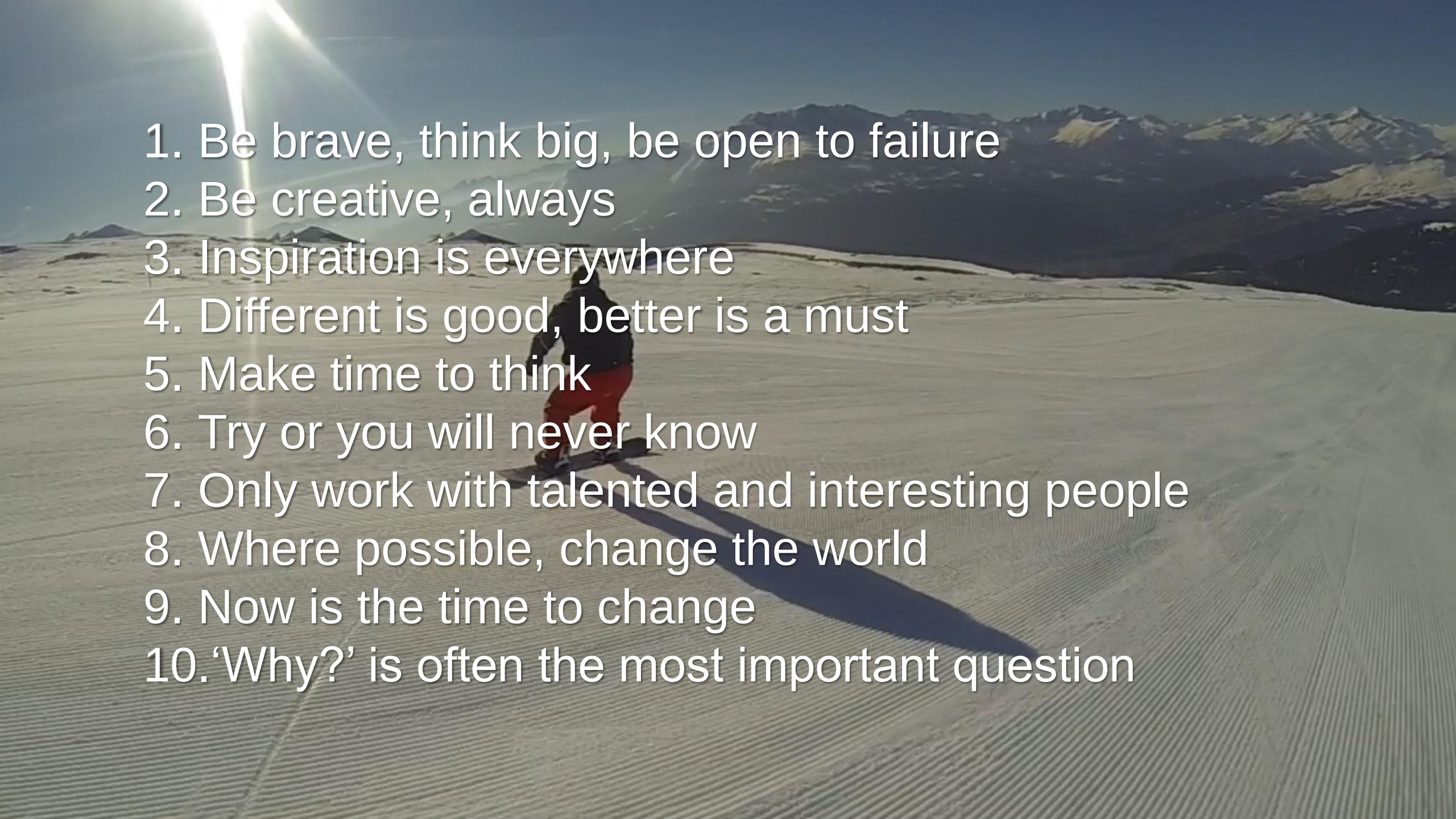
EMMA P EDWARDS
★
HEAD OF HUMAN RESOURCES

Top 10 Things That Would Have Been Good to Know

(For me, my Team, my Friends)

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 - WTF does that actually mean?
 - It's not about connections on LinkedIn – it's about people who will actually help you
6. What should I do to prepare for leaving?
 - You need to get loads of qualifications, that's how you'll succeed...hmm
7. CVs
 - “I am a loyal, motivated, self starter...”
 - “You should completely civilianise your CV...”
 - “I was the JFICS YofS for ME for Herrick xx”
 - I was responsible for...
 - SFW
 - Needs to be you!
8. The best thing for you is...
 - A portfolio career...
 - Your highest earnings will be as a consultant...
 - You're a R Signals Lt Col – so you'll be best as a PM and can expect to earn £xxx
9. It's about getting the job – not doing the job
10. You are NOT the lowest common denominator

Prepare, research, get going!

- 
- A person in a black jacket and red pants is snowboarding down a vast, white snowy mountain slope. The sun is shining brightly from the top left, creating a strong lens flare and casting a long shadow of the person onto the snow. In the background, there are dark, rugged mountain peaks under a clear blue sky.
1. Be brave, think big, be open to failure
 2. Be creative, always
 3. Inspiration is everywhere
 4. Different is good, better is a must
 5. Make time to think
 6. Try or you will never know
 7. Only work with talented and interesting people
 8. Where possible, change the world
 9. Now is the time to change
 10. 'Why?' is often the most important question



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