

## SENIOR MANAGEMENT TEAM MEETING

27 March 2024

### MINUTES

#### Participants

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

#### Note-taker

Sepideh Soltaninia

#### Format

Hybrid meeting

#### **1. Minutes**

- SMT has yet to approve the minutes of the 20 March meeting.

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

- Kristina and HR looked into tax payments for staff based abroad. Kristina will share a summary of her findings with SMT.

#### **3. Stockholm Security Conference**

- Joakim and Barbara will approach the Swedish Ministry for Foreign Affairs for funding.
- The Director's Office will set-up meetings between Dan and the Irish, German and British ambassadors to discuss funding for the SSC.
- SMT will consider how to move forward with the SSC if the funding application to the US embassy is not successful.

#### **4. Report back**

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

- SIPRI organized an expert roundtable on the Missile Technology Control Regime on 21-22 March. The roundtable was well received.
- On 10 April, Dan, Joakim and Claire will meet with Tobias Thyberg, Head of the UN Department at the Swedish MFA.
- On 2 May, the A&D cluster will brief the Disarmament, Non-Proliferation and Export Control Unit (NIS) at the Swedish MFA.

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

- The Climate Change and Risk programme has applied for funding for climate security factsheets from the Republic of Korea and Denmark.

- On 22 March, Luc and Florian met with Kirk Smith, Deputy Commander of US Africa Command.
- Stephanie, Caroline and Simone were in Colombia and Mexico on 18-24 March where they met with among others the Friedrich Ebert Foundation, the Organisation of the American States, UNODC, Amexcid and the Swiss and Norwegian embassies.
- Wilfred is in discussions with the Chair of the Group of Government Experts on Outer Space to organize their retreat at SIPRI on 4-5 June.

**c. Operations**

- HR is about to launch the Mid-Term Review process. MTR documents will need to be in Hailey once they are completed. However, it is up to line managers and staff whether they start by working on the documents in Hailey or generate the documents off-line and upload them when they are ready. The MTR process will begin on 8 April.
- SMT noted that a future SMT discussion on the Performance and Development talks is needed.
- The staff survey is expected to take place during the second half of 2024 once Clarisa is fully settled and can lead the process.

**d. Governing Board**

- Preparations for the May Governing Board meeting, which will take place on 16-17 May, are underway.
- Noha El-Mikawy was formally appointed by the Swedish Government as a member of the SIPRI Governing Board.
- Feodor Voitolovsky has resigned as a member of the Governing Board.

**e. Outreach**

- SMT discussed blog posts by Forum partners. The Outreach team will re-evaluate the impact of the blogs for the organization and its balance (or imbalance) with the amount of staff time required per blog post. SMT will return to the issue at a forthcoming meeting.

**5. Fundraising approaches**

- Luc will host the Fundraising Coordination meeting. The meetings will focus on project and programme level funding moving forward.
- The meetings will still include updates from management on their fundraising efforts.
- The next meeting will include a discussion on fundraising at the Stockholm Forum.

**6. SIPRI Yearbook**

- SMT had a preliminary discussion on the SIPRI yearbook and will return to the topic shortly. SIPRI is owed a refund from Oxford University Press after an error in their invoicing. Joey will follow-up.

**7. HR issues**

- The advertisement for the Deputy Director position was published.
- SMT approved HEAT training for Katongo.

**8. Project issues**

- The Swiss government will give SIPRI 30 000 CHF (approx. 350k SEK) for the translation of the SIPRI yearbook.
- SMT agreed that SIPRI staff cannot attend the Odessa Black Sea Security Forum in-person given the current security conditions.
- SMT discussed a proposal for facilitation training in the autumn.
- The EU Institute for Security Studies is putting together a coalition of think tanks to carry out a four-year project on unfolding security challenges and has invited SIPRI to join the application for funding from the European Commission. SIPRI's likely focus will be on chemical, biological, radiological and nuclear weapons and climate change. Luc will lead for SIPRI in developing the project.
- SMT agreed that CCR and the Director's Office will investigate if SIPRI should have a framework agreement with the Folke Bernadotte Academy.

**9. Due diligence**

- N/A

**10. AOB**

- N/A

**11. Executive session**

- N/A

**Action items:**

- Kristina to share a summary of her findings regarding tax payments for staff based abroad with SMT.
- The Director's Office to set-up meetings between Dan and the Irish, German and British Ambassadors to discuss funding for the SSC.
- Outreach to re-evaluate the impact of the Forum blogs for the organization and its balance (or imbalance) with the amount of staff time required per blog post.
- Joey to follow-up with Oxford University Press regarding a refund to SIPRI.
- CCR and DO to investigate if SIPRI should have a framework agreement with the Folke Bernadotte Academy.
- HR to look into insurance for in-person interns (from the 31 January meeting).

**Follow-up items:**

- Internships
- PAD talks
- SIPRI Yearbook