



SENIOR MANAGEMENT TEAM MEETING

11 June 2025

DRAFT MINUTES

Participants

Stephanie Blenckner, Luc van de Goor, Kristina Sandberg, Dan Smith

Absent

Sibylle Bauer, Florian Krampe, Charlotta Sparre

Note-taker

Sofie Waller Snygg

Format

In-person

AGENDA

1. Minutes

- The minutes from 21 May and 28 May have yet to be approved.

2. Matters arising

- On 9 June, Dan circulated a letter to all staff outlining the summer leave and other absences for SMT, the Director's Office, Operations, and Outreach staff.
- The revised Anti-Corruption and Whistleblower Policies will be discussed at the Cooperation group meeting on 18 June.
- Steph has informed internal colleagues and Google that SIPRI will not proceed with the Google Data Commons proposal.
- Steph has followed up with SEB regarding their request for expert input on the space industry, informing them that SIPRI cannot provide pro bono advice and offering to share a cost estimate for the service instead. SEB has not yet responded.
- SIPRI's formal endorsement of the UN Misconduct Disclosure Scheme has been initiated. Kristina will consult with Clarisa on designating the appropriate point of contact for the scheme, likely within HR.
- SMT's post-Zondera action plan, which was finalised at the SMT away day, will come to the Cooperation Group for presentation and discussion on 19 June.

3. Report back

a) Sweden

- Dan thanked all colleagues for attending and organising the farewell reception for him on 10 June.

b) Relations with other countries

- SIPRI hosted approximately 20 ambassadors and members of the diplomatic community during an event co-organised with the Qatari Embassy on Monday, 9 June. This was communicated to SIPRI with very short notice and resulted in significant last-minute demands on Outreach and Director's Office staff. SMT discussed how to respond to similar situations in the future and expressed appreciation to staff who managed the situation professionally under challenging circumstances.
- On 12 June, SIPRI and the International Tax and Investment Center (ITIC) are co-hosting a morning conference on regional integration and cooperation in Central Asia at the Museum of Mediterranean and Near Eastern Antiquities.

c) Comms

- The launch of SIPRI's annual World Nuclear Forces data has generated substantial media interest, with several interview requests ongoing.

d) Operations

- SIPRI has now officially received the strategic grant; the funds have been transferred to the institute's accounts.
- The EU Non-Proliferation and Disarmament Consortium (EUNPDC) funding is expected next week.
- There will be some electrical upgrades in the kitchen after Midsummer. The area may be temporarily inaccessible and noisy while this work is being done.
- A new web-based version of the Maconomy financial system will be introduced after the summer. Instructions will be shared with staff in due course.
- SMT discussed recurring challenges related to travel cash arrangements, including security risks and unclear internal procedures. The issue will be reviewed further.

4. Delegation visits

- N/A

5. Review of finances and strategic fundraising priorities

a) Review

- SMT received a presentation on a new breakdown of income and expenditures related to central costs (formerly referred to as core costs). This new summary, prepared by the Finance Team, will be used going forward to support clearer tracking of central income and cost coverage.

b) Fundraising

- SIPRI is contributing to a Horizon Europe application being led by a consortium of nine partners. If approved, the proposal would include approximately 26 months of SIPRI salary over the project period. Luc will confirm with Fred whether due diligence is required on any of the partner organizations.

c) Due diligence

- N/A

6. Risk Policy

- SMT approved a new institutional risk policy, adapted from the existing risk management document, which was updated and sent to the Board in May. This is something GAD has requested, as some funders require SIPRI to have a formal policy in place. The policy will be circulated to the Cooperation Group for discussion at the next meeting.

7. Accreditation to the Second World Summit for Social Development 2025

- SMT discussed whether SIPRI should apply for accreditation to the Second World Summit for Social Development. Dan informed SMT that SIPRI had previously been rejected twice, due to SIPRI being a recipient of government funding. SMT agreed that a new application would not be worthwhile.

8. Possible new programme on WPS issues in Iraq

- SMT was briefed on a potential opportunity for SIPRI to take over elements of a Women, Peace and Security programme in Iraq, currently run by the United States Institute of Peace (USIP). The programme is well-established and has funding, but USIP cannot continue the work itself. They have therefore asked if SIPRI would be interested in taking over the work. Luc will speak with relevant colleagues to assess whether there is interest and capacity in taking this forward.

9. Staffing / HR

- SMT agreed to schedule a standing HR and staffing discussion once a month from the autumn onwards, with Clarisa invited to join for that item. This follows a suggestion from the SMT away day to structure HR-related discussions more systematically.

10. Next SMT agenda

- SMT noted that the next meeting will be the last before the summer holiday period, with meetings resuming in August.
- Apart from the weekly recurring items, SMT will discuss:
 - o Stockholm Forum follow-up
 - o 2026 KF Global Challengers Program

11. AOB

- N/A

12. Executive session

- N/A

Action items:

- Kristina to consult with Clarisa to identify a SIPRI point of contact for the UN Misconduct Disclosure Scheme.
- Risk policy to be circulated by Kristina to the Cooperation Group for discussion.

- Luc to confirm with Fred whether due diligence is required on any partners in the Horizon Europe consortium.
- Luc to speak with relevant colleagues regarding SIPRI's possible involvement in the Iraq Women, Peace and Security programme.
- Transferred from last week's action items:
 - Charlotta to coordinate next steps with the Qatari Embassy regarding the planned training course for diplomats.

Follow-up items:

- Strategic fundraising discussion
- Cash arrangements during travel