



## SENIOR MANAGEMENT TEAM MEETING

17 September 2025

### MINUTES

#### Participants

Sibylle Bauer, Stephanie Blenckner, Luc van de Goor, Karim Haggag, Florian Krampe, Kristina Sandberg, Charlotta Sparre

#### Note-taker

Priscilla Frimpong Boateng

#### Format

Hybrid

### **AGENDA**

#### **1. Minutes**

SMT is yet to approve the minutes of the 10 September meeting.

#### **2. Report back from clusters and departments**

##### **a) Sweden**

- Charlotta is now a mentor at Femme Defense, an organization for women active in defense and security issues.
- Karim and Luc met with colleagues from the European Institute for Peace, and they are interested in exploring several avenues for collaboration including dialogues, and an approach for the future of EU architecture.
- Jingdong was at a meeting with Swedish research institutions engaged in work on China, organized by the Swedish National China Centre and the Swedish Institute of International Affairs (UI).
- On Tuesday, 16 September, Karim and Steph met with a German historian who is interested in SIPRI's archive and had useful ideas how SIPRI could benefit from its history in the context of the jubilee year

##### **b) Relations with other organizations**

- Nan has been invited to speak at the SDG lounge event during UNGA high-level week. Joey shared the SIPRI Policy Brief: Rebalancing military spending towards achieving sustainable development for in-house review. SMT noted that this is a good example of a piece that can be turned into a short OP-ED (opinion piece).
- Sibylle, Mark, Katarina, Kolja and Michal are in Brussels this week to speak/moderate at the EU Non-proliferation and Disarmament Consortium's Consultative Meeting. The meeting focuses on engagement with members of the EU Council Working Party on Disarmament and Non-proliferation, and the EU Council Working Party on Conventional Arms Exports.

- Katongo is in Abyei for fieldwork together with colleagues from Norwegian Institute of International Affairs (NUPI). They are hosted by the United Nations Interim Security Force for Abyei.

#### **c) Comms**

- The invitations for the governing board public event are to go out on Tuesday, 24 September. Karim is working on the content, and it will be shared with Stefan for his input. The Director's Office is kindly holding in the whole process!

#### **d) Operations**

##### HR

- The temporary arrangement put in place to cover the gap in GAD is operating smoothly.
- HR has now prepared a checklist for recruitment. Kristina will circulate this with SMT for their review.

##### Facilities

- The AC in the server room has been fixed, however, this posed issues to the entrance door and the alarm system. As such, colleagues are urged to double check that the door is locked when leaving. A message will be shared to all staff to kindly check that the door is locked when leaving.
- There is a need for an onboarding on the facility with IngMarie when new colleagues join SIPRI.

### **3. Looking forward**

- Karim and Charlotta will meet with the State Secretary for Foreign Affairs on Thursday, 18 September. This will be a courtesy visit. Charlotta will prepare a background note for the meeting.
- On Thursday, 25 September, SIPRI is organizing a roundtable as part of Strategic Grant deliverables, entitled 'Finding Common Ground: Development Cooperation in Fragile and Conflict-affected Settings' with Swedish and European policy makers.
- Simone will be attending the Paris Peace Forum and will speak on a panel.
- There will be a meeting with the Nordic colleagues of the GCC-Nordic group on the preparations for the meetings in Doha at the Qatar Mediation Forum.
- Florian is discussing with WWF the planning of a joint roundtable around wetland restoration as a nature-based approach to security
- Barbara K has been invited to an event on 5 November by the Konrad-Adenauer Foundation at the Grand Hotel in Stockholm. The organizers foresee attendance by the German Foreign Minister, the Prime Minister of Sweden and the former Finnish president.

### **4. Delegation visits & invitations**

- SMT discussed the agenda for the visit by the Foreign Affairs Committee. The proposed agenda includes the following topics:
  - Introduction: Overview of SIPRI
  - European Security
    - Security guarantees for Ukraine
    - Nuclear risk reduction in Northern Europe
    - Green politics-perils and opportunities of energy transition in Ukraine
  - Emerging Technologies
    - Prospects for an international regulation of autonomous weapon systems
    - Emerging technologies and the future of warfare

- SMT discussed SIPRI's invitation to the Aswan Forum.
- SMT discussed the request for a visit by academics from New Zealand.
- SMT discussed the possibility of SIPRI organizing a session at the main event of the MSC. Karim will initiate a discussion with Helga Schmid, Vice President, Munich Security Conference Foundation.
- SMT to have an internal discussion on SIPRI's priorities for MSC.

#### **5. Preparation for the Board meeting**

- Update on agenda
- Update on scenario exercise
- Workshop between Board and staff

#### **6. Due diligence (if any)**

N/A

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

- Engagements with the SEB bank
- Discussion on Strategic Grant
- Preparation for the Board meeting

#### **8. AOB**

N/A

#### **Action items**

- Stephanie to share a concept note following the discussion with the German Historian
- Priscilla to send calendar invitation to SMT for a workshop with the Board, 6 October 09:30 – 13:00.
- Charlotta to prepare a background note for the meeting with the MFA State Secretary
- Kristina to circulate the recruitment checklist prepared by HR.
- Karim to respond positively to SIPRI's interest in attending the Aswan Forum. Priscilla to forward the invitation to Florian.
- Luc to look into the request for a visit by the academics from Zealand and report back.

#### **Follow up items**

- SMT to revisit the use of AI in meeting in October.