



## SENIOR MANAGEMENT TEAM MEETING

20 March 2024

### MINUTES

#### Participants

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

#### Absent

Stephanie Blenckner

#### Note-taker

Sofie Waller Snygg

#### Format

Hybrid meeting

#### **1. Minutes**

- SMT approved the minutes of the 6 March and 13 March meetings.

#### **2. Matters arising**

- SMT shared when their respective clusters and departments plan to discuss their inputs to the Board on the selection of the incoming Director.
- Timo's role as Staff Observer on the Governing Board has been extended for three more years.
- Sofie and Joakim have initiated preparations for the Governing Board meeting scheduled for 16-17 May in Stockholm.
- SMT discussed holding meetings where successful fundraisers within the institute could share their experiences. The new Grants Acquisition and Development Team will facilitate this.
- SMT discussed who should chair the Fundraising Coordination meetings and decided on Luc, in his role as Project Development Director.

#### **3. Report back**

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

- On 11 March, Joakim, Luc, Virginie, Jason, Caroline and Florian met with Mikael Lindvall, Head of the MFA Africa Department.
- On 12 March, CPS had its Away Day, focusing primarily on fundraising.
- On 14-15 March, a two-day DPRK scenario exercise was successfully held at SIPRI.
- On 20 March, the Swedish government issued a formal statement on Sweden's NATO membership.

- The A&D cluster had its Away Day on 18 March. One session focused on the question of armament and disarmament in today's geopolitical context. The cluster reflected on its role and on the importance of SIPRI's origins and initial mandate.

#### **b. International**

- From March 13-15, Stefan, accompanied by Joakim, attended the 2024 Tokyo Conference where Stefan gave a keynote speech on restoring multilateral cooperation in an increasingly multipolar and fragmented world and participated in a panel discussion on the same topic. In addition, Stefan had a bilateral meeting with a State Minister for Foreign Affairs, delivered a keynote speech at a UN University event on navigating the polycrisis, and participated at a dinner hosted by the Swedish Ambassador.
- From 18-24 March, Stephanie, Caroline and Simone will be in Colombia and Mexico.
- On 14 March, Florian went to Vilnius to speak at a workshop hosted by BASIC (British American Security Information Council) on 'Shaping a Sustainable Security Architecture for Europe' workshop in Vilnius.
- Jingdong is currently in Taiwan for a meeting on China's role in the region. He will use this visit to establish and deepen contacts and explore fundraising opportunities.

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

- Dan has circulated a fundraising letter to several ambassadors in Stockholm for the Stockholm Security Conference.
- Florian, Barbara and Mathew have started working on a joint project idea on strategic stability in the Arctic, trying to bring research across all three clusters together.

#### **d. Operations**

- New documents on travel security advice for IT are now available on the intranet.
- Operations are reviewing the cost/price list. Some items previously listed under the Core Grant will now be included in the annual fee instead. A revised list will be available from 1 April.

### **4. Revised Cooperation Agreement**

- SMT approved the revised Cooperation Agreement, and it is now ready to be signed.

### **5. Charging speaking fees**

- SMT discussed when and how SIPRI staff should charge speaking fees. Travel expenses for speaking engagements (panels, keynotes, briefings) should always be covered (unless for special circumstances). Sometimes an additional speaking fee should be applied, if appropriate. The suitable amount for this fee needs to be further discussed by SMT. All staff should try and maximize the value of trips, by engaging in additional meetings and activities if possible.
- Furthermore, the SMT acknowledged the need to review and clarify language in the staff handbook to eliminate any ambiguities regarding when SIPRI staff can accept payments privately for outside income-generating activities. This task will be overseen by Kristina.

### **6. Possible fee for participation at the SSC**

- SMT discussed the possibility of implementing a participation fee for the Stockholm Security Conference. It was decided not to pursue this option. Instead, SIPRI could

inquire with participants about their willingness to contribute financially and, if so, the amount they would be comfortable with.

## **7. HR issues**

- The recruitment of a new Finance Manager is ongoing.
- SMT discussed the topic of staff working abroad. Kristina will look into tax payments for staff based outside of Sweden.
- A new Grants Acquisition and Development Team within Operations has been established. It will be working closely with research clusters, PMO and Finance. The main purpose is to strengthen SIPRI's fundraising capacity in the long term. The new unit will formally start as of 1 April and will be managed by Fred Daudon.
- Nikos Politis has been appointed as the new manager of PMO.

## **8. Project issues**

- N/A

## **9. Due diligence**

- SMT discussed whether SIPRI should be open to receiving funds from NATO. The SMT agreed that this should not be an issue.
- SMT discussed due diligence regarding the grant application for the next phase of the Stockholm Hub on Stockholm Hub on Environment, Climate and Security (2024-2026).
- SMT reached a consensus that charging a royalty fee for the use of SIPRI data by arms producers is appropriate and agreed to proceed accordingly.
- On 4 March, Dan, Joakim, and Per Taube met with Axel Karlsson, European Managing Partner and Global Co-Managing Partner at McKinsey, to explore cooperation possibilities. SMT discussed SIPRI's approach to working with McKinsey considering their potential affiliations with conflict actors. It was agreed that SIPRI must assess the specific context of any collaboration.

## **10. AOB**

- N/A

## **11. Executive session**

- N/A

### **Action items:**

- The new Grants Acquisition and Development Unit to facilitate meetings where successful fundraisers within the institute share their experiences (not an immediate action item given that the unit will only be established on 1 April).
- Kristina to look into tax payments for staff based outside of Sweden.
- HR to look into insurance for in-person interns (from the 31 January meeting).

### **Follow-up items:**

- Internships
- The appropriate amount for speaking fees