

Fujitsu as an Employer of Choice



In the UK and Ireland, Fujitsu employs many thousands of people with different skills and ambitions. We invest in our people by creating career opportunities, ensuring diversity, developing skills and promoting wellbeing. Within the Defence and National Security sector we have a long-standing heritage, and have been a major supplier to the UK Ministry of Defence (MOD) for nearly 50 years. Our support of important UK Defence projects covers a diverse range of advanced command, control and communications systems as well as extensive research into the application of new technologies.

Across the UK and Ireland we have 3,500 security cleared staff and our National Defence Centre is staffed with dedicated specialists, collectively providing support to over 200,000 UK MOD users. By supporting our staff – as well as our local community, our children, and our Armed Forces – Fujitsu is among those leading the way in responsible business practices in the UK, helping to create a positive future for all, and being an employer of choice.

“As an organisation that has a proud history of not only supplying products and services to the MOD but also employing many citizens who form part of the voluntary reserve forces, Fujitsu recognises the invaluable contribution these individuals make to our community and our business. We also recognise that those individuals, previously employed by the Armed Forces, can contribute a wealth of transferable skills and experience and that it is therefore important for us as a business to support their integration into the civilian workforce in any way we can.” – Duncan Tait, Fujitsu Senior Vice President for EMEA



Our Commitment to the Armed Forces

In January 2014, Fujitsu signed the Ministry of Defence Armed Forces Corporate Covenant which sets out the moral obligations of society towards members of the Armed Forces community. By signing this Covenant Fujitsu has pledged to support the British Armed Forces by upholding these key principles.

Our longstanding affiliation with the British Armed Forces comprises a major part of our responsible business drive, with a particular focus on supporting veterans and their families. Over the years, our Defence and National Security business has helped veterans make a smooth transition from military service into the commercial sector. To enable this we maintain links with the Career Transition Partnership (CTP) to not only facilitate a recruitment process that recognises British Armed Forces skills and qualifications, but to also ensure that Fujitsu's own job vacancies are widely promoted to the service-leaver community, creating a strong pipeline of talent that benefits everyone involved.

Working in partnership with CTP to break down the barriers to military recruitment

As part of our commitment to the Armed Forces Corporate Covenant we are working in partnership with CTP to develop a capability matrix to match skills and qualifications to civilian employment opportunities. This matrix aims to break down the barriers to military recruitment and highlight the applicability of military qualifications and skills to civilian employment. This unique approach is in its infancy but we are working with hiring managers to understand how it can be integrated within our existing recruitment process and how we can roll it out across the wider Fujitsu organisation.

shaping tomorrow with you

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At a CTP recruitment event, it became clear that service leavers are exactly the type of intelligent and talented people that we need to join our organisation. Not only is our environment and customer familiar to service leavers, but we also know that they have a desire to develop their careers and build upon the knowledge gained in their Services career. Through this partnership with CTP all Fujitsu job vacancies are widely promoted to the Service leaver community via RightJob, thus creating a future talent pipeline.

Fujitsu looks to the CTP to provide access to Project Managers, Test Analysts, Service Engineers, Security Architects and Security-cleared packagers: job roles that transfer directly across from the Armed Forces into Fujitsu. Fujitsu has further matched our entry level roles with early service leavers which enables a seamless step into our organisation. We also receive support from a personal employment consultant who is able to find the best candidates for the jobs on offer.

Bringing these various initiatives together, we have developed a Service Leaver's Selection Centre which aims to find candidates with the right outlook and desire to develop their knowledge that matches Fujitsu's values and attributes in a demanding environment. We have also developed a bespoke practical test that allows a service leaver to demonstrate the extent of their IT knowledge in a hands-on way. We've been testing this over the last few months and are very confident that it can support our need to recruit talented engineers with plenty of potential.

A successful selection will result in the individual being offered a fixed term contract with Fujitsu which will provide accelerated development and exposure to our substantial support / service environment. During the contract, the candidate can expect to work in a number of our support teams gaining significant knowledge and valuable experience for many years.

Supporting reservists, veterans and their families

Fujitsu recognises the contribution and potential that reserve personnel and veterans can deliver and has formally introduced a number of policies and initiatives to better support both them and their families:

■ Veteran transition

Within Fujitsu Defence and National Security, our continued affiliation with the military has proven to help assist the transition from the military work environment into the commercial sector. Recognising the value these personnel can add, the business unit created an environment where veterans - both service leavers and reservists - can easily transition into a commercial organisation.

"As a former serving member of the armed forces, I appreciate and admire the huge commitment Fujitsu is making in support of the Corporate Covenant. As a company, it truly understands the obstacles faced by many reservists and family members of those in active duty - and endeavours to meet the needs of individuals within this group of employees by recognising their valuable contributions."

- Glen Hymers, Operational Security Manager, Fujitsu DNS (former RAF)

■ Defence Employer Recognition Award

In November 2014, Fujitsu attended the Defence Employer



Recognition Scheme Awards Ceremony, hosted by the Minister for Reserves, Mr Julian Brazier MP and Brigadier Andrew Hughes, Commander Headquarters 11 Infantry Brigade and Headquarters South East at Blenheim Palace. Fujitsu was extremely proud to

receive a silver award, presented in national recognition of our commitment to the Armed Forces and Reservists.

■ Reservist Policy

Fujitsu recognises the vital role reservists play in supporting the UK MOD and we value this contribution our colleagues make to all the UK's Armed Forces. As such, Fujitsu has a comprehensive policy which provides support for employees who are Volunteer Reserves and Regular Reserves, and their spouses/families over and above what is required by law. As part of this policy, Fujitsu is committed to creating a flexible environment, by enabling Reservists to attend Reserve Forces training events, and be mobilised for Reservist duties as required.

■ Recovery Career Services

Through our relationship with CTP, Fujitsu has been working closely with the Recovery Career Service (RCS) whose purpose is to help those who have or are likely to be medically discharged from the Armed Forces to find employment within industry.



"Having left the Military on a Medical Discharge, I'm truly appreciative of the pledge Fujitsu has made in supporting my transition back into the working environment. Fujitsu accommodated all my requirements, enabling me to make a smooth and trouble-free induction into the organisation. Fujitsu truly recognises individual skills and the adaptability the serviceman has to offer."

- Jez Ryan, Fujitsu Project Leader (recruited through the RCS)

Providing service leavers with job-seeking support and self-marketing

Fujitsu hosts a number of industry days to allow veterans time to spend discussing their skills and experiences with Fujitsu recruitment specialists. From this input the specialists provide relevant advice and guidance on how they should market themselves and translate their key skills into those required by the commercial sector. Fujitsu also provides support for people to rework their CVs to make them more engaging and applicable to the roles they are applying for.

Committed to graduate, apprenticeship & industrial placement communities

Fujitsu has established dedicated placement communities for Graduates, Apprentices, and Industrial Placements within its Defence and National Security business. This enriches the workforce from both a demographic and innovation perspective; providing a framework to ensure that all aspects of early career development are catered for. The business provides customer engagement and projects, with added participation in responsible business initiatives. The capability is also at the forefront of the digital skills agenda, being one of the first in Fujitsu UK & Ireland to provide a Degree Apprenticeship in technology solutions.



Case Study

From Wing Commander to Fujitsu Defence and National Security, Head of Cyber:

"I served as a Wing Commander in the Royal Air Force for 36 years, working initially as an Air Defence Technician, followed by commissioning into the Communications Engineering Branch. I now work as Defence and National Security Head of Cyber for Fujitsu, determining the future requirements of the company with regards to the delivery of a Cyber capability and resource management.

During my service and resettlement period I was able to gain a range of qualifications to support my entry into the civilian job market. These included a HND in Electronic Engineering and a Masters Degree in Defence Acquisition Management, along with Advanced Management and Achievement (AMAC), Programme and Project Management qualifications, Change Management and Finance. The AMAC course proved particularly useful during my resettlement, providing me with the correct level of detail for discussions at interview.

As with many Service leavers, I found my current role with Fujitsu via networking, and encourage others to use as many informal social networking opportunities as possible. Prior to starting the role, I was able to complete a work placement with Fujitsu whilst still serving in the RAF. This gave me a very useful insight into the company and provided a greater understanding of the requirements of the role before formally starting.

Ian Barclay, Cyber Security Lead, Fujitsu

Responsible business commitments through fundraising and business support

Fujitsu believes that conducting responsible business is about creating tangible benefits. It's about ethical practices and working to benefit society. With this in mind, we strive to place our resources and expertise at the service of local communities while supporting a wide range of organisations. Our efforts have been recognised by commercial network Business in the Community, who awarded us a five-star (99%) Platinum rating in their Corporate Responsibility Index, recognised as the UK's leading voluntary benchmark for responsible business practices.

Fujitsu is a long term partner of the Armed Forces charity SSAFA whose work provides practical, financial and emotional support to 57,000 armed forces personnel, veterans and their families every year. Since 2007, Fujitsu has been a Corporate Friend of SSAFA via a number of initiatives including sponsoring and participating in the Ride of Britain - a five-day, 501-mile cycle ride from Edinburgh to London - and enabling 300 of our staff to volunteer to help plant ceramic poppies around the Tower of London to commemorate the centenary of the First World War. Year-on-year, Fujitsu's relationship with SSAFA has strengthened, and since partnering in 2007 Fujitsu has raised over £121,000 for the charity.

"SSAFA is proud of our relationship with Fujitsu and incredibly grateful for their support and commitment over the last 10 years. This support is both vast and diverse; from being part of our Corporate Friends Programme, sponsor of the SSAFA Ride of Britain or through encouraging employee engagement and fundraising. This multi-faceted help and support from such a well-known and respected company is truly appreciated, and crucially achieves much needed awareness and funds for SSAFA so our Force's family will have the committed practical, financial and emotional support they deserve."

General Sir Kevin O'Donoghue, Chairman, SSAFA

Enhanced Learning Credits Administration Scheme (ELCAS)

The ELCAS scheme is designed to assist MOD service personnel or ex-service personnel with training that will enhance their current or future career. This assistance is in the form of an annual payment up to £2,000 + 20% contribution from the candidate per year, for up to three years. Under the Fujitsu scheme each eligible employee will be entitled to claim leave for one ELC claim per academic year for a total of up to 3 consecutive years – all MOD rules apply to the individual application process. As part of Fujitsu's commitment to this scheme we will provide for each claimant:

- Paid time off for the duration of course attendance - one claim per financial year;
- Any expenses incurred which would normally be paid out under the guidance of Fujitsu UK & Ireland policy;
- Exam resit costs (should it be necessary and at the discretion of the Fujitsu Line Manager).

Why Fujitsu?

Enabling information to be the real Force Multiplier

Fujitsu understands the modern-day complexities and challenges facing military organisations and intelligence communities. As a result of our work across the Defence sector we have an excellent insight in to the challenges that surround the 'joining up' of information across many large agencies in order to respond effectively to any situation in the emerging new global battlespace.

That's why partnering with Fujitsu can help to improve the quality of your information and how you use it. By exploiting a wide range of ICT-based solutions, we enable this information to deliver a real Force Multiplier effect, dramatically increasing the efficiency and effectiveness of your Force's limited resources.

We're expanding our Global Defence and National Security portfolio, supporting customers across Europe, the Middle East and India, Asia Pacific, Canada and the USA. Our commitment to military deployed infrastructure is unrivalled among ICT companies and we provide the same high level of support to Defence & National Security customers wherever they are, be that in the office, at headquarters, on the road, on foot, at sea, in the air or in combat.

Contact

ASK FUJITSU

Phone: +44 (0) 870 242 7998

E-mail: askfujitsu@uk.fujitsu.com

Website: uk.fujitsu.com

Ref: 3552

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