



## SENIOR MANAGEMENT TEAM MEETING

6 DECEMBER 2023

### MINUTES

#### Participants

Sibylle Bauer, Stephanie Blenckner, Kristina Sandberg, Jannie Lilja, Joakim Vaverka

#### Absent

Luc van de Goor, Dan Smith

#### Note-taker

Sepideh Soltaninia

#### Format

Hybrid meeting

#### **1. Minutes**

- SMT has yet to approve the minutes of the 29 November meeting.

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

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

- On 30 November, Joakim met with Lars Förberg to discuss potential funding to SIPRI.
- Also on 30 November, Dan and Joakim met with the Swedish Armed Forces to discuss potential funding of research.
- On 4 December, Joakim attended the Board meeting of the Alva Myrdal Center.
- Foreign Minister Tobias Billström will now visit SIPRI on 24 January from 15.00-16.00.
- The Stockholm Hub on Environment, Climate and Security is working on a new application for funding from the Swedish MFA.

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

- Jannie was in London on 27 November at the invitation of the Royal College of Defense Studies.

##### **c. Relations with other organizations**

- On 23 November, Jannie and Florian spoke on two different panels at the 2023 Bonn Symposium, organized by the Foundation for Development and Peace.
- Jannie was in Tromsø, Norway, on 28-30 November for a meeting with other researchers working on the resilience to disinformation in Scandinavia project.
- On 28-30 November, SIPRI hosted the EUNPDC intensive introductory course on the proliferation of weapons of mass destruction, mechanisms to control their further spread and pathways to disarmament. The course was a big success.

- Sibylle and several other colleagues attended the EUNPDC Annual Conference in Brussels on 4-5 December.
- Luc and Fred are in Ghana from 4-8 December for a meeting of the REcAP Network.

#### **d. Outreach**

- The 2022 data on the top 100 arm-producing and military services companies was launched on 4 December. In the three days since the launch, 2400 articles have already covered the new data. Congratulations to the MILAP team for all their work in collating, analyzing and framing the data.

#### **e. Operations**

- The annual interim audit took place last week. The audit, which usually takes three days, was completed in only 1.5 days thanks to the improvements made by Operations to SIPRI's financial systems.
- Operations has started work on closing the books for 2023.
- All salary letters were sent to staff today.

### **3. Reporting on the 2023 Strategic Grant**

- SMT discussed the requirements for the 2023 Strategic Grant report. An email clarifying what should be included in the submissions by programmes will be sent by the Director's Office to DoSes following the SMT meeting.

### **4. Whistleblower Policy**

- The draft Whistleblower Policy was reviewed by the Cooperation Group. It is under silence procedure until noon on 7 December, after which time, if there are no comments, it will be considered approved by SMT.

### **5. Staffing and project issues**

- Operations colleagues will meet a company to discuss outsourcing the migration process for staff moving to Sweden.
- Shivan will leave his position at SIPRI on 2 February, his official last working day (excluding leave days that he will take prior to that date).
- Abby Naumann will end her consultancy contract in January and has decided not to join SIPRI's Sahel West Africa Programme.
- SMT discussed incoming interns and the Internship Policy. SMT will review the Internship Policy during next week's SMT meeting. All SMT members are asked to share a list of incoming interns, including the start and end dates of their internships, with Sepideh ahead of next week's SMT meeting.

### **6. AOB**

- SIPRI discussed a proposal from the French Government to fund an international technical expert who would join the SIPRI European Security Programme for 12-48 months. Barbara will follow up with the French Embassy.

#### **Action items:**

- Director's Office to send an email to DoSes clarifying what should be included in the submissions by programmes for the 2023 Strategic Grant report.

- Barbara to follow up with the French Embassy on the proposal for an international technical expert at SIPRI.
- All SMT members to share a list of incoming interns, including the start and end dates of their internships, with Sepideh ahead of next week's SMT meeting.
- HR to investigate what insurance providers international NGOs are using and how they manage security-related evacuations (from a previous meeting)

**Follow-up items:**

- Incoming interns and the Internship Policy (13 December meeting)
- Office space
- Line management (with HR)