



## SENIOR MANAGEMENT TEAM MEETING

14 December 2022

### MINUTES

#### Participants

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 7 December meeting.

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

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

- Dan has written to the Stockholm Forum on Peace and Development's major partners indicating the thematic shape of the Forum and noting that the change in government has created some yet to be resolved uncertainty in the planning process. The email was well received by the partners.
- SIPRI hosted a Stockholm Hub on Environment, Climate and Security meeting today. The meeting focused on learning more about the various research areas of the different Hub partners. The next Stockholm Hub High-Level meeting, hosted by the Stockholm Resilience Center, will be held on 26 January.
- On 13 December, Dan and colleagues in the CCR and Environment of Peace teams met with the Global Agenda Department of the Swedish Ministry for Foreign Affairs to discuss climate security issues.
- Students and staff from the Korea Foundation for Advanced Studies visited SIPRI on 9 December for two hours of lectures provided by Dan, Nivi and Katongo. The visit went well.

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

- There have been several discussions on how SIPRI can link its EP research with Somalia. Dan and Claire will meet Margot Wallström, Chair of the international expert panel guiding the EP initiative, on 15 December to discuss this.

**c. Relations with other organizations**

- Virginie had meetings in Niger and Dakar with officials from the EU, the French Ministry of Foreign Affairs and UNHCR.
- At the end of January/early February, Virginie and Luc will also attend the first meeting of the Research and Action for Peace (RECAP) Network in Dakar. The network, which is based in 18 countries across West Africa, is funded by the European Union.
- On 13 December, Dan met with Jonathan Cohen, Executive Director of Coalition Resources. Coalition Resources is working on action on climate change and insecurity in Uganda, Kashmir and the Philippines. SIPRI will explore synergies with Coalition Resources' work.

**d. SIPRI Governing Board**

- Dan and Joakim met with Stefan Löfven, Chair of the SIPRI Governing Board, on 12 December. They discussed potential new Board members as well as the SIPRI Lecture. Discussion will continue on the practicalities of holding such a lecture in 2023.

**e. Outreach**

- Many SIPRI publications are planned for release before the end of 2022. The EP research report will be released on 19 December.

**f. Operations**

- Operations is working with a consultant on SIPRI's financial systems. Kristina will reach out to relevant colleagues as needed in relation to this exercise.

**3. Career structure at SIPRI**

- In response to a query raised in the Cooperation group, SMT discussed the career structure at SIPRI. SMT concluded that there will be no changes to the career structure. SMT discussed, in reference to titles only, that Research Assistants can refer to themselves as Research Analysts in their business cards and email signatures, after having notified HR by email. No changes will be made to titles on the SIPRI website.

**4. Promotion process**

- SMT will work on a document outlining SIPRI's promotion process for researchers, as well as those working in Outreach, Operations and the Director's Office.

**5. Staffing and project issues**

- A new Project Manager, Barbara Becht, will start in January.
- Lucas Wiktorsson will replace Johanna Eliasson, who is going on study leave, on 15 January.

**Action items:**

- SMT to work on a document outlining SIPRI's promotion process for researchers, as well as those working in Outreach, Operations and the Director's Office.

**Items carried forward:**

- Use of approval functions in Maconomy and/or Microsoft Teams.
- Broader approach for larger scale fundraising for clusters.