

Open position

Director Business Creation





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 BUSINESS CREATION

FULL-TIME POSITION AT 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 programs for business creation and scaling to fulfill the overall mission and impact of the EIT Culture & Creativity.

You will inspire, shape and control the activities to reach the impact of the strategic objective "business creation", e.g. calls, jury processes, project selection, stakeholder engagement or events across Europe, especially in cooperation with the Co-Location Centres. 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 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 or organisations; hereby an experience of the Cultural and Creative Sectors and Industries in at least two nations is helpful.

You should be committed to building a learning organisation, 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 a impact for competitiveness, entrepreneurship, and responsible growth in Europe!

STRATEGIC & LEADERSHIP RESPONSIBILITIES

- Through Strategic Planning, you will play a crucial role
 - to create the business creation strategy of EIT Culture & Creativity and
 - to setup, develop and launch calls for business creation, for dealflow structures and incubation and acceleration programmes
 - to implement these effectively in a timely manner to reach yearly results, KPIs and long term impact.
- Through active stakeholder engagement, networking across the whole Knowledge Triangle and reaching new audiences, the Director creates a pool and/or pipeline of applicants to these calls, relevant for the aims of the calls and KPIs of the EIT Culture & Creativity.
- You will supervise and play a key role in jury processes and have responsibility for the portfolio selection of projects.



- 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, e.g. IP Marketplace and Investment Network.

SPECIFIC RESPONSIBILITIES

- Focus the fulfillment of KPIs in the respective programs of the EIT CC
- Lead the setup and execution of the KICs' own Incubation and Acceleration Programs (called Creative Pioneers Program) in cooperation with the six Co-Location Centres and/or Strategic Partners across Europe.
- Initiate, develop and continuously support cooperations with innovative businesses to support the financial sustainability, equity strategy and impact in the five priority areas of the KIC
- Support the KICs' partnership growth strategy and motivate businesses to join the KIC

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 international organisation
- 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.
- Pro active 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 to 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 organisation within a dynamic and friendly team at modern 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 per week present in HQ office). Extensive travel availability is possible, but not the rule.

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

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 EU 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 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.

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 “Business Creation HR2024”

Format: CV and motivational letter in two separate files.

File name: Name the files according to the model “EITCC_BC_surname_name_CV” and “EITCC_BC_surname_name_ML”. For example, Maria Novak would name the file, EITCC_BC_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 20 May 2024 at 10:00 am (CET).

Expected starting date: 01 Juli – 15 September 2024

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.

Disclaimer

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