



SENIOR MANAGEMENT TEAM MEETING

6 April 2022

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, 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 nor the 30 March meeting as not all SMT members contributed comments.

2. Report Back

a. Governing Board

- Stefan Löfven, the incoming Chair of the Governing Board, visited SIPRI on 5 April. The visit went well. Stefan will participate in the May Board meeting and parts of the Forum.

b. Sweden

- The Speaker of Parliament visited SIPRI on 30 March where he met with and was briefed by a group of SIPRI staff members. The visit went well and was followed by a one-to-one meeting with Dan on 4 April.
- The International Law and Disarmament Delegation, chaired by the Minister for Foreign Affairs, met on 1 April. Joakim participated in the meeting, which focused on international law as it relates to the war in Ukraine, and the Tenth Review Conference (RevCon) of the Parties to the Treaty on the Non-Proliferation of Nuclear Weapons.
- Joakim, Sibylle and Wilfred met with the MFA's Disarmament and Non-Proliferation Department (NIS) on 1 April. Sweden's preparations for RevCon, which SIPRI will support, are a major priority for NIS.
- The vacant position of Swedish government special envoy on disarmament and non-proliferation will be replaced by a special envoy with a focus on issues related to outer space and new technologies. The position is expected to be filled in August.
- The Swedish government recently initiated discussions with the parliamentary parties to discuss the changed security policy situation as a result of Russia's aggression against

Ukraine. Dan will brief this Forum, chaired by the Foreign Minister, at an upcoming meeting.

- Following the release of the 'War and the Breadbasket' blog series, Caroline will speak to the MFA's Africa Department on the impact of the war in Ukraine on the African continent.
- Jannie will participate virtually in a roundtable, hosted by the Swedish Mission to the UN in New York, on good peacebuilding financing. The roundtable will take place in April.

c. Donors

- On 7 April, the Council of the EU is scheduled to decide on the extension of the EU Non-Proliferation and Disarmament Consortium, including new funding for the consortium.
- The Council of the EU is also expected, in the near future, to decide on the project on responsible AI innovation for peace and security which Vincent and the SIPRI Emerging Technologies team have designed jointly with UNODA.

d. Ukraine

- Following the 31 March RSC, the Director's Office is putting together an inventory of SIPRI's knowledge on Ukraine. Sepideh will share this with all staff once it is complete.

e. Operations

- Operations has begun working on the first quarter results.
- Maria will meet her successor, Kristina Sandberg, on 20 April. This will be the first in a series of meetings before the summer vacation. Kristina starts on 8 August.

f. Publications

- SIPRI published its first ever comic book, focused on Mali. It is part of the EU funded Mali Centre project, and the work has been done in cooperation with a Malian artist in cooperation with the SIPRI SWAP team and Outreach.
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3. Key Performance Indicators (KPIs) Review

- Maria will share the KPI document prepared for the May 2021 Board meeting with SMT.
- DoSes and Heads of Departments will fill in the 2021 figures for the indicators. If changes to any of the indicators are needed, they will raise this directly with Dan.
- Dan will review the targets shared with the Board with Sepideh and Joakim.

4. 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.

5. Promotions Criteria

- Dan shared an updated document on the minimum criteria for different levels of seniority. It will be approved by silent procedure by 25 April if SMT members have no further comments on the document.

6. Staffing & Project Issues

- Dan will speak with the HR section about the timing of this year's Mid-Term Reviews.
- The Office Assistant position will be readvertised.

- SIPRI is working on a project proposal, in cooperation with the Odessa Center for Non-Proliferation, focused on security issues in the Black Sea.
- The Armament and Disarmament Summer School, which SIPRI and the Alva Myrdal Centre for Nuclear Disarmament are co-organizing, will now include the cooperation of the Odessa Center for Non-Proliferation.

Action Items:

- Sepideh to share inventory of Ukraine knowledge with all staff.
- DoSes and Heads of Departments to fill in the 2021 figures for the indicators.
- Dan to review the targets shared with the Board with Sepideh and Joakim.
- Sepideh to share a new draft of the Sexual Harassment Policy with SMT.
- SMT to provide Dan with any comments they have on the updated document on minimum criteria for seniority levels by 25 April; if there are no comments, the document is approved.
- Dan to speak with the HR Department about the timing of this year's Mid-Term Reviews.
- 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).