



Biography

Des McNicholas is the Head of Human Resources & Corporate Services for Raytheon Australia.

Based in Canberra, Des is responsible for the organisation's human resources capabilities, including leadership development, talent acquisition and management, workforce planning, remuneration and benefits.

Des also oversees program management & risk, production operations, EHS, facilities, security, quality, business support and continuous improvement. Before joining the Raytheon Australia Leadership Team, he held roles in program management and business development.

Des joined Raytheon Australia from the Astronomy and Space Science Division of the Commonwealth Scientific and Industrial Research Organisation (CSIRO), where he managed the Canberra Deep Space Communication Complex as part of NASA's Deep Space Network (DSN). In this role he coordinated Australian communications and launch support for missions such as the Mars Exploration Rovers, the Cassini/Huygens mission to Saturn and Titan, and the New Horizons mission to Pluto.

A former Lieutenant Colonel in the Australian Army, Des is a graduate of the Officer Cadet School Portsea, the Army Command and Staff College at Queenscliff and the Royal Military College of Science (Shrivenham) in the UK. His service included command of the Australian Army's Proof & Experimental Establishment (Port Wakefield), Career Advisor in the Directorate of Officer Career Management, Deputy Director (Concepts) in the Directorate General Land Development (DGLD), and regimental duty as an Artillery officer.

Des has Master's Degrees in Arts and Defence Studies, and a Bachelor's Degree in Human Resource Development. He also holds qualifications in project management and is a graduate of CSIRO's Leading the Research Enterprise (LRE) Program.

Des is a qualified Raytheon Six Sigma™ Specialist, and a Certified Professional (CAHRI) with the Australian Human Resources Institute. He was previously certified as a Master Project Director (MPD) with the Australian Institute of Project Management.