

**Invitation to the  
Capability Planning and Development Course  
(Activity Number 25-26/8/1)**

Brussels, 22-26 September 2025

The European Union Military Staff (EUMS) with the cooperation of the European Defence Agency (EDA) has the honour to organise, under the aegis of the European Security and Defence College (ESDC), the *Capability Planning and Development Course*, in Brussels from 22 to 26 September 2025.

Over the past years, there have been major changes in the field of EU capability planning and development triggered by political documents such as EU Global Strategy (EUGS) and the Strategic Compass. In 2016, the EUGS created momentum in the field of security and defence: new capability planning and development processes were initiated and some existing ones were improved. For example, since 2018 the Headline Goal Process has been aligned with the NATO Defence Planning Process in terms of timelines and taxonomy. Also, new defence initiatives were established such as Permanent Structured Cooperation (PESCO), the Coordinated Annual Review on Defence (CARD) and the European Defence Fund (EDF). Furthermore, the importance of increasing the defence readiness recalled in the Strategic Compass has been developed by the European Defence Industrial Strategy (EDIS).

Most recently, the Joint White Paper for European Defence Readiness 2030, published in March 2025, recognises the shifting of the geopolitical dynamics and new challenges. In response, it has set ambitious objectives for bolstering EU military capabilities and developing agile, interoperable, technologically advanced, and resilient forces capable of defending the European security order. It emphasises the importance of capability planning and development at an EU level proposing specific measures to close critical capability gaps, build a strong defence industrial base whilst stepping up support to Ukraine.

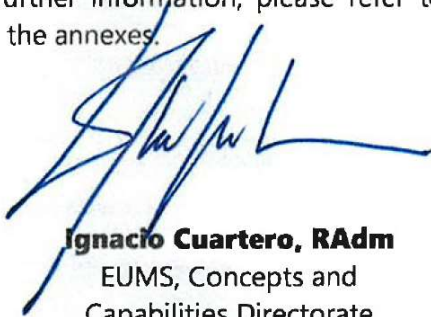
Thus, the overarching course objective is to familiarise personnel from EU Member States and institutions with the EU Capability Development Planning System including the Headline Goal Process.

The ESDC is committed to an inclusive, diverse, gender-sensitive and anti-discriminatory environment. This is why we encourage you to nominate candidates from groups, which are likely to be under-represented.

We are very pleased to invite you to nominate appropriate candidates to participate in this ESDC training activity. For further information, please refer to the draft programme and administrative instructions in the annexes.



**Fergal Ó Regan**  
European Security and  
Defence College  
Acting Head



**Ignacio Cuartero, RAdm**  
EUMS, Concepts and  
Capabilities Directorate  
Director



**Stefano Cont, Lt Gen**  
EDA, Capability, Armament,  
and Planning Directorate  
Director

## Annexes

A. Administrative Information

B. Draft Programme



## Capability Planning and Development Course

Brussels, 22-26 September 2025

### Administrative Information

**Target audience:** The participants, from relevant ministries of EU Member States, institutions, bodies, and agencies, should preferably have basic knowledge of CSDP and some experience in the field of capability planning and development.

**How to apply:** Applications should be made via the ESDC secure internet system ENLIST, by designated nominators, at <https://esdc.europa.eu/enlist/login>, no later than **22 August 2025**. A list of relevant ENLIST nominators can be found on the ESDC website at <https://esdc.europa.eu/nominators/>. Be sure that you have contacted your respective nominator well in time before that deadline.

**Registration:** Registration will not be final until confirmed by the ESDC Secretariat AND upon completion of the requested personal data in ENLIST by the confirmed participants.

**Number of seats:** A maximum of 30 participants is envisaged. Typically, one seat will be allocated to each Member State. However, depending on the total number of requests, one additional seat could be allocated.

**Venue:** The venue will be in the proximity of the Schuman European Quarter, which is where the main EU institutions are located. More precise details will be given in due time.

**Language:** The working language will be English, without translation.

**Time:** The course starts on Monday at 9:00 and ends on the Friday at 12:00.

**E-learning:** The residential part of the course will be preceded by mandatory eLearning modules which must be completed before the residential part of the course starts; detailed information about this will be shared with course participants at a later stage.

**Attendance:** Attendance is mandatory on all days. Participants will receive the ESDC certificate on the last day of course only if they have completed the full course, including the eLearning modules.

**Inclusivity:** The ESDC strives for a **gender-sensitive and inclusive environment** in all its courses, activities and day-to-day work. Only in an inclusive environment can all people, and therefore the ESDC and its partners, reach their true potential. We do not and will not discriminate on the basis of race, colour, religion, gender, gender expression, age, national origin, disability, marital status, or sexual orientation in any of our activities or operations.



The ESDC and the training institutions will not tolerate any conduct that violates these values.

**Transportation:** The course organisers do not provide any transportation.

The Schuman European Quarter and Brussels Airport (Zaventem) are connected by local train (to Schuman or Luxembourg station, about 10-15 minutes ride), bus (line number 12, stopping at e.g. Schuman station or at Trône/Troon, about 25 minutes ride). Taxis fares between the airport and the centre are €50 on average (can be higher late at night or during periods of heavy congestion).

**Costs:** Sending authorities will cover all costs for travelling, accommodation, and catering (including breakfast) for participants.

**Dress code:** Military: daily office uniform; Civilian: business casual

**Liabilities and Insurance:** In case of medical emergencies, participants' medical insurance, provided by the sending country / organisations must cover all costs. The organiser does not provide health or accident insurances for participants.

**Additional info:** Course participants will receive further detailed information on the course in due time.

## POINTS OF CONTACT

### EU Military Staff

LTC. Bisser ZLATKOV, Course Director

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### European Defence Agency

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### European Security and Defence College

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## Capability Planning and Development Course Agenda

Annex B

DATE	22-26.09.2025	EUMS COURSE DIRECTORS	LTC Bisser Zlatkov   Tel.: +32 584 5393   Email: bisser.zlatkov@eeas.europa.eu Mr Conor Kirwan   Tel.: +32 2 789 7194   Email: conor.kirwan@eda.europa.eu
PLACE   BUILDING	Room 1.B, Albert Borschette Conference Centre, Brussels, Belgium	ESDC TRAINING MANAGER	Moritz Herzberg   Tel.: +32 584 2805   Email: moritz.herzberg@eeas.europa.eu

COURSE AIM: To foster foundational knowledge of EU capability planning and development policies, principles, concepts, procedures and products.									
MONDAY – 22.09.2025		TUESDAY – 23.09.2025		WEDNESDAY – 24.09.2025		THURSDAY – 25.09.2025		FRIDAY – 26.09.2025	
0830-0900	In-processing	0900-0915	Overview of the day	0900-0915	Overview of the day	0900-0915	Overview of the day	0900-0915	Overview of the day
0900-0940 (40')	Opening Remarks <b>EUMS CONCAP Director</b> <b>EDA CAP DIR</b> Administrative Instructions Tour de table	0915-1015 (60')	Political Guidance of the European Union for the Headline Goals Process HLGP - Operations, Mission & Strategic Planning Assumptions <b>LtC Pascal Riemer, EUMS</b>	0915-0945 (30')	EDA Structure, Mandate and Core Tasks <b>EDA</b>	0915-1045 (90')	Permanent Structured Cooperation (PESCO) – Panel discussion <b>EUMS</b> <b>EDA</b> <b>SECDEFPOL</b>	0915-1015 (60')	NATO Defence Planning Process <b>NATO</b>
0940-1000	Break	1015-1025	Break	0945-1030 (45')	EU Capability Development Planning System (EU CDPS) <b>EDA</b>	1045-1100	Break	1015-1045	Break
1000-1115 (75')	Political Framework of the European Union for Common Security and Defence Policy (CSDP) <b>Mr Jean-Pierre Van Aubel</b> <b>SECDEFPOL</b>	1025-1125 (60')	EU Capability Codes and Statements and Generic Military Task List GMTL <b>LtC Bisser Zlatkov, EUMS</b>	1030-1035	Break	1100-1215 (75')	White paper... <b>DG DEFIS</b>	1045-1200 (75')	Course evaluation feedback Certificates and photos Closing remarks
1115-1120	Break	1125-1135	Break	1035-1135 (60')	Capability Prioritisation tools, implementation initiatives, working bodies <b>EDA</b>	1215-1400	Lunch Break		
1120-1235 (75')	Actors, roles and procedures in Capability Planning and Development <b>Dr Daniel Fiott, Centre for Security, Diplomacy and Strategy, Brussels</b>	1135-1235 (60')	European Union Military Capability Questionnaire DPCS to FC <b>LtC Ricardo Santos</b>	1135-1140	Break	1400-1530 (90')	New defense instruments – Panel discussion <b>EDA</b> <b>DGDEFIS</b> <b>EUMS</b>		
1235-1400	Lunch Break	1235-1345	Lunch Break	1140-1240 (60')	The role of Research, Technology & Innovation (EDA RTI) and the role of Industry Synergies & Enablers (EDA ISE) in capability development planning <b>EDA</b>	1530-1545	Break		
1400-1530 (90')	Headline Goal Process <b>LtC Marc Mathieu, EUMS</b>	1345-1445 (60')	Progress Catalogue and tools for providing assessment (High Impact Capability Goals) <b>LtC Ricardo Santos</b>	1240-1400	Lunch Break	1545-1645 (60')	CSDP Civilian capability development process and tools <b>Philipp Bovensiepen, SECDEFPOL</b>		
1530-1545	Break	1445-1455	Break	1400-1600 (25+95')	Keynote on CARD – Setting the scene European Defence: from cooperation to integration Coordinated Annual Review on Defence (CARD) – Panel discussion <b>EDA</b> <b>SECDEFPOL</b> <b>EUMS</b>	1645-1700 (15')	Summary of the day, introduction next day		
1545-1600 (15')	Summary of the day, introduction next day	1455-1555 (60')	Reflections on the current state of play of the Headline Goal Process <b>LtC Pascal Riemer, EUMS</b>	1600-1610	Break				
		1555-1600	Break	1610-1625 (15')	Summary of the day, introduction next day				
		1600-1615 (15')	Summary of the day, introduction next day						