

HAPPY CHRISTMAS FROM OPTIMA

As we wrap up the year, I want to say thank you to our clients, partners, and the talented team at Optima. Together we have delivered on some of the most critical complex projects in the world, helping ensure value for money for taxpayers and delivery of critical capabilities.

Another highlight this year was the engagement we had on our stand at DSEI. As defence focuses on implementing the Strategic Defence Review (SDR), Systems Thinking will continue to be essential to deliver capability faster.

Thank you for the trust, collaboration, and support throughout the year. Wishing you a restful festive break and a strong start to 2026.

Lloyd Pryce
Managing Director at Optima



Changes to support next-phase growth

To support Optima's next phase of growth, we refreshed our Board structure on 1 October 2025, strengthening governance and sharpening delivery focus. Chris Lamb stepped into the role of Chair, with Lloyd Pryce appointed Managing Director. Sue Ousby joined the Board as Engineering Director and Steve Armitage as Technical Director, while David Bamford transitioned to a Non-Executive Director role and Norm Geddes continues as Projects Director. (See the announcement on [this link](#).)



Framework milestones

Two key framework appointments marked our year. On Crown Commercial Service's Management Consultancy Framework Four ([MCF4](#)), public sector organisations can now access Optima's independent Systems Thinking and consultancy capability through a ready-to-use route. In parallel, our appointment to the UK Atomic Energy Authority's Embedded Engineering Resource Framework ([EERF](#)) deepens our support to fusion programmes, embedding specialist Systems Engineering where it is needed most. We are also appointed to multiple established defence frameworks - see more on [this link](#).



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Social impact, the Optima way

This year, our people-led social impact shone through. Charlie Kenney received the Institute of Systems Engineering Diversity & Inclusion Award ([link](#)), recognising years of practical work to embed inclusive behaviours across Optima, our clients and the wider profession. We also supported the FIRST LEGO League Southwest Final and will be backing the Challenge again this year, helping spark early interest in engineering. Alongside this, we continued running a programme of Lunch & Learns on themes like inclusion, stress awareness and supporting communities, and raised vital funds for our Charity of the Year, Cancer Research UK, including a team effort at the Thornbury 10K.



Backing the Forces

Supporting the Armed Forces community remains a priority for Optima, with over a third of our consultants coming from a service background. In 2025 we strengthened that commitment by signing the Armed Forces Covenant and achieving the MOD's Defence Employer Recognition Scheme (ERS) Bronze Award. We are also proud to support Invictus Games Birmingham 2027 as a Gold Champion, backing recovery through sport when the Games come to the NEC from 10 to 17 July 2027.

Throughout 2026

With the expertise across our growing team, Optima are well-placed in both the defence and nuclear sectors to tackle the most complex engineering challenges. In defence, we now await the UK Defence Investment Plan to see where funding is allocated. In the nuclear sector, the funding of small modular reactors (SMR), UKAEA and Sizewell C will need the skills we provide. Recruitment of talented Systems Engineers will therefore be a priority through 2026.

