**Job Title: Head of Electronic Warfare Academy**

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| **Role Purpose (position scope)** |
| As the **Head of Electronic Warfare Academy**, you will lead the development and delivery of EW training programmes for military clients across the EMEA region. Building on our current offerings and working with internal and external resources, you will design and build a structured suite of learning experiences that meet our customers’ requirements. Accountable for delivery to time, cost and quality you will manage a team of instructors, ensure training excellence, and maintain alignment with UK MOD, NATO, and regional defence standards. The role is based in the UK, with periodic travel overseas. |

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| **Line Manager** | **Dotted Line** | **Direct Reports** | **Dotted Line** |
| Nick Lay, CTO | Simon Tate, UK MD | 3/4 |  |

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| **Key Responsibilities** |
| * Design, develop, and continuously improve EW training content in line with UK MOD, NATO, and regional partner requirements.
* Lead and manage a team of EW Ground Instructors delivering training across the EMEA region.
* Deliver high-quality instruction in classroom, simulator, and live environments.
* Act as the primary liaison with defence clients, including MOD, NATO, and EMEA partner nations.
* Ensure training design and delivery meets the Defence Systems Approach to Training (DSAT) and other applicable standards.
* Conduct instructor assessments, mentoring, and professional development.
* Maintain awareness of emerging EW technologies and regional threat environments.
* Ensure compliance with UK, EU, and regional safety, security, and data protection regulations.
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| **Core Skills** |
| * Extensive operational experience in Electronic Warfare within a UK, NATO, or allied military environment.
* Proven leadership experience in a training or operational command role.
* Strong instructional background with experience delivering to multinational and culturally diverse audiences.
* In-depth knowledge of EW disciplines: Electronic Attack (EA), Electronic Protection (EP), and Electronic Support (ES).
* Familiarity with UK MOD, NATO STANAGs, and regional defence training frameworks.
* Excellent communication, leadership, and stakeholder engagement skills.
* Must hold or be eligible to obtain UK SC or NATO Secret security clearance.
* Willingness to travel across the EMEA region as required.
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| **Desirable Skills** |
| * Former service in a UK Armed Forces EW role (Royal Air Force, Royal Navy, British Army) or equivalent NATO/EMEA force.
* Experience with live EW training platforms, synthetic environments, and Red Air integration.
* Recognised instructional qualifications (e.g., Defence Train the Trainer, Level 4 Certificate in Education and Training).
* Multilingual capability (especially in NATO or regional languages) is an advantage.
* Experience in Customer and Stakeholder Engagement.
* Ability to capture requirements and create growth opportunities.
* Experience in project management.
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Job Holder: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Manager: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_