

# Open position

## Director Engagement, Communication & Services





## ABOUT EIT CULTURE & CREATIVITY

EIT Culture & Creativity is the Large-Scale European Partnership for the Cultural and Creative Sectors and Industries, initiated and supported by the European Institute of Innovation and Technology (EIT), potentially for up to 15 years. It is a Knowledge and Innovation Community bringing together universities, research organizations, businesses and cultural institutions designed to strengthen and transform Europe's Cultural and Creative Sectors and Industries (CCSI). Through its programmes and investments, it supports novel masters and vocational training, innovative services and products as well as SMEs, large companies and organisations to scale and better compete in global markets.

The vision of EIT Culture & Creativity is to fundamentally change the CCSI towards new understandings of competitiveness, resilience and sustainable economic growth.

We are building a multi-stakeholder, culturally diverse, and inclusive organisation to support a vibrant Innovation Community for the creative and cultural industries and sector. Join our dynamic international team and contribute to the growth and development of the Cultural & Creative Sectors & Industries in Europe.

EIT Culture & Creativity now invites applications for the position of:



# DIRECTOR ENGAGEMENT, COMMUNICATION & SERVICES

FULL-TIME POSITION AT THE EIT CULTURE & CREATIVITY

## ABOUT THE POSITION

The EIT Culture and Creativity is seeking a Director to lead strategic planning and implementation of EIT Culture & Creativity's engagement, communication & services programs and to build and lead an international team to fulfill the overall mission and impact of the EIT Culture & Creativity.

You will inspire, shape and control the partnership and stakeholders' engagement and communication, from membership application and retention to partnership growth and customer relation management and service sales to incentivize long term partnership with the EIT Culture & Creativity.

Engagement is about providing incentives so that target groups establish a productive relationship with us, and/or our results to achieve impact. A productive relationship means that our target groups find in our innovation community a value proposition with clear benefits beyond KIC's funding opportunities. A successful engagement leads to signing up to the EIT CC services and contributing to accomplishing its goals and KPIs.

Communication to stakeholders and events are an integral part of the Engagement, Communication & Services department to build a lean and seamless funnel to providing and selling services, to partners as well as to the wider ecosystem of approx. 1,2 million companies in the CCSI.

Services are e.g. Open Innovation Collaborations with industry partners, the valorization untapped or blacklisted innovation IP of CCSI, access to finance or talents, showcases for innovations and businesses, mentoring & coaching services as well as contacts to potential first clients. It is your task to build diverse attractive packages of services for different target groups.

An analysis of the target groups in the Extended Knowledge Triangle and gaps in the EIT CC partnership has been conducted in 2024; following this analysis, EIT CC prioritizes to win as partners first of all large companies and organizations as well as SMEs from architecture, fashion, cultural heritage, audiovisual, media and gaming.

You will bring together education, research, business and public institutions and support the effective integration of Knowledge Triangle in all activities. Furthermore, you will support, across departments, initiatives and activities of other programs and the Co-Location Centers in the EIT Culture & Creativity.

To succeed in this role, you must have a comprehensive understanding of financial sustainability and commitment to commercialization of EIT CC supported activities, services or organizations; hereby an experience of the Cultural and Creative Sectors and Industries in at least two nations is helpful. It is your aim to build a business-minded EIT CCSI community.

You should be committed to building a learning organization and an international, dedicated and experienced team and department for engagement & services. You should be a highly effective communicator and team player, possess strong problem-solving and decision-making abilities, and be focused on generating leads and closing deals.

As a key leadership position at the EIT Culture and Creativity, this is an opportunity to make an impact for competitiveness, entrepreneurship, and responsible growth in Europe!



## STRATEGIC & LEADERSHIP RESPONSIBILITIES:

- € Through Strategic Planning, you will play a crucial role:
  - o To create the engagement and communication strategy of EIT Culture & Creativity.
  - o To setup, develop and launch appropriate activities in & with the partnership, at Co-Location Centers and leading industry events across Europe
  - o To implement these effectively in a timely manner to reach yearly results, KPIs and long-term impact.
- € You will supervise and play a key role in partnership growth, application, retention and customer satisfaction.
- € Through pro-active stakeholder engagement, networking across the whole Knowledge Triangle and reaching new audiences, the Director has a decisive role in ensuring that the EIT Culture & Creativity can reach the income targets.
- € Working closely with the C Team as well as thematical and regional directors, you will ensure pro-actively that all activities contribute in a consistent and efficient way, with foresight, to our organization's strategic goals.
- € Lead and guide partners and collaborators providing activities to fulfil the objectives of your domain as well as the overarching KIC-wide projects, especially in Open Innovation Services, Soft Landing Points and the IP Marketplace.

## SPECIFIC RESPONSIBILITIES:

- € Focus and support the fulfillment of KPI in the respective programs of the EIT CC.
- € Support international excellence and shared responsibility to reach all objectives of EIT CC.
- € Collaborate with and support the MT to set performance goals and de/refine processes of SOs.
- € Contribute and implement a shared vision of EIT CC, while ensuring that team members can thrive.
- € Engage with an international community of leading institutions from all sectors in the CCSI.
- € Lead the services to larger organizations and ensure its effective support of the objectives of your programs.

## MANDATORY REQUIREMENTS:

- € Qualification at a Master's in cultural & creative sectors and industries or MBA level in business administration or equivalent.
- € At least 5 years' experience in a leadership role in an organization with international scope and/or activities.
- € Documented track record in supporting innovation projects/businesses and their successful commercialization in European or global markets.
- € Practice in agile administration, open innovation processes and collaborative project management including accustomed use of standard IT Tools.

## DESIRED REQUIREMENTS:

- € Entrepreneurial track record and startup or business experience.
- € Experience in building interdisciplinary and international teams.



- € Experience with Horizon Europe or equivalent national programs, if as evaluator, expert or applicant.
- € Experience with and especially with the EIT or any of the EIT KICs.
- € Experience in multi-national consortia, its internal processes and requirements for exact reporting.

### **SOFT SKILLS:**

- € Excellent verbal and written communication skills in English.
- € Excellent time management skills, the ability to prioritize effectively, capacity of dealing with tight deadlines.
- € Proactive orientation on solutions in complex processes, and iterative improvement mindset, e.g. design thinking.
- € Attention to and passion for detail and thoroughness, patience and empathy in stressful situations.
- € A good balance of risk taking and judgement.

### **WE OFFER:**

- € A competitive payment between 90.000 and 120.000 Euro with bonus and appraisal system.
- € A participating in building a company with ambition to contribute to the future of Europe.
- € Fast and flat processes, straight internal communication, low hierarchies, and freedom to operate.
- € A transparent organization within a dynamic and friendly team at modern and well-located office facilities.

### **LOCATION**

The position is based in the EIT Culture & Creativity head office in Cologne (Germany). Remote work is possible according to the company policy (e.g. at least 3 days present in HQ office). Extensive travel availability is possible, but not the rule.

### **REPORTING**

The Director will report to the C Team of EIT Culture & Creativity.

### **DIVERSITY & INCLUSION**

EIT Culture & Creativity aspires to be an equitable and inclusive community. We nurture an open culture, where everyone is supported to fulfil their potential. We see inclusivity of talent as the basis of our success, and the diversity of perspectives and people as a highly valued outcome. EIT Culture & Creativity provides equal opportunities to all employees and applicants regardless of gender identity or expression, sexual orientation, religion, ethnicity, age, neurodiversity, functional impairment, citizenship, or any other aspect which makes them unique. We look forward to welcoming you to our community.

### **SELECTION PROCESS**

A Selection Committee of experts will be appointed to carry out the evaluation of applications submitted. Please note that the Selection Committee's internal proceedings are strictly confidential for avoiding conflicts of interest.



Shortlisted candidates are invited to virtual interviews in the first round and to a personal interview in the next round at EIT Culture & Creativity with the Selection Committee. Candidates may be asked to provide proof of qualifications, background, skills, and experiences by providing relevant documents.

Candidates can be also invited for interviews on other now or formerly open job vacancies of the EIT Culture & Creativity.

## PRIVACY NOTE

Data protection is secured according to the European General Data Protection Regulation GDPR (Directive 95/46/EC).

The applications will be stored by REST FORDEREST S.L., the Human Resources company in charge of this hiring service, and will only be shared with individuals involved in the selection process. Application documents will be deleted as soon as the hiring process is finished.

## APPLICATION PROCESS AND ADDITIONAL INFORMATION

A complete application should consist of:

- I. Europass Curriculum Vitae.
- II. a motivation letter describing briefly how you meet the criteria outlined and your vision for the role (no longer than 2 DIN-A4 pages).

The application should be sent via e-mail to: [hiring@eit-culture-creativity.eu](mailto: hiring@eit-culture-creativity.eu) with subject header "Engagement EIT Culture & Creativity – surname\_name".

**Format:** CV and motivational letter in two separate files.

**File name:** Name the files according to the model "EITCC\_Engagement\_ surname\_name\_CV" and "EITCC\_Engagement\_ surname\_name\_ML". For example, Maria Novak would name the file, EITCC\_Engagement\_Novak\_Maria\_CV or ML.

**Important:** The application should be written in English. Only complete applications will be evaluated (full curriculum vitae and motivation letter, in two separated files).

**The job vacancy will be open until 12th of May 2024 at 01:00 pm (CET).**

For questions regarding the application process, please contact [hiring@eit-culture-creativity.eu](mailto: hiring@eit-culture-creativity.eu)  
Would you like to learn more about the EIT Culture & Creativity, visit [www.eit-culture-creativity.eu](http://www.eit-culture-creativity.eu).

Take lead in this exciting journey. Send us your application now!

### Disclaimer

The document, dated 10 April 2024, might be subject to change; all changes will be made visible in future versions.