



Banner Lane



Strategic Hire for a Leading Maritime Software Provider

Banner Lane

Specialist Defence Headhunters
SC and DV Cleared Careers

Company Overview

Our client was a global leader in creating robust, reliable, and innovative software solutions for uncrewed maritime systems. With over 15 years of experience in the maritime sector, they have developed, tested, and delivered cutting-edge open-architecture technology compatible with any system. Their technology provides enhanced capability, autonomy, and value to maritime systems involved in routine operations and the most challenging and dangerous missions.

The company's expertise is particularly strong in Multi-Domain Command & Control (C2), Collaborative Autonomy, and Intelligent Perception. Their proprietary software solutions have been successfully demonstrated and selected for use by over 20 navies worldwide, including significant relationships with the US Navy (USN) and Royal Navy (RN). The company has also been involved in multiple collaborations with major primes, including Atlas Elektronik, Raytheon, Thales, and Northrop Grumman.

Recent major contract wins include:

- Provision of engineering, technical support, and training services for the US Naval Surface Warfare Centre for the MK18 MMCM UUV.
- Contract renewals for the Belgian and Netherlands Naval Mine Warfare school.
- A new contract to support all Mine Hunting Capability (MHC) and related programs for the UK Ministry of Defence (MOD), including Multi-Domain C2, Mission Level Autonomy, and ATR solutions.

Mission and Culture

Role Mission

Following a significant recent win with the RN's Mine Hunting Capability (MHC) program, the company sought to recruit a high-calibre and experienced individual with operational military expertise in Mine Warfare. The development and delivery of the C2 and Autonomy architectures for Uncrewed Systems will operate across the MHC program, a multi-year contract with several iterative development cycles. This role is critical to ensuring that the engineering and program management team can effectively collaborate with the RN MHC team to enhance capabilities. Additionally, the role supports international customers.

Culture

The company is young, progressive, bright, and innovative, priding itself on a constructive, transparent, and supportive team culture. Tackling the most challenging problems, creating software, and delivering results that will define the future of maritime autonomy, they operate with a spirit of passion, fun, engagement, and continuous improvement. The company fosters a non-hierarchical structure, encouraging a meritocratic and practical work environment where creativity and idea-sharing are highly valued.

The Challenge

The company faced the challenge of finding a candidate with deep operational expertise in Mine Warfare, a strong network within the RN, and the ability to bridge the gap between technical and operational teams. The ideal candidate needed to:

- Have a comprehensive understanding of the Mine Warfare customer community and end-user operations.
- Possess an existing relevant network within the RN and knowledge of operating and procurement practices.
- Be capable of attaining SC/DV-Clearance.

- Demonstrate strong business development skills to identify and capitalize on commercial opportunities.

The Search Process

To meet this challenge, the company engaged Banner Lane Limited, specialist defense and security headhunters. Banner Lane leveraged its extensive industry contacts and sought recommendations for individuals with the necessary expertise and network. This approach was crucial for identifying a candidate who was not publicly visible but highly regarded within the Mine Warfare community.

The Candidate

Through targeted outreach, Banner Lane identified an exceptional candidate: a First Class Warrant Officer from the Mine Warfare part of the British Royal Navy. This individual had:

- Extensive experience in Mine Warfare operations and planning.
- A robust network within the RN and an understanding of procurement practices.
- The ability to work across functions, including customer liaison, program management, and engineering services.

Implementation and Impact

The integration of the new Capability Delivery Manager was seamless, and the individual quickly began contributing to the success of the MHC program. Key initiatives and results included:

- 1. Operational Expertise:** The candidate's deep understanding of Mine Warfare significantly enhanced the capability development process, ensuring that the delivered solutions met operational requirements.
- 2. Customer Liaison:** Effective daily liaison with the MHC Program Manager ensured smooth communication and coordination between the company and the RN.
- 3. Business Development:** The candidate's insights and network facilitated the identification of new commercial opportunities, contributing to business growth.
- 4. Successful Sea Trials and Demonstrations:** The candidate managed successful sea trials and demonstrations, showcasing the company's solutions to potential customers and stakeholders.

Recent Developments

Recent news highlights the company's continued success and growth:

- **Expansion in International Markets:** The company recently secured new contracts in Asia and the Middle East, regions identified as strategic growth areas.
- **Increased Revenue:** The company reported a 20% increase in revenue in the last financial quarter, attributed partly to the successful execution of the MHC program and new international contracts.
- **Technological Advancements:** The company announced the development of new autonomous features for its systems, further solidifying its position as a leader in maritime autonomy.

These developments indicate that the new Capability Delivery Manager has played a crucial role in driving the company's success, leveraging their expertise and network to deliver outstanding results.

Conclusion

The hiring of a First Class Warrant Officer from the Mine Warfare part of the British Royal Navy as the company's Capability Delivery Manager has proven to be a strategic and highly successful decision. This individual's operational expertise, strong network, and ability to work across functions have significantly contributed to the company's growth and the successful execution of key programs. This case study underscores the importance of leveraging industry connections to identify and recruit top talent, demonstrating how the right leadership can drive significant business success.

Our Team Involved



Stephen Start - Director



Thomas Byron - Consultant

Comments on these searches:

"This successful search highlights the value of combining a niche and relevant network with expert headhunting skills and a highly attuned sense of cultural fit. We identified this 'hidden candidate' through a referral and obtained his contact number via a trusted connection. After several attempts, we established contact and transformed someone who wasn't actively looking into a highly engaged candidate, excited about transitioning to our client's employment. Recruiting directly from the Services demands an extra level of care, attention, and diligence to ensure the opportunity is a perfect fit."

Stephen Start - Director
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