



## SENIOR MANAGEMENT TEAM MEETING

28 August 2024

### MINUTES

#### Participants

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

#### Note-taker

Sepideh Soltaninia

#### Format

In-person meeting

#### **1. Minutes**

- SMT approved the minutes of the 21 August meeting.

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

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

- On 22 August, Dan met with Jakob Granit, Director General of Sida and discussed the 2025 Stockholm Forum.
- Also on 22 August, Dan, Claire and Diego met with the Office for Foreign Affairs of Liechtenstein to discuss the MILEX+ project.
- The Armament and Disarmament Summer School is taking place this week. Thanks to Lucas, Martina, Mimmi, Vlad and Wilfred for their hard work on the event.
- On 26 August, Dan spoke on the opening panel of World Water Week.
- On 27 August, SIPRI and the US Department of State hosted an Envoy's breakfast on 'Tools and Approaches to Address Water, Climate, and Peace' with water envoys attending World Water Week. Thanks to the Events team for their support in organizing the breakfast.
- Also on 27 August, SIPRI hosted a farewell for Jannie and Joakim. Thanks to the Director's Office and Ester for organizing the event.
- Barbara has been asked to contribute blogs to the Royal Swedish Academy of War Sciences.

##### **b. Relations with other countries**

- Jingdong was in Taipei from 18-26 August for a program hosted by the National Defense University, Fuxingang Campus.
- The PD and CPS clusters are working on a concept note with the Somali government for support during Somalia's upcoming UN Security Council term.

**c. Relations with other organizations**

- Stephanie and Caroline will participate in and convene a SIPRI-FES event at the Conference of the Parties to the Convention on Biological Diversity taking place in Colombia on 28-29 October. Their participation will be funded by SIANI.
- SIPRI has been approached by the UN Human Security Unit to organize an event as follow-up on the Summit of the Future. Dan is in touch with the UN Human Security Unit about potentially linking this to the Stockholm Forum.

**d. Outreach**

- Outreach is preparing materials such as publications, blogs and videos for posting on SIPRI's website at the beginning of October under the umbrella framing of Women, Peace and Security (WPS) ahead of WPS week at the UN in late October.

**e. Operations**

- Finance is working on the timeline for the 2025 budget process. This will be discussed at the next SMT meeting.
- The PAD process started on 19 August.
- HR will host a Q&A with line managers on 29 August.
- SIPRI is facing some issues with the office internet. IT is working on this. If you experience issues, please notify IT as soon as they begin.
- IngMarie is reviewing the service providers for the office.
- Kristina is in touch with Sagax, SIPRI's landlord about the office rental contract, which needs to be renewed.
- Operations will have an Away Day on 10 September.

**3. Draft Environmental policy**

- SMT discussed the draft Environmental Policy written by the Environmental Policy Working Group. Sepideh will update the draft based on SMT's discussion.

**4. Yearbook**

- SMT approved to the current proposal that the Yearbook should be approximately 300 pages long. SMT also agreed on the table of contents of the Yearbook.
- SMT agreed that Annex A on 'Arms control and disarmament agreements' and Annex B on 'International security cooperation bodies' should be removed from the Yearbook and posted on SIPRI's website. Annex C which provided an annual chronology will be removed entirely.

**5. Internship policy**

- SMT agreed that in most cases an in-person intern must be part of an educational program. In rare cases, the Director can make ad hoc exceptions to this rule.
- SMT agreed that the Internship policy should be amended to include up to eight in-person interns, with a maximum of two per research cluster.
- SMT agreed that HR should create a template for guest researcher agreements.
- SMT agreed that the internship agreement should be amended to include a clause clearly stating that the intern's educational program is responsible for covering the intern's insurance.

## **6. HR issues**

- SMT approved a guest researcher for the MILAP programme, Lorenzo Trimarchi, Associate Professor from University of Namur (Belgium), who will be at SIPRI during the period of 21 October to 1 November.
- SMT approved a guest researcher from the Shanghai Institutes for International Studies for a period of two months from mid-September.

## **7. Project issues**

- The Conflict Management and Peace Operations program is fundraising for the New Geopolitics of Peace project.

## **8. Due diligence**

- N/A

## **9. AOB**

- SIPRI has been invited to submit responses to the propositions put forth by the UK Strategic Defence Review. DoSes are to send Dan the names of colleagues they think should be involved in this process.

## **10. Executive session**

- N/A

### **Action items:**

- Sepideh to update draft Environmental policy based on SMT's discussion.
- DoSes are to send Dan the names of colleagues they think should be involved in responding to the UK Strategic Defence Review.
- Priscilla to look into a corporate rideshare account for SIPRI (from 21 August meeting).
- IT to include a link of the Swedish Research Council's Guidelines on the use of AI tools at work on the intranet (from 21 August meeting).

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

- Potential programme on foresight
- Traineeship