

Vacancy:

RIS & TRANSFORMATION OFFICERS





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About EIT Culture & Creativity – turning innovation into impact

EIT Culture & Creativity is EIT's 9th Knowledge and Innovation Community (KIC). It was created for the Cultural and Creative Sector and Industries (CCSI) to address the global challenges Europe faces.

Our vision for EIT Culture & Creativity (EIT CC) is to improve the competitiveness and resilience of the CCSI by fundamentally changing our collective understanding of entrepreneurship. We support the ecosystem of CCSI to convert short term initiatives into long term **partnerships with purpose**.

Six regional hubs (Co-Location Centres) are gateways for local and regional innovators to access European innovation opportunities. In this way, CCSI can contribute meaningfully to European environmental, digital and social transitions and become game changers for responsible growth and a resilient future.

Our mission is to foster interdisciplinary and cross-sector collaborations and facilitate new opportunities across Europe for all CCSI players in the Extended Knowledge Triangle – education, research, innovation, business/cultural institutions and NGOs. EIT CC works for small, medium and large organisations, commercial and non-profit alike, for single creators and international, interdisciplinary networks across all 15 sectors of CCSI.

Co-funded for up to 15 years by the EIT, we facilitate partnerships beyond traditional funding cycles. Promoting a new understanding of entrepreneurship, we nurture breakthroughs in innovation, bridge gaps towards implementation and turn innovation by cultural and creative players into societal impact.

EIT CC enables stakeholders in the CCSI to launch innovative higher education and lifelong learning training offers, as well as innovative products and services, especially in architecture, audio-visual media, cultural heritage, fashion, and gaming. Through support and co-financing programmes, tailored to market needs and societal challenges, we support organisations to better access private financing, to adopt emerging technologies and new business models, and to scale globally. We also incubate start-ups and support legacy companies when spinning off innovations into new companies. Education, research and business activities are embedded in frameworks and regulations, which is why EIT CC helps cities and regions to be innovative in relation to frameworks and regulations for the growth of CCSI.

EIT CC is not just another project funding body. We co-finance long term **partnerships with purpose** with a return on investment to create **innovation with impact**. To this end, we will also become a holding company for top European CCSI organisations, thereby strengthening the global competitiveness of European culture and creativity.

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

SPECIFICATIONS OF THE RIS AND TRANSFORMATION OFFICERS

EIT Culture & Creativity is actively seeking for two RIS and Transformation officers. We look for individuals who can adeptly manage EIT Culture & Creativity activities and engage proficiently with teams leading EIT Culture & Creativity co-funded projects. The selected candidate will play a crucial role in developing and coordinating activities related to the Regional Innovation Scheme (RIS) of the EIT, e.g.



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societal systemic transformation, raising awareness and supporting coordination with local and regional administration and policy to support innovation and the knowledge triangle integration in RIS eligible regions, engaging proficiently and dynamically with teams operating EIT Culture & Creativity co-funded projects.

The selected candidate will dedicate a particular emphasis on maintaining the utmost quality and adherence to EIT standards as well as contributing to the EIT Culture & Creativity development as a learning organisation. The RIS & Transformation Officers will be reporting to the RIS & Transformation Director.

RESPONSIBILITIES

Support and manage EIT Culture & Creativity activities proactively with foresight, ensuring they resonate with strategic objectives and support the KIC's key performance indicators (KPIs). Engage proactively with teams that are at the forefront of EIT Culture & Creativity-funded activities, in particular in connection with the EIT CC Societal Transformation Initiatives and RIS-related activities.

In close collaboration with the RIS & Transformation Director, the officers are required to design, manage, launch, promote, and monitor processes to set up projects, programmes, initiatives and call and grant schemes that can fulfil the EIT CC impact goals, as well as designing and curating collaboration processes (long-term transformation partnership) within open innovation communities, with the overall ambition to realize the three impact goals of the EIT CC:

- Create and maintain jobs in a resilient CCSI business ecosystem able to scale and compete in global markets
- Increase resilience in and by EU CCSI by reducing environmental impact and increasing social cohesion
- Accelerate transitions towards sustainable and responsible economic growth of EU CCSI

To read more about the Strategic Agenda 2024-2027 of the EIT CC [click here](#).

The officers will also:

- Support the implementation of the RIS & Transformation department's strategy, contributing to reach the KPIs for which the department is responsible.
- Support a seamless communication and collaboration with the other departments, by using on collaborative methodologies rooted on design and artistic research.
- Communication: Engage and communicate effectively with a diverse CCSI stakeholders, ensuring transparency and fostering collaborative environments within our open community.

REQUIREMENTS

Education and experience

- Master's degree in a disciplinary field of the CCSI and >5 years of experience; alternatively, a PhD in a field of the CCSI.



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- Applied research experience in the field of systemic transformation through CCSI will be positively valued, as well as expertise related to fostering policy innovation through creative practices.

Specific Skills

- Advanced and original visualisation skills to support designing, modelling and communicating initiatives.
- Proven experience in assisting and/or facilitating multi-stakeholder collaborative processes, rooted in acknowledged state of the art design and/or artistic methodologies.
- Deep reflective and sense-making abilities, combined with exceptional communication skills, that can be originally formalised into different forms of communication (e.g. popular science papers, scientific articles, videos, presentations, reports, podcasts, social media posts) and can inform strategic decision-making.
- Proficiency in English is mandatory; knowledge of additional European languages is highly valued.

Technical Skills

- Proficient in using graphic and visual applications, such as Adobe Creative Suite, as well as AI image generation application, such as Midjourney or DALL-E.
- Advanced skills in using online collaboration platforms (e.g. Miro, Mural)
- Proficient in using presentation applications (Power Point, Keynote, Canva)

(Inter)personal Skills

- Strong capability in building relationships with internal teams and external stakeholders.
- Adaptability: Openness to innovate, adapt, and implement new processes as well as actively contributing to a learning organisation.

Organizational Skills

- Ability to manage multiple projects and tasks, ensuring timely and successful delivery.

WHAT WE OFFER

- a competitive payment.
- a German employment contract, that can become permanent after a probation period.
- an opportunity to shape a company from the start as it is being built, straight internal communication, low hierarchies, and a European mission to work for.
- an energetic atmosphere with transparent structures and a dynamic and growing team
- modern and well-located office facilities
- expected start as soon as possible, at the latest in December 2024.



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LOCATION

The position is to be based in any of the seven countries where EIT CC has facilities, preferably at EIT CC HQ in Cologne, CLC North (Helsinki), CLC Northwest (Amsterdam), CLC South (Bologna), CLC Southwest (Barcelona), CLC Southeast & Alps (Vienna), and CLC East (Kosice).

Remote working conditions are negotiable according to the EIT Culture & Creativity standards for home office work, that means at least 3 days of work per week in the company office in one of the seven locations above, in the first year 4 days per week.

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. Appeals to the decision of EIT CC selection committee can be filed according to the "EIT CC Hiring Appeal Process" as published on the EIT CC website.

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 CC and/or applications can be considered for other jobs at EIT Culture & Creativity as well as former and current 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.



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HOW TO APPLY

To apply, please submit by no later than 5 September 2024, 01 pm CET to [hiring@eit-culture-creativity.eu](mailto: hiring@eit-culture-creativity.eu) the following documents/ information:

- Europass CV
- Motivational letter
- Earliest starting date

Format: Save your CV, Earliest starting date and salary expectation in **one single file in PDF format**.

File name: Name the file according to the model "EITCC_TRO_first name_last name". For example, Maria Novak would name the file, EITCC_TRO_Maria_Novak.

Mail title: The subject field should read "HR2024 - TRO2024".

Tentative Timeline Interviews: 26 September to 3 October 2024

Start Date: As soon as possible, latest December 2024

Disclaimer: This document is subject to change. All changes will be documented and visible. This is document version 1 dated 07 August 2024.