

**SENIOR MANAGEMENT TEAM MEETING**  
27 August 2025

**DRAFT MINUTES**

**Participants**

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

**Absent**

Kristina Sandberg

**Note-taker**

Priscilla Frimpong Boateng

**Format**

Hybrid

**AGENDA**

**1. Minutes**

SMT approved the minutes of the 11 and 18 June meeting.

**2. Matters arising**

- New Directors arrival  
Karim will be in the office already on Wednesday, 3 September and will take a walk around the institute. He will also join the SMT meeting on that day and the SMT planning retreat on 4 and 5 September.
- Charlotta informed about scheduled meetings for Karim, including:
  - Director of UD-NIS, Johannes Oljelund (2/9)
  - MFA State Secretary for Foreign Affairs, Dag Hartelius (18/9)
  - Speaker of Parliament, Andreas Norlén (26/9)
  - SIPRI Clusters and Departments
- On Thursday 11 September, there will be an all-staff home day which will be divided into two parts: a substantive discussion in the first half, followed by a social event. The first part will be arranged as a scenario exercise that is being prepared in collaboration with Jair.
- RSC meetings: The calendar invitations have been shared for two RSC meetings on **18 and 25 September**.
  - The first RSC meeting agenda is to discuss the agenda for the Governing Board, give a financial update and for the RSC working group to present the outcome of their work.
  - The second RSC meeting is planned to be held in a workshop format to discuss the ideas on how to activate RSC with smaller work groups to discuss the ideas from the workforce

### **3. Report back**

#### **a) Sweden**

- On 25 September, Charlotta was at a conference organized by Sida on Sweden's global development cooperation strategy for activities in the areas of human rights and freedoms, democracy and the rule of law. She also attended the first day of the annual meeting of Swedish Ambassadors on Tuesday, 26 August where the agenda featured speeches by the Prime Minister, the Foreign Minister, the Minister of Finance and the State Secretary for Foreign Affairs.
- The Armament and Disarmament Summer School is taking place this week. Thanks to Lucas, Martina, Vlad and Nan for their hard work on the event.
- Steph will participate in the autumn kick-off event of the German-Swedish Chamber of Commerce on Thursday.

#### **b) Relations with other countries**

- Florian together with Nadine and Martina were in Helsinki on 25- 26 August for a workshop funded by the Nordic Council of Ministers on Environmental Security and Cooperation co-hosted with the Finnish Institute of International Affairs.
- On 1-3 September, Florian will be in Bled, Slovenia to speak at the Bled Strategic Forum, a global platform for the exchange of ideas and views on contemporary society and its future.
- On 10 – 11 September, Florian will be in Prague at the OSCE Economic and Environmental Forum
- Jair and Katongo are in Addis from 29 August – 4 September for a SIPRI-FES workshop on the future of conflict management and peace operations in Africa. Katongo will stay on for engagements at the Africa Climate Week.
- SIPRI associate Michal Krelina has successfully applied to the Strategic Advisory Board of the EU's Quantum Flagship.
- Steph and Caroline were in Colombia for the final policy impact events with the Latin America network in collaboration with the FES Colombia Office
- The Berghoff Foundation would like to have an event with SIPRI on 19 November, on the sidelines of the Berlin Conference. This will be discussed further.

### **4. Delegation visits**

- A delegation from the Foreign Policy Strategy Agency of the Ministry of Foreign Affairs of the Republic of Indonesia has requested for a meeting with SIPRI Researchers on 22 or 23 September. The two dates are under consideration and Priscilla will get back to SMT with an update on the date.
- A delegation from the European Institute of Peace (EIP) will visit SIPRI on Monday September to explore possible future collaboration.
- A delegation from the Foreign Affairs Committee will visit SIPRI on 22 October from 11:00 – 12:30. The agenda for the meeting is yet to be discussed. DOSES are to share inputs on relevant topics to discuss at the meeting.
- On 2 September, Jingdong, Siemon and Mark will brief a delegation from the Australian Office of National Intelligence (ONI).

## **5. Staffing / HR issues**

- The recruitment for the Management Assistant substitute is currently ongoing. There were 165 applications, ten candidates were shortlisted and reached out to for a first round of interview. The final candidates will be interviewed by week 36.
- The Director's office will have an intern, Karen Hagen joining on 8 September.
- The new guest researcher from Taiwan, Major Lung-Jin (Dale) Lin will join SIPRI on 1 September.

## **6. Agenda for SMT planning days**

- Discussion on SIPRI's Strategy, developing a shared mind space & key important messages about SIPRI, incl. for Karim's external meetings
- Development of scenario exercise for the Home Day
- Planning for the Autumn
- Team building & discussions on how SMT best can be used

## **7. Next week's SMT agenda**

- Invite Finance and PMO for a Financial update
- Invite HR to update SMT on PADs and Salary Review
- Draft agenda for the visit by the Foreign Affairs Committee

## **8. AOB**

- N/A

## **9. Executive session**

SMT had an executive session.

### **Action items:**

- Priscilla to send calendar invitations to clusters on the introductory meeting with Karim
- Florian and Luc to decide on the time slots for the meetings with their clusters and Karim
- Charlotta to follow up with Kristina on the meeting on financial briefing
- Luc to join the meeting with EIP on 15 September when confirmed
- Sibylle to share possible dates will be available for a meeting with the management of UD-NIS in October
- Steph to send important dates of future events or workshops Karim is to participate in
- SMT to share names of people Karim should potentially meet with in the coming months
- DO to share a list of participants at the Helsinki Conference when received with SMT
- SMT to share inputs of topics to discuss at the briefing with the Foreign Affairs Committee

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

- Cash arrangements during travel
- Strategic fundraising discussion - to be revisited in the autumn
- Further discuss Cyber security training at SIPRI
- Event with Berghoff Foundation