



**HQ Supreme Allied Commander Transformation
Office of the Chief of Staff**

Norfolk, Virginia | USA



26 May 2025

Dear Newcomers

On behalf of the Supreme Allied Commander Transformation (SACT), General Pierre Vandier, French Navy, I extend a warm welcome to you and your family to Headquarters Supreme Allied Commander Transformation (HQ SACT), Norfolk, Virginia, USA. HQ SACT is the only permanent NATO strategic command outside of Europe and serves as the vital transatlantic link in strengthening the Alliance.

Allied Command Transformation (ACT) is the Alliance's warfare development command. As such, we define the future military context, identifying challenges and opportunities in order to maintain a warfighting edge. We ensure maximum interoperability, give structure and priority to NATO forces through defence planning and capability development, apply innovation to leverage ideas, and connect with the intellectual horsepower of the large network of industry, academia, military and civilian expertise in nations, in NATO agencies and NATO Centres of Excellence.

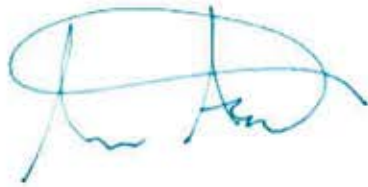
Throughout your tour of duty, you will work alongside fellow military professionals from all 32 NATO nations, a multitude of partner nations, NATO civilians and contractors. We continue to strive to assemble a rich and varied mix of talent who can take on complex and demanding tasks, both here in Norfolk and at our subordinate organizations in Europe, to ensure NATO remains fully capable and relevant into the future.

In this important endeavour, I will ensure that we give you the necessary direction and guidance, support, empowerment and resources to accomplish this. In return, you will need to familiarise yourself with ACT and our strategic goals, quickly, so that you can establish your role to ensure success. You will also have to immerse yourself in your responsibilities and use your wealth of experience to challenge the way we operate in order to bring about change through innovative and transformational practices. Most of all, I want you to feel part of a team where you are respected for who you are and where your opinions count and will make a difference.

Working alongside personnel with different cultures and practices will be challenging but also extremely rewarding. It will require understanding and positive engagement to facilitate you and your colleagues delivering to your full potential. The opportunity to mix, socially, with many nationalities is a rare privilege; therefore, I encourage you to not just work hard, but also take full advantage of the opportunities and experiences Virginia and the wider USA has to offer.

You will receive an e-mail from your National Liaison Representative (NLR) with pre-arrival information and instructions. Please communicate and work closely with your NLR and sponsor regarding these procedures, and to have any questions answered concerning your assignment and transition.

I strongly encourage you to visit our newcomer's [website](#) for valuable newcomer information that will assist you as you transition to HQ SACT and the greater Hampton Roads, Virginia area. You can also start to keep up to date with the latest developments at the Command by following our social media presence on [Facebook](#), [X.com](#), [YouTube](#) or [LinkedIn](#).



Simon Asquith CB OBE
Vice Admiral, GBR N
Chief of Staff