

Notes of meeting

Present: 32 in the room (see list attached) plus Gary Milante & Jair van der Lijn via Skype.

Notes: Dan Smith (notes taken while chairing, therefore briefer than usual)

Agenda:

1. Minutes and any matters arising
2. RSC representative on the Cooperation Group
3. SIPRI's autumn - a look ahead to main events
4. Staff representative as observer at the Governing Board –
 - a. The role
 - b. Procedure for election
5. The Job Descriptions review
6. Yearbook 2018
7. AOB

1. Minutes of the last RSC meeting and any matters arising

Accepted; no matters arising

2. RSC representative on the Cooperation Group

Vincent Boulain will step down when he goes on paternity leave later in the year. Vitaly Fedchenko would also prefer to. Agreed that Vincent will send an email asking for volunteer(s) to replace them.

3. SIPRI's autumn - a look ahead to main events

Among events highlighted were

- The visit of a delegation from the Tehran Institute for Political and International Studies (IPIS) (4 September);
- The Stockholm Security Conference (13-15 September);
- The Article 36 Conference (20-21 September);
- Meetings to initiate The SIPRI Circle, chaired by Jan Eliasson, as a supportive network (September/October);
- The visit from the President or Foreign Minister of Kazakhstan (13 October);
- A meeting at the Museum of the Mediterranean co-organised with the Global Challenges Foundation on climate change and security risk (19 October);
- Virtual meeting of the Governing Board (20 November);
- The annual conference of the EU Non-Proliferation and Disarmament Consortium, organised by SIPRI (12-13 December, Brussels);
- The annual conference of the Planetary Security Initiative, organised by a consortium that includes SIPRI (12-13 December, The Hague);

- **THE CHRISTMAS PARTY – 1 DECEMBER – venue TBC.**

4. Staff representative as observer at the Governing Board

Two documents were circulated – one by DS, on the role of the staff observer, and one by Pieter Wezeman, Stephanie Blenckner and Lina Grip, largely on the procedure for election. DS opened by remind the RSC of the history and outlined the proposed role and election procedure. Final approval rests with the Board at the start of its 20 November meeting. DS recommended proceeding on the assumption that the Board will approve the procedure and the definition of role because they are in line with what it has already said it wants.

After discussion, there was broad approval in the RSC for both documents. It was agreed that Pieter will edit the two documents into one and send to DS. On the assumption there is no dispute at that point, DS and Jakob Hallgren, as the two members of staff who are not eligible for election as staff observer to the Board, will proceed with organising the election.

5. The Job Descriptions review

DS described the process behind the production of the recently circulated Guidance Note for Job Descriptions. He emphasised that the Guidance Note is now being tested by being used; the document may well be revised on the basis of feedback gained through the current process of checking and revising researchers' job descriptions in line with the guidance. With that, he opened the floor for questions.

There was a good discussion of different points including how questions and uncertainties should be handled in the discussions between staff and line managers. DS proposed that the staff member and line manager could try themselves to resolve smaller issues and should discuss with the manager's manager or with DS if and when there appears to be a more fundamental problem in either the Note or the job description.

DS expressed reluctance to set a firm deadline but the process of checking and revising job descriptions needs to be completed by about the end of the third week of September because the next round of performance assessment and the legally mandated salary benchmarking are both imminent.

6. Yearbook 2018

The outline of the 2018 Yearbook in its new shape and the timetable for earlier publication than in the last two years were briefly presented by Stephanie Blenckner and Joey Fox for information. A question was asked about whether the topic for chapter 2 has been selected. The answer was "not yet". There was discussion about the need to ensure that if issues such as terrorism or migration were to be covered, groups within SIPRI working on the subjects from somewhat different angles should be consulted.

The question was also raised about how staff time for writing the various chapters was accounted for financially. It was acknowledged that this process had not been transparent enough in the last couple of years. Senior management agreed to look into both the budget allocations and how to make the process clearer.

7. AOB

i) New Director of Studies, Conflicts and Peace

During the discussion of the Job Descriptions, DS was reminded by a question about the Director of Studies position in the Conflicts and Peace cluster that he had forgotten something. Accordingly, he announced that the recruitment process for a new DoS for that cluster had concluded with the decision to appoint Lora Saalman to the position. She has accepted the offer and starts immediately.

ii) Other business

Otherwise, there was no other business and the meeting concluded.

LIST OF ATTENDANCE RSC 170831

J. B. K.

Aude Fleuret
Zoe German
Lina Grip
John Marks
JANNEK HALLEREN
Dan Smith
Florian Kampf
Timo Smit
Kate Sullivan
Pieter Vleemynck
Richard Ghiasy
Shannon Kile
Helen PALMGREN
Natalia Belyaeva
S. D. M. U. C. H. W.
J. BATHW
Jiayi Zhou
Gulzhan Asylbek kyzy
Yeonju Jung

Suyoun Jang
Kaja Brodeman
Harri Thomas
Giovanna Malietta
Alexandra Kuimova
Jennuna Kotajoki
Emmer Bente
Fernanda TOSI
Amiera Sawas
Maaike Verbrugge
Mark Broomley
Marieke Knecht

*Saii van de Lijn
+ Gray Wilson Steyne*