



SENIOR MANAGEMENT TEAM MEETING

30 March 2022

MINUTES

Participants

Sibylle Bauer, Maria Kaemmerle, Jannie Lilja, Dan Smith, Joakim Vaverka

Note-taker

Sepideh Soltaninia

Format

Hybrid meeting

1. Minutes

- SMT has not yet approved the minutes of the 23 March meeting as not all SMT members have contributed comments.

2. Report Back

a. Sweden

- The Stockholm Hub on Environment, Climate and Security held a successful first event, an informal roundtable with Michael Keating, the Executive Director of the European Institute of Peace, at the Swedish MFA on 24 March.
- A relaunch of the Hub is being organized.
- Foreign Minister Ann Linde's visit to SIPRI on 25 March went well. The discussion included the Stockholm Forum and SIPRI's Environment of Peace initiative.

b. Donors

- On 28 March, Sibylle participated in a New Tech roundtable on Emerging Disruptive Technologies & EU-NATO cooperation in Brussels. There is significant interest in our work on responsible innovation and research ethics.
- The Dutch MFA is organizing a large international conference on responsible development and military use of AI, planned for February 2023. They are very interested in working with SIPRI's emerging technologies team and the A&D cluster's network of universities.
- Dan and Sepideh had an introductory call with the Head of the Irish Policy Planning Unit, organized and joined by Irish Ambassador, on 28 March. The Irish MFA greatly appreciated the SSC 2021 report SIPRI produced, which they funded. Sepideh will follow-up with more information on SIPRI's activities and to set-up a briefing on specific areas of interest.

c. Relations with other organizations

- Jannie and Simone met with Bruce Jones, Director of the Project on International Order and Strategy at the Brookings Institution, regarding Brookings' involvement in the Forum.

d. Ukraine

- The Director of the Odessa Center for Nonproliferation (OdCNP), a member of the European Network of Non-Proliferation and Disarmament Think Tanks (set up and coordinated by the EUNPD Consortium), is seeking to establish an Odessa Center in Transition at the University of Malta.
- SMT discussed the possibility of OdCNP joining SIPRI's cooperation with the Alva Myrdal Center for Nuclear Disarmament in organizing the 2022 Disarmament Summer School, given that it will be challenging for them to organize their Nonproliferation Summer School (held in cooperation with SIPRI in recent years) this year.
- SMT discussed different funding opportunities for hiring Ukrainian researchers.

e. Environment of Peace

- The EP short report is close to finalization.
- Dan, Helen Clark and Margot Wallström published an op-ed on 29 March in Project Syndicate titled "Replace Russian Oil and Gas with Renewables".

3. Draft Sexual Harassment Policy

- SMT discussed the draft Sexual Harassment Policy. Sepideh will share a new draft with SMT, which includes the edits noted at the SMT meeting.
- The language in the Sexual Harassment Policy should be in line with the Victimization Procedures. Sepideh will review both and highlight any discrepancies to SMT.

4. Promotions Criteria

- SMT reviewed the minimum criteria for different levels of seniority at SIPRI. Dan will share an updated document with SMT based on the discussion.
- A further discussion on the criteria for promotions will be held after the summer.

5. Staffing & Project Issues

- SIPRI will decline a partnership with the consultancy company ICF, funded by USAID.
- The recruitment of a new Head of Operations is almost complete.
- Recruitments for the Management Assistant and Office Assistant positions are ongoing.
- Lena will leave her post as Grants Manager at the end of this week. Any emails that would normally be sent to Lena should now be sent to the grantsmanager@sipri.org mailbox.
- The advertisement for the Grants Coordinator position will be posted by the end of this week.
- Hedvig Brage, HR Officer, will take up her post on 4 April.
- SMT approved the appointment of Dr Mirko Himmel as an Associate Senior Researcher in the Armament and Disarmament Cluster.
- The new interim seating plan for the office, valid until the end of the summer, will be presented shortly.

Action Items:

- Sepideh to follow-up with the Policy Planning Unit of the Irish MFA with more information on SIPRI's activities and to set-up a briefing on specific areas of interest.
- Sepideh to share a new draft of the Sexual Harassment Policy with SMT.
- Sepideh to highlight any discrepancies between the Sexual Harassment Policy and the Victimization Procedures to SMT.
- Dan to share an updated document on minimum criteria for seniority levels with SMT.
- Dan to follow up on identifying panellists for the SIPRI lecture.
- Joakim to follow up with the Swedish Court regarding the attendance of the King and Queen at the SIPRI Lecture.

Items carried forward:

- Guidance on how to encourage more diverse participation at events for organizers and moderators.
- Discussion on the 2023-2025 Strategic Grant.
- The new &frankly action plan and survey.
- Travel by local partners to Stockholm.
- Review of criteria for promotion (moved to fall of 2022).