



Chief of Navy

COMMANDER'S INTENT 2025



BUNDESWEHR



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Fellow servicemen and women, both civilian and in uniform!

In 2025, the global security situation continues to be characterised by uncertainty and geopolitical tensions. Our mission remains unchanged: to protect Germany, its people and our Allies. Russia's massive arms buildup as well as its increasingly aggressive behaviour entail the risk of a military confrontation with NATO before the end of this decade. At the same time, we must remain able to provide a flexible response to global threats. It is therefore possible that this year, too, we will all be required to demonstrate our responsiveness at short notice, whether in our units and formations or at our headquarters. This is something we must all be prepared for. And that is why it is all the more important to keep sight of the right balance between operational readiness and personal strain.

INTENT

Our Navy continues to be aligned consistently with the requirements of national and collective defence. The **“German Navy Planning Objective 2035+” remains our guiding principle!** Additionally, and in view of the threat situation, we have to step up a gear in all areas. The aim is to ensure maximum availability and operational readiness – **at the latest by 2029!** With this aim in mind, the Navy Planning Objective will be further developed until February 2025.

POTENT COMBAT TEAM

Securing the Northern Flank is and will remain the **core mission** of the Navy. Further missions in the maritime domain require clear prioritisation.

For maximum operational availability, all repair and upgrade activities originally scheduled to be conducted between 2028 and 2031 are to be reviewed **across all projects**.

New weapon systems planned to enter service must be made available more quickly. Intelligent, pragmatic solutions for improving combat efficiency (IRIS-T SLM aboard F125 frigates) are to be promoted also by means of Operational Experimentation (OPEX).

We must continue to ensure that our crews undergo operational training geared to high-intensity combat, even in the event of a conflict. At the same time, the OPREP system is to be aligned consistently with the requirements of the NATO Force Model.

It is indispensable that a sufficient amount of **ammunition** is available. Especially in terms of battle-decisive munitions, steady progress must have been made **by 2029**.

As part of the reorganisation of the Bundeswehr, the German Navy will have assumed **command and control of all maritime operations within the context of international crisis management** by March 2025.

The reorientation of our Navy's command and control organisation, structures and processes towards the requirements of national and collective defence is to be completed this year.

Protecting our naval and logistics bases **against any form of sabotage** is a fundamental part of **our warfighting capability**. In this regard, it is important to actively scrutinise and adapt existing guard and security concepts.

As national experts in maritime security, we are prepared to actively promote solutions for establishing clear responsibilities in peace, crisis and conflict for the protection of critical maritime infrastructure.

With the introduction of a Navy standby unit (Bereitschaftseinheit Marine, BEM) and a Navy standby aircraft (Bereitschaftsluftfahrzeug Marine, BLM), we are responding to the deteriorated security situation, particularly in the Baltic Sea.

Our naval infantry forces are to be geared to conducting maritime combat patrol operations.

A powerful Navy leans on physically and mentally resilient people who can be flexibly deployed as part of our combatant forces at any time. For this to be achieved, it is not only necessary to promote individual performance but also, among other things, to ensure that all Navy personnel are fit for shipboard duty. Making sure these conditions are met is not least a leadership task.

RESPONSIBLE PARTNER

Transatlantic ties remain a central element for the German Navy. At the same time, we will continue to expand, in particular, our strategic eye-level partnership with Norway.

The German Navy remains firmly behind Ukraine and will continue to provide successful training support.

Full operational readiness of the Commander Task Force Baltic (CTF Baltic) is to be reached by the fourth quarter of 2025.

Another national operational focus is on successfully conducting the QUADRIGA key exercise.

On **NATO's northern flank**, our bilateral and multilateral cooperations, especially in the area of **anti-submarine warfare**, will remain of high

priority. Efforts to push ahead with the **logistic repositioning** of ammunition and spare parts at Allied bases are underway. In Kiel, a forward logistics base for the supply of own and Allied maritime forces is to be established and put to the test during NORTHERN COASTS 2025.

INTACT FAMILY

Our **people – whether in uniform or civilian clothing – are and will remain the decisive factor** in mission accomplishment. **Respectful cooperation** and being able to identify with the values of the Basic Law are the foundations for all our actions. Any form of sexual harassment, discrimination or bullying has no place in our Navy!

This basic understanding is also reflected in our “Kompass Marine” (Navy Compass), which is our adaptation of the Bundeswehr concept of “Innere Führung” (leadership development and civic education). In order to sustainably strengthen our concept, the Command Senior Enlisted Leader (CSEL) will also assume the position of the **Chief of the German Navy's Representative for Leadership Development and Civic Education** in the future.

For the purpose of promoting equality of opportunities in our Navy, we will launch the **“Navy Female Leadership Program”** in 2025 – a modular program designed to strengthen and develop the individual leadership abilities of servicewomen.

Intensive efforts concerning the recruitment and retention of personnel are beginning to show very positive results – results that have to be further improved and consolidated. For this purpose, the official “Wir sind Marine” (We are the Navy) Instagram channel is to be consistently supported with content from the units. The new form of military service to be introduced has the potential to further reinforce this trend. ►

Therefore, all preparations required from the Navy for the implementation of the new form of military service must be completed by mid-2025. In this regard, it is also necessary to examine how overall quality assurance of infantry training can be guaranteed.

The “**Personnel Perspective 2035+**”, which is to be drawn up this year, will complement our “German Navy Planning Objective 2035+.”

In addition, I intend to **strengthen our non-commissioned officer (NCO) corps**. To this end, I support the initiative for the development of an “**NCO Mission Statement**” by our NCOs. Furthermore, the review and adaptation of basic and advanced training, which also is to involve our NCOs, is to be completed by the end of 2025. I consider it important to make greater use of the potential and competences of the NCO corps within the command and control structures, for specialist training and for our own leadership training.

AGILE INNOVATOR

The German Navy requires adaptability and innovation to be fit for the future and hence to accomplish any future missions. In this regard, technologies that will be crucial in the future, especially disruptive technologies, must be recognised and made available for use at an early point in time.

Such technologies include **artificial intelligence (AI)**, development efforts for which are to be further intensified particularly in the maritime domain. The conditions necessary in this context are to be created and the use of AI tools for the support of operators and in the field of training is to be tested.

The use of “**wargaming**” in the Navy is to be consistently increased and to be made available for tactical and operational planning as well as for tactics development and training.

Operational Experimentation and the finalisation of the associated conceptual foundations continue to be essential to me. In 2025, the “**Future Combat Surface System (FCSS)**” project is to be vigorously advanced through OPEX. The aim is to have this system operational, which includes achieving kinetic effects, even before 2029. The accelerated integration of this and other unmanned systems (UxS) is of vital importance for the Navy’s deterrence capability and modernisation.

For me, the need for change and increased operational readiness also mean redesigning certain approaches. With the aim being to pool essential tasks related to establishing operational readiness and to in-service support at one location, implementation of the “**F126 System Support Centre**” will therefore already begin in the first quarter of 2025.

Fellow servicemen and women, we will operationalise the priorities set out in this Commander’s Intent and tackle them without delay. And we must ensure that unfinished projects from last year will safely make it to the finishing line. What I expect in this regard is your **active participation and contribution** as well as a “**climate of making things possible**” on all levels.

Let us continue to vigorously pursue the course we have embarked upon and render our Navy fit for the future in order to make an effective contribution to peace for Germany and our Allies and partners. **Today – especially en route to 2029 – as well as in and for our future after 2035!**

TOGETHER! Because WE are Navy and you all are one of WE.

Rostock, 9 January 2025

Jan Christian Kaack, Vice Admiral