

## The Defence Strategic Review – Implications for Australian Industry



**For this newsletter I want to discuss what the DSR means, the ramifications for the Defence of Australia and then pose some thoughts on the ramifications for Australian Industry.**

In August 2022, the Prime Minister and Minister for Defence announced a review, the Defence Strategic Review, which would establish the way forward for Australia's Defence Force. The review was handed to Government on the 24th Of April 2023.

An expert advisory panel was announced by the Minister for Defence Industry, the Hon Pat Conroy MP on the 27th of May, which would be co-chaired by the DSR Independent Leads His Excellency the Hon Stephen Smith and Sir Angus Houston AK AFC. Other panel members include Former Secretary of the Department of Defence, Mr Dennis Richardson AC, former Secretary of the Department of Finance, Ms Rosemary Huxtable PSM, and former Deputy Secretary of the Department of Foreign Affairs and Trade, Mr Richard Maude.

This External Advisory Panel has the remit of providing an independent assessment of Defence's progress in the implementation of the DSR, reporting biannually to Government.

So, these are the timelines for the establishment of the DSR, and the oversight requirements surrounding it.

Firstly, let me say that this all took over 12 months, and during this time in effect Defence was unable to progress contracting, under the guise of waiting for the DSR to be completed, presented, considered, and implemented. In other words, Industry sat idle for 12 months.

The DSR follows on from the recent strategic documents including the 2016 Defence White paper and the 2020 Defence Strategic Review.

We know that Australia has a requirement to protect our trade routes and contribute to ensuring that the global rules-based order is maintained and to ensure the defence of our country.

We understand that our geopolitical circumstances are incredibly fragile, that there is both competitive and military tensions between the United States and China. The dominance of the United States globally has reduced, especially in the Indo-Pacific region. China is undergoing a force projection period and flexing its military and economic pressure. We know that climate change, will drive outcomes – it most certainly will cause Western Nations economic hardship as it transitions towards a renewable energy future and potentially reduce the certainty of power supply, at least until renewable technology is mature enough to provide baseload power for manufacturing – something we need to remember, the Chinese are not experiencing these issues as they are transitioning to renewables whilst maintaining their fossil fuel-based industries.

The DSR states that we must be able to Defend Australia and our immediate region. The document refers to the fact that Australia must be able to deter potential advisories through denial of any attempt to project power against Australia through our northern approaches. We must be able to protect Australia's economic connection, our trade routes, to our region and beyond. Australia must also be able to contribute to coalition operations to provide security to our region.

The DSR fundamentally shifts from the 2020 balanced force model to a focussed force model, a force designed to meet the nation's most important military threats and that this force will be able to address any lower-level contingencies or crises, the shift from balanced to focussed forces is significant in the fact that we will need to target certain aspects and not meet concurrently a range of actions.



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The three services have received varying amounts of capability enhancements.

The RAAF will benefit from enhanced integrated targeting capabilities, a networked expeditionary air operations capability and an enhanced long-range strike capability.

The RAN will benefit from increased undersea warfare capabilities, initially manned, however, as the technology becomes more reliable and robust unmanned. Significantly there will be an increased enhanced all domain maritime capability that can achieve sea denial operations and some measure of actual sea control. Finally, our navy will be equipped with a joint expeditionary theatre logistics system with both strategic depth and mobility.

Finally, army will have an enhanced, all domain, integrated air, and missile defence capability, with a developed network of northern bases to provide a platform for logistics support, denial, and deterrence. Army will also have a theatre command and control framework that enables an enhanced integrated force.

The infantry fighting vehicles is reduced from 450 vehicles to 129. The Self-Propelled Howitzer remains as contracted, so the additional 30 vehicles will not be

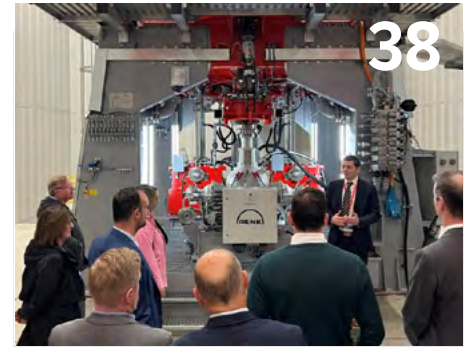
ordered, army will receive 20 high mobility artillery and rocket systems, 40 new Black Hawk helicopters and 29 Apache attack helicopters plus extend the current Chinook fleet of transport helicopters.

Navy has the 12 attack class submarines cancelled and this is to be replaced by initially an increased operational rotation of US and UK SSNs from 2027, with a purchase of three to five second hand Virginia Class SSNs and several SSN AUKUS submarines built in conjunction with the RN. It is important to note that the composition of the SSN fleet will not exceed 8 submarines at any one time.

There is to be a review of the composition of the RANs surface fleet, being undertaken by USN VADM Hillarides, RADM Mayer, AO CSC and Bar, and Ms Rosemary Huxtable PSM. The recommendations of this review are due to be reported back to Government around October this year.

Finally, a fleet of heavy landing craft, operated by army, to ensure that the amphibious fleet provided by the two LHDs and support vessel can transfer equipment and personnel effectively.

The last major element of the DSR refers to the guided weapon and explosive ordinance enterprise, this is itself will be further determined some time in 2024.



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The DSR time frame looks to supplement today's force with additional capability that can be achieved in the 2023-25 timeframe, in the 2026-30 time frame the force will evolve through accelerated acquisition and delivery of critical capabilities, these critical capabilities will be based on the reviews mentioned earlier. The outcome of all of this will be to arrive at the future integrated force from 2031 and beyond, and this future integrated force will cover the domains of Land, Air, Sea, Space and importantly Cyber.

It is not possible to talk about the impacts on Australian Industry without understanding the basic principle of the DSR.

It is also important to understand a key assumption of the DSR is that speed to capability will be more important than the inclusion of Australian Industry into these programs. In fact, the DSR specifically states that Australian industry content and domestic production should be balanced against timely capability acquisition. Further to this the DSR specifically mentions that when capability is readily available there should be an emphasis on getting it into service without delay and achieving value for money. Defence must, where possible, acquire more platforms and capabilities via sole source or off-the-shelf procurement.

## Without secondary Australian manufacturing capabilities, under the control of Australia we can only be slaved to the whims of foreign governments.

Additionally, the DSR states that Defence must consider Australian industry content when it makes sense and delivers capability outcomes on time. It is essential to ensure Australian sovereign defence industry capability is supported where it makes strategic sense.

The DSR makes few references to Australian industry and openly criticises past attempts to include Australian Industry as stated in the report, Australian industry content and domestic production must be balanced against timely capability acquisition. Previous government direction to meet mandated Australian industry content skewed the capability acquisition process so that capability outcomes were secondary to creating opportunities for Australian industry – even when a clear rationale was lacking.

The recommendations also conclude that projects may be put on hold, deferred,

or cancelled to move towards the new strategy.

The Government has not allocated any additional funding to achieve this new outcome, rather it has instructed the department to achieve savings of \$7.8 billion. This can only be achieved by cuts to programs.

So given the real lack of reference to Australian industry, the need to achieve savings, fundamental changes to large programs and a clear intent that speed to capability overrides Australian Industry Involvement it is not clear that the pathway forward for Australian Industry is overly positive.

Without clear guidance from Government there is the very real chance that the creation of a sovereign defence industry will not be achieved.

Whilst there are those that believe we can

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achieve the required outcome without a robust Australian industrial base or simply believe that the foreign owned defence companies constitute an Australian Industry capability, the reality is that this is a risky strategy.

Without secondary Australian manufacturing capabilities, under the control of Australia we can only be slaved to the whims of foreign governments.

I am not stating that our US, UK, or other allies will abandon Australia, not for a moment. However, their strategic circumstances will always take priority for resupply, Australia will sit in the queue, and to believe otherwise is simply naïve.

I have consistently stated that it is vital that a robust and auditable policy and procurement framework is implemented to ensure that the Government's Defence capability requirements are achieved. The future of the Australian Defence Industry depends on a framework where their role in delivering capability requirements is clear, and the procurement process is efficient and accessible to local industry and importantly, SMEs.



## It is now imperative that the Government commits to ensuring that as much activity as possible is undertaken by Australian companies.

Without a clear industrial plan, with a strong mandate from the Australian Government for the inclusion of Australian industry it is hard to envisage any other outcome than a massive amount of work being sent overseas. The Australian taxpayer will be paying to mobilise the industrial base of other nations, whilst our own industry struggles to maintain viability.

Government either intentionally or naively has set a path to exclude Australian companies. I accept that there will be requirements to acquire equipment urgently, however, once the initial urgent acquisition occurs there absolutely needs to be a comprehensive plan to shift towards ensuring Australian Industry is fully integrated into these supply chains.

Australia should be established as a

secondary manufacturing hub to ensure continuity of supply for both Australia and our allies. In a time of strategic uncertainty the logic of a secondary supply chain would appear irrefutable.

However, if Australia establishes itself as a viable secondary manufacturing hub employing Australian industry allows Australia to ensure supply of equipment to Australia and provide an supplement of supply to our allies. A manufacturing capability with an Australian supply chain strategically guarantees surety of supply and reduces the burden on our allies.

It is now imperative that the Government commits to ensuring that as much activity as possible is undertaken by Australian companies. This is a unique opportunity for Australia and her allies to develop a common supply chain to ensure that the full benefits of these strong bonds can be realised. Government can ensure that a truly sovereign national industrial capability can be achieved. It is imperative that the Australian Government works closely with our partner Governments to ensure that Australian Industry is front and centre for all discussions. There needs to be a robust mechanism in place to ensure that the required transfer of IP, technical knowledge and knowhow is transferred seamlessly between the partner countries.

So, I circle back to the question as to what are the industrial implications for Australian Industry in this DSR. The answer to this fundamentally relies on the politics. If our Government wishes to take this generational opportunity to create a sovereign Australian Industry, then the prospects are positive.

After all the US, UK, Japan, Sweden, Turkey, South Korea, France, Germany, India, Japan, most of the EU all have created sovereign industries. Many countries in South East Asia are also striving to establish a sovereign capability.

The logic that a first world industrial country with a world leading economy, with bountiful resources, a highly educated population, an innovative resources industry, in other words all the necessary building blocks to achieve this sovereign industry capability, is unable to establish itself as a prime supplier and integral part of the global supply chain then how can these other countries achieve this outcome.



SME Gateway has been providing a trusted mechanism for small and medium sized enterprises (SMEs) to win Defence, Commonwealth, State and Territory government and industry work for 20 years. This year we have been joined by Richard Campbell, our new CEO, who will lead our constantly growing membership base.

Our members employ over 7,000 people and possess more than 160 distinct skill sets. SME Gateway helps match their capabilities with our client's specific needs, despite a challenging and rapidly changing environment, to deliver short and long-term sustainable solutions.

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SME Gateway member businesses provide Defence, government, and industry clients the capacity and capability solutions they require. They also continue to provide excellence, commitment, and value for money outcomes.



## AIDN MEMBERSHIP

AIDN is a membership-based industry association for the Defence industry operating Australia wide.

AIDN assists Australian SMEs through identifying and developing business opportunities in national and global supply chains. We facilitate defence and industry engagements relevant to current and proposed Defence and Security projects; provide supply chain development and diversification programs; research and disseminate market intelligence; support business missions and trade shows; and link industry with federal and state/territory government programs, grants in training, innovation, specialisation and export readiness.

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- ◆ Disseminate Australian Government & prime contractor defence policy & procurement information.
- ◆ Independently represent a consolidated Australian SME view to Federal, State/ Territory Governments & Defence Prime Contractors.
- ◆ Facilitate networking opportunities for members at tradeshow, exhibitions and conferences and between Federal, State/Territory & Regional Defence Industry bodies.
- ◆ Assist in the development of policies focused on SMEs operating in the Defence & Security sectors.
- ◆ Advocate to Federal & State/Territory Governments, Prime Contractors & Government departments.
- ◆ Inform of, and facilitate, training opportunities relevant to business needs.

If you are interested in AIDN Membership click here:

### SAVE THE DATE

## Defence Industry Events For 3rd Quarter, 2023

### JULY 2023

12	AIDN QLD and BAE Systems Industry Education System
15	2023 Gold Coast Kokoda Challenge, Gold Coast
19	Defence Jobs Queensland Marketing to Defence Master Class, Brisbane
25	Townsville Defence Forum, Townsville
26	AIDN-NT & Australian Signals Directorate Networking Event
26	AIDN VIC July Networking Event- Monash University
27	Marine Military Expo, Washington, USA
27	AIDN QLD Gala Dinner and Young Achiever Award

### AUGUST 2023

8	ADM Defence and Industry Research Symposium, National Wine Centre of Australia, Adelaide
9	Your next step in Defence, Webinar
15	Tendering for Defence, Townsville
17	AIDN QLD August Member Meeting
22/23	Townsville Defence Forum, The Ville, Townsville
23	AIDN ACT Young Achiever of the Year Award

### SEPTEMBER 2023

5	SPIE Security and Defence, Berlin, Germany
5-8	MSPO 2023 International Defence Industry Exhibition, Kielce, Poland
13	Tendering for Defence, Rockhampton
19	Defence Skilling Summit, Hotel Grand Chancellor, Hobart
20-21	Modern Manufacturing Expo, Sydney
21	AIDN QLD Monthly Member Meeting
26	International Security Expo, London, UK
TBA	AIDN WA MTP/CIF Event
TBA	AIDN ACT Event – Breakfast Pitch fest/Meet your Local MP
28	AIDN NSW Gala Dinner and Young Achiever Award

### OCTOBER 2023

TBA	AIDN NT Young Achiever Award
TBA	AIDN VIC Gala Dinner and Young Achiever Award
TBA	AIDN SA Gala Dinner and Young Achiever Award
10	AUSA, Washington, USA
11	Tendering for Defence, Webinar
19	AIDN QLD Monthly Member Meeting
25	Women in Defence Awards, Canberra
Date TBA	AIDN NSW Defence Prime Engagement Series: Northrop Grumman
TBA	AIDN ACT Women in Defence Industry Event

# Capability, Posture and Preparedness – the driving force behind the Defence Strategic Review

By the Hon Pat Conroy MP, Minister for Defence Industry



**It is one of the Government's highest priorities to ensure Defence has the right capability, posture and preparedness to defend our country and our national interests.**

That is National Defence in a nutshell. It was the driving force behind the Defence Strategic Review, and it's at the centre of the Albanese Government's response. We know there's no time to lose. That's why the Review was established to report in six months, rather than taking two years for a white paper.

The Government has outlined a new strategic posture for our nation, and we have allocated the resources needed to protect our national security.

We are re-orienting Defence in line with six priorities: investing in conventionally armed, nuclear-powered submarines through the AUKUS partnership; developing the ADF's ability to strike targets at longer ranges and industry's capacity to manufacture munitions in Australia; enhancing the ADF's ability to operate from our northern bases; increasing our capacity to rapidly translate new technology into cutting-edge capabilities for the ADF; investing in the Defence workforce; and working more closely than ever before with our partners in the Indo-Pacific.

We have allocated \$19 billion to these immediate priorities over the next four years. This is in contrast to the last Government which made \$42 billion of capability decisions, without making the hard decisions about where that funding was coming from.

A genuine partnership between the Government, industry and unions will be critical to achieving these priorities, to growing Australia's defence industry and speeding up the acquisition of vital Defence capabilities.

I acknowledge the strong support of AIDN for developing the skilled workforce we will need to build these capabilities here in Australia.

And I know there is a great deal of interest among the AIDN membership about how you can make a contribution to the AUKUS submarines program – indeed, how industry can make a contribution to the achievement of all of our national defence priorities.

The Government is determined that Australian enterprises will have an opportunity to make a significant contribution to Australia's national defence, and work is under way on how we can best put this commitment into action.

The Defence Industry Development Strategy — to be released in the second half of this year — will set out the strategic rationale for Australia's defence industry, how we will increase our industrial capability and capacity in priority areas, grow the skilled workforce to deliver a viable industrial base, and boost Australia's defence exports.

The acquisition of nuclear-powered submarines is the biggest investment in military capability in our nation's history, and the cornerstone of our enhanced deterrence capabilities.

We are working closely with our AUKUS partners, the United Kingdom and the United States, to implement the submarine pathway.

This will deliver a superior capability for Defence, and it will provide extraordinary opportunities for industry across the country. We have already had over 290 Australian businesses register their interest in being part of this program through the Industry Capability Network (ICN) Gateway.

The continuous naval shipbuilding program is quite rightly a key concern for AIDN, and it's a program to which the Government is absolutely committed.

But we must ensure that Navy's surface combatant fleet complements the capabilities that will be provided by our nuclear-powered submarines.

To this end, the Government has initiated a short, sharp review that will be completed by the end of September.

This will help us be sure that Navy has the right surface fleet, supported by a continuous naval shipbuilding program.

The Government has taken immediate action to deliver priority long-range strike capabilities by committing \$4.1 billion for the acquisition of long-range strike systems and to kick-start the domestic manufacture of missiles and munitions.

Defence is accelerating the purchase of additional High Mobility Artillery Rocket Systems.

We are speeding up work to establish a long-range guided weapons and munitions manufacturing industry here in Australia through the Guided Weapons and Explosive Ordnance (GWEO) Enterprise.

The first Chief of GWEO, Air Marshal Leon Phillips, has been appointed, and we have more than doubled funding for the Enterprise.

Defence is working with industry, including strategic partners Lockheed Martin Australia and Raytheon Australia, to develop detailed plans for getting GWEO up and running as soon as possible.

We are aiming to start initial missile assembly by 2025, before expanding to full-scale production and component manufacturing.

This is an ambitious, but achievable target.



**The Government is determined that Australian enterprises will have an opportunity to make a significant contribution to Australia's national defence, and work is under way on how we can best put this commitment into action.**

There are also going to be significant opportunities for industry to work with us to upgrade Australia's northern network of Defence bases, ports and barracks, with the Government investing \$3.8 billion over the next four years.

I know the innovators in AIDN's membership are particularly engaged in the changes to the Defence innovation ecosystem.

Since the election, as I travelled the country meeting with our most innovative start-ups and cutting-edge researchers, I heard the same complaints time and again: the system was too slow, too risk-averse, and too bureaucratic.

Speeding up processes – making them as lean as possible – and accepting risk to get from a problem to a solution much faster will be the focus of the new Advanced Strategic Capabilities Accelerator (ASCA).

It's the most significant reshaping of Defence innovation in decades.

It will harness and pull through technologies that will meet Defence's priority capability challenges, faster than ever before, on a bigger scale than ever before.

And it will be freed from the risk-averse



## Its mission approach will give industry a much clearer view of Defence's strategic intent, to give them the confidence to invest in technology relevant to Defence's priority problems.

culture that has plagued Defence innovation in the past, and empowered to work in ways that deliver real results in rapid time.

Backed by an investment of \$3.4 billion over the next 10 years, ASCA started on 1 July.

Its mission approach will give industry a much clearer view of Defence's strategic intent, to give them the confidence to invest in technology relevant to Defence's priority problems.

Problem statements will be specific and programs for innovation development and delivery will be time-limited – typically three years – with clear performance targets.

And the end-users – Navy, Army and Air Force – will be closely involved from the beginning, so that industry knows there is a customer at the end of the line and so that innovators stay as close as possible to the

ADF personnel who will test the capabilities they develop and ultimately put them to use defending and protecting Australia.

Meanwhile, important innovation work that is already under way will continue during the 18-month phase-in period.

The workers in our defence industry – including the employees of the companies that are AIDN members – are critical to the success of National Defence.

We know Defence needs to make faster decisions to drive progress in the delivery of capabilities, and we have directed the Department to make it happen.

Our reforms will make Defence become a better partner for industry, and I look forward to continuing to work with you over the weeks and months to come, to deliver a stronger defence industry and a more secure Australia.



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## Australian Defence Industry – A World-Class Force

By the Hon Luke Howarth MP, Shadow Minister for Defence Industry



Over the past thirteen months, I've had an incredible opportunity to immerse myself in various sectors of our esteemed Defence Industry across Australia. It's been an absolute privilege to witness firsthand the

exceptional calibre of skill, innovation, and talent within our nation. From dynamic startups to thriving SMEs and renowned primes, the Australian Defence Industry undeniably stands as a world-class force. As Australians, we can be filled with immense pride for the pioneering advancements we are leading.

The Defence Strategic Update (DSR) paints a clear picture: we find ourselves at a

strategic crossroads in the Indo-Pacific. The urgency of addressing the reduced strategic warning time identified in the 2020 DSR has become increasingly apparent. These are undeniably sensitive times, where the world's operations shift at the rapid pace of each news cycle. The once transparent world order now navigates multiple dimensions within our society, demanding governments to adapt and respond constantly.

Recognizing the geopolitical landscape of our region, the Coalition Government has laid the groundwork for AUKUS. The Liberal and National Parties stand united with the Australian Government, driving this transformative, multigenerational program.

The past five years have revealed vulnerabilities in our whole of nation's approach to national security. We must

address two pressing issues: developing enhanced and independent sovereign capability—ensuring self-sufficiency when necessary—and cultivating a skilled workforce that spans generations. Unfortunately, this Government's policy and decision paralysis over the past twelve months has brought everything to a grinding halt, leaving the industry vulnerable.

In reality, the current Government has merely reshuffled capabilities, set vague priorities, made cuts to critical projects, failed to allocate new funds, and wasted time on unnecessary reviews. A genuine national defence strategy document won't see the light of day until 2024, leaving countless SMEs and Australian jobs caught in the crossfire of these avoidable delays.

The Defence industry was promised clarity and certainty with the DSR, yet we have yet to witness anything but further cuts, delays, and reviews. The budget lacks new funding to support and enhance our sovereign industrial base. Industry confidence teeters on the edge, and we cannot afford to use "sovereign capabilities" as a mere buzzword while delaying genuine progress month after month.

The consequences for our industry are crystal clear: if we don't act now, we risk losing the very SMEs that are crucial to our success. The budget forecasts a dismal 2.3% increase in GDP by 2032-33—an alarming figure given the dangerous strategic environment highlighted by the DSR and the Government's own assertions. Meanwhile, the Government proudly boasts a \$180 billion investment to boost welfare payments, leaving the defence industry again feeling abandoned and neglected.

We stand on the precipice of a promising future, but it demands a unified national approach to Defence for the prosperity of our nation and the harmony of our region. Strategic, precise, and swift action is imperative. The Government must implement clear delivery plans, project KPIs, and strict timelines and make the tough decisions that lie ahead.

As your Shadow Minister and part of the Coalition team, I place our nation above politics. My office is always open to discussing the challenges faced by our defence industry and our dedicated service members.

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## Creating a safe and secure world **together**

# Australia-based sovereign company is the first to offer a Cyber Security portfolio CMMC services and IRAP assessments

Recognising the need for trans-Pacific security compliance in the AUKUS era, **Pacific Aerospace Consulting (PAC)** announced the launch of a new service dedicated to Australian businesses working in the US DoD supply chain: **Cybersecurity Maturity Model Certification (CMMC) Level One and Level Two Services**. As the **only Australia-based sovereign company** with CMMC accreditation body – Cyber-AB – as a Registered Practitioner Organisation (RPO) with RPA-qualified personnel, PAC is uniquely positioned to provide consulting and implementation services for CMMC Level 1 and Level 2. Additionally, PAC is the **first company** in the country to offer both CMMC services and Information Security Registered Assessor Program (IRAP) assessments.

CMMC is an initiative designed to help protect the data shared within the USA's Defense Industrial Base (DIB) and the contract information essential for National Defense. Its primary objective is to verify the safeguards and practices that ensure basic cyber hygiene and the protection of controlled unclassified information (CUI), which will replace NIST 800-171 as the primary framework. CUI is present within the supplier and partner networks of the DIB. Like Australia's Defence Industry Security

Program (DISP), a service also offered by PAC, CMMC follows a multi-tiered framework where each level of capability builds upon the previous one. Level 1 is for organisations holding Federal Contract Information (FCI), Level 2 is for organisations holding CUI, and Level 3 is designed to reduce Advanced Persistent Threats (APT) applicable to large Defense contractors.

Recognising the industry's need for understanding both Australian and US cyber security accreditation requirements, and with the anticipated compliance with CMMC due to **AUKUS info-sharing** requirements, many SMEs may find it challenging to decipher IRAP, CMMC, Essential 8, NIST, and FedRAMP requirements. Failure to comply also increases the risk of prosecution and fines under the False Claims Act for cyber deficiencies.

As an **RPO**, PAC's Information Security team can provide advice, consulting, and recommendations to other businesses to help them meet CMMC requirements. To achieve this, PAC will determine the appropriate certification level to target, conduct an audit-readiness assessment, address any gaps, document new processes and practices, test, validate, and document the results, resolve any

remaining gaps after an audit, and remain engaged to ensure clients' progress undergoes periodic validation.

PAC's team has a multifaceted background in Government, Defence and commercial security domains. This experience and an operational focus allow them to understand the delicate balance between system security and functionality, establishing the most comprehensive and user-focused security solutions possible. Moreover, PAC offers a robust Cyber Security capability, providing a wide range of services, including Essential Eight Gap Analysis and Maturity Model Assessment, ISO 27001 Audit, IRAP and DISP Cyber Readiness Assessments, Governance Risk and Compliance, Security Architecture and Engineering, and other managed services.

Businesses seeking **CMMC Level 1 and Level 2 Services** can contact PAC at [opportunities@pacaerocon.com.au](mailto:opportunities@pacaerocon.com.au)

For more information about our services, please visit our website: [Services – Pacific Aerospace Consulting](#)

## Unlock your potential in the Defence Industry with **DISP** accreditation.



Navigating Defence supplier requirements can be complex. Our **expert team** is here to assist you in obtaining a DISP membership hassle-free, **saving time** and providing you with a **competitive advantage**.



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# 2023 AIDN National Gala Dinner

AIDN celebrated another eventful year with a record crowd of more than 450 members, dignitaries and guests at the 2023 AIDN National Gala Dinner held at the National Arboretum on the 14th June 2023.

We thoroughly enjoyed seeing so many gather in Canberra to take up the opportunity to catch up with old friends and colleagues while networking and celebrating with new friends.

Guests were welcomed to the dinner by MC of the night Sarah Ison, Federal Political reporter at the Australian before introducing Janette Phillips, for the first of many highlights of the evening, the Welcome to Country.

AIDN National Chairman of the Board, Carl Quarterman thanked Janette for a moving Welcome to Country and guests for attending the AIDN National Gala Dinner. He followed up with the progress of AIDN National and gave a stirring speech on the position of the Australian Defence Industry.

The Chairmans address was followed by the highly anticipated speech by the Minister for Defence Industry the Hon. Pat Conroy MP who gave an informative overview of government's plans for Defence Industry.

Platinum sponsor, NIOA's Group CEO Robert Nioa spoke of the potential for conflict in our region that we have not seen since World War II, and Australia's need to win the industrial capability battle to deter foreign aggressors through a capable and



[1] Mater of Ceremonies, Sarah Ison

[2] Minister for Defence Industry, the Hon. Pat Conroy MP

[3] AIDN National Chairman, Carl Quarterman

[4] Welcome to Country by Jeanette Phillips

[5] Deputy Secretary Capability Acquisition and Sustainment Group (CASG), Mr Chris Deeble

[6] NIOA Group Chief Executive Officer, Robert Nioa

[7] Chief of Guided Weapons and Explosive Ordnance, AM Leon Phillips OAM

fully mobilized Australian base.

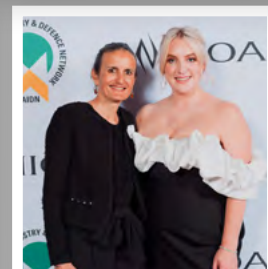
The main highlight of the night was the announcement of the AIDN National Young Achiever of the Year Award. This year we saw highly talented Young Achievers from 7 AIDN Chapters gather to compete for the National Young Achiever of the Year title. AIDN warmly congratulates Dylan Dwyer of Navantia Australia and AIDN VIC for his wonderful achievement.

Finally, the evening ended with a

thought-provoking speech by Chief of Guided Weapons and Explosive Ordnance, AV Leon Phillips OAM who spoke about Australia's emerging GWEO sector.

AIDN would like to thank all guests in attendance, and those who supported from afar, for joining us to celebrate the achievements of Australia's vibrant and passionate Defence Industry for 2023. We hope you enjoyed the evening as much as we did and we look forward to welcoming you again at our next event in 2024.

# AIDN Members Celebrate at the 2023 AIDN National Gala Dinner





# AIDN National Young Achiever of the Year

The highlight of the recent AIDN National Gala Dinner was certainly the announcement of the AIDN Young Achiever of the Year Award.

This year, nominees from seven AIDN Chapters from across Australia descended on Canberra to find out who would win the coveted AIDN National Young Achiever of the Year Award.

Each nominee had carefully prepared a final video statement that was played at the Gala Dinner for the 450 guests in attendance before the announcement was made by the Deputy Secretary of Capability Acquisition and Sustainment Group (CASG), Mr Chris Deeble.

AIDN is delighted to announce that the winner of the AIDN Young Achiever of the Year Award was Dylan Dwyer of Navantia Australia, state winner for AIDN VIC.

One of the prizes Dylan won was a position on the Defence Industry Study Course (DISC) hosted by CASG. We're sure that Dylan will enjoy this course and we look forward to following his stellar career within the Australian Defence Industry.



Deputy Secretary of Capability Acquisition and Sustainment Group, Chris Deeble and AIDN National Young Achiever of the Year, Dylan Dwyer from Navantia Australia.

## AIDN National Young Achiever Award Winner – Dylan Dwyer

Dylan is a Naval Architect with Navantia Australia and has contributed to business development activities as part of the



**AIDN ACT Winner – James Stuchbery of Forge Advisory. Sponsored by: Precision Public Affairs**

successful LAND8710 Littoral Manoeuvre Vessel tender response team. Prior to this he spent time with Defence Science and Technology Group (DSTG), where he led a small team tasked with the development of an integrated ship performance modelling software framework, titled InteShip. Here, Dylan used his niche field of engineering to benefit future and current warships within the Royal Australian Navy and Army.

Dylan is an advocate and role model for young, and future, engineers for the Defence industry. He has worked hard to be recognised as a high achiever, which stems from his educational background. Dylan graduated from the Australian Maritime College in 2016 with first class honours for his outstanding achievements throughout his studies. He also completed a Master's in Systems Engineering from the University of New South Wales, graduating at the top of his class with Excellence.

AIDN would like to thank the Victorian Government's Department of Jobs, Skills, Industry and Regions for their tireless support of the AIDN VIC Young Achiever nominee, and John (Johnno) O'Callaghan for representing on the night. We share Dylan's title with you.

Our thanks, and kind regards also go to Defence Jobs Queensland, Defence SA, Defence NT, Investment NSW, Defence West and the Henderson Alliance, and Precision Public Affairs for sponsoring the AIDN Young Achiever Awards.

## AIDN State and Territory Young Achiever Winners

### JAMES STUCHBERY

James has been fortunate in his career to contribute directly and indirectly to Defence Capability and Industry. He has contributed to Defence through capability acquisition,



L-R: Mr John (Johnno) O'Callaghan of Department of Jobs, Skills, Industry and Regions, Deputy Secretary of Capability Acquisition and Sustainment Group, Mr Chris Deeble, AIDN National Young Achiever Award Winner Dylan Dwyer of Navantia Australia, Minister for Defence Industry, The Hon. Pat Conroy MP, Secretary of Defence, Mr Greg Moriarty and AIDN National Board Chair, Mr Carl Quarterman.

work with Forge Advisory and their Defence Industry partners, as well as mentoring other young professionals and engineering students.

He is currently working as a Senior Consultant (Project Engineer) at Forge Advisory and has had career highlights such as Working on a Joint Capability Needs Statement (JCNS) Development for Strategic Rail Capability and Process Engineering for optimisation of Workflow – Army HQ

James has a Bachelor of Engineering (Research and Development) Honours/ Bachelor of Science from Australian National University (ANU). His majors were in Systems Engineering, Research and Development, Physics and Biomedical Engineering.

## DR ASHIM PANTA

Ashim is an aerospace engineering post-doctorate with 5+ years of Uncrewed Aircraft System (UAS) engineering experience in academia, industry, and defense. He has a natural curiosity for flight mechanics and has an interest in the



**AIDN NSW Winner – Dr Ashim Panta of Quickstep. Sponsored by Investment NSW**



**AIDN QLD Winner – Chante Swart of Nova Systems Australia and New Zealand. Sponsored by Defence Jobs Queensland**



**L-R: Dr Ashim Panta of Quickstep, Eamon Lawson of Southern Launch, Chante Swart of Nova Systems, Jack Morris formerly of BAE Systems Australia, Madeline van Kleef of Aurecon, James Stuchbery of Forge Advisory and Dylan Dwyer of Navantia Australia.**

design, development, and operation of flying vehicles. Within his short career he quickly identified opportunities at Quickstep and Nova Systems to lift the technical advancement in UAV and GWEO.

Ashim's goal to become a technical lead for Uncrewed Aerial System projects has now come true and he has been appointed as the design Lead at Quickstep, overseeing the planning and execution of the following projects:

- ◆ A large eVTOL Cargo Uncrewed Aircraft System Design
- ◆ Integration of Hydrogen Propulsion System into Uncrewed Aircraft System
- ◆ Concept Design of a Hypersonic Glide Vehicle

Ashim has a Ph.D. – Aerospace Engineering (Aerodynamics) from RMIT University, Australia and a Bachelor's Degree (Honours) – Aerospace Engineering



**AIDN NT Winner – Madeline Van Kleef of Aurecon. Sponsored by Defence NT**



**AIDN National Young Achiever of the Year and AIDN VIC State Winner, Dylan Dwyer of Navantia Australia. Sponsored by: Department of Jobs, Skills, Industry and Regions – Victorian Government**

## MADELINE VAN KLEEF

Madeline is a Project Management Consultant for Aurecon's Project Delivery Services (PDS). She has proven capabilities in leading the scope initiation and delivery across a multi-disciplinary Defence portfolio. Her experience extends to road maintenance, new assets, architectural refurbishment, mechanical replacement/upgrades, and security. Madeline is also the Continuous Improvement and Quality Champion for Defence for Darwin.

She has been involved with Defence Industry and project work within Defence for two years, transitioning from Exercise Science to Defence works on the Estate.

Madeline has a Bachelor of Human Movement (Exercise and Sports Science), University of South Australia and is a Certified Practicing Project Manager (CPPM), Australian Institute Project Management.

## CHANTE SWART

Chante is a Systems Engineer for Nova Systems with over 3 years of experience working in the Defence domain.

She had the opportunity to work as a contractor for Northrop Grumman's (NG) Aircraft Structural Integrity (ASI) Team for the KC-30A looking at Structural Defect/ Incident Reports. Chante has also been a part of the Nova team contracted by NG to complete system safety analyses on the maintenance tasks for the KC-30A.

Bachelor of Aeronautical Engineering (Honours) University of NSW (ADFA) and is a Member of the Australian Institute of Project Management.

## JACK MORRIS

Jack is a motivated individual interested in all things Defence and national security. His goal is to be a Project Manager, working to develop and support future capabilities for the Australian Defence Force. Majoring in International Relations and Economics, and working at BAE Systems, his interest in the Defence industry has thrived through theoretical and practical experience, and I am eager to learn more.

He has a Bachelor of Arts majoring in International Relations and Bachelor of Commerce majoring in Economics.

## EAMON LAWSON

Eamon is a busy Regulatory Coordinator/ Compliance Officer with Southern Launch. His role is responsible for managing an



**AIDN SA Winner – Eamon Lawson of Southern Launch. Sponsored by Defence SA**



**AIDN WA Winner – Jack Morris formerly of BAE Systems Australia. Sponsored by Cool Technology**

## 2023 AIDN YOUNG ACHIEVER STATE AND TERRITORY WINNER ANNOUNCEMENT DATES

<b>27 July 2023</b>	AIDN QLD Gala Dinner
<b>23 August</b>	AIDN ACT
<b>28 September 2023</b>	AIDN NSW Gala Dinner
<b>TBA October</b>	AIDN VIC Gala Dinner
<b>TBA October</b>	AIDN SA Gala Dinner
<b>3 November 2023</b>	WA Defence Industry Dinner
<b>TBA November</b>	AIDN NT

expansive portfolio of launch authorisations from state and federal regulators, coordinating airspace and maritime safety solutions, ensuring on-range regulatory compliance and preparing law reform and advocacy submissions. His role provides approval to facilitate the development

of sovereign defence capabilities and technologies by paving the way for the defence industry's responsive access to space from commercial launch facilities.

Eamon holds a Bachelor of Business (Economics, Finance and Trade) and a Bachelor of Laws (First Class Honours).

## AIDN NATIONAL YAA SPONSORS



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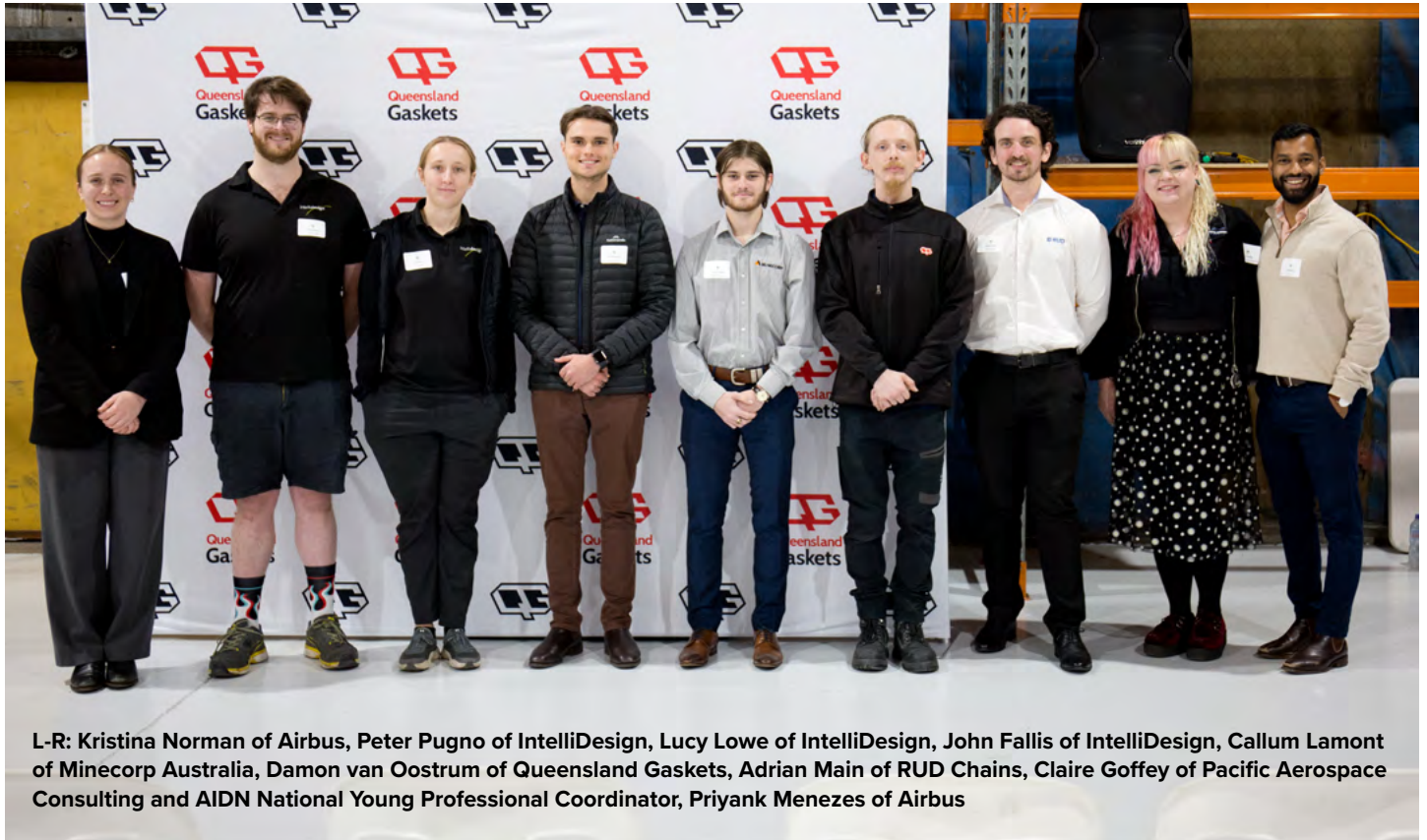
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L-R: Kristina Norman of Airbus, Peter Pugno of IntelliDesign, Lucy Lowe of IntelliDesign, John Fallis of IntelliDesign, Callum Lamont of Minecorp Australia, Damon van Oostrum of Queensland Gaskets, Adrian Main of RUD Chains, Claire Goffey of Pacific Aerospace Consulting and AIDN National Young Professional Coordinator, Priyank Menezes of Airbus

# AIDN National Young Professionals Program

**This quarter the AIDN National Young Professionals Program (YPP) began in May with 47 participants from around the country. The program is the national continuation of the pilot held in AIDN QLD in 2022 and is Coordinated by Priyank Menezes of Airbus. Each Chapter's YPP are supported by the 2022 AIDN Young Achiever Winner of the Year.**

Participants have already completed two webinars Defence 101 and Review of the DSR and several chapters have begun their member networking event attendances with site tours to come.

The AIDN Young Professional Program (YPP) has been created to help young men and women under the age 30 working in the Defence Sector gain a greater understanding of Defence and Defence terminology across Australia.

The aim of the program is to provide these young professionals with opportunities to network with other like-minded individuals. Its aim is to:

- ◆ Highlight the importance of Australian Industry in the Defence Supply Chain. The YPP are made up of members from Prime organisations and SMEs.
- ◆ Provide an overview of how important industry is to Defence and why they

need to begin engaging with them.

- ◆ Give experiences the YPP will remember and be able to use by basing their future decisions on them, while moving forward in their careers.
- ◆ Create awareness of Australian businesses that demonstrate the capabilities across industry.

## Can you help?

The core aim for the Young Professionals is giving them a greater understanding of Australia's Defence Industry capability and developing their networks in preparation for their future careers. This is being accomplished through AIDN and industry networking events, site visits and tours.

AIDN Networking events provide the perfect opportunity for YPP participants to learn the art of networking while building their professional contacts and networks

that they can rely on. Site visits and tours build knowledge, understanding and awareness of Australian Defence Industry businesses that they can call on in future procurement and project management roles.

AIDN Young Professionals are located in all States and Territories and represent both Prime and SME organisations. If you can provide a site tour or visit to your business including a one-on-one discussion with key staff and operators, please contact Alanna at [info@aidn.org.au](mailto:info@aidn.org.au) for more information.

## Participants

**AIDN NT – Supported by Madeline van Kleef of Aurecon (AIDN NT Young Achiever Winner for 2022)**

- ◆ Alicia Maxwell, Senior Administration of Top End Controls and Automation Pty Ltd
- ◆ Darrian Niehsner, DDR Indigenous

Contractors of Top End Controls and Automation Pty Ltd

- ◆ Grant Gallus, Electrical Technician of Top End Controls and Automation Pty Ltd
- ◆ James Box, Apprentice Electrician of Top End Controls and Automation Pty Ltd
- ◆ Kieren Parnell, Apprentice Electrician of Top End Controls and Automation Pty Ltd
- ◆ Kierra Freeman, Recruitment and Employment Specialist of Ventia Australia Pty Ltd
- ◆ Nathan Arbon, Electrical Technician of Top End Controls and Automation Pty Ltd
- ◆ Shakira Jones, Administration Officer of Top End Controls and Automation Pty Ltd
- ◆ William Geddes, Project Manager of Industry Capability Network – Northern Territory

**AIDN QLD – Supported by Chante Swart of Nova Systems (AIDN QLD Young Achiever Winner for 2022)**

- ◆ Bradley Seeley, Engineering Business Technical Lead of Airbus Australia Pacific
- ◆ Brodie Rogers, Graduate Electronics Engineer of IntelliDesign
- ◆ Callum Lamont, Fleet, Safety Services of Minecorp Australia
- ◆ Claire-Mary, Goffey, People & Culture Coordinator of Pacific Aerospace Consulting Pty Ltd
- ◆ Dominic Gabele, Junior Mechatronics Engineer of Raytracer
- ◆ Jai Woodford, Planning Manager of Ferra Engineering
- ◆ John Fallis, Design Engineer of IntelliDesign
- ◆ Kristina Norman, Mechanical Engineer of Airbus Australia Pacific
- ◆ Lucy Lowe, Electronics Design Engineer of IntelliDesign
- ◆ Telitha Grissell, Estimation Engineer of Laser Central
- ◆ Thomas O'Neill, Project Engineer of Ferra Engineering
- ◆ Hiba Abadir, Airframe Structures Engineer of Airbus Australia Pacific
- ◆ Peter Pugno, Production Engineer of IntelliDesign



## AIDN Young Professionals are located in all States and Territories and represent both Prime and SME organisations.

- ◆ Damon van Oostrum, Junior CNC Operator, of Queensland Gaskets
- ◆ Jessica Vievers, Mechanical Engineer of Rheinmetall Defence Australia
- ◆ Adrain Main, Graduate Design Engineer of RUD Chains
- ◆ Harry Barakat Intern, Weapons, Ammunition and Protection Division of Rheinmetall Defence Australia

**AIDN NSW – Supported by Dr Ashim Panta of Quickstep (AIDN NSW Young Achiever Winner for 2022)**

- ◆ Bahroze Wahid, Mechanical Engineer of Airbus Australia Pacific
- ◆ Benjamin Russell, Systems Engineer of BlueZone Group
- ◆ Alex Parnell, Navantia Australia of Navantia Australia
- ◆ Rebecca Matthews, Legal Counsel, Defence and Social Infrastructure of Ventia Australia Pty Ltd

**AIDN VIC – Supported by Dylan Dwyer of Navantia Australia (AIDN VIC and AIDN National Young Achiever Winner for 2022)**

- ◆ John Laidlaw, Project Engineer of SYPAQ
- ◆ Brenton Slattery, Mechanical Engineer of Australian Maritime Technologies
- ◆ Kosta Goulas, Project Engineer (Electrical) of Australian Maritime Technologies
- ◆ Lucy Stedman, Systems Engineer of Nova Systems
- ◆ William Sargood, Electrical Engineer of Australian Maritime Technologies

**AIDN SA – Supported by Eamon Lawson of Southern Launch (AIDN SA Young Achiever Winner for 2022)**

- ◆ Annabelle Chambers, Hardware and Systems Engineer of Asension
- ◆ Olivia Wells, Space Scientist and Astrophysicist of Asension

- ◆ Alexandra Walker, Aerospace Engineer of Nova Systems
- ◆ Farisha Jamal, Aerospace Engineer of Southern Launch
- ◆ John Bouwmeester, Electronic Warfare Engineer of DEWC Services Pty Ltd
- ◆ Matthew Willson, Launch Engineer of Southern Launch
- ◆ Nathan Drummond, Launch Engineer of Southern Launch

**AIDN WA – Supported by Jack Morris formerly of BAE Systems (AIDN WA Young Achiever Winner for 2022)**

- ◆ Jesse Gane, Acting Engagement Director of Downer Professional Services
- ◆ Josie Aitken, Production Administrator of BAE Systems Australia
- ◆ Paurush Sohal, Field Mechanical Engineer of BAE Systems Australia
- ◆ Rohan Musgrave, Design Engineer, Mechatronic of Innovaero
- ◆ Anthony Lim, Mechanical Engineer of Innovaero

**AIDN ACT – Supported by James Stuchbery of Forge Advisory (AIDN ACT Young Achiever Winner for 2022)**

- ◆ William Fountain, Senior Consultant of Protegas
- ◆ Andrew Durham, Consultant of Omni Executive
- ◆ David Jordan, Senior Consultant of RD Consulting
- ◆ Emma Kennedy, Consultant of RD Consulting
- ◆ Sara McLeod, Marketing & Communications Specialist of Navantia Australia
- ◆ Subitha Chandrakumar, Graduate Engineer of Nova Systems



# Treating Supply Chain Risk

**In recent developments, the Australian government has raised concerns about the supply chain risk associated with DJI (Dà-Jiāng Innovations Science and Technology) software, a prominent Chinese technology company.**

Australian authorities have advised government agencies and critical infrastructure operators to evaluate the use of DJI software enabled drones based on their specific operational requirements and risk tolerance. They have further encouraged the implementation of strong data encryption, network isolation, and access controls to protect sensitive information.

In response to earlier concerns, DJI has made efforts to address issues and enhance transparency by introducing a local data mode, allowing users to disconnect from the internet during drone operations to minimise the potential transmission of data to remote servers. Additionally, DJI has established a bug bounty program to identify and rectify software vulnerabilities. However, the fact that DJI is Chinese owned and operated remains a significant risk to the interests of the QUAD alliance.

“Effectively managing supply chain risks associated with DJI software enabled drones requires a comprehensive approach. This includes conducting robust risk assessments, reviewing secure data handling practices, and closely monitoring software updates and security patches in any current DJI operational equipment” said Lizzie Christiansen Young, Global Partner for ARIS ZINC GROUP at a recent security forum.

A representative from Home Affairs revealed at Senate Estimates this week that the department had suspended the use of drones manufactured by DJI over security concerns following a similar decision by Defence earlier this month. “In light of the concerns



that have been generated over recent weeks, we have actually suspended the use of that capability,” Ms Saunders, Chief Operating Officer Home Affairs.

As discussions continue, it is clear that the Australian government is committed to addressing supply chain risks associated with DJI. “By taking proactive measures and working closely with industry partners, we can strengthen data security and maintain control over sensitive information within critical sectors that heavily rely on drone technology” Lizzie Christiansen Young, said. “Our group offers supply chain risk assessments and alternative solutions to industry and government through our sovereign and QUAD based partner ecosystem.

# 2023 AIDN Member Meetings and Training Opportunities

Along with our in-person member networking events, the first half of 2023 has seen several informative and educational webinars.

Topics have included Defence Industry Security Program (DISP) and Cyber Security Awareness by Red Piranha, DISP for Business and Supply Chains by De Stefano & Co, Introduction to Integrated Registered Assessors Program (IRAP) by Pacific Aerospace Consulting and an Overview of Export Controls by Deloitte. Adding to this are the string of webinars currently being held for our Young Professionals.

These webinars were designed to impart knowledge to all members and help them become tender-ready and compliant for Defence contracts and work. So far, members have embraced AIDN Education opportunities with a combined total of more than 520 member registrations from around the country.

These webinars have been provided free of charge for AIDN members, and actively demonstrate our commitment to the value of engagement with our members.

AIDN is currently seeking interested organisations from around the country to host a meeting, provide a site tour or an experience, or a training opportunity for fellow AIDN Members in your area or around the country.

## Can you Host a Meeting, give a Site Tour or Presentation?

Each AIDN Chapter provides regular meetings throughout the year for members in conjunction with a host member business. These meetings inform members of current local, state, and national Defence issues and provide an excellent opportunity for members to network with other like-minded businesses. Meetings can include, but are not limited to:

- ◆ Update from the chapter President, or nominated Committee member
- ◆ Presentation by the State or Territory Government Defence Department
- ◆ Defence
- ◆ Presentations by other members with experience working with Defence
- ◆ Prime Organisation presentations and updates



- ◆ Facility tour (if available)
- ◆ Refreshments
- ◆ Networking opportunities with other members

Benefits include:

- ◆ Give a presentation on their capabilities
- ◆ Give a demonstration of new or existing equipment
- ◆ Run a facility tour (optional, but always welcome!)
- ◆ Exposure across the national membership, State and Federal Government and Defence
- ◆ Exposure on LinkedIn, in Weekly email updates and Quarterly Newsletters
- ◆ Networking opportunities with other like-minded members, Primes, Government and Defence personnel

If you're unable to host, AIDN also welcomes informative presentations from members at our meetings. Speaking at a meeting provides direct exposure to other members, State and Federal Government



and Defence, as well as exposure on LinkedIn, in Weekly email updates and Quarterly Newsletters.

## Can you provide a Training or Educational Webinar Opportunity?

AIDN also works with members who can provide training and education that will build and develop the Defence knowledge of other members.

The AIDN Membership base includes specialist organisations, qualified to train and/or provide information beneficial to the membership. Recent opportunities have included DISP Awareness, Bid Writing, Hobs Portal demonstrations, Defence 101, Quad Charts and Prime Opportunities for members.

If you would like to participate in an AIDN meeting by hosting or speaking, can offer a site tour or you have a training or educational opportunity for fellow members, please contact an AIDN National staff or your Chapter President (see AIDN Contacts on Page 2) to discuss further.

**\*\*All opportunities will need to be approved by AIDN National before it can be offered to members.**

# Sustainability in Space Pitch Competition

The 4 May 2023 Sustainability in Space Pitch Competition was hosted by The Boeing Company and Aerospace Xelerated in partnership with Advance Queensland and the Department of State Development, Local Government, Infrastructure and Planning. Six companies each had 10 minutes to pitch to a panel, which included representatives from Boeing's Human Space Flight program, how their product supports sustainability in space through health and wellbeing, sustainable energy or protecting humans and equipment from radiation.

Demonstrating the breadth of the space industry the products pitched included innovative biometric diagnostic devices, radiation detection, advanced materials, rocket engines and solar power.

Advanced material manufacturer White Graphene won the contest and the \$100,000 prize to develop a proof-of-concept with Boeing.

## MRO Australasia 2023

After three years, Maintenance Repair and Overhaul (MRO) Australasia 2023 was back in Brisbane, 17-18 May 2023, at the Sofitel Brisbane Central. The two-day conference and tabletop exhibition attracted over 360 delegates, speakers and airline representatives from around the world to discuss crucial issues impacting the MRO industry in this region.

National and international speakers and panellists covered a diverse range of topics including:

- ◆ the strongly rebounding aviation market;
- ◆ skills and workforce shortages and mitigation measures;



Delegates at MRO Australasia 2023 Conference

- ◆ challenges and tips for working in the defence sector; and
- ◆ supply chain constraints and future growth opportunities and challenges in relation to sustainability and regulatory matters.

Qantas Engineering hosted an industry tour for 100 delegates to visit their base Maintenance Hangar 3 at Brisbane airport. Delegates were treated to a behind-the-scenes experience of the heavy maintenance facility.

Defence Jobs Queensland collaborated with the Aerospace Gateway to Industry Schools Program (AGISP), Airbus, Cool Aeronautics, Pacific Turbine Brisbane and the event organisers, Aviation Week

Network, to provide a STEM experience and workshop for 20 Queensland aerospace high school students.

The STEM experience included: a tour of Pacific Turbine's MRO facilities and a live engine test in their purpose-built test cell.

The students participated in a hands-on workshop, with Cool Aeronautics on propulsion and assembled a 3D printed turbine engine model. Airbus also provided the students a unique virtual reality experience with the mixed reality technology they use for training.

Queensland Government was the host sponsor for this event.

## Defence and Aerospace Industry Development Funding

Twenty four Queensland businesses are sharing in more than \$420,000 from Round 3 of the Queensland government's \$1.5 million Defence and Aerospace Industry Development Fund (DAIDF).

DAIDF is designed to assist small to medium sized enterprises (SMEs) acquire recognised certification to help them participate in new or existing supply chains in the defence, aerospace and space industries. The fund assists businesses to compete more strongly in Australia and globally.

Successful Round 3 recipients are based across the state, in locations including Far North Queensland, Fraser Coast, South-East Queensland and Western Downs, and included two indigenous-owned businesses.

More information about the Fund and the list of current and past recipients can be found at Defence and Aerospace Industry Development Fund.

*Article provided by Defence Jobs Queensland*



# Queensland Gaskets celebrates 70 years of industry and manufacturing excellence



**With over seven decades of experience, Queensland Gaskets continues to deliver high quality craftsmanship and materials, and a vast range of products customised for the Australian defence industry and more.**

From what began in 1953 in a small workman's cottage in South Brisbane, Queensland Gaskets has now become a substantial player in the Australian manufacturing space that boasts partnerships with Rheinmetall Defence Australia, through to global e-mobility giant Tritium. While these key milestones have cemented Queensland Gaskets' position as industry leaders, it is community and relationships that have remained at the forefront of the Queensland Gaskets ethos.

As a family-run company with traditional roots and an emphasis on industry relationships, the team is committed to quality at all levels. This has led Queensland Gaskets to earn a stellar reputation in the industry which is supported by excellence in customer service and a nurturing of supplier networks.

"Two of our four company core values, Relationships and Teamwork provide us a day-to-day environment that allows us to continually improve and engage with suppliers to support our customers by providing a capable network of businesses," said Carl Quarterman, Queensland Gaskets Managing Director.

"Our other two core values of Quality and Accountability sustain that capability. We are a proud Australian manufacturer that strives to do more locally with local businesses."

For Mr Quarterman, that ethos has led him to Chair the national Australian Industry and Defence Network (AIDN); become an active member of the Queensland Deputy Premier's Advisory Council on Defence Industry and Jobs; an Advisory Board Member of the Queensland Defence Science Alliance, and a member of the City of Ipswich Defence Industry Development and Attraction Committee.

Offering customers a comprehensive range of gaskets, cutting and sealing solutions, the team at QG has expanded their product and service range to encompass far more than gaskets. Their far-reaching recognition sees the team as cutting specialists for all types of materials including; manufacturing metal, shim, graphite, engineering plastic, felt, fibre, sponge and rubber components



**Queensland Gaskets staff celebrate 70th anniversary of the delivery of high quality products to the Australian Defence Industry and more**

for defence, mining and engineering applications.

With continual investment in new technologies and processes, the team are staying ahead of the competition and are constantly on the cutting edge of industry innovation for the benefit of their customers. This includes custom materials for EMI shielding gaskets that protect high-value communication devices, as well as speciality silicone products that meet strict military grade standards.

Producing precision cut parts and components for defence vehicles is a proud accomplishment of Queensland Gaskets, in addition to a vast array of high quality products for Land, Sea and Aerospace projects. This allows customers to take advantage of the latest technology and manufacturing practices to adapt to new environments and requirements.

One such example is the recent partnership with Rheinmetall Defence Australia for the \$18 billion LAND 400 Phase 3 project. Queensland Gaskets joined a growing team of Australian SMEs to deliver three LYNX KF41 Infantry Fighting Vehicles to the Australian Defence Force for Risk Mitigation Activity (RMA) trials.

The Australian Army sought a new IFV for close combat – to close in and defeat an enemy in the most dangerous and lethal environments for Australian soldiers. Queensland Gaskets was selected as a partner to supply componentry and an assembly of parts to manufacture the new LYNX, a next-generation IFV which is designed to deliver Australian troops in

combat with world leading protection.

"Our collaboration with Rheinmetall has provided a great opportunity to showcase the breadth of our manufacturing capabilities – from consultation and gasket cutting to part assembly and everything in between," said Mr Quarterman.

The opportunity to utilise local, skilled and high-quality manufacturers was a core consideration for Rheinmetall when engaging Queensland Gaskets. As an Australian company with a global supply network built over 70-years in industry, means that the Queensland Gaskets team have the skills and capability to deliver complex, high quality, and large-scale projects.

As a result of the partnership, Rheinmetall will deliver three LYNX vehicles to compete in RMA trials conducted in Australia from November 2020. The extensive testing regime, considered world leading, will put vehicles through a range of trials including lethality, mobility and blast tests.

With sights set firmly to the future, Carl and the team at Queensland Gaskets are actively staying at the forefront of the defence industry. By investing in the experienced and dedicated professionals that make up the team, QG aims to provide customers with the best solutions for their needs.

Ready and able to provide excellent service and high quality, specialised products and materials, contact the team today to discuss your next project requirements on (07) 3277 3922 or by visiting [www.queenslandgaskets.com.au](http://www.queenslandgaskets.com.au).



## Update from the office of AIDN NSW President, Anna Murray



### AIDN NSW Update

**AIDN NSW continues to keep busy with a series of very well attended events in the second quarter. Our committee has met several times with a number of initiatives that we are going to be putting in place.**

Our long-time member Nepean Engineering hosted a well-attended and informative event at the beginning of May. It has been some time since we were able to tour the Nepean facilities at Narellan and it was good to see the manufacturing strength in southwestern Sydney. We kicked off our "Meet the Primes" series with a briefing from Babcock which was well received. A media release from Babcock covering the event is included with this issue.

Our second event was with the Underwater division of Thales out at Rydalmere. Although I was unable to attend either of those events due to holiday and other commitments, I have had excellent feedback from the AIDN membership about the events and how useful they were to the membership. I think this highlights how important it is to facilitate engagement between SMEs and the AIDN membership and the larger primes. And our last event for the quarter was the highly anticipated base visit to Williamtown. We had 70 people there for an informative and exciting tour of Williamtown. A big thanks to Squadron Leader Katilyn Percival for her tireless efforts in organising and coordinating the visit and to everyone on the base who gave up their time to present to the AIDN membership. The whole day was excellent, but it was a highlight to stand next to an F35 and to hear directly from an F35 pilot – as well as hear more about the Wedgetail.

The NSW committee continues to strengthen its relationship with Defence NSW, and we have been meeting regularly with the Investment NSW team so that we can bring news of their initiatives to our wider membership. The next major event on the horizon is Indo Pacific which promises



**AIDN visit to Williamtown – privileged to see an F35 thanks to 77 Squadron**



**L-R: Russell Evans – Manufacturing and Production Capability Manager, Andrew Romano – Supply Chain Manager, Defence, Brent Clark (AIDN), Divine Mountney (AIDN), Karen Trezise – Chief Technologist, Andy Davis – Managing Director, AUKUS, Craig Schwartz – Head of Customer Solutions (Defence & Security), Commodore Brad Smith – Director General Major Surface Ships, CASG, Alyce Ferguson – Marketing and Communications Manager, Babcock, Brad Yelland – Managing Director, Mission & Support Systems**

to be bigger and better than ever. You would have seen the expression of interest go out to be on the NSW government stand for this event. And there are other briefings and summits planned to coincide with

IndoPac.

At a National level, we provided NSW input into the AIDN response to the DSR and will continue to work with the National board to make sure that the NSW perspective is always included. I encourage all members to contact the committee with their own requirements and experiences so that we can continue to provide that feedback and to make sure that the events and initiatives that the NSW committee is putting forward meet the NSW membership's needs.

Please put the 28th September in your diary for the NSW gala dinner – planning for that event is well underway – as this event promises to be one of the premier Defence industry events for NSW.

**AIDN NSW Members at the AIDN NSW Meet the Primes Series with Babcock**



# Babcock continues to support SMEs entering the Defence industry at AIDN “Meet the Primes” event

Small and medium enterprises aspiring to undertake work in the Defence industry engaged with Babcock Australasia’s senior leaders at Australian Industry Defence Network (AIDN) NSW’s “Meet the Primes” forum recently.

Aimed at empowering businesses with information to support them gaining work on some of the nation’s most exciting and ambitious Defence programs, almost 100 small and medium enterprises (SMEs) attended an event in Sydney.

Director General Major Surface Ships, Commodore Brad Smith and AIDN National CEO, Brent Clark joined Babcock Executive Director AUKUS Andy Davis and Chief Technologist Karen Trezise, in an engaging panel discussion.

The event provided the chance for SMEs to hear first-hand about current and future opportunities available with Babcock, as well as broader defence industry insights and trends. SMEs were interested in understanding how to navigate the information in the Defence Strategic Review and how to prepare and be visible to Primes for defence related opportunities.

Babcock’s Andy Davis said: “Australian industry and SMEs in particular, play a critical role in the delivery of Babcock’s Defence programs.”



**Panel Members: Andy Davis and Karen Trezise of Babcock, Brent Clark AIDN CEO, CDRE Brad Smith with Craig Schwartz as MC (Not in order)**

“Babcock is committed to minimising the barriers to entry for SMEs wanting to break into the Defence industry and events such as this help us understand their offering and establish connections.

“Ensuring Australia continues to grow its sovereign capability through SMEs – with

Babcock’s support – provides the resilience our Defence industry needs, a huge shot in the arm for our economy and jobs and ultimately, supports our service men and women keep the nation safe and secure.”

AIDN CEO Brent Clark said: “AIDN appreciates all the effort that the team at Babcock did to ensure that a large number of our members were given a detailed briefing on both the opportunities and obligations they have to become part of the Babcock supply chain.”

“The team at Babcock provided an informative and important session, the SME community needs to develop strong close relationships with companies such as Babcock and it also serves as a way for Babcock to further understand the capabilities of the SME community.”

Media Release kindly provided by Babcock Australia



**AIDN NSW Members at the AIDN NSW Meet the Primes Series with Babcock**



## DO YOU HAVE ANY NEWS?

**Share your recent success stories, products or services with us!**

We’d love to tell our Member Companies and people with an interest in the defence, security and aerospace sector.

**Contact:** [info@aidn.org.au](mailto:info@aidn.org.au)



# AIDN NSW 28th Annual Gala Dinner

**TICKETS  
NOW ON  
SALE!**

**AIDN NSW and Platinum Sponsor Thales are pleased to present the AIDN NSW 28th Annual Gala Dinner.**

The AIDN NSW 28th Annual Gala Dinner is the prominent defence industry event in New South Wales and one of this year's most anticipated occasions.

The event draws together leaders and experts from a variety of industries, especially those related to defence, to celebrate our community's accomplishments, network, and collaborate on future potential.

Join us as we invite members of the Australian SME community, Defence Primes, the Defence Force, and industry associations to an evening of unforgettable entertainment, delectable cuisine, and fine wine!

## EVENT DETAILS

**Date:** Thursday, 28th September 2023



**Location:** Art Gallery of NSW, Art Gallery Road, Sydney, NSW 2000

To sponsor the AIDN NSW 28th Annual Dinner, simply choose the sponsorship option that suits you and email Divine Mountney at [aidnsw@aidn.org.au](mailto:aidnsw@aidn.org.au)

## SPONSORSHIPS NOW AVAILABLE

Choose from Gold, Silver, and Bronze levels of sponsorship. All categories include outstanding promotional opportunities and tickets, so register today to maximise your promotional exposure!



## Update from the office of AIDN ACT President, Emma Pilbeam



## AIDN ACT Committee Refresh

**AIDN is committed to providing our members with the best representation possible.**

While being governed by the AIDN National Board, and operated administratively by the AIDN National Team, State and Territory Chapters are represented at a local level by a President, Vice President, and supporting Committee.

Serving on an AIDN Committee is an opportunity to influence AIDN National policy directions and to ensure that AIDN remains a vibrant and relevant organisation.

AIDN ACT is calling for volunteers to become part of the AIDN ACT Committee.

We are looking for individuals that would like to be part of the growing AIDN network and contribute to the growth and performance of the AIDN ACT chapter.



**We are seeking committed individuals that have the energy and drive to proactively contribute to our continuing success.**

We are seeking committed individuals that have the energy and drive to proactively contribute to our continuing success.

We encourage anyone who is passionate about Defence Industry and is willing to donate some of their time to the AIDN ACT committee to please do so. You will need to be able to spend a few hours a month (and on occasion more) on various AIDN activities and initiatives.

If you are interested in applying, please send a **current photo and Bio** to [eea@aidn.org.au](mailto:eea@aidn.org.au) by the close of business

on Friday, 28 July 2023.

Until nominations are closed, the current AIDN ACT Committee will serve as an interim committee. An active committee is crucial to the success of AIDN both nationally and in the ACT.

The number of nominations will determine if elections are necessary. No nominations will be accepted after the close date listed above.

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## Update from the office of AIDN QLD President, Frank Harrington



# AIDN QLD Gala Dinner – Tickets on Sale!

**AIDN QLD and NIOA, invite you to join us at Queensland's premier Defence Industry event – the 2023 AIDN QLD Gala Dinner.**

This highly anticipated event will bring together leaders and professionals from Defence and Defence related industries to celebrate our collective successes and take time to network and collaborate on future opportunities.

The evening will feature the announcement of the 2023 AIDN QLD Young Achiever along with our highly anticipated speakers. You won't want to miss this fantastic event!

Tickets are selling fast, so don't hesitate to book TODAY.

**Link to Purchase Tickets:**

### EVENT DETAILS:

**Date:** Thursday 27th July, 2022

**Time:** 1830-2230

**Location:** Main Auditorium, Brisbane City Hall, King George Square, Brisbane

**RSVP:** 5pm, Friday 14 July 2023

**Dress:** Black Tie or Mess Kit with Miniatures, Ladies – Formal Attire

### COST:

#### Members

- ◆ Individual: \$200.00+GST pp
- ◆ Table of 10: \$1800.00+GST

Members see emails or contact Alanna at [aidnqld@aidn.org.au](mailto:aidnqld@aidn.org.au) for Promo-Codes to access discounted rates

#### Non-Members

- ◆ Individual: \$250.00+GST pp
- ◆ Table of 10: \$2250.00+GST

\*AIDN currently uses Eventbrite for registrations. All payments made through Eventbrite will incur additional Eventbrite Fees

### Sponsorships Still Available:

Why not join us and promote your business to like-minded Defence Industry businesses, Government, and Defence Primes at Queensland's premier Defence Industry event?

Choose from Gold, Silver and Bronze level sponsorships. All categories include fantastic promotional opportunities and tickets, so why not get in early to maximise your promotional exposure today!

**Link for Sponsorships:**



## AmCham Event



Steven Grant – MinterEllison, Stuart Mansbridge – American Chamber of Commerce (AmCham) Samantha Reichmann – Australian British Chamber of Commerce, Frank Harrington – AIDN QLD, Julie Yamamoto – Qld Japan Chamber of Commerce and Industry



AIDN QLD President Frank Harrington presenting at the AmCham event at MinterEllison



AIDN QLD and AmCham Members enjoy networking at the AmCham event at MinterEllison

## AIDN QLD April Member Meeting



AIDN QLD Members at ARM Hub



Robotics demonstrations at ARM Hub

## AIDN QLD May Member Meeting



**LEFT:** AIDN QLD Members at ProtoNautics

**ABOVE:** L-R: New AIDN QLD Committee Member Kym Cheatham of PERSOL Kelly, Exiting AIDN QLD Committee Member Louisa Loveday of Minecorp Australia and AIDN QLD President Frank Harrington

## AIDN QLD June Member Meeting



**Small Business Expo at Queensland Gaskets**



**Carl Quarterman of Queensland Gaskets and AIDN National Board Chair**



**Small Business Expo at Queensland Gaskets**

## Small Business Expo



Jason Page and Ram Raghuraman of Superior Industries



Jem McCusker and Bridget Collins of PERSOL Kelly



Matt Marris and Alan Kepper of Laminar Communications



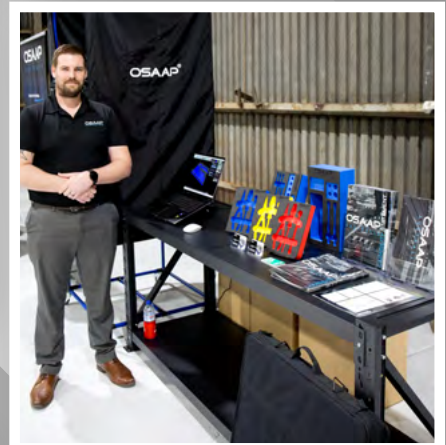
Leanne Ryan and Craigh Haughin of Prominence Consulting



Dave Newdick of Integrated Training and Documentation and Julie Newdick-Austin of AusSTE Pty Ltd



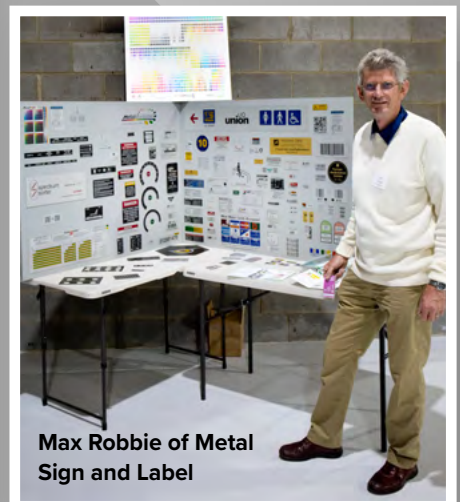
Patrick Albina and Craig Thorpe of Quintessential Consulting



John Coates of OSAAP Australia



Steven and Jackie Love, Joe Spruce, Magnus Rowney and John Banks of Outsource Institute



Max Robbie of Metal Sign and Label



## Update from the office of AIDN NT President, Jim Walker



AIDN NT had a transitional quarter in which our new chapter appointments were finalised, and we had our first meeting as a chapter of AIDN National. The NT Government have continued their support by retaining our AIDN NT office at Development House in Darwin, which is staffed by Steve Asher who is our local point of contact and administrative coordinator with the National Office.

We have been able to meet the target of hosting a networking or information event for members each month. In March we had a Presentation By Joint Logistics Unit (JLU): The keynote speaker for the event was Lieutenant Colonel Tegan Musumeci, Commanding Officer. JLU North. Lieutenant Colonel Musumeci provided a very informative insight into changes and new approaches to Defence procurement from the JLU perspective, which indicated the potential for local enterprises to position their services for Defence, or to modify existing service delivery to align with Defence requirements.

In April we facilitated a Larrakeyah Barracks Base Tour sponsored by our member business Steeline, which was kindly hosted by Commander Moses Raudino ADC, CO HMAS Coonawarra. Commander Raudino provided informed commentary during the tour, highlighting the base upgrades refurbished buildings, services and marine facilities.

The Northern Australia Defence Summit was held in Darwin in May. Some key take-aways from the summit were:

- ◆ In-depth reviews of the DSR outcomes
- ◆ The focus on transitioning Northern Defence Units to littoral capabilities
- ◆ Ventia presented an excellent insight into the requirement for a bigger Darwin with a strong local delivery for Defence Industry and Community.
- ◆ CDU presented their Cyber Territory Skill Hub which will have many contingencies



**The Northern Australia Defence Summit was held in Darwin in May.**

with strengthening and preparing local capabilities.

Included in related events was a Meet the Buyer speed intro event that provided opportunities to meet directly with primes and managing contractors.

On the horizon in the NT are some more NAVFAC packages at the RAAF Bases, Construction packages being awarded for the ranges as they transition from the design phase to the construction phase and continued construction works with current builds at all the NT Bases.

We are keen to understand the opportunities the "Harden up" initiatives will provide from the DSR, as the NT is

the region most affected by seasonal conditions, the lack of maintenance of critical transport corridors and aging infrastructure.

Looking forward we are hosting a networking event in June with guest speaker Charmaine Philips from Advanced Manufacturing Growth Centre, and later in June our member business Gold medal Services are hosting a networking event at Charles Darwin University to showcase their adaptability of NDD – non-destructive digging/cleaning and what lies beneath the surface of our critical hydraulic infrastructure using the iPEK CCTV inspection camera and GIS mapping systems.

## DO YOU HAVE ANY NEWS?

**Share your recent success stories, products or services with us!**

We'd love to tell our Member Companies and people with an interest in the defence, security and aerospace sector.

### Contact

If you would like any further information or require any assistance with defence industry issues, please contact AIDN at: [info@aidn.org.au](mailto:info@aidn.org.au)





# Defence and Space Industry as Critical Infrastructure: Helping boards and owners meet their obligations

Australia's Critical infrastructure entities are increasingly being targeted by sophisticated cyber-attacks. In response, the Federal Government has launched a range of initiatives and has evolved legislation where there are now clear reporting obligations and compliance actions imposed on owners and operators of critical infrastructure.

## Defence Industry and the Security of Critical Infrastructure Act 2018 (the SOCI Act)

While much of the previous focus on critical infrastructure in Australia has been on the delivery of essential services such as power, water, health, communications systems and banking, that has now changed with the Security of Critical Infrastructure Act 2018 (the SOCI Act) expanding those sectors (11 in total) to also include space technology and defence industry, among others.

The challenges for companies within these 11 sectors have increased, and additional obligations have now been placed on them and their entities. The onus is on boards and owners to balance risk mitigation measures and costs within the entity's operational context. Two key questions for boards are 'What do we need to defend against?' and 'How do our cyber defences meet these threats?'. With respect to critical infrastructure operators, additional questions might be, 'What are other critical infrastructure operators seeing/experiencing?' and 'What are they doing about it?'. Having access to a trusted, industry-led threat information sharing capability would help answer these questions.

Government recognizes this need for information sharing and the ACSC's CTIS and Home Affairs TISN programs have improved threat information sharing with industry. These are essential initiatives that are likely to evolve further as the Government releases and implements its new cyber security strategy. Nonetheless, there will always be limits to the effectiveness of these programs due to the limited nature of the sharing that

occurs (mostly one-way and highly technical) and the challenge for such programs to support the diversity of entities, ranging from very large companies to businesses that employ only a handful of people.

## The Information Sharing and Analysis Centre (ISAC) Model

The Information Sharing and Analysis Centre (ISAC) model is a value-for-money solution for industry and a key companion capability to Government-led programs. Single sector ISACs have existed in the US for many years with the US-based and focused Financial Services ISAC now a global entity. ISACs can play a pivotal role in improving cooperation between the public and private sectors to ensure a mature level of cyber security by creating a platform for cooperation in terms of sharing information about root causes, incidents and threats, as well as sharing experience, knowledge and analysis.

## The Critical Infrastructure – Information Sharing and Analysis Centre (CI-ISAC) Australia

The Critical Infrastructure – Information Sharing and Analysis Centre (CI-ISAC) Australia launched on 6 February 2023 and is building an industry-for-industry cyber-intelligence sharing community to boost the cyber resilience of all critical infrastructure providers in Australia, large and small. A not-for-profit entity, CI-ISAC offers an affordable, value-for-money option for defence industry companies to participate in a best-practice cyber-intelligence sharing eco-system.

CI-ISAC operates in harmony with existing Government sharing initiatives and is not introducing any new frameworks or assurance initiatives; rather, it is putting in place an industry-led vehicle and capabilities around operational cyber threat sharing to drive collective cyber defence outcomes. This enables members to manage their risk more

effectively by getting insights across all critical infrastructure sectors, thereby expanding the breadth of their awareness.

CI-ISAC offers a cross-sectoral perspective for members to self-organise and to manage cyber risk and cyber reporting obligations more effectively. The network effects of this benefit members by leveraging mature players in building turn-key capabilities which can be used to assist less mature, financially constrained members and accelerate their cyber maturity. Covering all SOCI sectors, CI-ISAC achieves efficiencies and generates richer insights and sharing than if it focused on a single CI sector, improving the quality of analysis and contextual information sharing.

Technical indicators in isolation do not inform risk-based decisions to enable a proactive response. CI-ISAC builds context around threat information shared by members, validating and enriching insights from members and supporting their decision-making, while aligning its reporting and analysis with the operational cadence of members. This materially raises the level of collective cyber defence of CI-ISAC members. Uplift is by industry, for industry, with a focus on threats targeting Australia, but informed and augmented through strategic global partnerships.

Australia has set a target to become "the most cyber secure country in the world by 2030", and will use its new national cyber security strategy as the vehicle to enable that. Cooperation between the public and private sectors is absolutely crucial to ensure a mature level of cyber security. CI-ISAC will play a pivotal role in this regard.

**To learn more about CI-ISAC Australia and the benefits of membership go to [www.ci-isac.org.au](http://www.ci-isac.org.au).**





## Update from the office of AIDN SA President, Graham Priestnall



Dear AIDN members and friends, the second quarter of this year has been an extremely busy time for the AIDN-SA Chapter and its hard working Committee. The Committee has met monthly and it has been pleasing to see a full table at each meeting. The purpose of the Committee's deliberations is to provide meaningful ways to support our members and deliver value to the members, through activities which support their businesses and provide opportunities to achieve growth.

One important way to deliver value is through the development of regular networking events program, which will enable members to interact with other members, Defence and government representatives, defence Prime representatives and potential customers. The development of this program has been arranged by the AIDN-SA Functions sub-committee. This enthusiastic sub-committee, lead by AIDN-SA Vice-President, Michelle De Palma has developed an interesting and varied events program which offers a range of topics and opportunities to members. Please keep an eye on the AIDN newsletter and updates for upcoming events.

Our first function was held on 20 April and comprised a panel of four SME owners who discussed their strategies for recruiting and retaining employees in what has fast become a constrained 'talent pool' where SMEs are competing against larger companies for recruits. The strategies were inventive and while each had evolved to meet the requirements of the individual business the common factor was 'soft skills' and a high level of personal employee engagement were successful in retaining employees who offered a higher salary to join another company. I thank Committee



### AIDN SA WORKFORCE & RETENTION STRATEGIES FOR THE NEXT 12-4 MONTHS EVENT

**BELOW LEFT: AIDN SA Committee Member, Sue Dametto**

**ABOVE: Attendees at the Workforce and Retention Strategies panel**

**RIGHT: AIDN SA President, Graham Priestnall, AIDN SA Vice President, Michelle De Palma, AIDN SA Committee Member, Sue Dametto, Brian McAvoy from De Stefano and Co and Panelists Raymond Fenech, CEO & Owner of Tynbell Sheetmetal, David Figallo, Business Manager & Owner of Novafast, Mike Kidner, CEO of Resonate Systems and Heath Jenner, Operations Manager Nylastex (not in order)**

member, Sue Dametto for her excellence in performing the MC role.

Our second function was held with and sponsored by BAE Systems in early May. The event was held at Tonsley and attended by over 150 delegates. The organisation of this significant networking event undertaken in conjunction with the AIDN National team who did a fantastic job in arranging this very successful night. I thank AIDN-SA Vice-President, Michelle De Palma for coordinating and her MC role in this event. Many members and non-member defence industry representatives have commented on the success of the event, which was the largest AIDN-SA event for some time. I congratulate BAE Systems for their support to AIDN.

In addition to the event program, AIDN-SA has been actively promoting the AIDN Young Achiever Award (YAA). The number of nominations for the AIDN-SA YAA was the most for several years and it is fantastic to see some many young future leaders



nominate for the YAA. Similarly, the strong uptake of the AIDN Young Professionals Program (YPP) by talented young people from AIDN-SA member companies has been very pleasing. The AIDN YPP is coordinated by AIDN National and will assist young defence industry professionals in developing their networks and gain a more informed understanding of Australia's defence industry.

Our third event for the Quarter was held with Citadel Secure who sponsored the AIDN SA June Member Networking Event. The event was held at the Strathmore Hotel and was attended by 67 delegates. We held the event following the ODIS Defence Update and Opportunities for Industry event held in Adelaide. One of the most pleasing aspects was the number of young professionals in attendance. These people are the future of AIDN-SA and our defence industry. I have received feedback from many people who attended, and it was unanimously very positive. A special mention of the great work of Michelle, David and Alanna who contributed to the organisation and running of the event and I thank our sponsors Citadel Secure for their generous support.

Finally, I want to thank AIDN National and the other AIDN Chapters for their support.

## AIDN SA and BAE Systems Event at Tonsley



**ABOVE LEFT:**  
Networking Drinks at Tonsley

**FAR LEFT:**  
AIDN SA Vice President,  
Michelle De Palma

**LEFT:**  
Jeremy Satchell, Head of Global Access  
Program, BAE Systems Australia

## AIDN SA June Member Networking Event



**ABOVE:** AIDN Members at the AIDN SA  
June Member Networking Event

**FAR LEFT:** AIDN SA President, Graham  
Priestnall

**LEFT:** David Searles from Citadel Secure

# Defence SA lead overseas defence industry delegation

**A recent South Australian defence industry delegation that travelled to Europe, has returned with a deeper understanding of opportunities to advance the state's expertise in undersea defence and maritime autonomous technologies.**

Led by Defence SA, the delegation travelled to the Undersea Defence Technology (UDT) Conference in Rostock, Germany in May.

The largest global event dedicated to the undersea defence industry, the UDT Conference provides a platform to bring stakeholders together to learn, expand networks and explore business opportunities. More than 1500 delegates from around the world congregate for the conference and exhibition to participate in a program designed to equip nations to deal with an increasing diversity of challenges in the domain.

The South Australian delegation was hosted by Defence SA Director Maritime, David Eyre and Defence Innovation Partnership Pathways Manager, Bez Mohammadi. It included representatives from Flinders University and local companies PrioriAnalytica and PMB Defence.

Defence SA Director Maritime David Eyre said the mission provided a valuable opportunity for the group to receive an introduction into what's happening globally in the undersea defence domain.

"The undersea defence domain is becoming a more complex and challenging space and understanding advancements in areas such as maritime autonomous technologies will be vital for South Australian industry to support our Defence Forces to maintain an operational advantage in the future," Mr Eyre said.

"We can learn a lot from the experiences of our overseas counterparts in relation to test and evaluation, research and certification systems used for undersea defence technologies.

"Facilitating this mission – which also provided the opportunity to meet with key industry leads from BAE Systems, Forcys, Sonardyne and Nova Systems – is an



**TOP: (from L-R) with Blue Ocean: Prof. Karl Sammut of Flinders University, Stephen Camporeale from the Government of South Australia, Steven Benn of PrioriAnalytica, Bez Mohammadi & David Eyre of Defence SA.**

**ABOVE: (from L-R) with UDT sign: Prof. Karl Sammut of Flinders University, Steven Benn of PrioriAnalytica, Stephen Faulkner of PMB Defence, David Eyre of Defence SA, Bez Mohammadi of Defence SA and Claude Messina of PMB Defence.**

important way for government to support the expansion of local industry capability that will be needed to underpin future Defence projects."

The visit also included a briefing on

the Digital Ocean Lab, operated by the Fraunhofer Institute for Computer Graphics Research IGD in Rostock. The facility features a physical underwater testing range for maritime technologies in a real environment under controlled conditions.

From Germany, members of the delegation travelled to Plymouth in the UK to engage with representatives from City College Plymouth and visit Smart Sound Plymouth – a first-of-its-kind proving area that facilitates design, testing and development of innovative marine technologies.



**Discussions covered the innovative developments in maritime autonomy and workforce and skills pathways across the maritime, defence and nuclear sectors**

Discussions covered the innovative developments in maritime autonomy and workforce and skills pathways across the maritime, defence and nuclear sectors. It also explored opportunities for potential collaborations in the future.

Managing Director of software technology company PrioriAnytica, Steven Benn, who was part of the industry contingent who travelled with Defence SA, said the knowledge gained would be extremely valuable in the months ahead.

“The trip to both UDT and SmartSound in Plymouth was of great value offering the chance to confirm and progress existing contacts and potential business and introduce new opportunities,” Mr Benn said.

Adelaide-based PrioriAnytica use Machine Learning algorithms and eXplainable Artificial Intelligence to build advanced Operational Analytics solutions for the defence, resources, energy and logistics sectors.

“The trip laid the foundations for several potential partnerships and we are pleased to confirm that we will soon be proposing a trial of Priori systems with one of the companies visited in Plymouth.”

South Australia already has real industry and research strengths in undersea



**L-R Bez Mohammadi and David Eyre, Defence SA.**

sensors, undersea autonomy and machine learning.

Activating local defence innovation in this priority area for Defence is the focus of a

new defence research and development funding scheme recently launched by South Australia's Defence Innovation Partnership (DIP).

The Activator Fund will leverage existing strengths in the domain to support a more rapid transition of technological developments into operational Defence capabilities that will directly benefit the Australian Defence Force.

Up to \$1.6 million will be available from the fund for the initial 'Remote Undersea Surveillance Data Processing, Analysis and Networking' project, with successful applicants required to provide matching co-contributions that will support larger scale research and development activities.

DIP are currently seeking proposals from consortia led by South Australian universities and industry and involving Department of Defence partners, as well as other national and international partners.

Activator applications are now open and close on 4 August 2023.

To learn more visit [defenceinnovationpartnership.com/activator](https://defenceinnovationpartnership.com/activator)

*Article provided by Defence SA*



## Update from the office of AIDN National Chair, Carl Quarterman



**The board has met several times since the release of the DSR, and the strategic actions of the organisation could not be more critical for Australian Defence Industry than they are at this time.**

The recent proposals to reduce spending on consultants, lack of information from the DSR like clear Industrial Investment priorities, and as yet, undefined Defence Industry Development Strategy mean that many of our members are feeling uncertain of what Defence Industry future holds. The Defence strategic environment was outlined as urgent in the DSR, but slow setup of ASCA, and the wait for surface ship review means that many are failing to see the alignment between the urgency of the environment and the urgency of the actions. Needless to say, the board are supporting our CEO in providing feedback to Defence for the development of the DIDS, as well as other policy discussions currently ongoing.

At the National Dinner AM Leon Phillips



**Australian Industry provides a high quality, innovative, asymmetrical, fast, capable opportunity to our Defence Force. Our Defence Force should take advantage of this.**

outlined the ambitious plan he has been set for production of Guided Weapons in Australia by 2025 which does align with the urgency of the current environment. There are many other activities across the cyber, land, sea, air, and space domain which are engaging our membership, but as I mentioned in my speech at the National dinner it is impossible to have a sovereign capability without first having a sovereign capacity. Australian Industry provides a high quality, innovative, asymmetrical, fast, capable opportunity to our Defence Force.

Our Defence Force should take advantage of this. Our government policies and budgets should enable our Defence force to take advantage of this and develop our Defence Industrial Base.

There are many AIDN events across the nation over the coming months and I look forward to seeing many of you at one of them.



## Update from the office of AIDN WA President, Brett Peek



### AIDN WA Update

On Friday 30th June, we were delighted to welcome more than 86 guests to our AIDN WA EOFY Event at the amazing @ ANZAC House, thank you to all those who attended – it was a great night of networking to celebrate a huge year for the Defence Industry in Western Australia against the backdrop of the beautiful Swan River.

AIDN WA appreciates all our members for their ongoing support, and we look forward to what 2023/24 will bring.

The evening included insightful speeches and introductions. AIDN WA President @ Brett Peek (Industry Engagement Lead at Austal) gave an informative overview on how AIDN WA will continue to advocate for its members and establish stronger foundations. Our sincerest thanks to our special guest speakers the Hon. Paul Papalia CSC MLA Minister for Police; Corrective Services; Defence Industry; Veterans Issues, who gave a brief on the Defence Industry in WA. Congratulations to Programmed Training who have been contracted to administer the Defence Industry Internship and Scholarships Program, General Manager @Patrick Tierney (Major Projects) delivered an insightful overview about the program and introduced @Hiromi Fujisaki – Program Director, WA Defence Workforce Strategy, WA Defence Industry Workforce Office (WADIWO).

The Team at AIDN WA look forward to meeting you at our next function ... stay tuned.



### Your 2023 AIDN WA Committee



President  
Brett Peek



Vice President  
Sarah Thomas



Adrian Wiseman



Cal Wilcox



Carlos Fortuna



Mike Von Bertouch



Nick Foulkes



Reena Strehle



Richard Baker



Tim Speer

### AIDN WA Committee Refresh

**AIDN is pleased to announce the newly appointed AIDN WA Committee for 2023.**

We received a large number of high-calibre candidates for the AIDN WA Committee, which is a testament to the membership's strong commitment to being part of the AIDN network.

Please join us as we warmly congratulate the newly elected 2023 AIDN WA Committee. We look forward to working with you!

Thank you to the many AIDN WA Members who took the time to vote for your committee. We know you will be well represented at the AIDN National level, and to Defence and all levels of Government.

#### AIDN WA Committee Office Bearers:

- ◆ President: Brett Peek of Austal
- ◆ Vice President: Sarah Thomas of BlueScope Distribution

#### AIDN WA Committee Members:

- ◆ Adrian Wiseman of Babcock Australia & New Zealand
- ◆ Cal W. of Clout Marketing
- ◆ Carlos Fortuna of BAE Systems Australia
- ◆ Mike von Bertouch of Innovaero Pty Ltd
- ◆ Nick Foulkes GAICD of Alaris Consulting
- ◆ Reena Strehle
- ◆ Richard Baker MBA, GAICD of Red Piranha
- ◆ Tim Speer of Austal





## Update from the office of AIDN VIC President, Adam Evans



### AIDN VIC and Systematiq – The DSR Pivot: Opportunities for Defence Industry

On the 23rd of June, more than 35 AIDN VIC Members gathered in Melbourne at an event kindly hosted by Systematiq.

Members heard an informative and engaging discussion on the implications and opportunities available for Defence Industry after the release of the Defence Strategic Review (DSR).

Systematiq's Director Strategy and Projects, Brydon Johnson, was joined by colleagues Erin O'Brien, Business Development and Sales Manager and Ben Burrows Project Management Director spoke about the need for leadership, commitment and informed decision making. The conversation also outlined the risks for members and highlighted the need for collaboration, deliberate action and leadership from Government, associations, and key Defence stakeholders.

Systematiq provides professional consulting services to clients across the project lifecycle from strategy, procurement, and planning, through to project delivery and training. Their consultants specialise in Defence, Rail & Transport sectors within government and the private sector.

AIDN VIC would like to thank the team from Systematiq for opening up their offices to AIDN members and for bringing a robust, passionate discussion on a very important issue to the forefront.



L-R – Erin O'Brien, Business Development and Sales Manager at Systematiq, Ben Burrows Project Management Director at Systematiq and Brydon Johnson, Director Strategy and Projects at Systematiq



AIDN VIC President, Adam Evans alongside members enjoying a robust discussion on the outcomes for members after the DSR.



L-R – Erin O'Brien, Business Development and Sales Manager at Systematiq and Ben Burrows Project Management Director at Systematiq

## DO YOU HAVE ANY NEWS?

Share your recent success stories, products or services with us!

We'd love to tell our Member Companies and people with an interest in the defence, security and aerospace sector.

### Contact

If you would like any further information or require any assistance with defence industry issues, please contact AIDN at: [info@aidn.org.au](mailto:info@aidn.org.au)



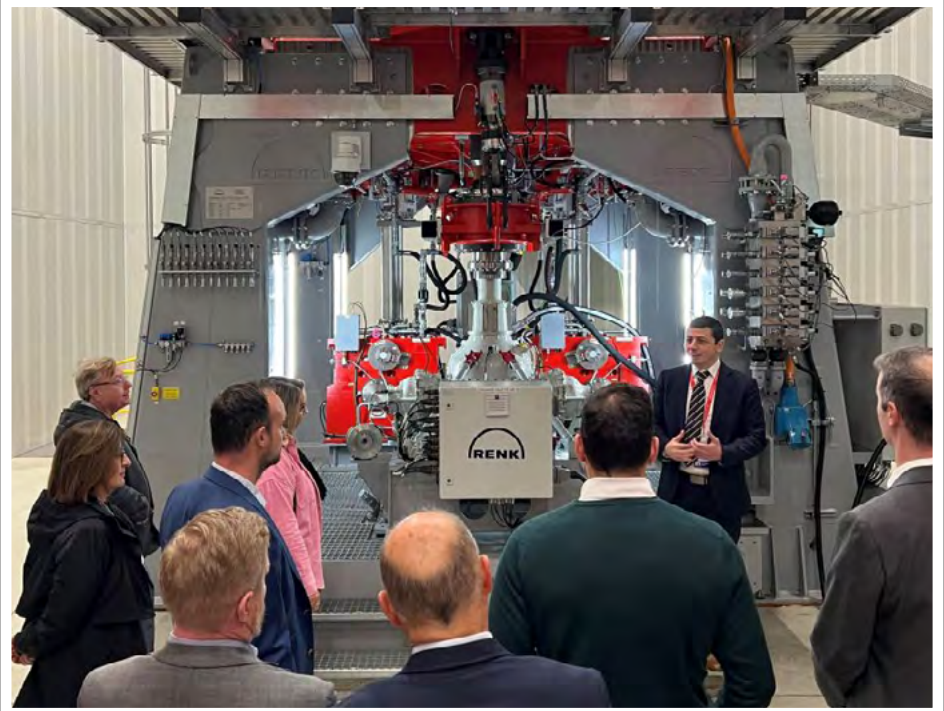
## AIDN VIC and Leonardo Australia June Member Networking Event

AIDN would like to thank Leonardo Australia for welcoming 34 AIDN VIC members as they hosted the AIDN VIC and Leonardo Australia June Member Networking Event held on the 2nd of June.

In a first-ever tour of their helicopter gearbox maintenance repair and overhaul (MRO) Facility in Fisherman's Bend, Melbourne, Leonardo Australia provided a unique opportunity to connect with other Defence companies and explore potential collaboration opportunities. The tour also gave members a front-row seat to Leonardo's state-of-the-art facility, where they highlighted their commitment to innovation and excellence in the Aerospace industry.

Leonardo develops multi-domain capabilities in the Aerospace, Defence and Security sector. They play a prominent role in major international strategic programmes and is a trusted technological partner of governments, defence agencies, institutions, and enterprises. Innovation, continuous research, digital manufacturing, and sustainability are the cornerstones of Leonardo's business worldwide.

Our warmest thanks go to Leonardo for their work with the Australian Defence Industry, and for opening their doors to AIDN VIC Members who thoroughly enjoyed their visit.



AIDN VIC Members at the AIDN VIC and Leonardo June Member Networking Event. Photos courtesy of Leonardo Australia.

