

MARINE CORPS SYSTEMS COMMAND



STRATEGIC PLAN 2025–2032

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Commander's Message

For nearly 40 years, Marine Corps Systems Command has been a cornerstone of the acquisition community, fielding capabilities to warfighters worldwide to ensure our Marines are equipped to fight and win in any clime and place. The future threat is ever evolving, and we must be prepared to modernize our approach and processes to meet and defeat that threat. With that in mind, we are implementing a seven-year strategic plan to guide the evolution of the command.



We will focus on the following areas over the next seven years:

Program Management:

We will modernize program management approaches for acquisition, sustainment, and resource allocation, while improving security infrastructure to better support secure communication channels.

Process Improvement:

We will use business best-practices and automation tools to accelerate processes, allowing our teams to spend time on their core functions rather than being bogged down in red tape.

Partnerships & Communication:

We will foster relationships with other Marine Corps organizations and amongst partners in academia, industry, and the Joint Force. Our communications will be deliberately tailored to each audience, ensuring clarity and consistency across all engagements and products.

Talent Management:

In line with the greater Marine Corps effort to invest in and retain talent in support of Force Design, we will improve recruitment strategies, encourage a culture of learning and professional development, and ensure individuals are in roles that match their skillsets.

The release of this strategic plan coincides with the 250th birthday of the Marine Corps, and while we chart a course forward it is important to look at where we've been. From the uniforms we wear, to the weapons we carry, to the vehicles we drive, each piece of gear holds the history of a team of acquisition professionals who worked tirelessly to get that gear into the hands of Marines. The progress we make through the life of this plan will impact the warfighter for decades to come. I am honored to work alongside you as we implement this plan and renew our dedication to *Equipping Our Marines*.

Semper Fidelis,

A stylized black ink signature of Brigadier General Tamara L. Campbell.

Brigadier General Tamara L. Campbell
Commander, Marine Corps Systems Command





Mission

Equip our Marines with the most capable ground warfare and information technology systems to maximize their expeditionary readiness and combat effectiveness in all domains.



Vision

Equipping an unrivaled, future-focused Fleet Marine Force, powered by a dedicated acquisition workforce.

Introduction



As the premier acquisition command of the Marine Corps, MARCORSYSCOM and its supported PEOs exercise contracting and technical authority for Marine Corps ground weapons and IT systems. Our diverse team equips and sustains Marine forces with highly capable and cost-effective systems for current and future operations, quickly adapting to urgent and evolving threats using streamlined processes and advanced technology. This plan aligns MARCORSYSCOM lines of effort with program management, partnerships and communications, process improvements, and talent management. Collectively, this alignment is designed to modernize efforts so we may increase Marine lethality, agility, and readiness, while simultaneously delivering improved capabilities to the Fleet Marine Force. Our focus is on shifting from a posture of reactivity to proactivity, employing decisive action and transparent risk communication to enable the rapid fielding of cutting-edge systems.

Program Management

Modernize Acquisition & Sustainment Strategies

Propel Marine Corps capabilities forward by integrating advanced technologies, optimizing lifecycle costs, leveraging Joint Logistics Enterprise's capabilities, and accelerating technology acquisition.

Optimize Program Efficiency through Data, Agility, & Continuous Improvement

Optimize program efficiency by standardizing data-driven decision-making, adopting agile acquisition practices to accelerate capability delivery, and fostering continuous improvement through targeted workforce development.

Optimize Resource Allocation & Budget Execution

Strengthen our ability to align resources with mission priorities by enhancing financial planning, improving funding agility, and increasing transparency to ensure timely and effective budget execution.

- Enhance financial planning and alignment by setting clear, measurable goals and creating detailed budgets
- Prioritize based on risk and mission needs utilizing a multi-faceted approach, reviewing and adjusting as needed
- Improve financial transparency and accountability to increase visibility into how funds are allocated, managed, and spent

Build & Sustain Secure Infrastructure & Resources for Classified Acquisition Programs

Enhance the security for classified information and programs through facility and IT upgrades, strategic resource allocation, risk monitoring, and a strengthened security culture.


- Allocate resources to classified environments
- Monitor safety and security continuously
- Cultivate a security-centric culture within the workforce



Process Improvement

Adopt Lean & Agile Frameworks for Process Optimization

Integrate lean and agile methodologies to optimize workflows, reduce waste, enhance responsiveness, and drive continuous improvement across all stages of acquisition and sustainment, including opportunities and methods to pursue prototyping.



Leverage AI & ML to Streamline Operations

Leverage artificial intelligence and machine learning to streamline operations, improve decision-making, and enhance overall operational efficiency.

- Invest in AI, automation, and data analytics
- Develop predictive analytics for proactive decision-making
- Foster AI integration across the operations spectrum

Partnerships & Communication

Energize an Effective Communication Strategy

Produce clear, audience-specific messaging delivered consistently across multiple channels. Establish robust feedback mechanisms to enable continuous improvement through adjustments based on stakeholder input.

- Produce clear, concise, and consistent messaging
- Transmit on multiple verbal and visual channels
- Reinforce feedback mechanisms for two-way communication

Foster Interservice Collaboration

Actively integrate with the Navy to improve system interoperability; collaborate DoD-wide to leverage joint resources.

- Integrate with Navy to streamline communication; align on capabilities, technologies, and processes to support joint missions
- Collaborate DoD-wide to reduce redundancy, enhance mission effectiveness, and accelerate innovation

Cultivate Marine Corps Partnerships

Cultivate strong partnerships within the Marine Corps to ensure alignment and collaboration.

- Partner with Fleet Marine Force
- Align internally across USMC stakeholders both higher and adjacent
- Accelerate research & development by partnering with MCWL and leveraging MCTSSA's enhanced authorities

Cultivate External Partnerships

Engage with industry to harness their expertise, partner internationally to expand allied collaboration, and engage with Congress to garner support for our initiatives.

- Connect with industry leaders and subject matter experts
- Partner at home and internationally
- Implement a proactive congressional relations strategy

Talent Management

Transform Recruitment Practices

Enhance recruitment strategies to attract and secure highly skilled talent, focusing on individuals with expertise in emerging technologies and critical defense capabilities, ensuring the organization remains at the forefront of innovation and mission readiness.

- Implement a brand-centric recruitment approach
- Apply targeted public and audience outreach

Modernize Human Capital Strategic Planning

Transform our approach to human capital planning by implementing innovative strategies that attract top talent, foster continuous development, and retain a high-performing workforce, aligning capabilities with organizational priorities and future mission needs.

- Curate a world-class workforce experience
- Foster learning and internal growth
- Energize a skills-focused workforce
- Perform dynamic workforce analytics
- Measure mission-aligned culture

Drive Career-Long Development

Drive career-long development to foster a culture of continuous learning & growth.

- Support career paths
- Empower career ownership
- Reward innovation risk
- Incubate innovation and modernization
- Embed learning into workflows

Accelerate Adaptive Learning Programs

Accelerate our adaptive training programs to ensure our workforce is equipped with the latest knowledge and skills.

- Train both leadership and technical acumen
- Promote cross-functional training
- Employ immersive skill development
- Deploy modular learning pathways

Optimize Talent Alignment

Optimize talent alignment to ensure the right people are in the right roles.

- Redeploy talent to enhance delivery speed
- Encourage rotational assignments
- Develop an enterprise mobility portal
- Offer motivational assignments
- Adopt succession frameworks

Summary

The urgency to innovate and rapidly transition emerging technologies is paramount.

MARCORSYSCOM and its supported PEOs are committed to delivering cost-effective, adaptable, and sustainable capabilities that ensure Marine Corps superiority in an evolving global security environment. This strategic plan aligns with Marine Corps Force Design and DoD priorities, positioning the command as a critical enabler in equipping Marines for decisive success in multi-domain operations.

By leveraging advanced program management, modernized acquisition processes, and dynamic stakeholder collaboration, we will optimize efficiency while maintaining operational excellence. Immediate initiation of risk-tolerant, accelerated programs is required to maintain this momentum.





EQUIPPING OUR MARINES



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