



SENIOR MANAGEMENT TEAM MEETING

16 November 2022

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Jannie Lilja, Kristina Sandberg, Dan Smith, Luc van de Goor, Joakim Vaverka

Helena Berger and Hedvig Brage (for item 3)

Note-taker

Sepideh Soltaninia

Format

Hybrid meeting

1. Minutes

- SMT approved the minutes of the 10 November meeting.

2. Report back

a. Sweden

- Jannie, Amal and Vongai will attend the Peace Research in Sweden conference later this week. Jannie is on the reference group for the Folke Bernadotte Academy support to civil society.

b. International

- The new SIPRI report on Civilian Common Security and Defence Policy was successfully launched at an event in Brussels earlier this week.

c. Relations with other organizations

- Sibylle, along with four SIPRI colleagues, attended the annual EU Non-Proliferation and Disarmament conference in Brussels this week. The conference went well.

d. Stockholm Security Conference (SSC)

- The SSC, which took place last week, was a success. This year's conference was attended by a larger number of people than ever before.

e. Operations

- A financial audit will begin next week. Colleagues from the accounting firm BDO will be at SIPRI to conduct the audit.

- Operations is looking into safety issues highlighted SIPRI's safety monitors during their earlier walk through the building.

f. November 2022 Governing Board meeting

- The Governing Board meeting went well. During the meeting, Board members approved the SIPRI working budget and forecast.
- Board members were very pleased with the 'speed dating' interaction with staff members.
- The public event with the Board on 14 November, titled "Ukraine, climate, cyber, food—A world of challenges: What next?" also went well and had a high uptake online. The event has already been viewed over 400 times.

3. SIPRI's Internship Policy

- SMT discussed SIPRI's updated Internship Policy. HR will make the changes noted by SMT before sharing the document with the Cooperation Group.

4. Salary structure

- SMT discussed the salary structure at SIPRI.

5. Upcoming all-staff events

- The next Research Staff Collegium will be held on 1 December from 14:00-15:30.
- The next Wine and Cheese evening, organized by Outreach, Operations, HR and the Director's Office will be held on 1 December from 17:00-19:00. This will also serve as Helena and Maria Kaemmerle's farewell gathering.

6. Staffing & project issues

- Alaa Tartir, the new Director of the MENA Programme took up his post on 15 November. He will be in Amman later this week for a conference organized by the Swedish Dialogue Institute.
- Amelie Lutz will take up her post as Communications Officer next week.
- Starting next week, Louise Edgren will begin working with the Finance Team two days per week.
- SMT discussed the renewal of contracts for some Associates.
- SIPRI is working with a recruitment consultant to find a new Human Resources Director.
- Recruitment processes for the Project Manager, Programme Director for the Arms Transfers Programme, (Senior) Researcher in Peacebuilding and Research Assistant for the A&D Cluster positions are continuing.

Action items:

- Kristina to share an update with SMT on the remaining 2020-2022 Strategic Grant funds.

Items carried forward:

- Use of approval functions in Maconomy and/or Microsoft Teams.
- Further discussion of modifications to the career ladder at SIPRI.
- Discussion of possible speakers for the 2023 SIPRI Lecture.