



## SENIOR MANAGEMENT TEAM MEETING

28 September 2022

### MINUTES

#### Participants

Sibylle Bauer, Luc van de Goor, Kristina Sandberg, Dan Smith, Joakim Vaverka

#### Note-taker

Sepideh Soltaninia

#### Format

In-person meeting

#### **1. Minutes**

- SMT approved the minutes of the 21 September meeting.

#### **2. Report back**

##### **a. Sweden**

- On 21 September, Joakim and Jannie met with the President of Médecins Sans Frontières (MSF) Sweden's Board. They discussed SIPRI's Environment of Peace report and a potential presentation at the upcoming annual conference of MSF Sweden's national members. They also discussed MSF Sweden's possible involvement in the next Stockholm Forum on Peace and Development.
- Members of the MENA Programme will meet with Sida's MENA department on 29 September.
- Work on the forthcoming Strategic Grant application is continuing.

##### **b. International**

- On 27 September, Luc and Fei attended a dinner hosted by the Ambassador of Japan, ahead of the 'Promoting a Free and Open Indo-Pacific: Naval Incident Management in Asia and Europe' online event on 28-29 September, hosted by SIPRI and funded by the Japanese Ministry of Foreign Affairs.
- The Embassy of Indonesia has asked for a briefing with SIPRI researchers and the ASEAN ambassadors in Stockholm on the security outlook in the Southeast Asia region. The Director of International Cooperation from the Indonesian Ministry of Defense would also like to visit SIPRI to discuss security in the Indo-Pacific region and the current situation in Europe. The Director's Office will coordinate both briefings.

**c. Relations with other organizations**

- Dan will travel to Sharm El Sheikh during the week of 7 November for the UN Climate Change Conference, COP27.

**d. UN General Assembly**

- Dan was in New York City last week for events and meetings on the sidelines of the UN General Assembly.
- In addition to moderating the 'Advancing Climate Security in the Year of Implementation' side event, co-hosted by Sweden and USA and featuring Ann Linde, Foreign Minister of Sweden and John Kerry, U.S. Special Presidential Envoy for Climate, Dan also met with:
  - o Ambassador Thomas G rber, UN Director of the Swiss Federal Department of Foreign Affairs and Patricia Danzi, Director-General of the Swiss Agency for Development and Cooperation. They discussed SIPRI's forthcoming support to the Swiss government on climate change issues when Switzerland joins the UN Security Council next year.
  - o Elizabeth Spehar, Assistant Secretary-General (ASG) for Peacebuilding Support and Brian Williams, Head of Financing for Peacebuilding at the Department of Political and Peacebuilding Affairs. ASG Spehar would like to work with SIPRI on events – including potentially at the Stockholm Forum – related to the fifth anniversary of *Pathways for Peace: Inclusive Approaches to Preventing Violent Conflict*, a joint UN–World Bank Group study published in 2018.
  - o Habib Mayar, Deputy General Secretary of the g7+, an intergovernmental organization of conflict-affected countries that promotes peace and stability through advocacy on aid effectiveness and facilitates peer learning on good development practices. SIPRI is now working on a partnership agreement with the g7+.
- In addition to the above, Dan also met with the UN Climate Security Mechanism, the Food Workstream of the UN Global Crisis Group on Food, Energy and Finance, and Ulrika Mod er, Director of the Bureau of External Relations and Advocacy, UNDP.

**e. Operations**

- SIPRI experienced a distributed denial-of-service (DDoS) attack last week. Many thanks to the IT department which has resolved most issues.
- Operations is exploring changes to the building's alarm system.

**f. Human Resources**

- Dan, Joakim and Kristina are working on a SIPRI salary structure, which will be finalized over the coming months.
- The next &frankly survey will take place next week. The Risk Assessment and Plan of Action, updated following the last &frankly survey, will be posted on the intranet.
- SMT endorsed establishing an informal working group to discuss ways to improve diversity, equity, and inclusion at the Institute.

**3. Recruitment Process**

- SMT made changes to and approved the recruitment process documents drafted by HR.

#### **4. Staffing & project issues**

- Recruitment processes for the Project Manager, Communications Officer, Programme Director for the Arms Transfers Programme, (Senior) Researcher in Peacebuilding and Research Assistant for the A&D Cluster positions are continuing.
- Joakim will call a meeting with relevant colleagues on potential SIPRI activities related to the Gulf.
- SIPRI is working on a background paper on food insecurity in Africa for a high-level conference in Addis Ababa, organized by the African Union, the African Development Bank and the International Federation of Red Cross and Red Crescent Societies.

#### **5. Executive Session**

- SMT held an Executive Session.

#### **Action items:**

- Director's Office to organize briefings for ASEAN ambassadors in Stockholm and Indonesian Ministry of Defense officials.
- HR to post the Risk Assessment and Plan of Action, updated following the last &frankly survey, on the intranet.

#### **Items carried forward:**

- Consideration of the Internship policy.
- Operations to explore the various approval functions available in Teams to ease staffing and projects related approvals.