



Des McNicholas

Chief of People & Culture

Des McNicholas is the Chief of People & Culture for Raytheon Australia and a member of the Executive Leadership Team.

Based in Canberra, Des is responsible for People & Culture Operations across the business, including HR, Leadership & Talent Management, EHS&W and QA.

Prior to his current role, Des was Raytheon Australia's Head of HR & Corporate Services, with responsibility for HR, Program Management, Business Assurance and Infrastructure. He has also held roles in program management and business development with the company.

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 Military Technology 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.