



WEST MIDLANDS CYBER & TECH VETERANS CIC

PUBLIC EXECUTIVE BRIEFING & GOVERNANCE PROSPECTUS

Company Status: Community Interest Company (Asset-Locked)

Company Number: 17458445

Registered Address: Osbourne Suite 2.08, Imperial & Whitehall, 23 Colmore Row, Birmingham, B3 2BS

Platform Portal: www.wmcybertechveterans.co.uk

Armed Forces Covenant Signatory: Reference 8M3EY8EN

Soft Launch Issue: 22 September 2026

PROTECTING THE REGION. EMPOWERING THE WORKFORCE. SECURING THE FUTURE.

1. PURPOSE & MISSION STATEMENT

The West Midlands Cyber & Tech Veterans CIC is an independently founded, asset-locked Community Interest Company established to connect military veterans, service leavers, and active reservists into civilian cyber security, enterprise IT, cloud infrastructure, software, data, and AI/emerging technology roles across the West Midlands.

Recognizing that elite technical talent exists across all security clearance levels and military career backgrounds, the CIC operates strictly as a non-profit, zero-commission B2B convening engine addressing three critical regional challenges:

1. **Talent & Clearance Bottlenecks:** Over 14,000 service personnel transition annually representing untapped technical, leadership, and operational capability. Meanwhile, regional tech SMEs, MSPs, manufacturers, digital agencies, and Critical National Infrastructure (CNI) providers face severe skills shortages alongside 6–9 month security clearance processing delays.
2. **Ecosystem & Procurement Disconnect:** Regional cyber, IT, and technology SMEs often miss out on major defense, public sector, and CNI tenders due to isolated bidding capacity, complex compliance hurdles, or clearance validation delays.
3. **Cross-Sector Supply Chain Vulnerabilities:** Organizations across the West Midlands represent interconnected supply chain targets. From tech SMEs, MSPs, and digital agencies to logistics, healthcare, professional services, manufacturing, and local government—businesses face expanding MoD, DCCP, Cyber Essentials Plus, and customer security mandates.



The CIC provides a dedicated, localized regional convening layer connecting these networks: the **West Midlands Digital Army**.

2. INCLUSIVE TALENT PATHWAYS & REGIONAL COLLABORATION

The CIC removes arbitrary barriers to entry by welcoming all veterans, service leavers, and active reservists, whether currently cleared, lapsed, or seeking non-cleared technical pathways:

- **Inclusive Candidate Streams:** Supporting all transition pathways—from high-assurance SC/DV security-cleared specialists for CNI and defense supply chains, to lapsed and non-cleared veterans/reservists stepping into enterprise IT, cloud operations, SOC analysis, compliance, and AI security governance.
- **Framework & Security Readiness:** Assisting regional tech firms, MSPs, and manufacturers to meet MoD standards and compliance frameworks (including DCP, Cyber Essentials Plus, and AI risk frameworks), removing commercial barriers to public sector procurement.
- **A "Digital Army" of Bidding Allies:** Creating a collaborative ecosystem where tech SMEs, MSPs, manufacturers, and defense primes pool capabilities, aggregate security clearances (where compliant), and form high-assurance consortia to compete for and win major public sector tenders together.
- **Community Engagement & Events:** Hosting regular job fairs, executive roundtables, SME bidding workshops, and regional expos starting from our October 2026 launch cycle onward.
- **Retaining Regional Tech Spend:** Keeping high-value cyber security spend, IT contract revenue, and technical expertise inside the West Midlands local economy.

3. FOUR-PHASE REGIONAL EXECUTION ROADMAP

The CIC follows a clear, disciplined trajectory to scale regional impact, transition into public grant capture, and explore permanent physical infrastructure:

- **Phase 1: Soft Public Announcement (22 September 2026):** Initial public reveal of the platform (www.wmcybertechveterans.co.uk), opening intake portals for veterans, service leavers, active reservists, and regional corporate ally onboardings.
- **Phase 2: Ecosystem Hard Launch (19–23 October 2026 — Birmingham Tech Week):** Official ecosystem hard launch during Birmingham Tech Week, featuring executive panel discussions, joint announcements, and founding partner onboardings.
- **Phase 3: Operating Cycle & Regional Scale (Nov 2026 – Q1 2027+):** Launching quarterly talent expos, SME bidding roundtables, supply chain cyber readiness workshops, and cross-sector tech summits.
- **Phase 4: Grant Applications & Physical Hub (Long-Term Horizon):** Exploring grant applications (UKSPF, WMCA, Armed Forces Covenant Fund Trust) only after establishing a proven regional operating record. A physical collaboration hub remains a long-term goal if earned through demonstrated regional delivery.

4. ETHICAL NON-PROFIT MODEL & ZERO-COMMISSION ASSURANCES

To preserve non-profit integrity, align with public sector grant requirements, and maintain complete compliance with the Armed Forces Covenant, the CIC enforces strict operational boundary settings:

- **Zero Candidate Placement Fees:** The CIC never charges recruitment fees, placement commissions, finder's fees, or agency split-rates to candidates or hiring employers under any circumstances. Candidate intake, triage, verification, and employer introductions are 100% free.
- **Asset-Locked Integrity:** Operating under statutory asset-lock requirements, 100% of operational surpluses are legally bound to be reinvested into regional veteran upskilling, peer support, and regional tech/cyber resilience initiatives.
- **No Commercial Agency Operations:** The CIC is not a recruitment agency, labor broker, or commercial staffing firm. It acts purely as a non-profit platform ecosystem connecting vetted cyber, IT, and tech talent with regional organizations.

Note on SIC Classification: Registered Companies House SIC codes include 62090, 88990, and 78109. Code 78109 represents an administrative classification for introduction activity. It does not authorize, nor will the CIC ever operate, a commercial agency or fee-for-placement model. This distinction is legally maintained across all contracts, portal terms, and partner agreements.

5. COMMERCIAL SUSTAINABILITY & FUNDING MODEL

The CIC sustains its operations, technology platform, and executive delivery through transparent, non-commission revenue streams:

1. **Flat-Rate Corporate B2B Sponsorships:** Enterprise partners engage via transparent, non-commission annual sponsorship tiers (£7,500 Headline, Corporate Allies, Pillars) supporting platform infrastructure, regional CNI resilience, and convening activities with no fee on any hire.
2. **PPN 06/20 Social Value Retainers:** Defense primes and enterprise contractors procure non-commission social value advisory retainers from the CIC to fulfill UK Procurement Policy Note 06/20 social value obligations on public sector tenders.
3. **Public & Charitable Grants:** Non-repayable funding from regional growth funds (UKSPF, Business Growth West Midlands, WMCA), the Armed Forces Covenant Fund Trust, and military trusts to fund cloud platform hosting, peer support, and regional expos.

6. INDEPENDENCE & REMIT

WMCTV CIC is independently founded. It is not a council body and it is not a national programme.

Its job is regional: veterans, service leavers and active reservists into cyber and Tech/IT roles with West Midlands employers.



It does not replace national transition or veteran-tech programmes. People should keep using those routes. WMCTV will work with other organisations where there is a written agreement. It will not use another organisation's name, brand or funding as its own.

Outreach stays with West Midlands-headquartered cyber, IT, manufacturing and tech employers, and with regional PPN 06/20 commitments. It will not solicit another programme's core national grants.

7. GOVERNANCE & STEERING BOARD STRUCTURE

To ensure domain authority, independence, and strict legal compliance, the CIC is advised by a non-statutory Steering Board representing key industry pillars:

- **Executive Leadership:** Founder & CEO (Statutory Director) — Accountable for legal compliance, financial management, contracts, and operational execution.
- **Non-Statutory Steering Board Seats:**
 - Cyber & Technical Validation
 - Defence & CNI Supply Chains
 - Regional Ecosystem & Inclusion
 - Veteran Transition & Mentoring
 - AI & Emerging Tech Governance
 - Regional Risk & Public Sector

Governance Notice: Advisory Board members act solely in an unremunerated, non-statutory strategic advisory capacity. Advisors carry zero personal, statutory, financial, operational, or legal liability for the CIC, and possess no signing or binding authority.

8. CONTACT & ENGAGEMENT

Ryan Jones

Founder & CEO | West Midlands Cyber & Tech Veterans CIC

Armed Forces Covenant Signatory (Ref: 8M3EY8EN)

Website: www.wmcybertechveterans.co.uk