

## SENIOR MANAGEMENT TEAM MEETING

18 December 2024

### MINUTES

#### Participants

Sibylle Bauer, Stephanie Blenckner, Florian Krampe, Dan Smith, Charlotta Sparre, Luc van de Goor

#### Absent

Kristina Sandberg

#### Note-taker

Sepideh Soltaninia

#### Format

Hybrid meeting

#### **1. Minutes**

- SMT has yet to approve the minutes of the 4 or 11 December meetings.

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

- Steph confirmed that if needed, SIPRI could publish the Yearbook itself online, permitted that it provides Oxford University Press with at least nine months' notice. This will not be necessary for the 2025 Yearbook as the Board agreed to move forward with the Yearbook, as budgeted.

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

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

- On 9 December, Luc and Sepideh met with a group of African embassies to discuss SIPRI's work related to the continent.
- On 12 December, Charlotta spoke with Peter Weiderud, SIPRI's focal point for the Strategic Grant at the Swedish MFA. The 2025 Strategic Grant application is moving forward within the MFA.
- On 12 December, Dan and Charlotta met with Ann-Sofie Nilsson, Head of the Disarmament and Non-Proliferation Department (NIS) of the Swedish MFA. NIS will come to SIPRI for its annual visit some time in February.

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

- Sibylle continued discussions on a four-day capacity building course for diplomats from the Middle East. SMT discussed potential dates for the course.

**c. Relations with other organizations**

- The Food, Peace and Security programme is expecting a contract for research on Mauritania from the WFP Mauritania country office.
- The Climate Change and Risk programme will apply for funding with GIZ from the German government's International Climate Initiative (IKI).

**d. Outreach**

- On 19 December, Outreach will send out a call for donations to its mailing list.

**4. Review of finances**

- N/A

**5. Governing Board meeting**

- The Governing Board held its second meeting of the year on 16-17 December.
- The meeting included an extended discussion on the budget. Karin, Nikos, and Fred went the extra mile to present detailed figures to the Board upon the Board's request.
- The Board approved both Plan A (Strategic Grant of 18 million SEK) and Plan B (Strategic Grant of 15 million SEK) of the budget.
- The approved budgets included both the Yearbook and the 2025 Stockholm Forum, both at reduced costs as compared to 2024. The SSC will only take place if it can be fully funded externally.
- The Board agreed that, in 2025, it will hold one in-person meeting and two online meetings. This will lead to some 500 000 SEK in savings.
- The final budget figures will be adjusted after discussions on the salary review are concluded with the unions.
- The Board acknowledged that some redundancies will be required.
- The Board acknowledged the need to consolidate and slowly build up reserves over the coming years.
- The Board also discussed the need for SIPRI to fundraise for general support from the private sector, foundations and high net worth individuals.
- It was agreed that the Board would receive financial reports every two months.
- On SIPRI's strategy, the Board noted that SIPRI should keep its current strategy but emphasize its hard security aspects, though not at the expense of peace and development issues.
- The Board enjoyed the discussions with staff.
- SMT noted the tremendous preparatory work by Sofie and Priscilla for the Board meeting.

**6. Public version of the strategy**

- Outreach has prepared a shortened, public version of SIPRI's strategy for the SIPRI website. SMT will review the document, which will be under silence procedure until close of business 7 January.

**7. Delegation visits**

- SMT agreed that SIPRI will begin charging 1000 EUR (12 000 SEK) for 1,5-hour briefings to defence academies.

- Due to resource constraints, SIPRI will no longer host delegations of high school and university students.

## **8. HR issues**

- SMT approved Michal Krelina as Associate Senior Researcher with SIPRI's Armament and Disarmament cluster, starting 1 January 2025 for a period of one year.
- SMT approved Lora Saalman as an Associate Senior Fellow.

## **9. Project issues**

- N/A

## **10. Due Diligence**

- N/A

## **11. AOB**

- N/A

## **12. Executive session**

- N/A

### **Action items:**

- SMT to send any comments on the public version of the strategy to Sofie by close of business 7 January.

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

- Traineeship
- Legal expertise
- Intranet
- Improving concept notes
- SSC and proposed ambassadorial roundtables
- Ideas raised during the November 2024 RSC
- Crisis process