

# Vacancy

## CLC Director South West





## ABOUT EIT CULTURE & CREATIVITY

EIT Culture & Creativity is an initiative of the European Institute of Innovation and Technology (EIT), aimed at strengthening and transforming Europe's Cultural and Creative Sectors and Industries (CCSI) by connecting creatives and organizations to Europe's largest innovation network. Over the next 7 years, our goal is to empower and connect creatives and innovators across Europe, unlock the potential of small cultural and creative stakeholders, reinforce European values and identities, and facilitate Europe's Green, Digital, and Social transitions.

Please visit [www.eit-culture-creativity.eu](http://www.eit-culture-creativity.eu) for more information.

## ABOUT THE CO-LOCATION CENTRES

The Co-Location Centres of EIT Culture & Creativity are the operational units that bring together groups of people, regional and local clusters and nodes of excellence. CLCs function like a help desk for our programmes, services, and activities. A CLC is also a physical hub in a regional innovation ecosystem that promotes active collaboration among actors of the Extended Knowledge Triangle<sup>1</sup>. Our CLCs offer a first point of contact and access to other CLCs and markets across Europe.

The CLCs are subsidiaries of EIT Culture & Creativity GmbH, a limited liability company headquartered in Germany. Each CLC has a legal entity subject to the national laws of the countries they are based.

Our CLCs will be located in:

- CLC Northwest: Amsterdam, The Netherlands
- CLC North: Helsinki, Finland
- CLC South: Bologna, Italy
- CLC Southwest: Barcelona, Spain
- CLC Southeast Europe & Alps: Vienna, Austria
- CLC East: Košice, Slovakia

<sup>1</sup> The Knowledge Triangle entails organisations from research, education and business, the Extended Knowledge Triangle expands this to public authorities and civil society.

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

## CLC DIRECTOR SOUTH WEST

FULL-TIME POSITION AT THE EIT CULTURE & CREATIVITY CLC SOUTH WEST, BARCELONA

### ABOUT THE POSITION

The CLC Director's role requires a collaborative spirit combined with assertive leadership qualities, an entrepreneurial mindset and a proven track record in the cultural and creative industries.

The CLC Director South West is one of the top leadership positions at EIT Culture & Creativity, responsible for the transnational region South West. The CLC Director is a member of the Management Team and reports to the CEO of EIT Culture & Creativity. She/he represents EIT Culture & Creativity in the region, and manages relationships with partners and the CLC's daily operations. She/he is responsible for the execution of our Strategic Innovation Agenda in the region and accountable for the CLC's business plan.



## Vacancy CLC Director South West, dated 18 Sep 2023

In the set-up phase, the CLC Director is responsible for recruiting the team, setting up administrative structures and operational processes as well as building relationships with our Partners in the region - everything in close cooperation with the headquarters.

The CLC Director is a person who is able to connect with actors from different local and national ecosystems. This requires a mind- and skillset that effectively builds a diverse community to accelerate innovation. She/he must be able to build trusted relationships with partners from the industry, academia and creatives as well as scout for new technologies and entrepreneurial impact investment opportunities.

The CLC Director needs to have strong leadership and management skills and a relentless focus on results. We are looking for a community builder and a problem-solver with strong communication skills. We need a team player with effective negotiation and decision-making skills, who has an excellent understanding of and passion for developing and transforming the cultural and creative industries.

### SPECIFIC RESPONSIBILITIES OF THE CLC DIRECTOR

- Full responsibility for CLC legal entity and its financial sustainability
- Accountability for the CLC budget and the annual Business Plan
- Execution of CLC activities according to our Strategic Innovation Agenda
- Acquisition of non-EIT funding from private and public partners in the CLC regions
- Leading and coordinating financial, administrative, and legal issues at the CLC level
- Representing, positioning, and advancing EIT Culture & Creativity in the regional CCSI ecosystem
- Developing and operating a CLC as a successful organization
- Leading the strategic development of EIT Culture & Creativity in the CLC region
- Scouting for new technologies and innovations
- Generating deal flow and impact investment opportunities in scale-ups and spin-offs in cooperation with industry and academia
- Develop and lead the cooperation with the partners and network partners within the CLC including all the EIT Culture & Creativity members in the region represented in the Engagement Forum
- Manage the set-up phase and operations of the CLC and the CLC team
- Be responsible for the strategic communication of the CLC, especially during the set-up phase, building the reputation and brand of EIT Culture & Creativity within the regional ecosystem
- Work closely with the Management Team and other CLC Directors to ensure optimal synergies and deep integration of the entire organization
- Define, create, and grow maximum synergies and opportunities for new collaborations and activities.
- Co-create member services distributed by CLC together with other CLC Directors
- Responsibility for joint reporting and monitoring activities, required to fulfill EIT Culture & Creativity plans
- Develop and lead cooperations and partnerships with members and stakeholders within the regional CLC ecosystem, including business, academia, and government to accelerate responsible innovation and spread an entrepreneurial mindset in the regional Culture and Creativity ecosystem.



## MANDATORY REQUIREMENTS

- A Master's level or higher degree in business or a science discipline, or equivalent professional qualifications
- At least 5-year experience in a leadership role managing a team (Director/ C-level or equivalent)
- At least 5-year experience in innovation ecosystems/ programmes and projects
- At least 3-year experience working in cultural and creative industries
- Business acumen and a proven track record in achieving financial sustainability with demonstrated experience in management in an international setting
- Strong experience in the development of engagement/customer/innovation/ and business strategies cultural and creative industries and a personal network in the sector/s
- Interaction with partners from at least two parts of the Knowledge Triangle (e.g. industry, SMEs, research labs, universities, government agencies, etc.), and partner relationships
- Proven ability to lead a team of professional staff and engage a broad array of individuals
- Excellent verbal and written communication skills in English and a regional / local language of the CLC
- 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 the work permit needed for the job or secure the job provision by a company.

## DESIRED REQUIREMENTS

- Experience in managing and operating a legal entity, including finance and legal matters.
- Strong experience with or within industry and legacy players (incumbent organizations in industry and academia)
- Strong experience in international collaboration and setting up new international projects, consortia, and alliances
- Knowledge of EIT KIC and/or equivalent international partnerships and networked communities
- Proven ability to create and accelerate start-ups and scale-ups, helping them access markets and raise private and/or public funds
- Expertise in cross-sectorial innovation projects
- Digital networking capacities, e.g. proven social media presence
- Knowledge of another European language(s).

## SOFT SKILLS

- Ability to build trust and communicate with very diverse people and organizations
- Well-developed leadership and management skills
- Willingness to build a learning organization for an open ecosystem, integrating bottom-up as well as top-down management approaches.
- Team worker with excellent leadership and communication skills that can operate on a strategic level with national partners as well as with other EIT Culture & Creativity partners.
- Excellent public relations skills verbally and in writing combined with networking capabilities offline and online, and a strategic presence in social media.



## WE OFFER

- A unique opportunity to shape the European Institutional Partnership for Cultural and Creative Sectors and Industries, especially in its regional scope.
- A unique opportunity to set up and build an organisation from the very early days.
- A supportive working environment and network to develop, progress and lay the ground for future careers in the whole CCSI across Europe.
- An organisation in the making with a focus on community-driven and team-based leadership.
- A mission-driven team and a European impact investment community to influence key transformations for the green and digital industry and a resilient society.
- A learning organisation in the making to create value for our company as well as for the whole ecosystem, building on iterative co-creation and community engagement.
- A working environment to support creativity, development of competencies, progress in self-management, freedom to operate, inclusion, and contributions to decision-making in the organisations.
- A protected and trusted space to innovate and develop novel ideas to contribute to the learning organisation.
- A team with fast and flat processes, straight internal communication, low hierarchies.
- Competitive salary payment and a travel budget.
- A friendly atmosphere within an international dynamic and diverse team at modern and well-located office facilities.

## LOCATION

The position is based in the EIT Culture & Creativity Co-Location Center South West in Barcelona, Spain. The CLC Director is expected to be present in Barcelona, flexible remote working arrangements are to be negotiated. Extensive travel availability to connect and work with partners within the CLC region to be expected.

## REPORTING

The CLC Director will report to the CEO of EIT Culture and Creativity GmbH and will collaborate with the entire C-level Team and other CLCs Directors.

## DIVERSITY & INCLUSION

EIT Culture & Creativity aspires to be an equitable and inclusive community. We nurture an open culture, where everyone is supported to fulfill 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 motivational 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: [clc\\_sw\\_eitcc@restforderest.com](mailto:clc_sw_eitcc@restforderest.com) with the subject header "CLC South West EIT Culture & Creativity – surname\_name".

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

**File name:** Name the files according to the model "EITCC\_CLC\_SW\_surname\_name\_CV" and "EITCC\_CLC\_SW\_surname\_name\_ML".

For example, Maria Meier would name the file, "EITCC\_CLC\_SW\_Meier\_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 separate files).

**The job vacancy will be open until 20th of October 2023 at 10:00 am CET**

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

If you would you like to learn more about EIT Culture & Creativity, visit [www.eit-culture-creativity.eu](http://www.eit-culture-creativity.eu).

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