



SENIOR MANAGEMENT TEAM MEETING

26 February 2025

Extended meeting, 10.00-15.00

MINUTES

Participants

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

Note-taker

Sofie Waller Snygg

Format

In-person meeting

AGENDA

1. Minutes

- SMT approved the 12 February meeting minutes but has yet to approve the 19 February minutes.

2. Matters arising

- Charlotta is waiting for confirmation from the Governing Board members on their availability for an in-person Board meeting in the first two weeks of October 2025. If they have not already, SMT should inform Charlotta if they know of any big conferences or events taking place during the proposed dates.

3. Report back

a) Sweden

- The visit from UD-NIS on Thursday, 20 February, was a great success. SIPRI has received great feedback from MFA colleagues who were impressed both by the substantial presentations by SIPRI colleagues and the discussions that followed. They look forward to continued cooperation and exchanges in different formats. A big thanks to all the colleagues who were involved in the meeting.
- On 13 March, Charlotta will meet with Martin Brothén, Head of the Secretariat for Committee on Foreign Affairs in the Swedish Riksdag.

b) Relations with other countries

- Florian was in New York last week and met with the permanent representation of Denmark.
- On 24 February, Dan and Janne Taalas, CEO of Crisis Management Initiative (CMI) met with Dr Majed al-Ansari, a Qatari government official and Official Spokesperson for the Ministry of Foreign Affairs, for continued discussions on a cooperation group between Nordic and GCC actors on peace mediation. A first meeting on the Nordic side (think tanks from Finland, Norway and Sweden including FBA and UI as well as SIPRI) took place on 23 January and a second one will be scheduled in March. A joint Nordic–GCC mediation meeting is foreseen at the Stockholm Forum in mid-May.
- Following Dan and Stefan’s participation in the Doha Forum and Mediation Forum in Qatar in December 2024, the Center for Mediation Studies is planning to establish an annual *World Mediation Report*. As a result of these engagements, SIPRI has been invited to contribute a chapter on trends data.
- On 4 March, Charlotta will meet with the Ambassador of Uzbekistan, H.E. Rakhamatulla Nurimbetov, to discuss regional and global issues and potential collaborations. Colleagues from A&D and Conflict, Peace & Security clusters will join.
- Also on 4 March, Charlotta will meet with the Ambassador of Rwanda, H.E. Diane Gashumba.
- The Special Representative of the Chinese Government on Korean Peninsula Affairs, Liu Xiaoming, will visit Sweden in March. SIPRI and UI are discussing engagement opportunities, including a public event (at UI) and an expert meeting (at SIPRI).

c) Relations with other organizations

- Jair was in Nairobi last week with Pauline for a meeting of the Just Future project on working in restrictive environments.

d) Operations

- SIPRI is updating its fire security procedures, which will be discussed in the cooperation group in March/April. Staff will be informed accordingly.
- Updates have been made to moving cost guidelines. SIPRI will cover moving expenses for contracts two years or longer. For shorter contracts, decisions will be made on a case-by-case basis.
- Kristina will follow up with colleagues in finance on when they will be able to review the Travel Policy.

e) Outreach

- Preparations for the Arms Transfers data launch are under way. There were issues with the database last week and over the weekend, but the problem has been resolved thanks to the hard work of IT and AT teams. The system is now stable.

4. Delegation visits

- The Chair of the Kimberley Process (KP), H.E. Ahmed Bin Sulayem, has requested a meeting at SIPRI in March to discuss the role of illicit arms in conflict, particularly in Africa, and its connection to rebel movements and the diamond trade. KP is an international initiative mandated to eliminate the trade in conflict diamonds by implementing supply chain controls. Sofie to follow up and coordinate availability.
- The Swedish Defence Attaché programme has asked to visit SIPRI on 28 April, from 13:00 to 15:00. Sofie is awaiting further information from the delegation and will be in touch with relevant colleagues in due course.
- A Nordic-Baltic diplomatic meeting on European security is being planned in collaboration with the Swedish MFA, with a tentative date in late April.

5. Review of finances and strategic fundraising priorities

a) Review

- SMT received a detailed presentation on SIPRI's finances by Kristina, Fred and Nikos.
 - o The Annual Report and closing of the books for 2024 have now been completed. The full report will be published on the intranet. SMT will continue to have weekly discussions of SIPRI's finances.

b) Fundraising

- N/A

c) Due diligence

- SMT approved
 - o China & Asian Security and DUAT: Monash University, Australia
 - o MILAP: letter of intent with Argentina MoD in order to obtain data on military spending for the MILEX database.

6. Strategic grant 2025: budgeting and project allocation

- SMT discussed budgeting and project allocation for the 2025 Strategic Grant. Florian and Luc will prepare a proposal on project allocations for review at the next SMT meeting.

7. The transition process between the outgoing and incoming Directors

- Charlotta noted that the contract for the incoming SIPRI Director is in the final stages of signing. Once finalized, the news will first be shared with staff, followed by a public announcement. The communications team is drafting a press release.
- SMT to review and provide input on the draft transition plan, shared by Charlotta prior to the next meeting.

8. "The world"

- SMT discussed the changing global and transatlantic security landscape, its implications for SIPRI and how SIPRI should position itself in global security

discussions. As events are unfolding at light speed, SMT will keep the issue under review.

9. Staffing / HR

- SMT agreed for MILAP to advertise for an intern.
- The SMT discussed the recruitment of a communications intern.
- The negotiations with the unions (MBL) are ongoing.

10. AOB

- N/A

11. Next week's SMT agenda

- Besides recurring items, the SMT agenda will include:
 - o Zondera action plan

12. Executive session

- The SMT held two executive sessions, one in the morning and one in the afternoon.

Action items:

- Sofie and Priscilla to explore dates for an SMT away day in late May/early June.
- SMT to check their calendars for international events that may conflict with a Governing Board meeting in early October.
- Kristina to follow up with the Finance team on the travel policy
- Steph, Kristina and Dan to review the recruitment process for communications interns.
- Sofie to follow up and coordinate availability for the Kimberley Process Chair's visit in March.
- Florian and Luc to prepare a proposal for project allocations under the Strategic Grant for discussion at the next SMT meeting.

Follow-up items:

- Insurance for interns
- In-person Board meeting date (preliminarily early October 2025)
- Fire safety protocol