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Deputy Director

## **SIPRI SENIOR MANAGEMENT TEAM MEETING**

Solna, 17 January 2017

### **MINUTES**

#### Participants

Sibylle Bauer, Stephanie Blenckner, Jakob Hallgren, Maria Kaemmerlé, Neil Melvin, Gary Milante and Dan Smith (half of the meeting).

#### 1. Minutes approval

- Minutes of the 10 January meeting were approved with minor changes.

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

- Directors of Studies will meet to discuss job descriptions for coordinators of clusters when Gary is in Stockholm next, late January.  
- The 19 January Swedish MFA visit to SIPRI is on track.  
- Planning for a 13 February SIPRI – Swedish MFA panel with the CTBTO Executive Secretary is proceeding.

#### 3. Report back

- Good first cluster discussions have been held in relation to the three draft research questions suggested by SMT. While there was some disagreement as to the focus of these questions (perceived as too gloomy by some), the general view is that this discussion is useful and that it does inspire thinking about cluster research themes and SIPRI definitions of security.  
- It was agreed that SIPRI will continue collaboration with branding expert Chris Aldhous.  
- Much work is currently put into a EU 2020 migration grant proposal.  
- The future of the EU Non-Proliferation Consortium is being discussed at the EU Member State working party 'CONOP' on 23 January.  
- The SMT will meet for a half planning day on 31 January at Ulriksdal.  
- The Japanese government has signaled interest in funding SIPRI research on climate change and security.  
- Dan has been invited by senior officials in the Swedish MFA to advise on agenda issues related to the Swedish membership of the UN Security Council.

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#### 4. Staffing and Projects

- It was decided that Dr Hans Blix will be offered a position as Distinguished Associate Fellow with SIPRI.

#### 5. Job descriptions

- It was decided that job descriptions for all staff will be finalized. Final complete drafts for all staff should be submitted to Helena by 24 February, however line managers may decide on earlier deadlines. Thereafter SMT will assess all drafts to ensure consistency and formally sign them off.

#### 6. Middle East: Yemen, Saudi Arabia and Iran.

- Building on Dan's forthcoming trips to the Middle East, and on relations with SIPRI partner institutions in the region, elements of a regional Middle East programme will be elaborated, for discussion at SMT.

#### 7. Staffing in the Armament and Disarmament cluster

- A discussion on SIPRI's staffing on the WMD related issues was held, in the light of Tariq's departure. A first step will be to convene a brainstorming meeting of all SIPRI staff with nuclear expertise, with the purpose of mapping expertise and lacunas.

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

- Finalisation of the evaluation of performance assessment and salary review process (early February).
- Finalisation of job descriptions for all staff (early March).
- Titles for researchers and 'research administrators' at SIPRI (mapping forthcoming).
- Design of a more activities based SIPRI budget.
- SIPRI values discussion.
- Phones (revised memo forthcoming).