

Jakob Hallgren  
Deputy Director

## **SIPRI SENIOR MANAGEMENT TEAM MEETING**

Solna, 25 October 2016

### **MINUTES**

#### Participants

Sibylle Bauer, Stephanie Blenckner, Jakob Hallgren, Maria Kaemmerlé, Gary Milante.

#### 1. Minutes approval

- The minutes of the 17 October meeting were approved with minor changes.

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

- Dan will inform all SIPRI associates about the new research organisation.

#### 3. Report back

- It was expressed that more internal SIPRI speakers ought to be encouraged to speak at the planned 'State of the World Seminars'.

- A new SIPRI organogram is being developed.

- The dates for the 2017 Forum on Peace and Development are now set for 3 – 4 May 2017, and theme will be 'Building Peace – What Works'.

- SIPRI had had two important and useful visits the preceding week; by the UNRWA Commissioner-General and the EUSR for Central Asia.

- A suggestion to create a structure for SIPRI alumni had been received, to be discussed at a future SMT meeting.

- Issues related to the implementation of the new research structure, which had come up in the cooperation group, were discussed. It was decided that the job descriptions of the Directors of Studies would be made available to staff.

#### 4. Staffing and Project Issues

-

#### 5. Roll-out of the new Performance Assessment system

---

**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)

- The timing and focus of the implementation of the new performance assessment system; and its relation to the 2016 salary revision; and the elaboration of job descriptions for all SIPRI employees, were considered.
- A time table for the roll-out during November 2016, including training sessions for all line managers, was decided.
- It was decided the approach will be evaluated in January.

#### 5. Process for the 2017 SIPRI Budget

- The process to evaluate outstanding applications and expected grants, as well as collecting possible investments, will be made as light as possible.
- Maria and Lena will talk to relevant line managers and project leaders. The expectation is to have a draft total budget by the end of November. The Governing Board will then consider it in view of its adoption.

#### 6. Monday morning all staff meetings

- Whether, and if so how, the Monday morning all staff meetings may be improved will be discussed in cluster meetings. SMT will revert to the issue.

#### 7. Grant proposals to the MFA

- The scope and the budget of a programme grant proposal to the Swedish MFA, focussing on work in clusters 1 and 2, were considered. A final version would be further refined and submitted later in the week.

#### 8. The Secure Cities conference – evaluation and follow-up

- A first overview of the issues at stake regarding the Secure Cities initiative, and the annual Stockholm Security Conference, was held.
- SMT will revert to the issue at the next meeting.

#### 9. Items carried forward for future agenda

- Collaboration with the Uppsala Conflict and Data Programme (UCDP).
- Continued discussion on the Secure Cities conference follow-up.
- SIPRI alumni structure?