



## Open position: CCO – EIT Culture & Creativity

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### 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 major societal challenges in areas with high innovation potential. To find out more, please visit [www.eit.europa.eu](http://www.eit.europa.eu).

The European Institute of Innovation and Technology (EIT) recently launched the building of the Innovation Community for Culture & Creativity. EIT Culture & Creativity's mission is to bring a Knowledge and Innovation Community designed to strengthen and transform Europe's Cultural and Creative Sectors and Industries (CCSI) by connecting creatives and organisations to Europe's largest innovation network: [www.eit-culture-creativity.eu](http://www.eit-culture-creativity.eu).

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

### Chief Communication and Engagement Officer (CCO)

Full-time position at the EIT Culture & Creativity (German GmbH) Headquarter in Cologne, Germany.

The Chief Communication and Engagement Officer (CCO) is responsible for leading three critical and interdependent components of the EIT Culture & Creativity: (i) the internal and external communication and dissemination strategy, (ii) the engagement strategies and tools for establishing fruitful relationships with KIC partners, members and stakeholders in an open and inclusive innovation ecosystem, and (iii) the learning organisation strategies that will enable the refinement and evolution of EIT Culture & Creativity value proposition over time reflecting the changes taking place in the sector and wider economy.

As a core part of the Management Team, the CCO offers catalytic leadership by acting as a key bridge between the organisation and the open and extended ecosystems. The relationship between the CCO and the other members of the C-Suite is crucial to offer a harmonised view of how purpose, vision, values, and culture of the organisation develop over time.

Key responsibilities include:

### **Communication & dissemination**

- Build, maintain, and communicate EIT Culture & Creativity's reputation, values, and culture; fostering strong branding for the EIT C&C in particular and of EIT in general.
- Conceptualise, develop, and implement an integrated and strategic internal and external communications and public affairs plan to broaden awareness, visibility, and influence of the KIC across key stakeholder groups, including international dimensions beyond Europe.
- Design and implement an integrated dissemination strategy to facilitate uptake of results by target audiences and broader society, ensuring general principle of openness and intellectual property are followed.
- Develop and implement a strategic communications framework to mainstream equality, diversity, and inclusion with respect to the content and narratives generated, as well as active measures to reach and involve underrepresented target groups.
- Setting up appropriate metrics and monitoring systems to support success, and when necessary, efficiently adapt and redirect strategies.

### **Engagement and ecosystem participation**

- Develop, implement, and maintain robust engagement and participation schemes, processes, and workflows for ensuring effective and fruitful engagement of the innovation community in an open and transparent way.
- Provide strategic advice on the partnership growth strategy, as well as the further development and refinement of membership services and benefits within the community.
- Support the Co-location Centers (CLCs) in the identification, building, and sustaining of key partnerships with complementary organisations that can add speed and scale to EIT Culture & Creativity ambitions.
- Support the CEO in building strategic relationships, alliances, and partnerships with key stakeholders and third parties for the attainment of KIC goals.
- Actively contribute to the identification, bid development, consortia formation, and pitching for potential funding opportunities and coalitions.

## Learning organisation

- Develop robust impact monitoring, evaluation, and learning methods, in cooperation with C-suite and thematic directors, that enable evidence-based organisational change and adaptation over time.
- Foster a robust innovation community identity by establishing purpose-driven participatory and deliberative processes where diverse perspectives are welcomed and valued, and individual and collective accountability, self-organisation and self-assessment are encouraged in service of impact monitoring and learning.
- Support leaders of key strategic units in the development and implementation of monitoring and learning mechanisms, and to appropriately communicate throughout the organisation.

## Requirements

- Relevant graduate and post-graduate degree or qualifications.
- Direct management and communication experience in research and innovation programmes, including direct experience in leading initiatives, and/or the communication, dissemination, and engagement tasks in funded projects for the creative and cultural industries and sectors.
- Affinity for and experience with, engagement in the Cultural and Creative Sectors and Industries.
- Proven experience and familiarity with using technology-based solutions for participatory and deliberative processes, and value and knowledge generation from online communities.
- Proven track record in managing the design and implementation of innovation strategy and driving continuous improvement at a senior level in large and complex organisations.
- Solid experience in team leadership, including track record of successfully developing high-performing teams during periods of growth or change.
- Proven track record of success in fundraising or business development and forging strategic alliances ideally focused on innovation.
- Proven experience in designing, developing, and imparting educational programmes for professional or corporate development, especially in areas building innovation capacity.
- Based on the European focus of the EIT Culture & Creativity the candidates should be residents in the European continent and must be allowed to receive a work permission needed for the job or secure the job provision by a company.

### **Key skills**

- Fluency in English language, with outstanding written and verbal communication skills. Knowledge of other European languages is highly desirable;
- Cross-cultural competence, with excellent ability to work with an international team and community in a multidisciplinary and multi-cultural context;
- Experience and proven success in working with senior management and board members, as well as navigating and influencing complex governance structures;
- Experience and proficiency in developing and implementing training courses and coaching for building capacity in teams and group of stakeholders.
- Constructive mindset; highly adaptable, flexible and resilient: able to work effectively in ambiguity and complexity and to respond dynamically to change.
- Proactive, problem-solving capacities, and continuous improvement mindset.
- A good balance of risk taking and judgement

### **We offer:**

- a start-up mindset, fast and flat processes, straight internal communication, low hierarchies, and freedom to operate.
- a friendly atmosphere within a dynamic team at modern and well-located office facilities.
- a competitive payment
- an employment contract under German labour law.
- Expected start as soon as possible, at the latest November 2023.

### **Location**

The position is based in the EIT Culture & Creativity head office in Cologne (Germany). The CCO is expected to be mainly present in Germany, flexible remote working arrangements are to be negotiated.

## 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.

## 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: [cco\\_eitcc@restforderest.com](mailto:cco_eitcc@restforderest.com) with subject header "CCO EIT Culture & Creativity – surname\_name".

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

**File name:** Name the files according to the model “EITCC\_CCO\_surname\_name\_CV” and “EITCC\_CCO\_surname\_name\_ML”. For example, Maria Novak would name the file, EITCC\_CCO\_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 16<sup>th</sup> of June 2023 at 12:00 noon.**

For questions regarding the application process, please contact [cco\\_eitcc@restforderest.com](mailto:cco_eitcc@restforderest.com)

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!**