

# RCA AIMPOINT 1 THE CORPS NARRATIVE

April 2026



## Foreword by the Senior Serving Gunner

*RCA Aimpoint is the first in an iterative series of strategic communications from the leadership of The Royal Regiment, providing shared alignment and Corps vision.*

*The security environment confronting the Canadian Army (CA) is changing at a pace that leaves no margin for delay. Adversaries are integrating fires, air defence, and sensing at scale, compressing decision timelines and eroding traditional warning time. The Army we have today will not meet these demands without deliberate and disciplined change. The Royal Regiment of Canadian Artillery must therefore modernize how it fights, generates forces, and sustains combat power.*

*Anchored in Inflection Point 25 and the Canadian Army Modernization Order, this Aimpoint provides initial direction on how the RCA will modernize and evolve to meet the demands and challenges set forth by the CA to deter and, if necessary, defeat our adversaries. It is grounded in operational reality and informed by hard-earned lessons from contemporary conflict and allied experience. It identifies the changes required to deliver credible, integrated fires and air defence at brigade and division level, while enabling the Regiment to scale, regenerate, and endure under sustained operations.*

*A transformation of this scope demands leadership, clarity, and a willingness to adapt. It will require us to challenge assumptions, integrate new capabilities with purpose, and align doctrine, training, and force generation to how we must fight. As Senior Serving Gunner, I expect this Aimpoint to guide decisions, experimentation, and execution across the RCA. The work ahead is substantial, but it is essential. The time to act is now.*



*Stéphane Masson*

Brigadier-General Stéphane Masson

Senior Serving Gunner

## Foreword by the Colonel Commandant, RCA

*As Colonel Commandant of The Royal Regiment of Canadian Artillery, I am mindful that every period of change we face is grounded in a proud and proven lineage. Since Confederation, Gunners have served wherever Canada has committed its Army, earning the battle honour Ubique and a reputation for discipline, professionalism, and technical excellence. RCA Aimpoint 1 is firmly rooted in that history.*

*The enduring strength of The Royal Regiment is its culture. Across field artillery, air defence, and target acquisition, Gunners are defined by teamwork, accuracy, and quiet competence under pressure. As The Regiment modernizes, this Gunner ethos must remain constant guiding how we train, lead, and fight, regardless of platform or structure.*

*Equally fundamental is the bond between our Regular Force and Reserve Force Gunners. The Royal Regiment has always been a total force in practice, not just in name. The challenges ahead demand a fully integrated Regular Force and Army Reserve team that generates, sustains, and fights as one. RCA Aimpoint 1 reflects this reality and sets conditions for a unified and resilient Regiment.*

*This Aimpoint is both a roadmap for modernization and a reaffirmation of who we are. Grounded in history, strengthened by culture, and enabled by our people, The Royal Regiment is well prepared to meet the demands of the future.*



Brigadier-General (ret) D.A. Patterson, MSM, CD  
Colonel Commandant, The Royal Regiment of Canadian Artillery

## The Case for Change

The RCA we have is not the RCA we need. Modern warfare is fast, lethal, and sensor saturated. Our adversaries integrate deep fires, layered air defence, uncrewed aerial systems (UAS), electronic warfare (EW), and cyber effects with precision strike and rapid exploitation. To prevail, the Canadian Army (CA) must be able to fight at brigade and division level with enabled formations, credible deep effects, persistent sustainment, and the ability to scale and sustain a larger force over time.

Today, legacy structures, aging systems, and industrial-era training constructs constrain survivability, mass, and tempo across The Royal Regiment. Our regiments remain optimized for contribution warfare and episodic readiness rather than for the sustained demands of major combat operations (MCO) against our adversaries. Sense and attack functions are often separated by organization, process, and authority, slowing targeting cycles and diluting effects in a battlespace where speed, integration, and survivability are decisive.

Training systems are deliberately robust and effective for generating precise outcomes in steady-state conditions, but they lack the agility required to rapidly scale, regenerate combat power, or integrate newly trained personnel under wartime conditions. These limitations are compounded under sustained combat, where dispersion and constant movement require force structures and tactics, techniques, and procedures (TTPs) that can absorb disruption without a loss of effectiveness.

Taken together, these challenges reflect a Royal Regiment designed for a different era. Incremental adjustments to equipment or training throughput alone will not restore relevance. What is required is a fundamental transformation of how the RCA organizes, connects, and employs its capabilities, enabling speed, resilience, and scalability from the most tactical level to the division.

Despite misaligned structures and atrophy of equipment, it has been you, the Gunner, who has kept The Royal Regiment in the fight. Gunners have been innovating in Latvia, experimenting on exercises, and integrating lessons learned from Russia's war on Ukraine. These efforts have mattered and position The Royal Regiment to pivot towards modernization with confidence. This sets the conditions for the RCA we must now build.

## The RCA We Will Build

The RCA we will build must be integrated, connected, and structured to deliver persistent effects at the division level. The Royal Regiment of Canadian Artillery will deliver the integrated fires and air defence capabilities the CA requires to fight and win at the division level. The future RCA will execute through a complete digital architecture, be interoperable with joint and allied partners, and be scalable to generate and sustain decisive effects over time.

The RCA will be organized to integrate sense, command and control, and attack systems, enabling sensor-to-shooter chains. In the field artillery, this will include tighter integration of sense functions with attack systems. In air defence it will manifest through structures and authorities aligned to their distinct engagement timelines and operational roles. Across all capabilities, digital connectivity will link tactical sensors and effectors to divisional fire and air defence coordination nodes, enabling speed, synchronization, and survivability.

Structurally, the RCA will field a brigaded and self-sufficient field artillery force, as well as layered air defence regiments capable of delivering massed and coordinated shielding. The stand-up of the 1<sup>st</sup> Canadian Artillery Brigade, RCA will enable centralized coordination and decentralized execution of fires at scale, while dedicated air defence regiments will protect manoeuvre forces and critical nodes against a complex aerial threat. In support of the Canadian All-Domain Defence Plan, the RCA will be ready to contribute to the CAF Integrated Air and Missile Defence (IAMD) capability. Institutionally, force development, modernization, and career management will remain unified to ensure coherence across the field artillery and air defence.

Critically, the RCA will be designed as a scalable force that **will organize as it fights**, adopting a force employment mindset. Structures, training models, and command arrangements will support readiness, regeneration, and the integration of Army Reserve (ARes). The RCA ARes component will be essential to enabling a ready and robust RCA on operations both domestically and abroad. Through this transformation, The Royal Regiment will deliver repeatable, decisive effects, protect the force, and provide the CA with the fires and air defence capabilities required for contemporary and future war.

# Modernization Lines of Effort

## Gunner Ethos

Since the formation of Canada's first permanent force units in 1871, Gunners have been at the center of every conflict the CA has fought, from the fields of Flanders to the beaches of Normandy, the hills of Korea, and the deserts of Kandahar Province. Through this service, The Royal Regiment has earned its battle honour *Ubique* and forged a distinct culture grounded in discipline, service, respect, fitness, and fighting spirit, strengthened by the lessons of past wars. At its core, Gunner ethos are defined by discipline, teamwork, adaptive thinking, and accuracy in the planning and delivery of fire support and air defence. These attributes remain constant as The Royal Regiment modernizes and underpin our ability to generate physically and mentally fit Gunners who can thrive in major combat operations and changing environments. We will deliberately champion this culture while defending against harmful behaviours that undermine trust and combat effectiveness. Leaders will demand and develop fitness, resilience, and professionalism as core warfighting attributes, rewarding initiative, disciplined experimentation, and adaptation to ensure the RCA remains lethal and credible under sustained operations.

## Force Generation

The RCA must modernize its entire force-generation system to grow, field new capabilities, and continue to meet operational commitments. A tabletop exercise run by RCA leadership in the fall of 2025 observed that the RCA will have to reassess its ability to force generate some capabilities by 2028 for Op REASSURANCE. We will communicate realistic commitments, build integrated Regular Force (RegF)/ARes teams, and align training pipelines to equipment delivery. Corps health will be measured by Director RCA (DRCA) to understand our ability to deploy and sustain lethal forces within relevant timelines while protecting the depth needed for growth and modernization.

Within both existing and newly established RegF artillery units, growth will be driven by the accelerated delivery of new equipment; however, the pace and sequencing of that growth must remain balanced against local and temporal staffing realities. Commanding Officers will prioritize the optimal staffing and readiness of their first two fighting batteries, ensuring they are credible and capable, before advancing the growth or stand-up of additional sub-units. Senior leadership acknowledges that this expansion may proceed asymmetrically at the detachment and troop level until recruiting and training pipelines are able to fully meet institutional requirements. To enable this historic growth while preserving

operational credibility, the RCA will empower local unit leadership to implement interim solutions that reflect current staffing pressures and operational priorities.

As new capabilities are fielded and The Royal Regiment expands, The Royal Regiment of Canadian Artillery School (RCAS) must increase throughput and deliver personnel to the field force ready to integrate immediately. Without training reform, modernization across the RCA will be constrained.

The RCAS will expand through targeted structural change to meet RCA growth requirements. An Operational Functional Point (OFP) battery has been stood up to manage training flow and scale production of Rank Qualification (RQ)1 Gunner courses while assuming responsibility for the growing Basic Training List. To enable modernization and growth over the long term, the RCAS will establish an air defence training support battery, a rocket instructional detachment, and realize growth of the Functional Centre of Excellence cell able to manage training development, experimentation, and standardization across development period (DP)1 to DP3 training continuum.

To increase output within existing resources, the RCA has modernized officer training. Beginning in spring 2026, the RCAS will offer two distinct streams to OFP: Field Artillery and Air Defence. All officers will complete a short common course before proceeding to a Unique Specialty Qualification aligned with their employment stream. This will increase potential field artillery officer production by 50 percent in less than 80 percent of current training days and reduce air defence officer training days to OFP by over 60 percent, without additional resources. Importantly, this will reduce the training days required for ARes officers to reach OFP.

Aligned with the Canadian Army Soldier First Course, non-commissioned members (NCMs) undergoing RQ1 Gunner training will complete a new 12-day course that establishes strong common foundations in artillery ammunition knowledge and the ability to shoot, move, and communicate with resilience and confidence. In the future, platform specific detachment member training could be reintroduced to the RQ1 course if the RCAS is enabled by appropriate simulation, equipment, and staffing.

To formalize growth and enable further modernization, a Military Employment Structure review will begin in 2026/27, culminating in a Military Implementation Directive that captures RCA structural growth and unlocks further training reform within constraints set by Director Personnel Generation and Readiness. Additionally, this review will allow the RCA to *explore* whether some NCM sub-occupations should remain distinct or be merged, given the field artillery restructure discussed below.

# 1<sup>st</sup> Canadian Artillery Brigade, RCA

By 2027, the 1<sup>st</sup> Canadian Artillery Brigade (CAB) RCA will unite all divisional fires under one commander, enabling synchronized effects across deep and close battlespaces. 1<sup>st</sup> CAB HQ will stand up Initial Operating Capacity (IOC) in Edmonton by APS 26 and work towards Full Operating Capacity (FOC) by APS 27. 1<sup>st</sup> CAB consolidates RegF field artillery regiments, the rocket regiment, and will aim to establish a Combat Service Support (CSS) battalion in the long term. This formation provides centralized general support fires, flexible direct support to manoeuvre formations, and organic C2/CSS/Target Acquisition; adaptively massing fires where required in the deep and close areas. Key near-term work includes establishing the 1<sup>st</sup> CAB HQ, establishing the division Joint Fire Support Element (JFSE) at 1<sup>st</sup> Division HQ, standardizing procedures, and integrating the Joint Fires Modernization (JFM) and Land Intelligence, Surveillance, Reconnaissance (ISR) projects' acquisitions for a modernized Command, Control, Communications, Computers, Cyber, Intelligence, Surveillance, Reconnaissance, and Targeting (C5ISR) digital backbone. The division JFSE will be prepared to integrate and liaise with other joint enablers such as higher ISR, EW, cyber, and others as they relate to fire support. With respect to survivability, 1<sup>st</sup> CAB will experiment with updated TTPs for dispersion, rapid displacement, signature management, and deception to survive in a sensor-saturated battlespace. To keep pace with emerging sensing and digital fires capabilities, the CA and Royal Canadian Air Force will develop an integrated Tactical Air C2 system at the division level, including additional Joint Terminal Attack Controller (JTAC) positions to manage and control tactical airspace. The JTAC Program Management Office aims to provide a combined proposal for joint L1 decision makers this year.

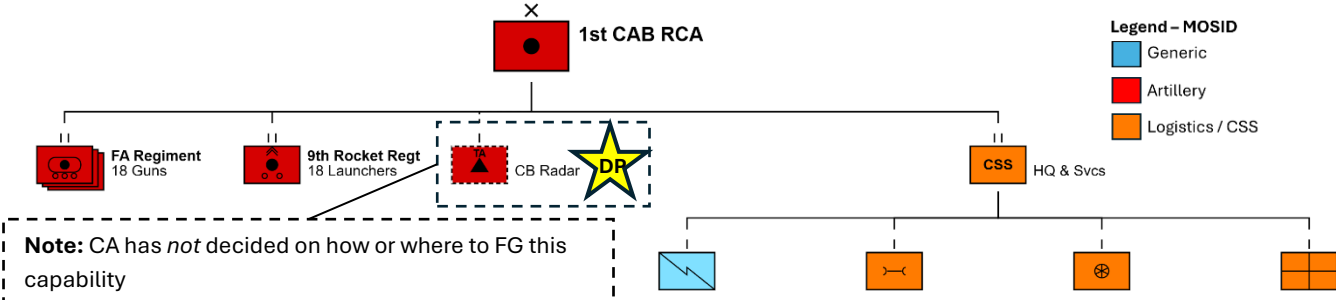


Figure 1 – 1<sup>st</sup> CAB Structure; DPs discussed below

## Field Artillery Regiments

Through the Indirect Fires Modernization (IFM) project, the RCA will acquire 155mm Self-Propelled (SP) guns, including for designated ARes units identified below at Table 1, and the RegF Infantry Battalions will receive mobile 120mm and 81mm mortars. This will see RegF field artillery regiments reorganized to 18-gun units (up to 6-gun for ARes units) comprised of three field artillery batteries with integrated artillery tactical groups (ATGs) and a HQ & services battery. Automated howitzer capabilities and reduced *crew* size will change how we fight. We will redefine the *detachment* organization, understanding that the detachment will include more than only the crew of the gun, and assess how to offset new gun platform limitations – situational awareness, camouflage, communications, mobility, and force protection – at the point of need by experimenting with new concepts for gun detachment auxiliary vehicles and organization. Doctrine and training will pivot to shorter occupation times, rapid displacement, and digitally-aided fire control. The field artillery will adopt 155mm as its operational calibre and the 105mm fleet will be reserved for special ceremonial duties and Op PALACI by designated units. Once IFM is at full operational capacity, the remainder of the 105mm fleet and the M777s will be considered for long-term preservation to provide surge capacity.

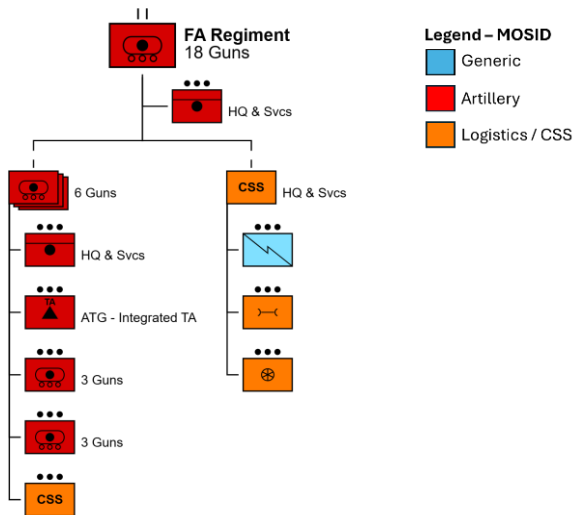


Figure 2 – Pre-decisional RegF Field Artillery Regiment

## Close and Deep Target Acquisition (TA)

TA will undergo experimentation and transformation aiming to integrate sense functions with attack systems to enable a faster, more flexible, and more resilient sensor-to-effector architecture. At the brigade level, close-area TA elements will be assessed for their degree of integration into ATGs, distributing Surveillance and Target Acquisition (STA) C2 into a redundant and more responsive network. Led by the Corps and

validated by the RCAS, regiments will experiment with the integration of OPs, weapons locating radars, sound-ranging, and short-range UAS, such as GPUAS and MUAS. By integrating sense functions such as STA and OP more closely with their supported attack systems, ATGs shorten targeting timelines, reduce procedural delays, and simplify training demands by aligning sensing, command and control, and fires within a single tactical construct. This integration represents one of several deliberate actions to improve sense and attack system coherence, and to create building blocks that are more adaptable under combat conditions.

The Land ISR Modernization project will further reinforce this integration through the simplification of weapons locating radars and sound-ranging capabilities into mobile and consolidated ground sensor troops responsible for multi-spectral detections, that are decentralized in employment and sustainment, but centrally coordinated. These systems will simplify training, enable greater dispersion, and improve survivability in a sensor-saturated battlespace. Moreover, a new software solution is being acquired that will automate detection filtering, accelerating positive identification and lethality of Counter-Battery (CB) operations. MUAS and SUAS will be updated through the acquisition of platforms that are simpler to operate and sustain whilst maintaining comparable or better range and endurance, and GPUAS will become a routine part of all detachment-level toolkits. Beginning in 2026, Switchblade loitering munitions (LM) will be introduced under a Urgent Operational (UOR) and integrated into all field artillery regiment ATGs, as well as manoeuvre unit battalions, with work continuing toward an enduring capability. This will further compress sensor-to-effector timelines and provide tactical commanders with responsive, organic precision effects.

At the division level, deep TA will need to field mobile CB radars and other long-range sensing to enable division deep fires. The future of the Multi-Role Radar (MRR) is dependent on a near-term decision to either repurpose the current MRR or initiate a Statement of Capability Deficiency (SOCD) for a *mobile* and *resilient* CB radar as the enduring solution.

Additionally, JTAC positions will no longer be double-hatted gunner roles, but will be established as dedicated positions within OP parties, including an independent JTAC embedded in each field artillery battery and a JTAC-E (Evaluator) position within the Regimental HQ. This clarification of roles and authorities will improve integration with joint effects, reduce individual training burden, and support scalable force generation.

Together, these changes will produce a TA system that is not only faster and more lethal, but also more scalable and resilient. By modernizing how sense functions are organized, digitally connected, and authorized to trigger effects, the RCA will enable rapid regeneration of combat power, integration of newly trained personnel, and sustained delivery of fires under conditions of dispersion, attrition, and constant movement.

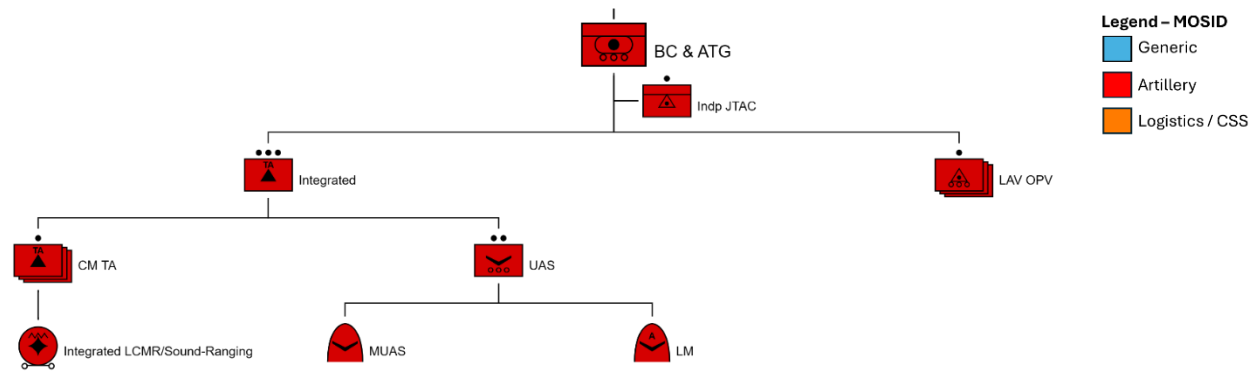


Figure 3 – Conceptual and pre-decisional RegF Field Artillery Battery ATG.

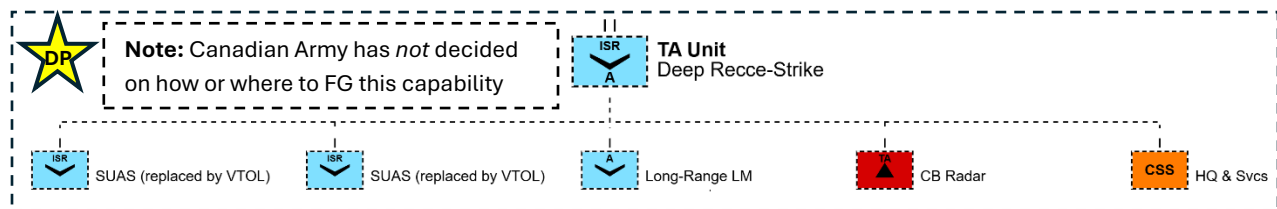


Figure 4 – A **Conceptual** Division Deep TA Unit. Yet to be defined and no decision on formation assignment.

## Deep Strike Capabilities

To deliver lethality at range, the Long-Range Precision Strike-Land (LRPS-L) project will acquire 26 launchers and tasks 1 RCHA with the stand-up of 9<sup>th</sup> Rocket Regiment NLT 2030. The RCA will then re-establish 1 RCHA as a SP Gun field artillery regiment. This acquisition includes 18 launchers for the RegF regiment, up to six for the associated ARes units, and two for institutional depth, such as RCME. The long-term horizon of the project aims to deliver extended-range land and anti-ship capable missiles. LRPS-L must be enabled by coherent sensing architecture: multi-spectral division deep target acquisition linked by cross-functional C5ISRT to accelerate target acquisition and engagement. To complement division deep TA, a decision is required to determine how the RCA will field a mobile CB radar.

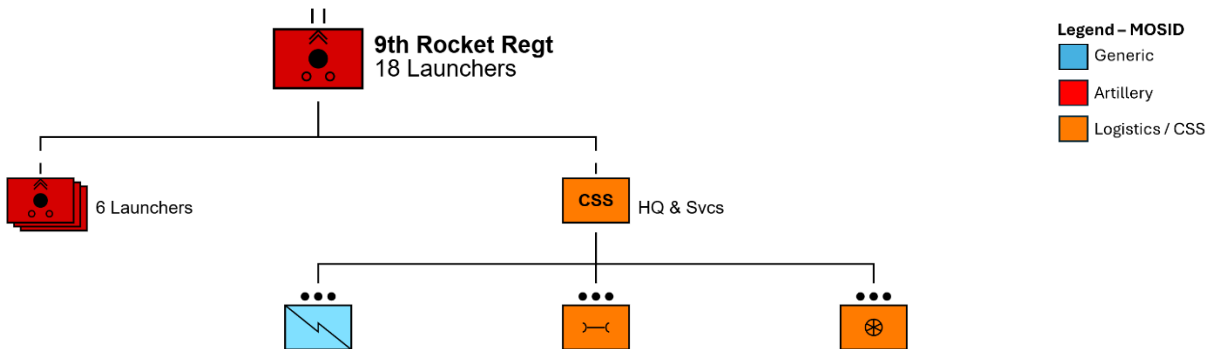


Figure 5 - 9th Rocket Regt

## Air Defence

The RCA will generate two AD regiments to field Very Short-Range AD (VSHORAD) and Short-Range AD (SHORAD) capabilities, organically assigned to 6 CCSB, and integrated at the division level by a division AD cell. The division AD cell will be generated by the AD regiment tasked to support the division with Army Organic Air Defence (AOAD). The 8<sup>th</sup> AD Regiment (SHORAD) will commence initial stand-up in 2026, and 4<sup>th</sup> Regt (GS) will convert to 4<sup>th</sup> AD Regiment (VSHORAD) no later than 2028, both in Gagetown. The RCA will provide AOAD as well as Ground-Based Air Defence (GBAD) mission capable forces. These regiments will deliver layered protection for manoeuvre forces and critical nodes, informed by adhering to the principles of mass, mix, mobility, and integration, while being interoperable with joint and allied Defensive Counter Air (DCA) constructs. Additionally, the CAF is actively pursuing a joint Integrated Air and Missile Defence (IAMD) capability, and the RCA is likely to have a significant role in the land portion of this new strategic capability supporting the Canadian All-Domain Defence Plan. Current analysis sees some portion of existing or new ARes units having a role in this capability, however the planning is still nascent.

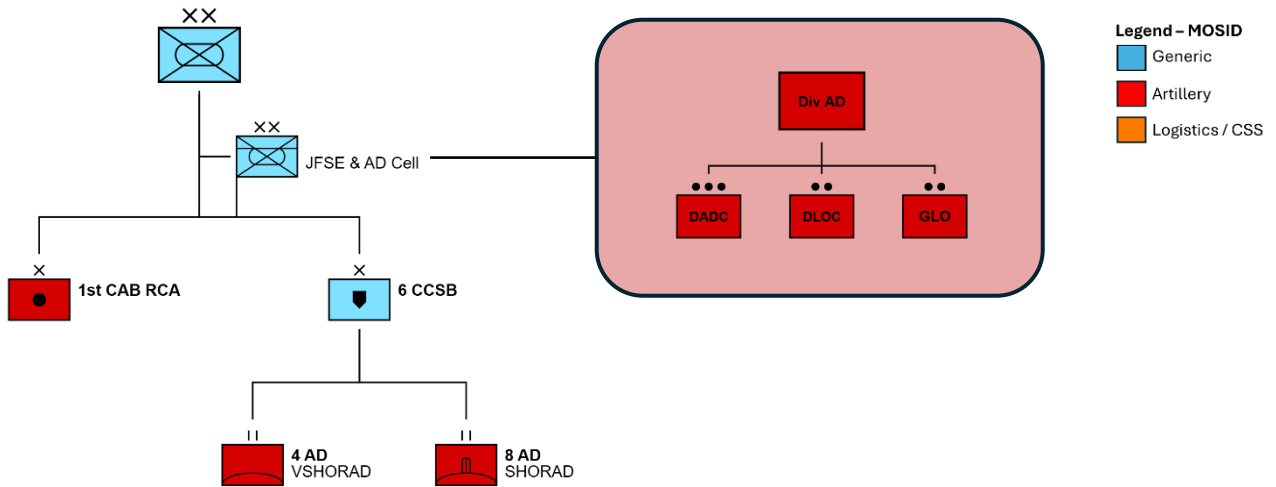


Figure 6 - Divisional AD (Div AD), Division AD Cell (DADC), Data-link Operations Centre (DLOC), and the Ground Liaison Officer (GLO), with both VSHORAD and SHORAD supporting the division

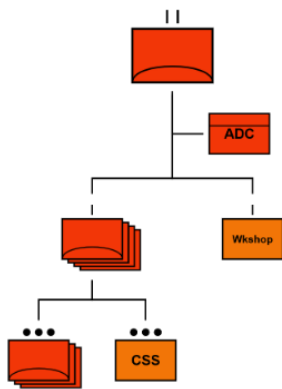


Figure 7 - VSHORAD Regt Structure. Note: 4th Bty is ARes.

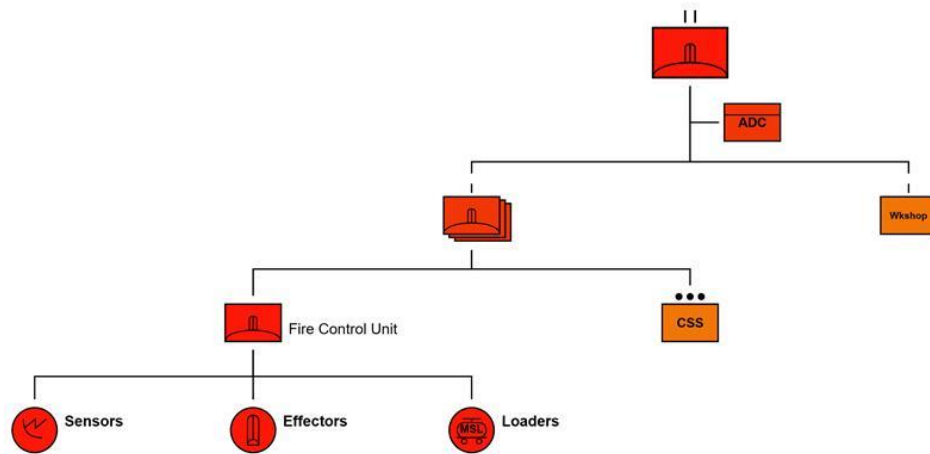


Figure 8 - SHORAD Regt Structure.

## Counter-UAS (CUAS)

The CA will deliver a spectrum of CUAS solutions, from shotguns to EW soft-kill to advanced AD-type capabilities. Simpler systems will be distributed across army units to harden echelons; more complex systems requiring detailed integration into the AD picture will be retained within RCA formations. A CA decision is needed to delineate the tear-line of where democratized CUAS ends and more centralized, complex, and AD-like CUAS begins.

## Army RCA Reserve Modernization

The RCA will modernize the ARes by updating structure, capabilities, and training while preserving ceremonial and historical roles. This will ensure an agile, responsive force capable of rapid deployment for both small – and large – scale Army operations. RCA ARes units will remain within the 10 extant ARes Canadian Brigade Groups, who will be reorganized under a single divisional HQ – 2<sup>nd</sup> Division – by September 2026. In this new format, RCA ARes units will be supported by a new divisional RCA coordination cell. This unified structure will strengthen ARes support and training.

Through focused investment, the ARes will contribute from small-scale augmentation to persistent major combat operations. It will be postured to rapidly generate asymmetric, mission-critical artillery outputs, reinforcing both ARes relevance and CA resiliency. Units assigned SP Gun capability will maintain their guns at affiliated RegF units to share key infrastructure, requiring sufficient simulation for local training. Some designated units will continue ceremonial duties with 105mm howitzers, while others will concentrate on specialized capabilities such as VSHORAD and TA.

The ARes will re-role to capabilities aligned with Corps requirements. Generally, this conditions-based transformation will see ARes units affiliated with RegF units and field complementary capabilities including: LRPS-L, SP Guns, VSHORAD, and close-area TA capabilities. The changes in Table 1 are **planned and pending CCA approval:**

<b>Capability / Role</b>	<b>ARes Units</b>	<b>RegF Alignment / Notes</b>	<b>Timeline</b>
LRPS-L	<b>10th</b> Field Regiment <b>26th</b> Field Regiment <b>116th</b> Independent Field Battery	Aligned with 9 <sup>th</sup> Rocket Regiment	Not before 2028
SP Artillery	<b>11th, 56th, 7th</b> Toronto Regiments	Aligned with 2 RCHA	To 2031
SP Artillery	<b>20th</b> Field Regiment <b>20th</b> Independent Field Battery	Aligned with 1 RCHA	To 2031
SP Artillery	<b>62 RAC</b> <b>6 RAC</b>	Aligned with 5 RALC	To 2031
UAS unit	<b>2 RAC</b>	Under consideration	TBD
Brigade Close Area Target Acquisition	<b>30th, 49th, 42nd</b> Field Regiments	Aligned with 2 RCHA; OPs, Weapons Locating Radars, Sound Ranging, UAS	TBD
VSHORAD	<b>15th, 5th, 1st</b> Field Regiments <b>84th</b> Independent Field Battery	SHORAD excluded from ARes	NLT 2030
SP Artillery / Institutional Support	<b>3rd</b> Field Regiment	Aligned with RCAS FA capability	To 2031

Table 1 – Pre-decisional RCA ARes Capability Matrix

## Governance & Integration

1<sup>st</sup> CAB HQ will lead artillery integration, and enforce HQ standards, whilst DRCA, DDRCA, and RCAS align modernization across doctrine, organization, training, materiel, leadership, personnel, facilities, policy, and interoperability. Integration with JFM for digital fires and nesting sense/strike in C5ISRT will ensure interoperability with NATO, ABCANZ, and Artillery Systems Cooperation Activities (ASCA) partners. DRCA will provide unified guidance and oversight across all disciplines in The Royal Regiment, ensuring coherent force development, talent management, and messaging.

## Key Decisions & Risks

### Key Modernization Decisions Requiring Resolution

***SP gun employment model*** – firing unit definition (battery versus troop), detachment organization (gun, ammo limber, and potentially other auxiliary vehicles). Risk to force and mission due to reduced crew size and need for dispersed troops.

***Mobile CB radar*** – how to deliver a CB sense capability; to repurpose MRR in the near term or initiate SOCD for a bespoke, mobile system capable of dedicated CB operations in MCO. Risk to efficacy of LRPS and CAB ability to conduct effective CB fires within a relevant timeframe.

***Future employment of MRR*** (related to above) – continue in air surveillance role or not. Risk to mission in potential loss of capable air surveillance platform or in forcing MRR into a CB role for which it may not be tactically well-suited due to fragility and poor mobility.

***IAMD*** – once an IAMD concept and acquisition is planned, determine the RCA role in the land component; purpose will be to identify units to task and current thinking sees this likely generated from the ARes. Risk to force in assigning troops to task as this will likely require a significant commitment of personnel and training readiness.

***Division Deep TA*** – where this unit(s) is best assigned to support the division; purpose, authorities, types of long-range capabilities, digital integration. Risk to division mission if a TA unit(s) is not properly designed and appropriately assigned.

**CUAS tear-line** – where to define the tear-line between local all arms CUAS and centralized AD-like CUAS; this will affect FCOE responsibilities and ensure simple CUAS systems can be fielded rapidly while those requiring detailed or specialized integration are appropriately controlled. Risk to force protection and rapidity in reaching FOC across much needed capabilities.

**RCA ARes unit plan** – A decision to confirm the capabilities of each ARes unit, including a provision of sufficient simulation, is required. Risk to mission in that achieving the right mix of capabilities that are supportable by their local communities is required for the RCA ARes to support CA tasks.

## Risk to Delivering a Modernized RCA

Core challenges in sequencing, training capacity, and sustainment that must be addressed to ensure successful implementation:

**Timeline and Sequencing.** Risk to mission and people if substantial material is delivered without the structure and staffing to use it. This will require proper synchronization across all major lines of effort, equipment and capability acquisition, force generation, training, personnel transitions, and infrastructure alignment. Mitigation: RCA is assigning the duty of Deputy Director RCA to a new position at Director Capability Integration (DCI) under COS Army Strat, a full-time LCol whose responsibility will be to ensure the above synchronization across stakeholders. Additionally, RegF units will prioritize staffing of their first two fighting batteries before seeking to grow their additional structure.

**Training.** Limitations in extant training capacity is a risk to mission; the potential need to adjust training quality to meet higher throughput, especially in the event of mobilization. Mitigation: the CA has approved a gradual growth of the RCAS, enabling immediate reorganization, and the RCA will retain the professional expertise resident in the Instructor-in-Gunnery (IG) and Assistant IG cadres, which will be crucial for managing the training system's modernization pivot and rapid expansion.

**Change Culture.** The speed and scale of the transformation ahead demand a generational shift in how the RCA identifies problems, iterates, and implements solutions. Change will be difficult, but the biggest risk is not what we get wrong, but rather, a perception that modernization is not happening fast enough. Mitigation: Leaders at all levels will prioritize action over perfection, speed over optimized efficiency, and solutions that deliver capability now over complex plans that never reach execution.

## Key Milestones

2026: 1<sup>st</sup> CAB IOC; initial TA (close) ATGs validated; and 8<sup>th</sup> AD stand-up.

2027: 1<sup>st</sup> CAB FOC; 4<sup>th</sup> AD conversion initiated; standardized digital fires TTPs.

2028/29: Rocket regiment (IOC not before 2028) stand-up progressing; LM UOR embedded in training; and initial battery and RHQ of new field artillery regiment established.

2030: 9<sup>th</sup> Rocket Regiment IOC; deep fires integrated with some division deep TA unit; ARes VSHORAD re-role complete.

2030: SP gun adoption milestone across associated units.

## Conclusion

We stand at an inflection point: evolve The Royal Regiment now or risk irrelevance in the wars we cannot afford to lose. Thus, the RCA will eschew incremental change for bold transformation that begins today to deliver the divisional fires and air defence the CA needs. We will stand up the 1<sup>st</sup> CAB, field SP guns, rockets, loitering munitions, and layered air defence, and integrate sensing with attack systems for speed, precision, and survivability. We will divest legacy systems, re-role ARes units, and build resilient Gunners who thrive in combat. Amid this transformation, what will not change is the Gunner's enduring ethos of disciplined, accurate, team-driven firepower: the identity that has anchored The Royal Regiment for generations. This transformation is urgent, disciplined, and aligned with the CA Modernization Order and Inflection Point 2025. The inflection point is now. The RCA will seize it.

## ANNEX A to RCA Aimpoint 1, April 2026 – RCA Modernization Fireplan

Year/APS	2025		2026		2027		2028		2029		2030		2031
1 CAB			1 CAB IOC		1 CAB FOC								
9 Rkt R (9 RCA)*			Stand-up 1 <sup>st</sup> Bty		Receive 2-6 Launchers, TOCA to 1 CAB		Stand-up 2 <sup>nd</sup> Bty		Receive remaining Launchers	Stand-up 3 <sup>rd</sup> Bty	9 RCA IOC		
1 RCHA	Initial trial of new FA Regt Reorg	Tasked to stand-up 9 RCA / ATG reintegrated to FA Bty	C Bty Rkt to 9 RCA	TOCA to 1 CAB by APS		Begin restaffing new 1 RCHA / 1 Bty+ & CSS	Convert 2 <sup>nd</sup> Bty Rkt to 9 RCA,			IFM IOC / restaffing of 2 <sup>nd</sup> and 3 <sup>rd</sup> FA Bty NB 2030			
2 RCHA		ATG reintegrated to FA Bty	FA Regt Reorg (2 <sup>nd</sup> iteration)	TOCA to 1 CAB by APS						IFM IOC			
5 RALC		ATG reintegrated to FA Bty		TOCA to 1 CAB by APS	FA Regt Reorg (3 <sup>rd</sup> iteration)					IFM IOC			
4 AD				Decision for MRR and SUAS	4GS to 4 AD TA/ISR unit standup		TA/ISR unit reassigned NLT 2028	GBAD project IOC					
8 AD			Stand-up RHQ	1 <sup>st</sup> Bty Stand-up		SHORAD UOR	2 <sup>nd</sup> Bty Stand-up	GBAD project IOC	3 <sup>rd</sup> Bty Stand-up				
Remarks			Arty Trade MES review	Arty Trade MES review	FA Regts final reorg adopted	Giraffe Radar replaces MRR	1 RCHA and 9 RCA Split / new Cmd Tm	Point where 2025 RCA growth rate unsustainable	Risk to MN Arty Bn until 1 RCHA restaffed	Risk to MN Arty Bn until 1 RCHA restaffed	Risk to MN Arty Bn until 1 RCHA restaffed		

\*1 RCHA is tasked with stand-up of 9 RCA and both are effectively the same unit until split