

Jakob Hallgren  
Deputy Director

## **SIPRI SENIOR MANAGEMENT TEAM MEETING**

Solna, 20 September 2016

### **MINUTES**

#### Participants

Stephanie Blenckner, Jakob Hallgren, Maria Kaemmerlé, Dan Smith. Helena Berger participated on agenda item 4.

#### 1. Minutes approval

The minutes of the 13 September meeting were approved without changes.

#### 2. Matters arising from the Minutes, not otherwise on the agenda

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#### 3. Report back

- The first 'Secure Cities' conference was a huge success according to all feedback received. A lot of follow-up is needed.
- The Board meeting on the EU Non Proliferation Consortium in Paris on 19 September was a step forward. A discussion on parameters for a possible third phase (2017 – 19) is ongoing, where both the future Consortium constellation and SIPRI internal issues are being considered.
- Migration expert Martin Baldwin-Edwards was due for a internal seminar 21 – 22 September, in view of possible collaboration on an EU Horizon 2020 bid.

#### 4. New Performance Assessment system

- A discussion was held on the basis of a background document prepared by Helena. The relation between performance assessment, salary talks, the salary criteria and job descriptions were considered. It was decided that a 'form' for the forthcoming performance assessment talks will be developed.

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**STOCKHOLM INTERNATIONAL  
PEACE RESEARCH INSTITUTE**

Signalistgatan 9  
SE-169 70 Solna, Sweden  
Telephone: +46 8 655 97 00  
Fax: +46 8 655 97 33  
Email: [sipri@sipri.org](mailto:sipri@sipri.org)  
Internet: [www.sipri.org](http://www.sipri.org)

5. Internal 'State of the world' seminars.

- SIPRI will over the next few months proactively arrange seminars and lectures with relevant thinkers on issues pertinent to emerging global trends and challenges. Tentative themes and topics are issues relevant in this respect to: China, Russia, the Middle East, Migration, the EU and Europe, Populism and the media, Climate and Cities. Dan will write to staff to invite ideas of both themes and speakers.

6. The announcement of Directors of Studies

- The announcement of the three appointed Directors of Studies on 26 September was discussed, including starting date (1 October) and key messages for the first steps as these three new areas of study take shape.

8. Items carried forward for future agenda

- Collaboration with the Uppsala Conflict and Data Programme (UCDP).

9. Any other business

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