

HOW WE HELPED THE

# Ministry of Defence



## Paving the road for a single, global IT infrastructure?

The Defence Information Infrastructure (DII) is one of the largest infrastructure programmes in Europe that is in the process of providing the Ministry of Defence (MoD) with a secure and coherent IT infrastructure across 2,000 MoD sites worldwide. It will not only provide a common IT platform in the office environment but will enhance the operational capability of the Armed Forces, whether in their headquarters in the UK, on board Royal Navy ships in the South Atlantic or on the battlefield in Afghanistan.

DII is a 10-year project being delivered by the ATLAS Consortium. In order to meet the deadlines for the implementation, and assist both ATLAS and Defence staff meet their respective responsibilities under the contract, MoD sought expert technical support at multiple locations and initiated a competitive tender for the provision of a highly specialised team to undertake this assignment. Parity Solutions was selected for the task after presenting the most complete and competitive proposal.

The profile of the individuals the MoD required for this support was clearly defined and the task of identifying and selecting them was challenging: each of the candidates had to be proficient in a number of key skills that collectively are in short supply from the marketplace.

Without the Technical Support Programme there could have been additional delay and cost for the implementation of the project, as Bob Quick, the MoD's DII Integrated Project Team Leader explains:

*"Parity's approach in selecting the right individuals to support my team has added considerable value to the DII implementation process, and has allowed my Estate Managers, in charge of the delivery project, to make decisions faster and more accurately. The commitment and focus of the Parity Team to overcome problems and deliver have been exemplary."*

Parity, who has been providing IT Project and Programme Management solutions for over 30 years (and in fact participated in the development of the PRINCE2TM methodology), is also a leading IT recruitment specialist with considerable experience of RPO (Recruitment Process Outsourcing). Parity demonstrated a thorough understanding of MoD's requirements with an imaginative approach underpinned by a methodology that led to maximising resources at minimal costs.

Parity not only took care of the ambitious volume recruitment process, but also provided a managed services solution for the technical support programme, so that MoD site managers and other staff could focus on their activities without needing to become involved in lengthy recruiting and selection procedures for the additional staff they required.

# The Hunt': A Scientific and Creative Approach

Parity applied its first-class knowledge and experience in volume recruitment to create a suitable pool of candidates. Finding a pool of some 70 individuals with such a level of skills and specific knowledge, capable to support effectively a very ambitious programme and able to be immediately effective in the distinctive working environment of the Armed Forces was not an easy task.

A focus on ex-Servicemen who had previously performed an ICT support role in the Armed Forces was the first strategic step Parity took for the recruitment process: this meant that all candidates were already proven facilitators, task managers and problem solvers within the MoD. This shortcut saved time and money, and increased the efficiency of the full selection process.

Parity was able to provide a complete team of fully proven and tested individuals who had passed several selection filter levels, including a personal interview and the appropriate security clearance checks. In addition to that, Parity made sure to find professionals based regionally and close to implementation sites thus eliminating any potential travel or accommodation expenses

## Avoiding delays and costly mistakes

The capabilities demonstrated by the Technical Support team resulted in an extraordinary added value to the MoD. The proficiency of the Parity Team allowed them to pre-empt potential issues, enhancing the planning and decision capability for each of the local units, minimising risk and cost. In addition, their experience contributed to a comprehensive portfolio of lessons learned, which when made available on the MoD intranet, avoided a repetition of any early errors.

Parity's recruiting and selection capability and managed service made a significant contribution to the MoD during the migration phase of the DII project.

The Parity team energetically supported the migration process, trained key MoD and ATLAS staff, ensured users at all levels were absolutely clear on their role in making DII succeed and provided critical continuity of support to the MoD Project Team.

Parity's successful support contributed significantly to the DII implementation thereby helping to reduce the risks to a major IT enabled change programme.

Terence Blow, Managing Director of Parity Solutions, commented:

*"With its involvement in the DII project, Parity has certainly demonstrated an ability to understand the user requirement and then apply best practice both in Recruiting, Selection, Programme and Project Management to meet that requirement. We are proud of having contributed to a major project that will ultimately add to the decision making and operational capability of Defence."*

