

**'AI' NOBLE MSc, FInstLM.**  
[ainoble@live.com](mailto:ainoble@live.com)

Innovative senior manager with over 25 years of experience leading and setting direction for teams from 14 up to 165 skilled professionals in highly dynamic, results focused environments. A Fellow of the Institute of Leadership and Management driven by a desire to ensure sustainable improvement at the organisational, systems and individual level. Highly adaptable, tenacious with strong interpersonal skills and an aptitude for recognising and developing talent. Polished stakeholder manager with a desire for continual self-improvement. A Master of Science graduate in Coastal and Marine Resource Management passionate about the ocean its resources the environment and ensuring sustainable development. Maritime Patrol Aircraft Captain with significant experience in long range search and rescue coordination.

**Key Skills:**

Communication  
Negotiation  
Mentoring

Stakeholder Management  
Decision Making  
Problem Solving

**Achievements:**

- Turned around a failing Bi-National, Tri-Service Operations department. Produced the best results seen in 10 years of assessment of 3 similar sites by an independent assessor.
- Attained an MSc (Distinction) in Coastal and Marine Resource Management whilst working full-time and studying part-time.
- Developed innovative vision document to influence funding for long-term investment in unmanned systems technology.
- Re-designed departmental technical training methods to achieve a 15% improvement in team performance scores.

**Experience**

**Jan 12 - Present: Defence Scientific Technical Laboratories (DSTL): Team Leader (Principal Scientist) Underwater Enablers and Unmanned Systems.**

Accountable for the career management and direct reporting on 14 scientists engaged in marine science and technology research. Also directly responsible for ensuring capability development, resource allocation, recruitment, and objective setting that is coherent with evolving Business needs.

Technical partner with industry partners for innovative research projects, translating complicated operational requirements into easily understood concepts and monitoring public funding spend profiles.

Technical report writer and mentor for teaching staff skills to scientists and engineers.

Technical author for visions document on unmanned vehicle systems aimed at guiding future investment in technology.

Graduate mentor for Underwater Group within the DSTL Platform systems Graduate development scheme.

DSTL's Member on the University of Portsmouth Professional Advisory Group, advising on adjustments to degrees to better suit current and future needs in the work-place.

Achieved MSc (Distinction) in Coastal and Marine resource Management (Sep 17) working full-time. The Dissertation focussed on the use of unmanned systems in monitoring and policing Marine Protected Areas. Scored distinction level grade on essay critiquing the evolution and future of the EU Common Fisheries Policy.

Technical areas: Environmental marine science and sustainability, Maritime aviation, Search and

Rescue, Marine Mammal mitigation and Maritime unmanned systems.

**2010 - Jan 12 Royal Air Force: Head of Acoustic Analysis, Underwater Gp.**

Head of Royal Air Force Acoustic Analysis with accountability for an annual project budget of £1.9M

Saved £268,000 in FY whilst realizing an enhanced analytical capability 7 months ahead of schedule.

Responsible for taking the lead on RAF UW acoustic and oceanographic matters at international fora.

Responsible for providing advanced acoustic training for national and international military acousticians and line manager for 10 senior acoustic analysts and trainers.

Specialist advisor on Maritime Patrol Aircraft (MPA), aviation and oceanography accountable for monitoring of fleet proficiency standards

Transformed effectiveness of key partnerships between military and civilian industry organizations.

Following declaration of requirement to closedown facility, efficiently transferred operations, integrating analysis capacity seamlessly into remaining Royal Navy capability.

Dealt adeptly with sensitive HR issues arising from redundancies and forced geographic re-assignment of personnel.

**2007 - 2010 Joint Maritime Facility (JMF) RAF St Mawgan.**

Executive accountable for all Operational output of a bi-national tri-service strategic asset.

Restructured a failing Department and within 6 months achieved the highest operational assessment scores seen on any site in 10 years.

Senior line manager for 125 staff from 2 nations (UK and USA) and 3 Services (US Navy, RN & RAF).

Command Instructional Officer: Transformed training department to meet key Operational needs. Project managed the draw down and closure of UK based Operations and the handover to the USA.

Negotiated Service Level support agreements and Bi-National Memorandums of Understanding. Efficiently co-ordinated several multi-million pound bi-national redevelopment projects saving tens of thousands of pounds and facilitated effective interaction between associated UK and US agencies.

**2005 - 2007 RAF Air Warfare Centre**

**(Trials Management Officer).**

**2002 - 2005 RAF 120 Sqn Nimrod Maritime Patrol Aircraft.**

**(Squadron Executive).**

**2001 - 2002 RAF Personnel Management Agency.**

**(Strategic Career Manager).**

**1997 - 2000 Nimrod MR2 maritime Patrol Aircraft.**

**(Aircraft Captain).**

**1994 - 1997 RAF Central Flying School**

**(Instructor and Examiner).**

**CPD, Training and Qualifications**

**2018** - Currently under assessment by the Institute of Marine Engineering, Science and Technology for Fellowship and Chartered Marine Scientist status.

**2018** - Dstl Risk Assessor and Trials manager courses

**2017** - MSc in Coastal and Marine Resource Management (Distinction)

**2016** - Open University Oceanography Module S330.

**2015** - Diploma in Oceanography.

**2014** - Member of the Oceanography Society.

**2012** - Fellow of the Institute of Leadership and Management (FInstLM).

**2012** - Prince 2 Practitioner.

**2010** - 'Member of the City and Guilds Institute' for Management and Leadership (MCGI).

**2005** - Combined Qualified Electronic Warfare Instructors' Course. Central Flying School.

**1997** - Qualified Instructional Techniques Assessor Course. RAF Halton (QITAC)

**1995** - Personnel Selection Officers' Course. Royal Air Force College, Cranwell.

**1992** - Aircrew Instructors Course. Central Flying School RAF Scampton

**1991** - Initial Officers Training Course. Royal Air Force College, Cranwell.

A keen advocate of the marine environment and the need to exploit sustainably