



SENIOR MANAGEMENT TEAM MEETING

7 December 2022

MINUTES

Participants

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

Note-taker

Sepideh Soltaninia

Format

In-person meeting

1. Minutes

- SMT approved the minutes of the 30 November meeting.

2. Report back

a. Sweden

- SIPRI has been given ten tickets to the Swedish Parliament's seminar with the 2023 Nobel Peace Prize winners on 13 December. Five of the tickets will be raffled off to interested staff.
- On 5 December, SIPRI hosted a roundtable on 'NATO, Climate Security, Sweden'. The event brought together participants from across the transatlantic alliance to discuss contributions Sweden can make to NATO regarding climate security.
- The Director's Office will put together a list of all NATO-related activities taking place across SIPRI.
- Jannie, Simone and Anniek attended the Sweden EU pre-presidency conference hosted by the Swedish Institute of International Affairs on 1-2 December. Simone spoke on a panel on 'Climate, Energy and Sustainability'.
- The SIPRI workshop on the Missile Technology Control Regime on 28 and 29 November was well received.

b. International

- The NATO Parliamentary Assembly is exploring organizing a future meeting in Stockholm. They are interested in combining this meeting with a SIPRI event, potentially the Stockholm Security Conference. Luc will explore further.
- Dan met with the Somali chargé d'affaires on 6 December. They discussed SIPRI's Environment of Peace initiative as well as its climate change and risk and food security work in relation to Somalia.

- Sibylle was in Berlin last week for the Berlin Security Conference where she spoke on a panel titled 'The Future of Arms Control and Confidence Building'. She also met with German government officials, including with those working on Germany's principles for a feminist foreign policy.

c. Relations with other organizations

- SIPRI, the Gulf Research Center and the Center for Applied Research in Partnership with the Orient will host a meeting of the *Tafahum* process at SIPRI in late March 2023. The meeting will focus on water cooperation in the Gulf region.
- SIPRI, the Finnish Institute of International Affairs, and the NATO Defense College will co-convene a conference on NATO's enlargement to Finland and Sweden in Helsinki in March or April 2023.
- SIPRI and Brookings will leave the Global Registry of Violent Deaths consortium.

d. Outreach

- SIPRI had a record data launch for its top 100 arms-producing and military services companies data. Over 2300 articles have included SIPRI's data thus far (N.B.: As of 14 December, the figure is 3600).
- The EP research report will be released at the end of next week.

e. Operations

- Operations completed the salary review. Colleagues will receive their salary review letters before the end of December.

3. Principles for staff training

- SMT discussed the principles for staff training at SIPRI. The following principles were noted:
 - o Organizational need, including future needs;
 - o Organizational benefit;
 - o Resource availability (if training is needed for a project, it should be included in the project budget);
 - o Individual fit;
 - o Trainings required for SIPRI's duty of care;
 - o Trainings required for awareness of and commitment to SIPRI's mission and vision.
- The above list will be discussed and worked into a policy under the leadership of the new HR Director, when they take office, then to be discussed by SMT and with the Cooperation Group.

4. 2023 SIPRI Lecture

- Dan and Joakim will discuss the lecture with SIPRI Board Chair, Stefan Löfven.

5. Staffing and project issues

- The Events Management team will explore the possibility of participation fees at the next Stockholm Forum on Peace and Development.
- Switzerland agreed to a six-month no-cost extension of their funding to EP. The funding will now expire at the end of June 2023.

- Recruitment for the HR Director, Project Controller, and (Senior) Researcher in Peacebuilding are underway.
- SMT approved the extension of Suzanne DiMaggio and Vladimir Baranovsky's Associate contracts.

Action items:

- The Director's Office to put together a list of all NATO-related activities taking place across SIPRI.
- Dan and Joakim to discuss the 2023 SIPRI Lecture with Stefan Löfven.

Items carried forward:

- Use of approval functions in Maconomy and/or Microsoft Teams.