



# Appointment of Director

September, 2024

IDIBAPS<sup>®</sup>

# About IDIBAPS

**The Fundació Recerca Clínic Barcelona – Institut d’Investigacions Biomèdiques August Pi i Sunyer (IDIBAPS) is a biomedical research institute of excellence in Barcelona (Spain) promoted by the Government of Catalonia, Hospital Clínic de Barcelona and University of Barcelona.**

The close interaction of nearly 100 research groups, supported by state-of-the-art Core Facilities, drives forward original multidisciplinary research to investigate the most common diseases in our society and translate its results to the clinical practice. With an annual scientific production of around 1.500 original articles, including multiple clinical guidelines, and >2.000 active competitive projects and clinical trials, IDIBAPS is one of the leading biomedical research institutes in Spain with an international projection.

IDIBAPS is in the vibrant Campus Clínic, closely interacting with the Hospital Clínic of Barcelona and the Faculty of Medicine and Health Sciences of the University of Barcelona.

IDIBAPS offers excellent working conditions, as ensured by the HR Excellence in Research award (European Commission) since 2015. IDIBAPS is a research centre that belongs to Catalan CERCA network of public research institutes ([www.cerca.cat](http://www.cerca.cat)) and holds the accreditation as Health Research Institute by the National Institute of Health Carlos III (ISCIII) since 2009.

# Most relevant IDIBAPS figures

2023

98

Research  
groups

294

New competitive  
projects

2,122

Publications  
1,418 original articles

1,037

Active competitive  
projects

2,062

People devoted  
to research

86

Patent  
portfolio

78,299,016 €

Implemented funds



More information: 2023 summary Annual Report

# IDIBAPS's strategic objectives

1

Drive excellence in translational biomedical research.

2

Attract and retain talent in alliance with Hospital Clinic of Barcelona and University of Barcelona.

3

Achieve impact in clinical practice through innovation and technology transfer.

4

Consolidate and optimize scientific infrastructures.

5

Grow and consolidate the IDIBAPS profile locally, nationally and internationally, proactively developing strategic alliances with relevant complementary reference centres.

6

Foster communication and outreach to society.

7

Grow management and operational capacity.

# Position summary

## Candidate profile

IDIBAPS is seeking applicants with a **proven-track record in leadership**, a distinguished record of scientific excellence and the innovative thinking necessary to lead a dynamic organisation. The selected candidate will commit to the challenge of **increasing the IDIBAPS scientific reputation** and boosting the institute's basic, translational and clinical research towards societal and health impact. Moreover, the selected candidate will integrate her/his research activities within IDIBAPS. **The IDIBAPS is an equal opportunities employer and women are strongly encouraged to apply.**

### • Requirements

- › PhD or PhDMD in Life Sciences and Health, and distinguished record of scientific excellence in biomedicine.
- › Research management experience and demonstrated innovative and creative thinking to lead a dynamic organization.
- › Leadership experience, maintaining the highest ethical standards, honesty, transparency, and trustworthiness, and valuing diversity, equality and inclusion.
- › Experience in strategic planning, resource allocation and human resources management.
- › Track-record in raising competitive and private funding. Knowledge of international research programs (e.g., H2020, ERC, NIH) will be highly valued.
- › Knowledge of the Spanish and Catalan Scientific, Health and University systems.
- › Ability to foster innovation and technology transfer initiatives in biomedicine.
- › Professional experience in an inter-institutional environment will be valued.
- › Positive evaluation in programs of professional excellence in the field of research will be considered an added value.
- › MD will be considered an added value.
- › Commitment to learning the vernacular language (Catalan or Spanish) within a period of 3 years will be considered an added value.

## Job description

The new Director should nurture a stimulating environment for **interdisciplinary and translational research in biomedicine and define the overall scientific, technological and innovation vision for the institute**. The Director should foster an institutional culture encompassing collaboration, integrity, transparency, collegiality and scientific creativity with the ultimate goal to generate and translate new knowledge to **improve the health of our society**.

### • Essential duties and responsibilities

- › Define the IDIBAPS Strategic Plan, and the associated research and innovation activities, submit them to the Board of Trustees and coordinate their execution.
- › Guarantee financial sustainability and create opportunities to raise additional sources of income (competitive funds, private sponsors, etc).
- › Co-supervise the economic activities for the institute with the Managing Director and supervise people management in scientific activities, with direct involvement in selection, adscription or evaluation of key 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

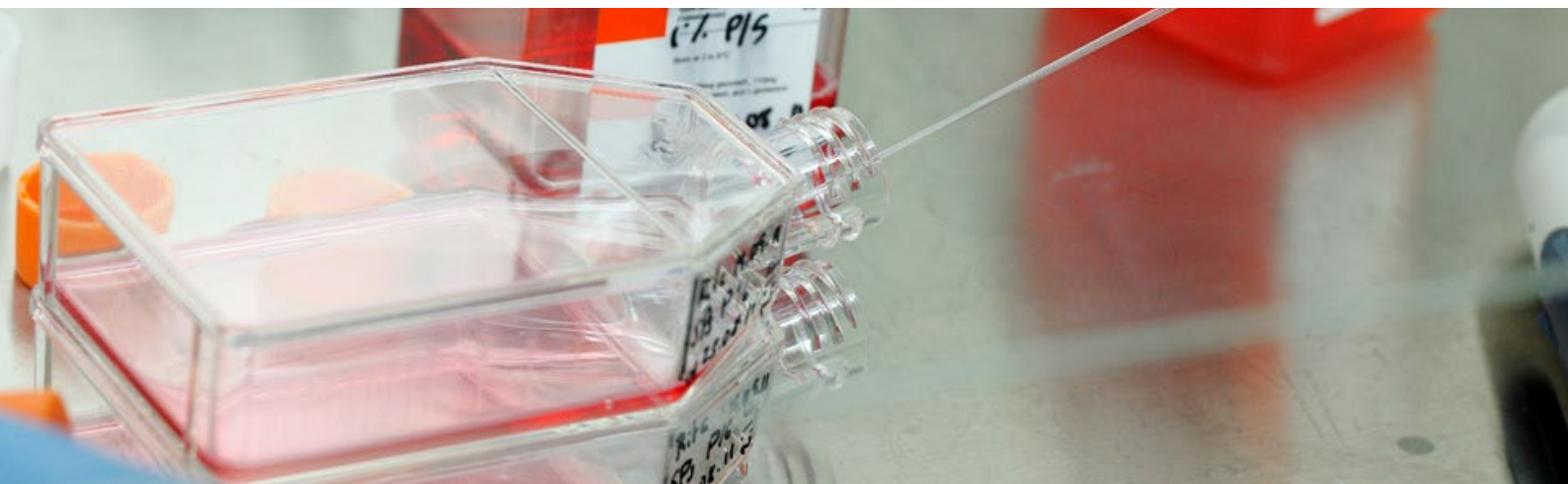
- › Create a stimulating environment for translational research in biomedicine and define the overall scientific, technological and innovation vision for the institute.
- › Provide leadership for the IDIBAPS research areas and programmes and ensure the excellence and impact of all IDIBAPS activities.
- › Regularly inform and report to the Board of Trustees and CERCA on the development of the Institute's progress.
- › Ensure that the IDIBAPS, while being driven by scientific excellence, promotes and encourages the creation of value and health impact coming out of its research.
- › Promote synergies and joint initiatives with the other key institutions in the Campus Clínic, including the Hospital Clínic of Barcelona and the University of Barcelona.
- › Explore and foster new institutional partnerships, nationally and internationally, that will increase the impact of IDIBAPS science.
- › Be an effective spokesperson and communicator to key stakeholders, including funders, politicians, patients' associations, journalists and others.

## • People management

- Provide guidance to all members of the institute, specially 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 IDIBAPS HRS4R plan.
- Manage the selection process of research and research and innovation support staff, or for the acceptance of the appointment of research and scientific and technical staff from other institutions to the IDIBAPS.
- Develop the internal rules of operation and policies of the institute jointly with the Managing Director and the Strategy Director, and in agreement with the Board of Trustees guidelines.
- Appoint a Managing Director and, if appropriate, deputy-directors and advisors.
- Lead the evaluations and accreditation processes of the centre by main funding bodies, including CERCA, ISCIII and AECC.
- Engage with the community of research centres within the CERCA system.

## • The Offer. Working conditions

- 1 The Director will have a contract as senior scientist and Director, having the consideration of a senior position of the Generalitat de Catalunya in terms of transparency, incompatibilities and salary rates according to the regulations of the Public Sector of the Generalitat de Catalunya.
- 2 The appointment will be for a period of 4 years, which could be extended in agreement with the Board of Trustees of the IDIBAPS.
- 3 Salary will be commensurate with experience and competences. Specific conditions will be negotiated during the selection process.
- 4 Moreover, incorporation in a short-term period to IDIBAPS, after the selection process, will be also considered an added value.



# Application

- › Applicants should send a CV and a motivation letter by e-mail to the Director of CERCA at **candidatures@cerca.cat**
- › Preselected candidates will be asked to prepare a vision statement for the institute.
- › Informal inquiries are welcome.
- › Details (email and telephone) of three referees who may be consulted must be provided.

## • Selection of candidates

Suitable candidates will be identified in a ranked list by members of the IDIBAPS Scientific Advisory Board (SAB) after the evaluation of the documents submitted. The SAB may consider having an interview with selected candidates and require the input of external experts. The Board of Trustees will be responsible for the final steps of the selection process. The Board of trustees will create an “ad hoc” Commission involving some of its members to provide a short list of the pre-selected candidates”. Candidates included in the short list may be invited to submit a “vision statement” of the centre, visit the IDIBAPS, and meet with Senior Faculty, and will have a final interview with the “ad hoc” Commission. The results of these interviews would be presented to the Board of trustees. This will designate the new Director.

## • Calendar



01<sup>st</sup>  
October  
2024

Call opening.



15<sup>th</sup>  
November  
2024

Application deadline.

- List of prioritized candidates by **SAB**.
- Interviews of the candidates pre-selected by the **ad hoc Commission**.
- Proposal of the candidate list to the **Board of trustees**.
- The Board of Trustees appoints the **new Director**.



# Appointment of Director

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Members of the Board of Trustees:



CERCA Centre:



Accredited by:

