



## **SIPRI SENIOR MANAGEMENT TEAM MEETING**

Solna, 19 November 2019

### **MINUTES**

#### Participants

Sibylle Bauer, Stephanie Blenckner, Luc van de Goor, Maria Kaemmerle, Gary Milante, Sigrún Rawet, Dan Smith  
Note-taker Elena Haapaniemi

#### 1. MoM approval

- The minutes from the previous SMT meetings on Nov 5 and 12 have been adopted.

#### 2. Matters arising from the previous MoM

- NTR.

#### 3. Report back

- Gary had a good meeting with the World Bank last week; the interlocutors showed a lot of interest in GReVD.
- Sibylle reported back that the event in Brussels on Nov 13 where SIPRI presented the findings from its research on the implementation of the Civilian CSDP Compact, co-organized with Sweden and Finland and hosted by the Finnish Permanent Representation to the EU, went very well. Timo did a very good job.
- Sibylle will travel to Tokyo to participate in the Peace Research Institute Conference held on Dec 7-8. The Conference is about peace research in the modern world.
- Maria informed the SMT that Magda is looking into the options to replace Skype by another video conference system. The SMT stressed that it is important to keep in mind that the new system should be compatible with those used by our partners. Gary will share some ideas with Magda.
- Steph shared with the SMT her impressions following the public event with the Governing Board members. The panel discussion went well, was well attended and the venue seemed to work fine.
- Steph informed the SMT that SIPRI received – and accepted – an offer for our own audio system. The installation should be done before Christmas.
- Dan provided feedback from the Governing Board meeting. It went well; the Board members were particularly pleased with their meetings with the staff. The Board approved the budget and endorsed the Institute Strategy. Follow up actions include:
  - Introducing risk analysis as a regular management exercise and sharing its results with the Board;
  - Providing a clear picture of our funding in a way that is useful for the Board;
  - The same in relation to staffing.
- On the SSC, the Board sent a clear message that it should continue and that the theme “conflict and technology” should be kept. However, SIPRI should strive to find its own niche when it comes to the technology part focusing e.g. on cyber. The Board also discussed the timing for the next SSC, suggesting waiting until after the US election and holding it in late November 2020 or January 2021.

4. Staffing & project issues

- Sigrún expressed her gratitude to all the SMT colleagues for their input to the successful conduct of the Governing Board meeting.
- The recruitment of the new DoS for Peace and Development cluster is underway.
- Our joint project with the ICRC on LAWs and human control has been featured in an article in *Sydsvenskan*.
- Luc will conduct interviews with three candidates for the RA MENA position on Nov 20.
- The Japanese MFA formally confirmed that it will support the meeting on the Arctic in February 2020.
- The new AMEX PD Lucie Béraud-Sudreau starts on Feb 17.
- SIPRI and the Japan Bank for International Cooperation (JBIC) signed a contract that provides for organizing a workshop at SIPRI on cybersecurity and disinformation in Europe in the beginning of next year. Vincent will be the focal point on our side.
- The UNDP and the Swedish MFA approached SIPRI about the Human Development Report. Malin is following up on that.
- A total of 83 applications have been received for the Partnerships Manager position.

5. Travel policy

- The SMT endorsed the Travel and Travel Safety Policy. The document will be presented to the RSC.

6. HR templates

- The SMT thanked Helena for the proposal to develop templates for promotion issues and went through her drafts, suggesting minor changes. Sigrún will follow up on that.

7. Presentation training

- The SMT endorsed going ahead with the next round of training in presentation techniques early next year. The training is for staff members would have been in the first round but for limits on the number of participants per training. A follow up meeting with the first two groups will also be organised. Elena will take care of the organisation.

8. Risk analysis (for SIPRI)

- The Board has asked for systematic risk management at SIPRI. Dan shared his experience based on the UK Charity Commission recommended practice. The SMT agreed that the way forward is to discuss it more into detail at the SMT but also to include the staff into the discussion on a later stage. We also need a template. Sigrún will explore this further and prepare the basis for discussion and Dan will mention it at a future RSC.

9. AOB

- The SMT looked at the date for the next RSC – tentatively, Dec 10 at 10:30.

**Action Points**

- Follow up on the HR templates – Sigrún
- Next round of training in presentation techniques – Elena
- Risk matrix, basis for further SMT discussion - Sigrún

**Items carried forward**

- NTR.