

## VACANCY ANNOUNCEMENT IC16\_26

### SENIOR INNOVATION MANAGER | HEAD OF INNOVATION UNIT

#### JOB DESCRIPTION

IRB-CatSud stands at a defining moment in its institutional evolution. With a robust foundation in biomedical research and deep clinical partnerships, the institute is now positioning innovation as a central strategic pillar—not as a complementary activity, but as a core driver of translational impact.

This is your opportunity to join an institute in transformation, where you can shape how research discoveries become real-world solutions. Unlike joining an established innovation office with fixed processes, this role offers the rare chance to architect the innovation function itself: defining workflows, building researcher support frameworks, establishing industry engagement strategies, and creating pathways that turn scientific excellence into societal benefit.

#### 👉 What makes this opportunity distinctive:

**Shape the Innovation Unit from the ground up.** You won't inherit rigid structures—you'll design them. Define project prioritization models, build translational development pathways, and establish the innovation culture that will define IRB-CatSud's next chapter.

**Drive institutional impact at a pivotal moment.** As innovation moves to the center of IRB-CatSud's strategy, your work will directly influence how the institute generates research impact, engages with industry, and positions itself within the European biomedical innovation landscape.

**Work at human scale with end-to-end visibility.** In an institute of this scale, you'll collaborate closely with investigators, understand projects deeply, follow innovation journeys from discovery to application, and witness the tangible impact of your strategic decisions.

**Leverage strategic positioning.** Based in Reus and Tarragona, IRB-CatSud operates within an increasingly dynamic regional biomedical ecosystem while maintaining strong connections to Barcelona's leading innovation centers—CRG, IRB Barcelona, Vall d'Hebron—and the broader Catalan research network.

**Grow as the unit grows.** This role will evolve alongside the Innovation Unit itself, offering progressive leadership opportunities in innovation strategy, portfolio management, institutional governance, and team development.

If you're a senior innovation professional seeking not just a position but a platform to define how a research institute translates science into impact, this is your moment.

### **About IRB-CatSud**

IRB-CatSud is a biomedical research institute in transformation—evolving from a strong research foundation toward a translational, innovation-driven model that bridges discovery and application.

The institute integrates research activity from Universitat Rovira i Virgili, associated university hospitals, clinical research groups, biomedical research platforms, and emerging interdisciplinary programs. This unique configuration creates a fertile environment for translational research, where clinical insight meets scientific rigor and innovation potential.

As IRB-CatSud advances its strategic vision, innovation is no longer peripheral—it is central. The institute is building the infrastructure, culture, and partnerships needed to ensure that excellent research generates measurable impact on health, industry, and society.

### **Opportunity and role**

This is much more than a technical coordination role. It is a leadership position designed for someone with a strategic vision, capable of operating at the intersection of science, business, and institutional strategy.

You will be responsible for consolidating and leading the IRB-CatSud Innovation Unit, establishing the strategic frameworks, operational processes, and collaborative culture needed to transform biomedical research into translational impact—through the development of intellectual property, innovation funding, technology transfer, industry partnerships, and entrepreneurial initiatives.

This role requires scientific credibility, strategic foresight, and the ability to influence without formal authority—guiding researchers through complex innovation pathways while building the institutional capacity to generate sustained translational impact.

## **Key Responsibilities**

### **Innovation Strategy**

- Co-develop and implement the institute's innovation strategy in alignment with scientific priorities
- Define innovation workflows, project prioritization models, and decision-making frameworks
- Establish innovation KPIs and reporting systems to track translational impact
- Contribute to institutional strategic planning on innovation and technology transfer

### **Innovation Portfolio Management**

- Identify research results with high innovation and translational potential
- Conduct technology readiness assessments and support researchers in evaluating commercial viability
- Coordinate the innovation project portfolio, balancing risk, timeline, and strategic fit
- Structure proof-of-concept strategies and development roadmaps for promising projects
- Monitor innovation milestones and provide strategic guidance on project progression

### **Technology Transfer**

- Manage invention disclosure processes and coordinate external IP evaluations
- Develop patent strategies in collaboration with technology transfer partners
- Identify and pursue licensing opportunities with industry partners
- Support spin-off exploration and entrepreneurial initiatives emerging from institute research
- Negotiate and structure early-stage collaboration and licensing agreements

### **Funding and Proposal Development**

- Lead preparation of innovation proposals for competitive funding programs: Horizon Europe, ISCIII innovation calls, CDTI, EIT Health, and translational research schemes
- Identify relevant funding opportunities aligned with institute research strengths
- Coordinate multi-partner proposals, manage consortium development, and lead innovation work package design
- Ensure compliance with funding agency requirements and maximize success rates

### Partnerships and External Engagement

- Develop and manage strategic partnerships with industry, investors, and innovation stakeholders
- Represent IRB-CatSud in regional, national, and European innovation networks and forums
- Facilitate collaborative research and development projects with external partners
- Build relationships with pharmaceutical companies, medtech firms, venture capital, and innovation intermediaries

### Innovation Culture Development

- Design and deliver innovation training programs for researchers and clinicians
- Organize seminars, workshops, and mentoring activities to promote translational thinking
- Support researchers interested in entrepreneurship and commercialization pathways
- Foster a culture where innovation is valued, understood, and integrated into research planning

### PROFILE OF THE CANDIDATE AND REQUIREMENTS

- **PhD** in Biomedicine, Biotechnology, Health Sciences, Biomedical Engineering, Pharmacy, or related disciplines **OR** equivalent scientific background with demonstrated innovation leadership experience
- **Minimum 2 years** of professional experience in innovation management, technology transfer, or translational research environments, which may include:
  - Biomedical research institutes or university technology transfer offices
  - Innovation units within healthcare or research organizations
  - Biotech or medtech companies in innovation or business development roles
  - Innovation consulting or advisory environments focused on life sciences
- Deep understanding of the biomedical research ecosystem and translational development pathways
- Working knowledge of intellectual property fundamentals, patent processes, and licensing strategies
- Familiarity with the innovation funding landscape (EU, national, regional programs)
- Strong project coordination and portfolio management skills
- Excellent scientific communication and stakeholder management abilities
- Analytical thinking with the ability to assess technical and commercial potential
- Capacity to work independently, take initiative, and manage complexity
- **Languages:** Professional-level English required; Spanish and Catalan valued

### IT WILL BE VALUED

- Hands-on experience supporting patent filing, prosecution, or licensing negotiations
- Management of innovation portfolios in research or healthcare settings
- Participation in European collaborative research or innovation projects (FP7, H2020, Horizon Europe)
- Direct interaction with industry partners in co-development or partnership contexts
- Experience in biomedical startups or spin-off creation processes
- Prior research experience in biomedical or clinical settings
- Medical device innovation pathways and regulatory frameworks (MDR, FDA)
- Digital health innovation, including software as medical device (SaMD) and AI in healthcare
- Business model development for biomedical innovations
- Venture funding environment and investor expectations in life sciences
- Regulatory science and clinical development pathways
- Strategic mindset with the ability to see beyond individual projects to institutional impact
- Entrepreneurial initiative and comfort operating in evolving, ambiguous environments
- Ability to connect disciplines, bridge perspectives, and facilitate collaboration
- Problem-solving orientation with adaptability and resilience
- Diplomatic influence and the ability to build trust across diverse stakeholder groups

### WORKING CONDITIONS

- **A leadership role with institutional impact.** You will shape how innovation operates at IRB-CatSud, influencing strategy, culture, and translational outcomes at a formative stage of the institute's evolution.
- **Professional growth aligned with institutional growth.** As the Innovation Unit expands, so will your responsibilities and leadership scope—offering a trajectory toward senior innovation leadership within a growing research organization.
- **A collaborative, mission-driven environment.** Work alongside committed researchers and clinicians who are passionate about translating their science into health solutions, within an institute that values impact as much as discovery.
- **Competitive compensation and stability.** Gross annual salary of approximately €40,000, commensurate with experience and aligned with institutional salary scales. This is a long-term, full-time position with stability and growth potential.

- **Strategic location with quality of life.** Based in **Reus and Tarragona**, you'll enjoy a high quality of life in a vibrant Mediterranean region while remaining connected to Barcelona's world-class biomedical innovation ecosystem.
- **Flexibility and professional development.** Opportunities for continued learning, participation in innovation networks, attendance at international conferences, and potential flexibility in work arrangements depending on institutional policies.
- **Approximate incorporation:** To be mutually agreed based on candidate availability and institutional readiness.
- Temporary contract to cover a period of leave of absence, with the possibility of conversion to a permanent position

### **SELECTION PROCEDURE**

- Selection of CVs: Suitable and unsuitable CVs will be identified according to the requirements. Applicants who do not meet the requirements indicated in the point profile of the person and requirements will not move on to the next phase.
- CV assessment. Assessment of CVs up to a maximum score of 30 points.
- Written letter of motivation: Attach to the CV a letter of motivation with a maximum length of 2500 characters with spaces. With a maximum score of 10 points. Contact details of professional references (optional) + Short statement on your vision for biomedical innovation (optional but valued)

To access the interview phase, it is necessary to have obtained a minimum score of 25 points in the sum of the scores of the assessment of the CV and motivation letter.

- Personal interview. With a maximum score of 60 points.

Items	60
Attitude	15
Fit in the workplace	15
Experience, functions developed/skills	15
Teamwork	15

The selected person must have obtained a minimum score of 75 points in the sum of the scores of the assessment of all phases of the selection procedure.

### **SELECTION COMMITTEE**

- President: Joan Vendrell Ortega (Direcció IRB CatSud)
- Member 1: Francesc López Saperas. (Gerència IRB CatSud)
- Member 2: Elena Suñé (Comissió d'Innovació IRB Cat Sud)

#### SUBSTITUTES:

- President: Elisabet Vilella . (Subdirecció IRB CatSud)
- Member 1: Elisavet Galve. (Direcció OT IRB Cat Sud)
- Member 2: Sira Durán. (Tècnica d'enllaç i emprenedoria FURV)

### **APPLICATIONS**

- The CV must include the DNI/NIE number or personal identity document
- Send the CV and Motivation Letter through the form provided at the end of the offer page <https://www.iispv.cat/treballa-amb-nosaltres/>

For any doubts or questions: [recruitment@irbcatsud.cat](mailto:recruitment@irbcatsud.cat)

### **DEADLINE FOR RECEIPT OF CV 23/04/2026**

### **COMMUNICATIONS**

The IRB Cat Sud will inform candidates through the website if they have been admitted or excluded from accessing the interview.

### **HR EXCELLENCE IN RESEARCH**

The IRB Cat Sud will guarantee the right to equal opportunities and treatment, as well as the real and effective exercise of rights by people with disabilities on equal terms with other citizens, through the promotion of personal autonomy, universal accessibility, access to employment, inclusion in the community and independent living and the eradication of any form of discrimination. in accordance with Articles 9.2, 10, 14 and 49 of the Spanish Constitution and the International Convention on the Rights of Persons with Disabilities and the international treaties and agreements ratified by Spain.

In the event of a tie, priority will be given to hiring the person with a disability.

In the event of a tie between people of different genders, the person of the least represented gender in the work group/department/service in which they join will be hired.

The IRB Cat Sud has the European accreditation The Human Resources Strategy for Researchers (HRS4R), complies with the general principles of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers.

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<b>CHANGE CONTROL</b>		
<b>Date</b>	<b>Review</b>	<b>Modifications</b>
03-07-24	00	Document creation