RAiD:

The RSAF Tech Startup Story

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WHY RAiD?

SPEED & AGILITY | MISSION USABILITY

Vibrant Grassroot, Challenges Abound

2019 – RSAF Data Blueprint

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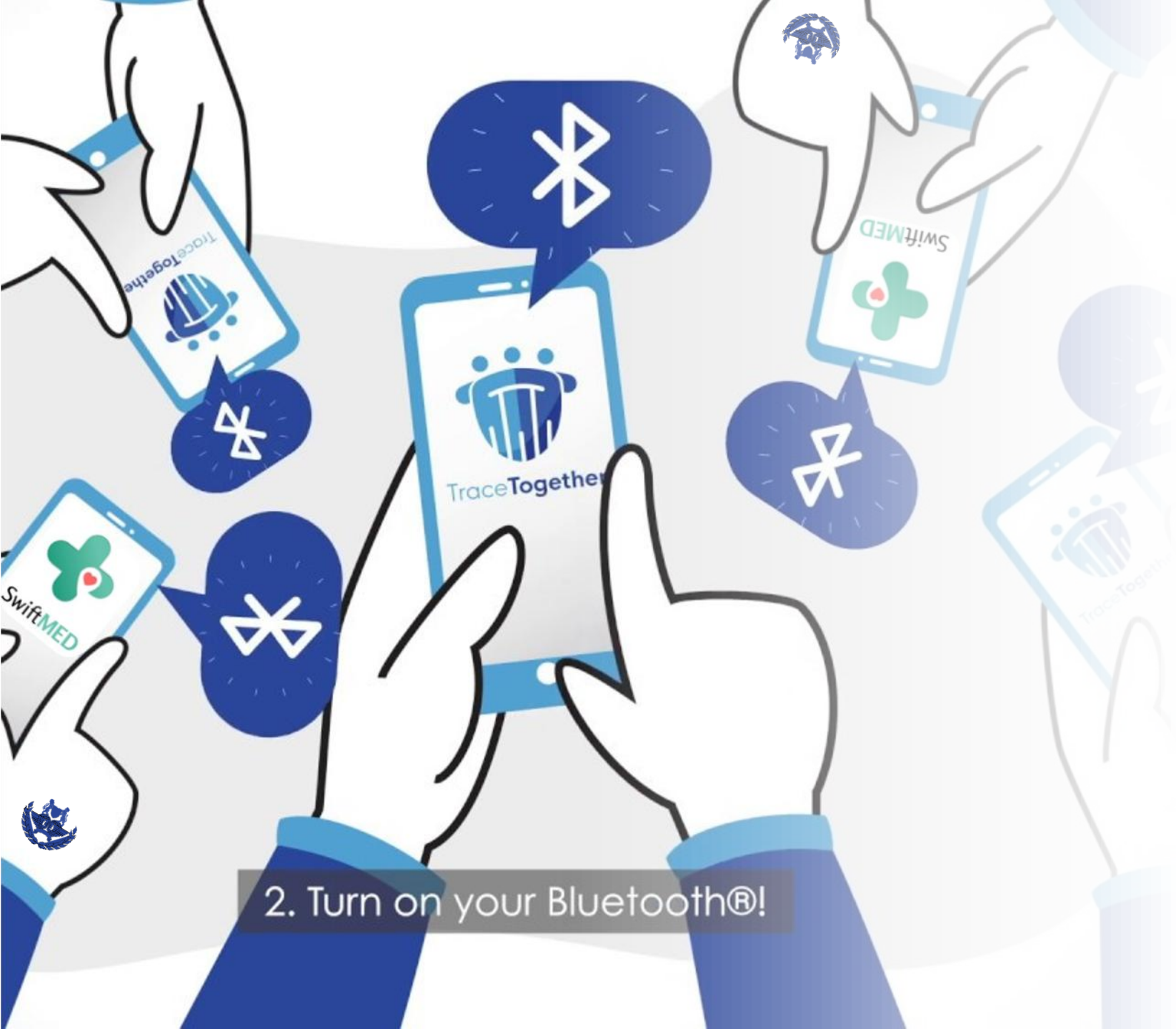
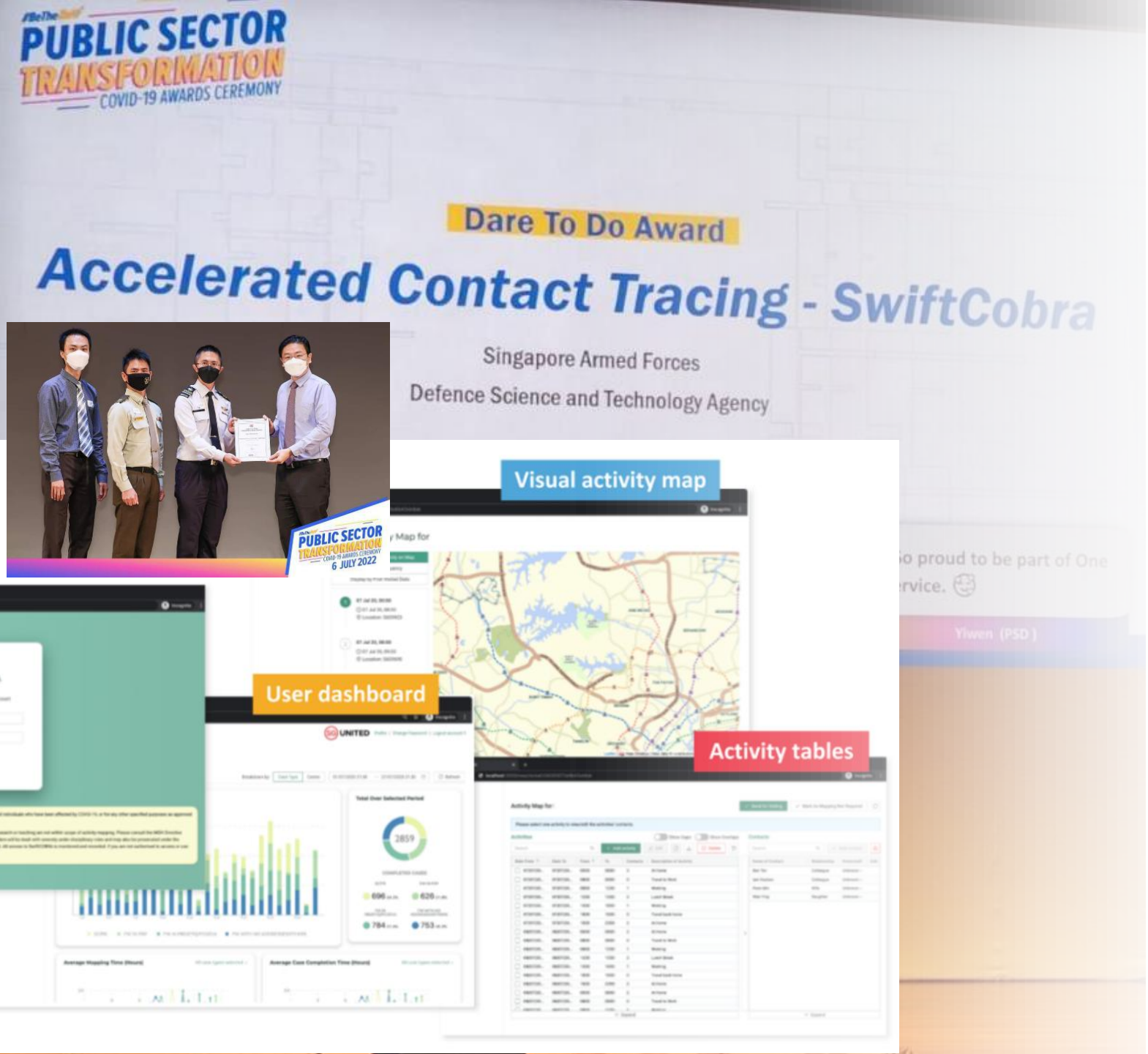
The Valley of Death is REAL

2019 to 2020



Then came COVID-19

2020 – SwiftMED, the RSAF's "TraceTogether"



COVID-19 tipped the balance

2020 – SwiftCobra, the national contract tracing data platform

The RSAF needs an in-house tech unit that operates very differently

Nov 2021 – RAiD was founded as a startup

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What’s the strategy?

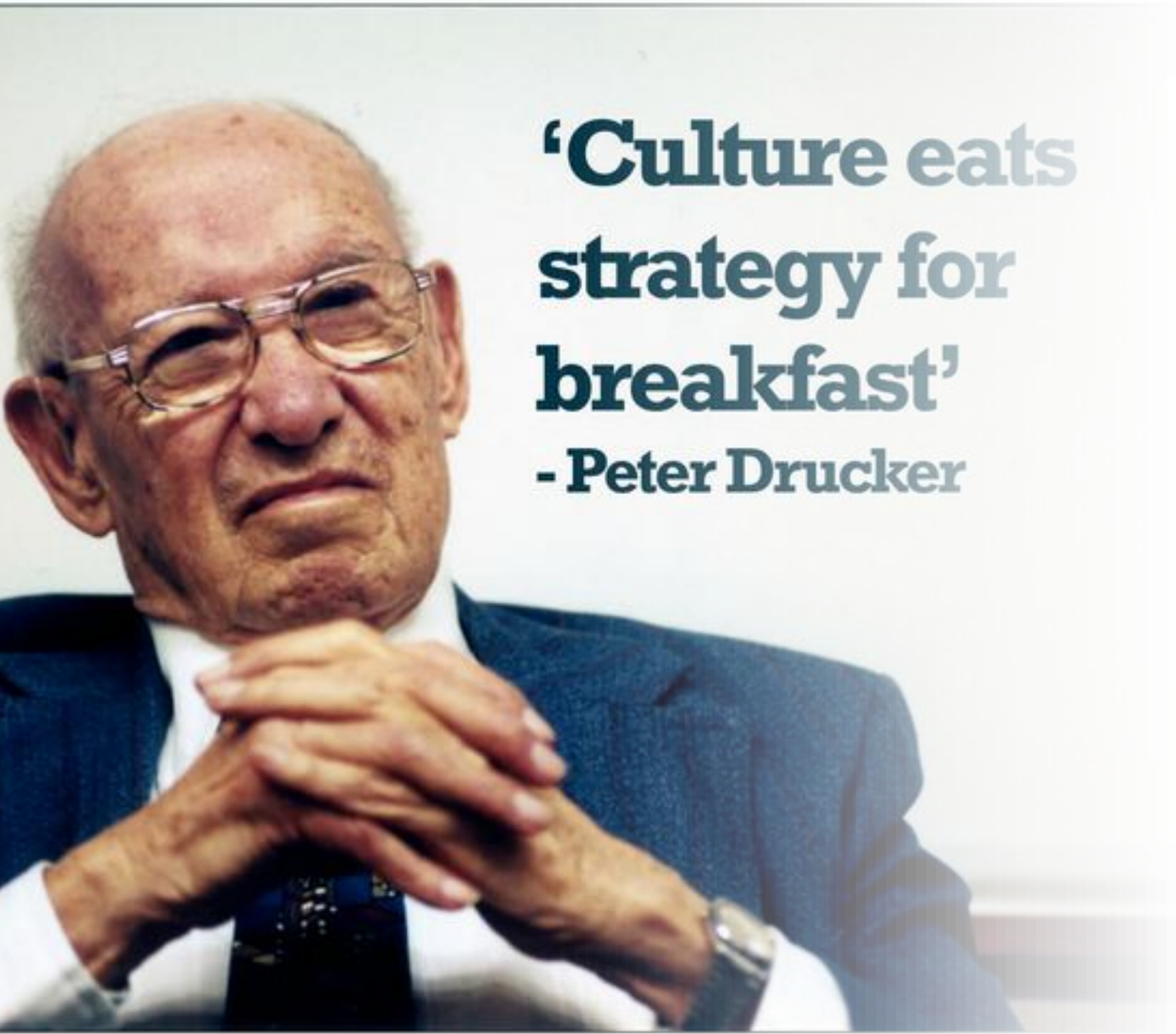
PEOPLE | CULTURE | STRUCTURE

You bet on people, not on strategies.

–Lawrence Bossidy

People

They make things happen ...



Culture

... in the right ways ...

Structures

... that are repeatable.

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Deliver Solveware that brings Smarts & Smiles with ...

Speed & Agility

Mission-Usability

Serving the Underserved Needs

Internal perspective - RAiD's identified competitive advantages

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Mapping mission onto a different terrain

External perspective – Digital technology landscape

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Tech is advancing rapidly

People

- Recruit the self-directed learners
- Make it easy to learn new tech that pops up

Culture

- Continuous learning
- Collaboration with fast adopters
- Safe environment to explore

Structure

- AETHER – research lab with academia & industry
- 20% time to work on anything interesting

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Tech industry is leading the pack

People

- Recruit the self-directed learners
- Design engaging avenues for learning

Culture

- Continuous learning
- Collaboration with tech industry

Structure

- Co-develop products with experienced dev from industry

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Speed & Agility

People

- Cultural fit assessment for hiring
- Leadership onboarding

Culture

- Mission obsession
- Safe environment to make decisions

Structure

- Small squads, high autonomy
- Policy-Products integration
- RAPTOR Squad

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Mission-Usability

People

- Recruit internal career switchers
- Recruit those aligned to the cause

Culture

- Mission obsession
- Collaboration with users
- Collaboration with foreign militaries

Structure

- Mission-centric data teams
- Decentralise for proximity to mission owners

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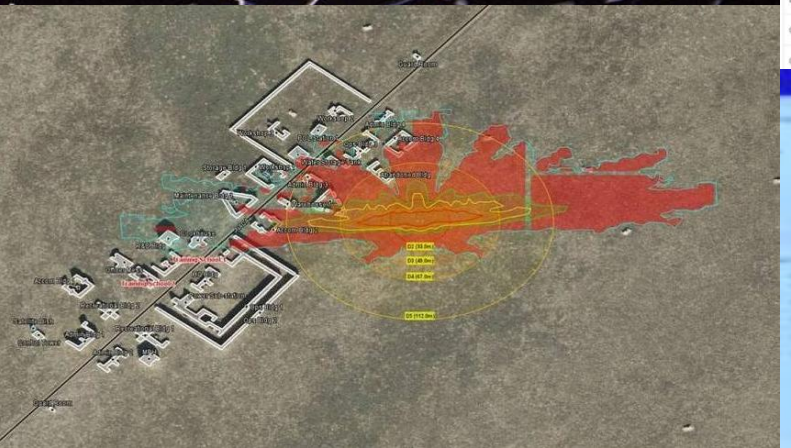

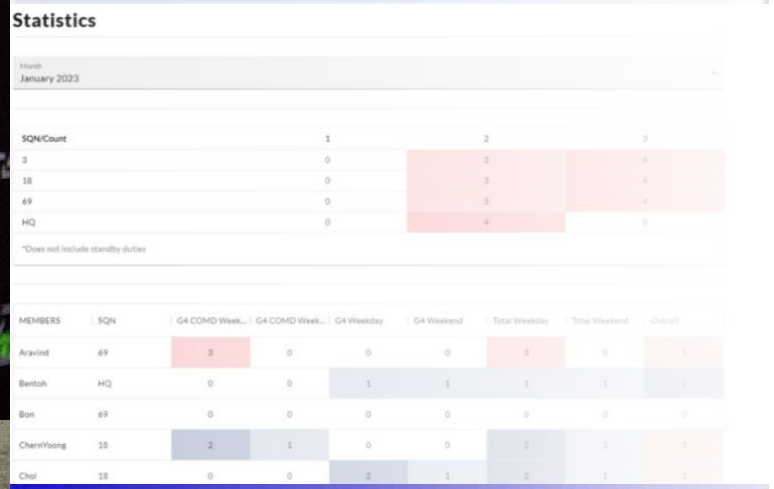

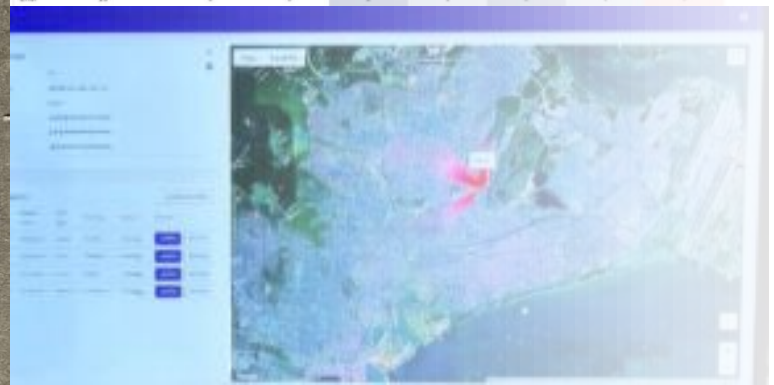

Delivering “Solveware” that brings data-driven decisions

2022-24 – Bringing cognitive superiority to RSAF operations

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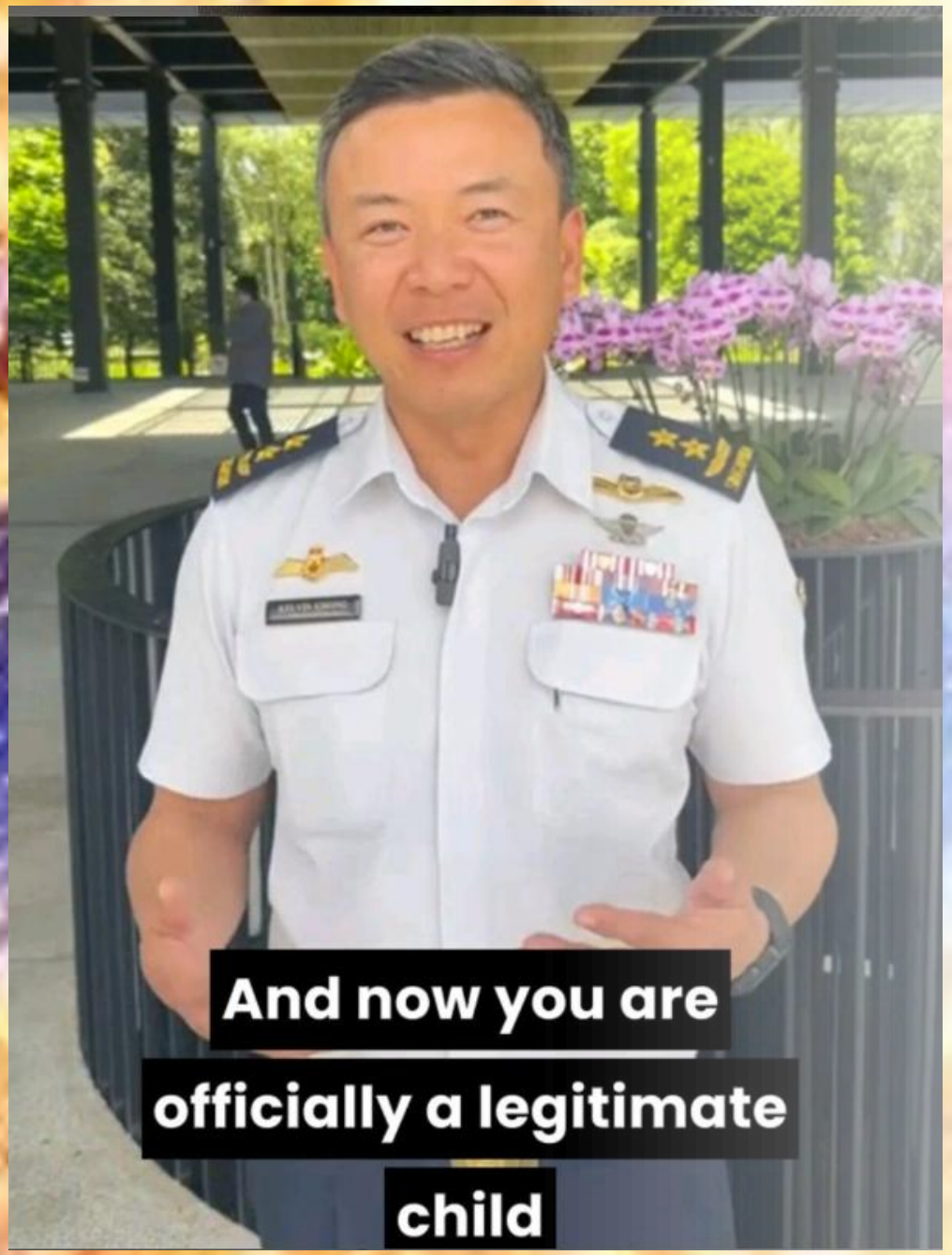

RAiD's values eventually recognized

4 May 2024 – RAiD was established as the RSAF's Tech Dept

How does the story end?

IT'S JUST THE BEGINNING!

The Valley of Death is STILL THERE

Despite RAiD!

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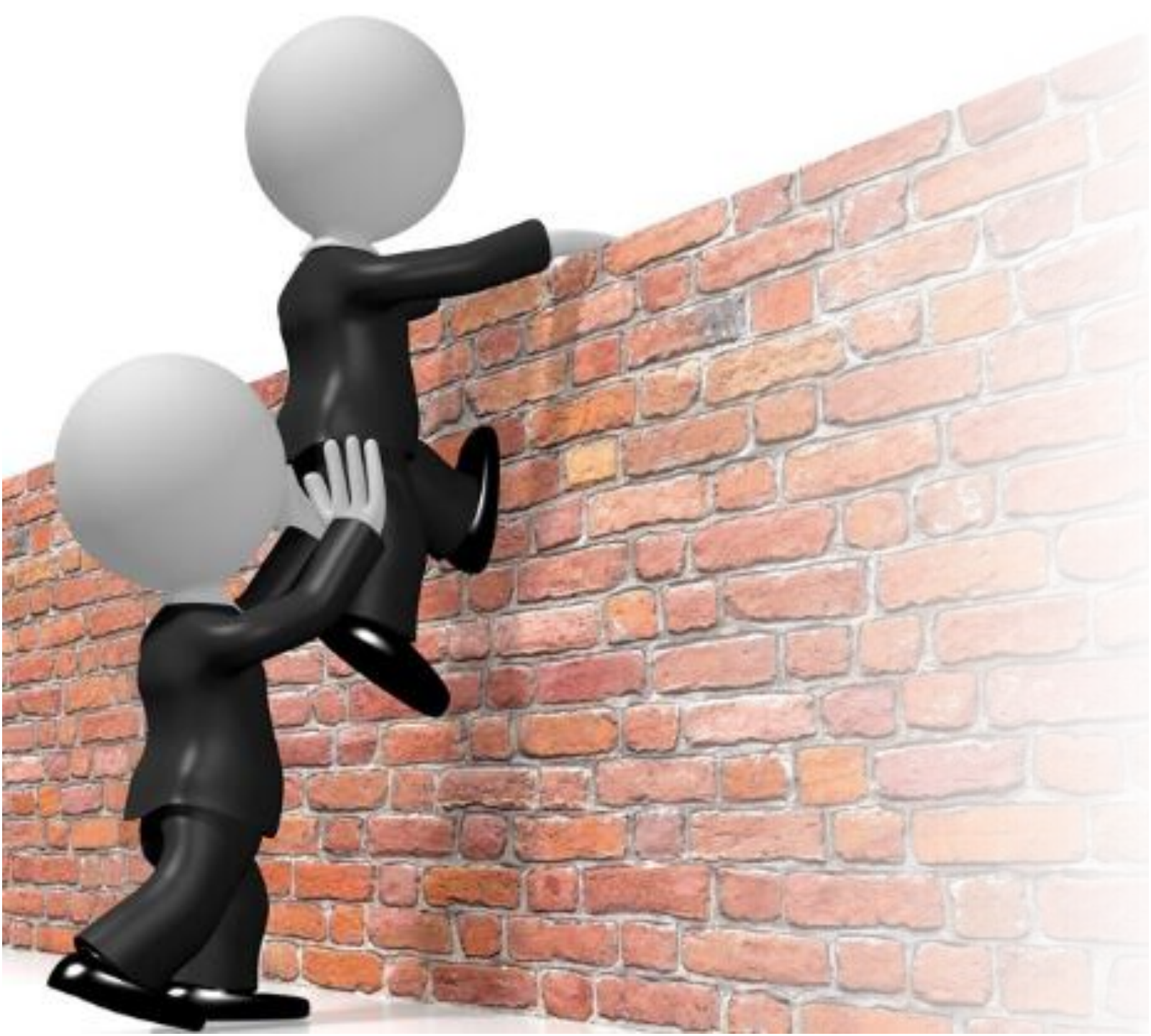

... but RAiD is there with our airmen and airwomen

Building bridges, ladders, doors and knocking walls!

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Learn more about RAiD!

CHANGE | LEADERSHIP | INNOVATION | DIGITALISATION

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Sleep tight!

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