

Open position

Director of Innovation



ABOUT EIT CULTURE & CREATIVITY

EIT Innovation Communities are designed as pan-European partnerships that bring together business, research centres and universities with the aim to tackle global challenges Europe faces, e.g. in Climate, Raw Materials, Urban Mobility or Manufacturing. For more please visit www.eit.europa.eu. The European Institute of Innovation and Technology (EIT) launched 2023 the building of the Innovation Community for the Cultural and Creative Sectors and Industries (CCSI), called EIT Culture & Creativity.

EIT Culture & Creativity's **mission** is to provide interventions to CCSI and sector-specific challenges in education, innovation and business creation and foster interdisciplinary and cross-sector collaboration. In this way, EIT Culture and Creativity unlocks the innovative potential of its fragmented ecosystem, contributing to Europe's triple transition and accelerating competitive and resilient cultural and creative entrepreneurship. We will focus on the following priority areas, each having its unique challenges and a need for intervention while representing a significant share of the EU CCSI workforce and revenue: Architecture, Audiovisual, Cultural Heritage, Gaming and Fashion.

To represent the diversity of the CCSI stakeholders, from profit to non-for-profit organizations, EIT Culture & Creativity set up a two-strand governance under German law: A non profit association (EIT CCSI e.V.) and a Limited Company (EIT Culture & Creativity GmbH), both legally registered in Cologne.

EIT Culture and Creativity GmbH (EIT CC) is funded in the first years by grants of the EIT, while the EIT CCSI e.V. receives membership fees from its partners to provide, under German law tax exempt, services for the CCSI ecosystem. However, **EIT Culture & Creativity GmbH aims to become financially sustainable and independent from public grants or membership fees over the course of 15 years**. It develops in the mid-term a portfolio of income streams from services to business and organizations in the CCSI. In the long-term EIT Culture and Creativity GmbH aims to be financial sustainable by returns from investments and equity. It aims to build a portfolio of shareholdings of approx. 15 MEUR by 2027.

For more please visit www.eit-culture-creativity.eu.

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

DIRECTOR OF INNOVATION

FULL-TIME POSITION AT EIT CULTURE & CREATIVITY

ABOUT THE POSITION

The Director of Innovation will be responsible for the development and execution of the innovation strategy across the EIT Culture & Creativity's framework. This includes leading strategic planning and tactical initiatives within the domain of Innovation and managing the strategic innovation portfolio to achieve impactful, sustainable growth

MAIN RESPONSIBILITIES

INNOVATION LEADERSHIP

- Responsible for the continuing development of EIT Culture & Creativity's innovation strategy, designed to support innovation activities, technology transfer and start-up / spin-out creation
- Work closely with all other Functional Directors (e.g. Business Creation, Education) to identify synergies and cross-functional area initiatives.
- Design and implement appropriate procedures to reach the KICs KPIs, measure outcomes and to

ensure maximum impact against EIT Culture & Creativity's objectives.

- Prepare and co-ordinate EIT Culture & Creativity's thematic Innovation project funding calls, including the establishment of appropriate evaluation and monitoring systems.
- Work closely with the Regional Directors to ensure optimal synergies of European and regional innovation activities.
- Actively support development of revenue opportunities and financial sustainability for EIT Culture & Creativity, for example through royalties, shared success fees, spinout programs etc
- Understand and learn from successes of other EIT funded KIC's and identify opportunities for Collaboration.

Thought Leadership

- Play a visible contributing role central to Innovation in the Cultural and Creative Sectors and Industries ecosystem
- Draw lessons and best practices from EIT Culture & Creativity successes and build the case for how these systemic innovation wins can be applied for scaling.

Development Leadership

- Lead the development of Innovation functions across EIT Culture & Creativity
- Develop and maintain explicit organisational criteria for assessing innovation opportunities.
- Support the preparation of high quality business cases which will enable sound innovation decisions.
- Evaluate Innovation business cases and ensure a robust process for their submission and review.

Profile of the Candidate

Qualifications

- A higher degree in a relevant scientific discipline or in Business/ Innovation
- Relevant experience of at least 7 years leading innovation activities in the Cultural and Creative Industries (CCI) Sector

Experience

- Successful track record of leading Innovation Activities in the CCI or adjacent sector (preferably in industry)
- Demonstrable experience of working at senior level, including strategic planning across one or more complex organisational initiatives
- 5 years Experience of working in a complex, highly changeable and challenging work environment
- Demonstrable experience of portfolio and project management
- Evidence of success in building relationships at all levels with the ability to develop a collegiate approach across the organisation and with external stakeholders
- 3 years Experience of delivering large scale, multi sector innovation activities
- Experience of commissioning or funding complex innovation activity and consortia (including administration and development of funding support and appropriate monitoring systems)
- Evidence of providing senior managerial input into developing and implementing systems to improve performance and efficiency
- Experience of managing, motivating and leading a team

Knowledge and abilities

- Able to work as part of a team, using own and other skills and adopting a coaching style to drive individual and organisational performance
- Dynamic and creative individual who uses every opportunity to build and promote the organisation
- Self-motivated, tenacious and resilient to pursue organisational goals
- Fluency in English with excellent written and verbal communication skills, able to deliver complex messages to a range of audiences, and another European Language, by preference German, highly desirable
- Ability to interact, communicate and work across cultures and language differences
- Ability to interpret, develop and implement plans in response to European policy
- Deep understanding of technology transfer and commercialisation of research, including product/service development, IP and licensing, and venture capital

Skills and expertise

- Strong track record of providing strategic and operational leadership for the delivery of innovation activities
- Strong track record of maintaining a partnership approach and matrix working
- Well-developed management and negotiation skills
- Expertise in the development of systems / facilities to support innovation activities, including fund development and administration.

Additional Desirable Criteria

- Experiences in managing H2020 funded projects or Horizon Europe funded projects
- Knowledge and ability in one or more additional European languages
- Experience of planning, financial review and compliance oversight

WE OFFER

- A competitive salary range (€90,000 to €120,000) complemented by a comprehensive benefits package.
- An opportunity to significantly impact Europe's cultural and creative sectors through innovative leadership.
- A dynamic and inclusive work environment in Cologne, Germany, with potential for flexible, remote working arrangements.

LOCATION

The position is based at the EIT Culture & Creativity head office in Cologne, Germany. Remote work flexibility is available according to company policy, requiring at least three days of presence in the headquarters office per week.

By the closing date of this call candidates must have a working permit valid to work in Germany.

APPLICATION PROCESS

Please submit your application including a Europass CV and a personalized motivation letter (each document as a separate file) by email to: [hiring@eit-culture-creativity.eu](mailto: hiring@eit-culture-creativity.eu) with the subject line "Director of Innovation HR 2024 - [Your Name]".

Deadline for Applications: 20 May 2024, 10:00 AM CET.

Expected starting date: 01 July – 15 September 2024

For further details about the role and specifications, please contact us at [hiring@eit-culture-creativity.eu](mailto: hiring@eit-culture-creativity.eu) or visit our website at www.eit-culture-creativity.eu.

Join us and lead the change in Europe's cultural and creative sectors!

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.

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 EIT Culture & Creativity online, and will only be shared with individuals involved in the selection process.

Applicants can be contacted by EIT Culture & Creativity and/or applications can be considered for other jobs at or job vacancies published by EIT Culture & Creativity.

Conflict of Interest

In case of potential conflict of interest, the applicant as well as members of the Selection Committee are obliged to announce this circumstance immediately, latest at the beginning of the interview.

The member of the Selection Committee affected must then abstain from interviewing and voting on the respective candidate.

Disclaimer

The document, dated 18 April 2024, might be subject to change; all changes will be made visible in future versions. First published 19 April 2024.