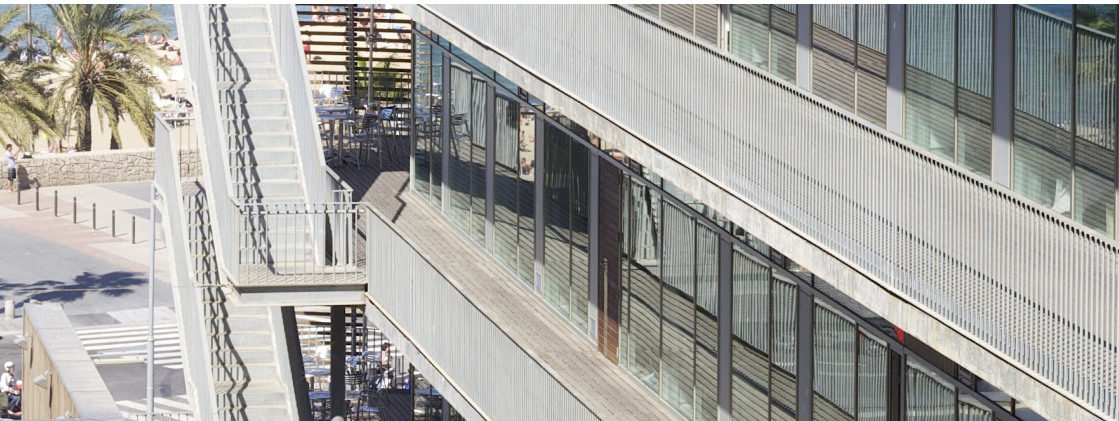




# APPOINTMENT OF DIRECTOR

July, 2024



## From the Current Director

Throughout history, Europe has been at the centre of the scientific endeavour, generating new ideas and technologies which shape the world around us. In the southern part of the continent, the city of Barcelona has played an outsized role, contributing to critical advances in fields ranging from the life sciences to quantum technologies.

In large part, these successes have been thanks to a new research model established by the Government of Catalonia at the turn of the 21st century, which is around when the Centre for Genomic Regulation (CRG) was first established. For the first time, research centres were given resources and independence to mark their own strategies and steer their own directions, establishing Barcelona and the wider region as a vibrant hub of cutting-edge research and entrepreneurship.

The CRG is testimony to this change. When we were founded twenty years ago, we were just a handful of research groups. Today, we have grown to become a world-leader in genomics and cell biology, with over 450 personnel dedicated to advancing knowledge for the health and wellbeing of society, as well as boosting economic prosperity.

As the next Director of the CRG, you will play a crucial role in consolidating the track record of our centre by fostering a culture of excellence, collaboration, and discovery. You will also shape our future during a pivotal era in the life sciences, one where fundamental knowledge in genomics underpins advances in fields as diverse as biodiversity and personalised medicine.

This is an incredible opportunity for a visionary leader to continue to develop our centre as a natural destination for world-leading excellence in the life sciences. You will be supported every step of the way with an incredibly dedicated administrative team, a global research network and state-of-the-art facilities. There is no better place to do it than Barcelona.

*Luis Serrano, Director*



## The Opportunity

The Centre for Genomic Regulation (CRG) is an independent research institute located on the shores of the sunny beaches of Barcelona. We have one clear mission: to understand the complexity of life. We do this to advance knowledge for the health and wellbeing of people, as well as to advance economic prosperity.

Created in the year 2000, the CRG currently hosts around over 450 personnel organized into 32 research teams. The way we are organised is based on an innovative research model which appoints junior scientists for a maximum of nine years. The Director of the CRG steers the scientific direction of the institute through this hiring process.

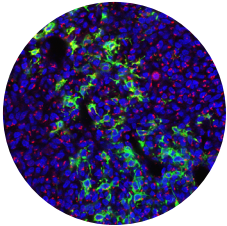
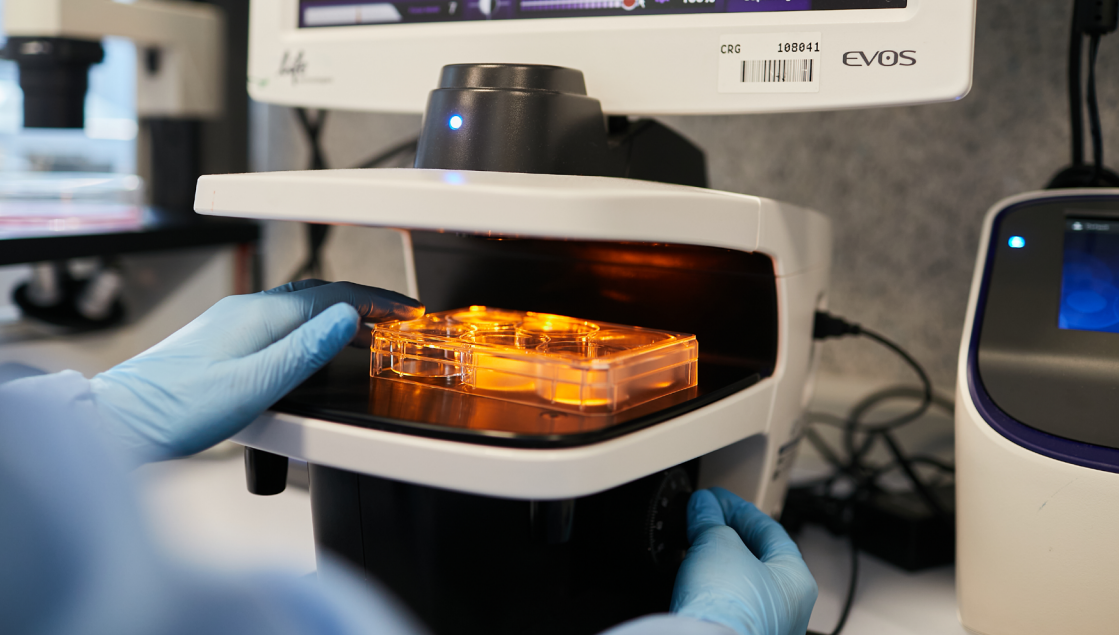
We are a CERCA Research Centre, making us part of the public research system of Catalonia. Our main funding is provided by the Department of Research and Universities and Department of Health of the Government of Catalonia, as well as the Spanish Ministry of Science and Innovation, and the "la Caixa" Foundation, all of whom are on the Board of Trustees.

We have a strong network in the life sciences. At the local level, we are affiliated with the Pompeu Fabra University and the Barcelona Institute of Science and Technology (BIST). We also founded EU-LIFE, an alliance of 15 European research institutes who work together to support and strengthen European science policy.

The impact of our work has global repercussions. We have made significant advances in understanding how the fundamental units of life influence human health and disease. Through cutting-edge technology, facilities, local and international collaborations, the CRG is creating a future where people live longer, healthier lives.







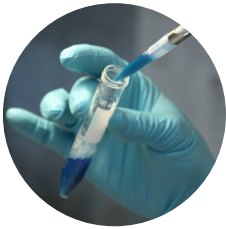
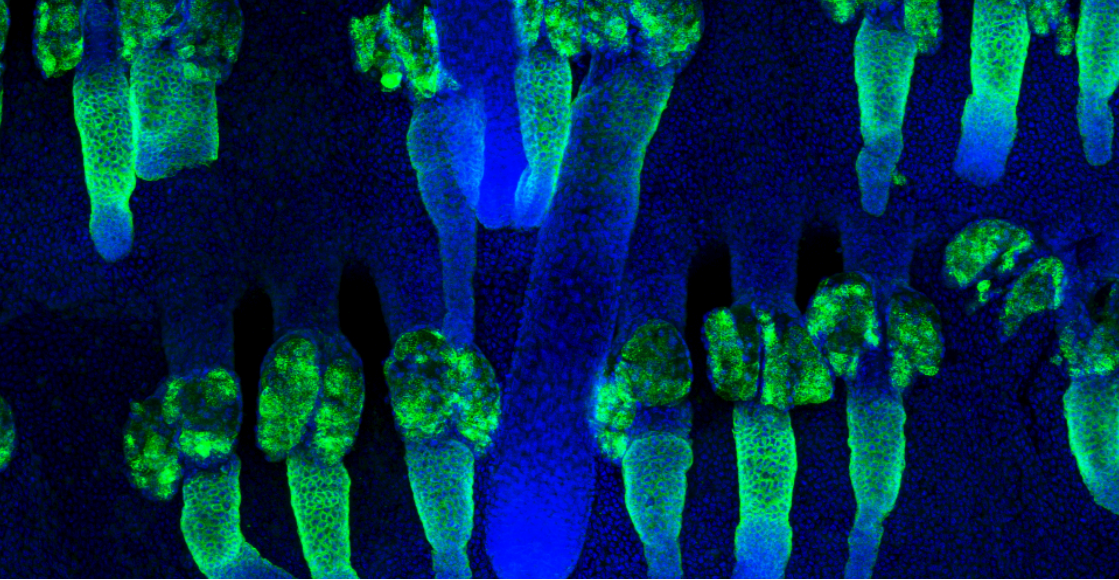
## Moving Research from Discovery to Impact

Our scientists all work together under one roof, supported by dedicated teams which help translate their discoveries into meaningful benefits for society.

They are also supported by a huge network of programs that make us a hive of innovation, ideas and collaboration.

- With EMBL Barcelona, we established the Barcelona Collaboratorium, a dedicated space for computational biology that helps researchers collaborate, share ideas and synergize across disciplines and scales.
- Alongside the EBI-EMBL, we co-host the European Genome-Phenome Archive, a data repository which is transforming into one of the largest international networks for discovery and access of sensitive human data across national borders – with the ultimate aim of enabling more effective, efficient health research.
- We have a dedicated Technology and Business Development Office, which works closely with industry partners and investors to help CRG scientists realize the potential of their cutting-edge research. The office is critical for nurturing an environment that enables entrepreneurship.
- Our Strategy and Funding office strengthens the international and interdisciplinary dimension of the institute, creating new opportunities in projects, funding and collaborations for the CRG community. They are a critical pillar for the competitive funding streams that underlie the institute's research excellence.
- The Communications, Events & PR team promote, advance and protect the CRG's reputation. They advance the strategic objectives of the institute by training scientists to communicate effectively, promoting their research in the media and through various digital channels and foster networking and collaboration through the creation of high-level scientific meetings.
- The Training team have a dedicated program that actively prepares the next generation of scientists. Undergraduate, masters, PhD and Postdoctoral students each have a tailored experience designed to broaden and deepen their skills.

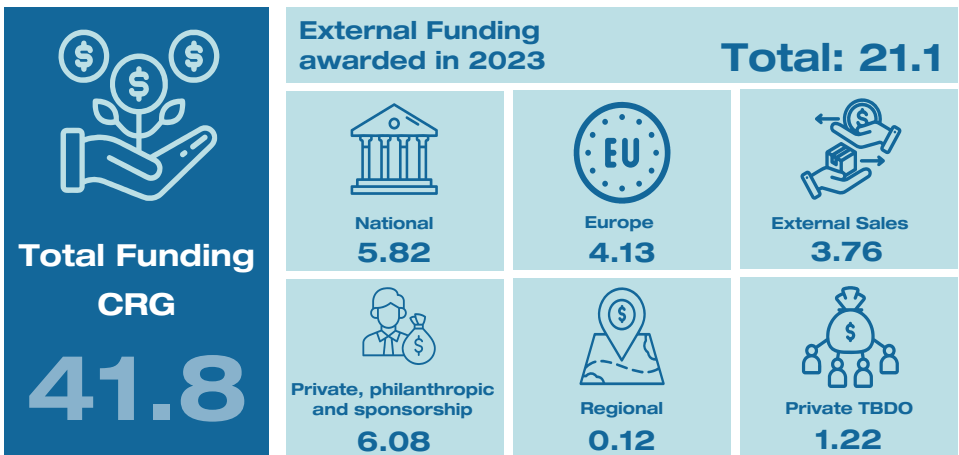




## Our funding

The CRG is supported by core funding from the Government of Catalonia, the Spanish Ministry of Science and the "la Caixa" foundation, all of who sit on the Board of Trustees. We rely on competitive grants from national and European agencies, and on occasion, strategic partnerships with the private sector. The Director of CRG will play a pivotal role in sustaining and expanding this financial foundation, ensuring the institute's ability to pursue ambitious research agendas.

## Funding (M€)



Note: These figures are temporary and still under revision. The above graph includes competitive funds obtained during 2023 and pending for final notice of awards or grant agreement as of 31/12/2023.







## Our people

The CRG is committed to the highest-standards of recruitment, with a stringent commitment for equality, diversity and inclusion, achieving gender parity at both junior and senior levels of organisation. We have been twice-awarded the 'HR Excellence in Research' Award from the European Commission. This is a recognition of the Institute's commitment to developing an HR Strategy for Researchers, designed to bring the practices and procedures in line with the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code).

Please, check our [Recruitment Policy](#)

### Total Staff

Total: 438.42\*  
 (\*FTE, full-time equivalent)  
 Total Nr. people: 452

### Research Staff

Total: 284.75\*  
 (\*FTE, full-time equivalent)  
 Total Nr. people: 295

### Scientific Services

Total: 65\*  
 (\*FTE, full-time equivalent)  
 Total Nr. people: 66

### Administration & Scientific Support

Total: 88.66\*  
 (\*FTE, full-time equivalent)  
 Total Nr. people: 91

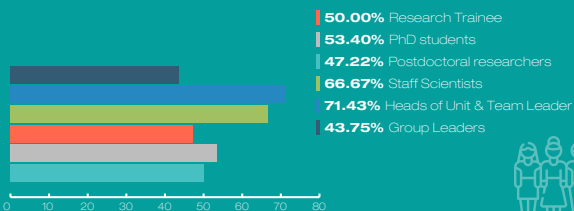
### Research Groups

(by 31st Dec 2023)  
 Total: 34  
 CRG: 32  
 Dual-affiliation: 2



- Staff Scientists **4%**
- Postdocs **32%**
- Group Leaders **14%**
- Heads of Unit **3%**
- PhD Students **45%**
- Independent Fellows **1%**
- Research Trainee **1%**

### Proportion of women in research staff





# CRG AT A GLANCE

Over **20** years

## PUBLIC ENGAGEMENT



Our public engagement activities have reached more than **400** thousand people

We believe in meaningful, two-way engagement that fosters discussion, debate and dialogue about their research. Through hosting science cafés to visiting science fairs and festivals, our researchers have opportunities to interact with adults, schools, families and patients.

## BUSINESS

Innovators have launched **7 start-ups** at the CRG so far, creating many jobs and raising millions in venture capital, contributing to the region's economic prosperity.



**170**  
JOBS



**40 MILLION**  
EUROS

## TRAINING

**61**  
Advanced  
International  
Scientific  
Courses

**1,378**  
Participants



**317**  
Internal  
Courses

**5,069**  
Participants

We are an international point of reference for advanced life sciences skill training. Undergraduate, masters, PhD and Postdoctoral students each have a tailored experience.

## PUBLICATIONS



CRG scientists have published a total of

**4,000\***  
research papers



**4 in 5**

Papers are Open Access



**2 in 3**

Papers are co-authored with international collaborators

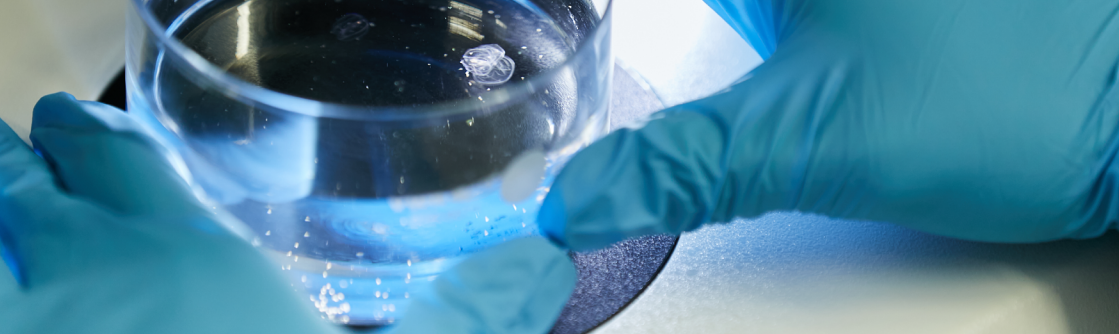


The average CRG paper is cited **68 times**

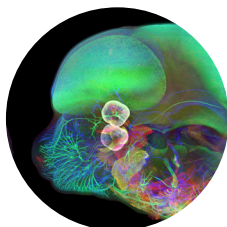
\*These figures are temporary and still under revision.







## Position Summary and Application Process



|                 |   |
|-----------------|---|
| Position Title: | Director  |
| Reports to:     | Board of Trustees (supported by Administrative Director)  |
| Line reports:   | Strategy & Funding, Technology & Business Development Office, Training & Academic Office, Communications & PR |
| Date:           | March 2024  |

### The Role

The Director must have full time dedication and a firm and deep belief in the CRG's mission and institutional values. The CRG is an equal opportunities employer and fosters a diverse, inclusive environment. Female candidates are strongly encouraged to send their applications.

#### Scientific excellence and leadership

The Director should have a distinguished record of international scientific excellence, exceptional leadership skills, and a proven capacity for effective team management. It's important, too, that the new Director shows a good knowledge of the European environment in which the CRG has to develop its mission and alliances for the next 10 years.

#### Innovation

The Director should be committed to knowledge transfer and innovation, motivated to work with industry and has the ability to think strategically to create and capitalise on opportunities benefitting the Institute.

#### People management

The Director should be an exceptional leader who possesses an outstanding scientific vision, integrity, communication skills, administrative abilities, energy and motivation, consensus building capacity, and a style that engenders and nurtures trust and respect. The Director should have excellent people management skills, with a commitment to developing staff to excel in their roles.

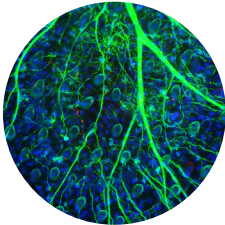
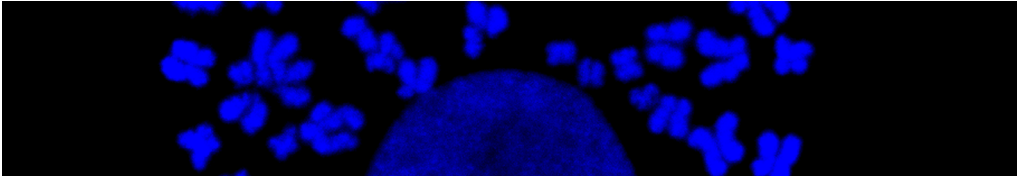
#### Organisational management

The Director must demonstrate innovative thinking and show proven experience in leading dynamic research organisations (strategic planning, resources allocation, and establishing priorities).

#### Knowledge of international research systems

The Director should be adept at representing the institute across diverse settings, including academic, industrial, political, and social spheres. An in-depth knowledge of international research systems, particularly European programs, is highly desirable.





## Job Description

The Director should create a stimulating environment for top research in life sciences and define the overall scientific and technological vision for the institute. They should provide leadership for the research programmes of the CRG and ensure the excellence of all CRG activities. They should foster a scientific culture in which intellectual creativity thrives.

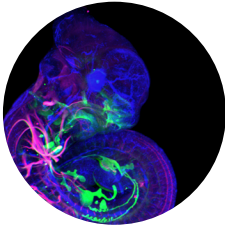
### Essential duties and responsibilities

- Define the CRG Strategic Plan and the research activities program of the institute, submit them to the members of the Board of Trustees and coordinate their execution.
- Guarantee financial sustainability and provide for sources of income (competitive funds, private sponsors, etc.)
- Co-supervise the economic activities of the institute with the Administrative Director and supervise the scientific human resources management, with direct involvement in issues related to selection or adscription of research positions.
- Represent the Institute at official and social events, in coordination with the President and other members of the Board of Trustees.
- Any other functions that might be approved by the Board of Trustees

### Strategic development and leadership

- Create a stimulating environment for top research in life sciences and define the overall scientific and technological vision for the institute;
- They should provide leadership for the research units of the CRG and ensure the excellence of all CRG activities.
- Directing, organizing, managing, executing the research, training and internal organization of the institute;
- Proposing programs of activities, new research lines and, when appropriate, potential sources of funding to the Board;
- Keep CERCA and Generalitat de Catalunya regularly informed of the Institute's progress.
- Ensure that the CRG, while being driven by scientific excellence, promotes and encourages the creation of value coming out of its research.
- Establish an internationally competitive research laboratory and lead strategic actions aimed at securing the resources necessary for the institute's objectives;
- Explore and foster new partnerships nationally and internationally that will increase the impact of CRG science.
- Can be an effective spokesperson and communicator to key stakeholders including funders, politicians, journalists and others.





## People management

- Providing guidance to all members of the institute, especially to the strategic, technology transfer, academic and technical departments of the institute;
- Support effective training, career development and mentoring at all levels, consistent with the aims of the CRG's Equality and Diversity programme.
- Appointing an Administrative Director and, if appropriate, deputy-directors, unit, service, laboratory, department, academic and program managers, and scientific advisors, as appropriate;
- Approving the internal rules of operation of the institute jointly with the Administrative Director and in agreement with the Board of Trustees guidelines;
- Leading the evaluations of the centre and participate in the periodic CERCA evaluation of the CRG, as well as engage with the community of research centres within the CERCA System

## Appointment period and conditions

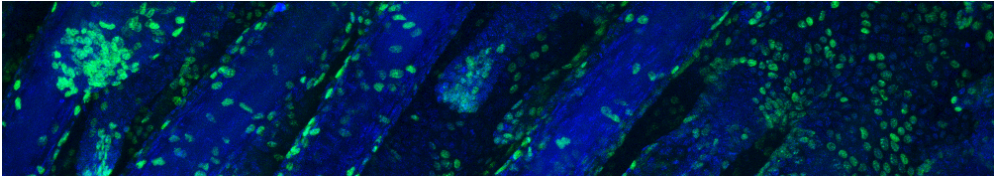
The new Director will be appointed with an open-ended contract as senior scientist and their Director status will be renewed after five years and up to 10 years (two consecutive mandates) upon evaluation. The mandate could be extended in agreement with the Board of Trustees of the Foundation.

The position will come with an international competitive salary, attractive start-up package and structural long-term funding for the research group of the incoming Director.

## Benefits

The CRG aims to ensure the appropriate working conditions for the employees and pays attention to individual needs and respects the principles of work-life balance.

- Child-care services (10 minutes from the CRG)
- Convenient catering offers (restaurants at close proximity)
- Sport centre right next to CRG
- Parking lot for cars and bicycles in the building
- Free language courses
- Flexible Compensation plan (meal card, transport card, health insurance, kindergarten, work related training courses)
- Teleworking programmes and flexible programmes
- 30 working days of annual leave.



We provide a highly stimulating environment with state-of-the-art infrastructures, and unique professional career development opportunities. To check out our training and development portfolio, please visit our website in the training section.

The CRG is an equal employment opportunity institution. All eligible qualified applicants will receive consideration and will not be discriminated against on the basis of any beliefs, orientation, gender, nationality, ethnic origin or any other condition.

The CRG is committed to reconcile a work and family life of its employees and is offering extended vacation period and the possibility to benefit from flexible working hours.



## How to apply

Interested applicants must send a presentation letter, a complete CV by e-mail and in confidence to the Head of the Search Committee and to the Director of CERCA (applications@cerca.cat). Preselected candidates will be asked to prepare and present a vision statement.

Informal inquiries are welcome. Details (e-mail and telephone) of three referees who may be consulted must be provided.







## Centre for Genomic Regulation (CRG)

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communications@crg.eu <https://www.crg.eu>

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