



SENIOR MANAGEMENT TEAM MEETING
08 January 2025

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Florian Krampe, Kristina Sandberg, Dan Smith, Charlotta Sparre

Absent

Luc van de Goor

Note-taker

Sofie Waller Snygg

Format

Hybrid meeting

AGENDA

1. Minutes

- SMT has yet to approve the minutes of the 4, 11 and 18 December meetings.

2. Matters arising

- The SMT approved the public version of the SIPRI strategy, which had been under silence procedure since 18 December 2024. This version will be uploaded to the SIPRI website by Steph.

3. Report back

a. Sweden

- Right before the holiday break, Sida announced their support for the Stockholm Forum on Peace and Development in the amount of 1 million SEK.
- On 12-14 January, Charlotta will attend the annual Folk och Försvar conference in Sälen.
- On 16 January, further discussions on salary revisions with SACO-S and ST-S are scheduled to take place.
- Kristina reminded SMT of the closing of the books for 2024, emphasizing the importance of approving all timesheets and invoices by 12 January 2025.
- Ian Davis, the Executive Editor of the SIPRI Yearbook, will be in Stockholm next week.

b. Relations with other countries

- The four-day capacity-building course for Middle Eastern diplomats is to take place in May or June 2025 at SIPRI.
- On 5-9 February, Charlotta will participate in a Middle East track II conference.
- The Republic of Korea would like to partner with SIPRI again for the next World Emerging Security Forum (WESF). The 2025 WESF is tentatively set to take place on 8 September 2025.

c. Relations with other organizations

- On 21-23 January, Stefan and Stephanie will be in Switzerland for the Swedish Lunch, held on the sidelines of the World Economic Forum (WEF) in Davos. Their participation is sponsored by personal contacts of the lunch organizers.
- Climate Change and Risk programme has submitted an application to the German Federal Foreign Office's "Bring Climate, Peace, and Security to Action" programme. This is a three-year framework agreement (2025–2027) aimed at addressing the intersection of climate change, peace, and security. DGAP will act as the lead for this initiative. Thanks to everyone who ensured all necessary documents were signed on time, both during and after the holidays.
- Together with the Finnish Institute of International Affairs (FIIA), the Climate Change and Risk programme is applying for a Nordic Council of Ministers grant to hold a Nordic Climate Seucirty meeting in Helsinki.

d. Outreach

- The save the date and call for proposals for the 2025 Stockholm Forum is provisionally set to go out next week. An exact date is to be decided.

4. Delegation visits

- On 5 February, SIPRI will receive a visit from Rotary Club members from Finland and Åland. Steph to follow up on payment for the visit.
- On 10 February, a delegation of German Staff Officers from the German Defence Academy will visit SIPRI. Steph will inform them about SIPRI's decision to introduce a fee for future visits.
- On 20 February, the annual meeting with UD NIS is scheduled. A programme needs to be developed, and Sibylle will identify relevant topics for discussion.
- Sofie will review the calendar to ensure all upcoming delegation visits are taken care of.

5. Review of finances

- Kristina was unable to attend the December Governing Board meeting due to illness, but Karin, Fred, and Nikos stepped in on her behalf for the discussions on the budget.
- At the Board meeting, the Board approved two versions of the 2025 budget, after having engaged in detailed discussions. Karin, Fred and Nikos addressed presented the figures and answered questions on both days of the meeting.
- The Board also decided:
 - o To approve the 2025 SIPRI Forum on Peace and Development to go forward.
 - o To continue with the Yearbook as agreed at its May meeting

- Only to hold the Stockholm Security Conference in 2025 if it were fully funded from external sources.
- There will be one in-person meeting and two online Board meetings in 2025. The timing of these meetings has not yet been decided.
 - SMT discussed the advantages and disadvantages of scheduling the in-person Governing Board meeting in May, September, or November. The SMT will reflect on the options and revisit the issue in due course.
- We have received confirmation from the auditors that SIPRI will be able to classify certain databases as immaterial assets.

6. Overview of current and coming priorities

- The SMT discussed current and coming priorities, identifying the following items:
 - Zondera staff survey
 - Action plan for SMT
 - SIPRI finances
 - 2025 Armament and Disarmament Summer School
 - 2025 Stockholm Forum on Peace and Development
 - Branding and identity discussions, including the issue of SIPRI's social media accounts.
 - Data launches
 - Finding a tenant
 - Fundraising
 - Consolidating efforts and ensuring current funding streams are secure.
 - Kristina to follow up on the application for a 90-account.
 - Branding and identity discussions, including the issue of SIPRI's social media accounts.
 - Munich Security Conference (MSC)
 - SIPRI Yearbook
 - SIPRI's 60th Anniversary in 2026
 - SMT Away Days
 - Strategic discussions on the organizational structure of SIPRI.
 - The 80th Anniversary of the nuclear bombings of Hiroshima and Nagasaki
 - The transition process between the outgoing and incoming Directors
 - To complete the reports for the 2024 World Emerging Security Forum (ESF) on time
 - Upcoming RSCs
- The SMT decided that they would like to hold a half-day meeting once a month, preferably on the first Wednesday of each month. Sofie will suggest suitable dates.
- On 20 January, the SMT will hold its workshop with HR to discuss the Zondera survey.

7. HR issues

- On 2 January, Bárbara Andrade Magalhães Teixeira started her position as researcher in the Climate Change and Risk programme.

8. Due diligence

- N/A

9. AOB

- SMT discussed how enquiries on partnerships should be handled in the future and decided that questions should be brought up during SMT meetings, under AOB.
 - o SMT discussed two inquiries, one from the Kenyan Embassy in Stockholm and a second from the Al-Rafidain Center for Dialogue (RCD). Steph will follow up with them accordingly.

10. Executive session

- N/A

Action items:

- Steph to upload the public version of the Strategy to the SIPRI website
- Sofie to review the calendar to ensure all delegations are taken care of
- Sofie to review calendars and schedule a half-day SMT meeting once a month.
- Charlotta and Sibylle to develop an agenda for the UD NIS visit
- Steph to contact the German Defence Academy regarding future delegation visiting fees
- Steph to follow up with the Rotary Club regarding payment for delegation visits

Follow-up items:

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