



**INSTITUTE
FOR RESEARCH
IN BIOMEDICINE**

Reference document for the appointment of a new Director for the Institute for Research in Biomedicine (IRB Barcelona)

- Summary
- About the Institute for Research in Biomedicine (IRB Barcelona)
- About Barcelona as a scientific hub in Europe
- Job description for Director of the Institute for Research in Biomedicine (IRB Barcelona)
- Candidate profile
- Terms and working conditions
- How to apply, selection process and calendar

This document provides a brief overview of the Institute for Research in Biomedicine, covering aspects such as its history, business strategy, ongoing projects and future plans, together with a description of the profile required by candidates for the post of Director.

Its goal is to serve as a reference document to aid in the recruitment process for a new Director.

For further information about IRB Barcelona, please visit: www.irbbarcelona.org

Summary



IRB Barcelona is a world-class research centre devoted to understanding fundamental questions about human health and disease. Founded in 2005, IRB Barcelona hosts 25 research groups with approximately 400 scientists, students, technical and support staff who work together to further our understanding of diseases such as cancer and metastasis, diabetes, Alzheimer's, and other neurological disorders, as well as rare conditions. In just over a decade, IRB Barcelona has gained recognition as a driving force in biomedical research.

The missions of IRB Barcelona include conducting multidisciplinary research of excellence at the unique interface between biology, chemistry, and structural and computational biology, providing high-level training in the biomedical sciences to staff, students and visitors, driving innovation through active technology transfer to the benefit of society, and actively participating in an open dialogue with the public through a series of engagement and education activities.

Prof. Joan J. Guinovart, Director of IRB Barcelona since its founding, plans to step down from this position in early 2018. IRB Barcelona is therefore now seeking to appoint a new Director.



Just as IRB Barcelona has grown and evolved over the past decade, so has the role of its Director. The Director must be all of the following: an experienced and accomplished scientist with the capacity to shape and drive the scientific vision of the Institute; an executive with the political skills to respond to internal and external constituencies; an administrator with the technical expertise to manage substantial budgets and hundreds of employees; and an entrepreneur able to project a compelling vision for the future of the Institute that inspires faculty, students and staff, as well as members of society.

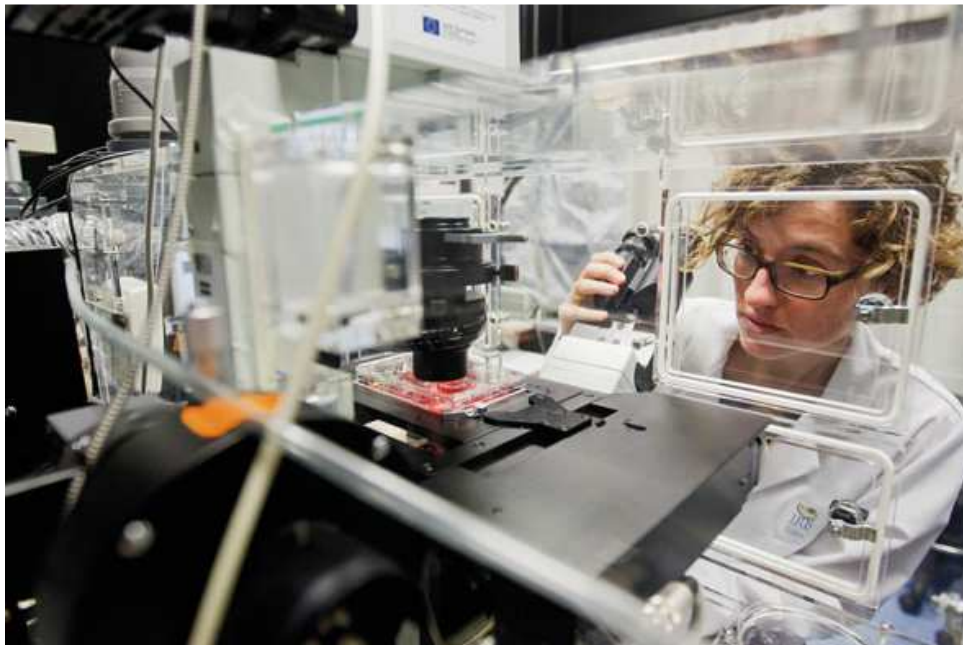
The Director will be expected to provide inspirational scientific leadership to the Institute and will be responsible for its ongoing strategic development, ensuring that its research programmes and technical facilities remain at the forefront of biomedical research and that discoveries made in its labs are successfully translated into applications beneficial to the well-being of society. He or she will be an exceptionally accomplished and ambitious scientist with an outstanding international research management profile. The Director will enjoy a large degree of freedom in establishing direction and budget allocation of core funding. The position is therefore a rare and valuable opportunity to build upon the successes of IRB Barcelona to date and to continue to develop and implement a strong strategic vision.

The Director will also serve as a driving force to bring together IRB Barcelona's 25 Group Leaders and 400+ staff to achieve common objectives and reinforce the Institute's values and ethos. The Director will also serve as a point of reference for the extended IRB Barcelona community of visitors, students and teachers within its training programmes, private donors and 900+ alumni worldwide.

As an academic and thought leader in the field, the Director will have the unique opportunity and responsibility to provide strategic input and feedback to policy makers, funding and governing bodies, and other key stakeholders, helping to shape future policies that promote and safeguard the role of science in society.

The Director must be a resourceful and creative problem-solver. It is critical that he or she have the ability to forge relationships and partnerships in order to develop reliable funding sources, to align talent and resources, to support the mission of the Institute, and to meet the needs of the IRB Barcelona community. He or she will have keen communication skills and serve as a key spokesperson in events involving strategic constituents and with the media.

The Director will be leading IRB Barcelona into its second decade and will be asked to take the Institute to the next level.



About the Institute for Research in Biomedicine (IRB Barcelona)



IRB Barcelona is an independent, non-profit research institution engaged in basic and applied biomedical science. It was founded by the Government of Catalonia and the University of Barcelona (UB) in October 2005 and is member of the CERCA research centres, promoted by the Government of Catalonia.

IRB Barcelona has the legal status of a Foundation. This regime provides ample independence and has allowed the implementation of a dynamic, flexible, and autonomous research management system with no bureaucracy. The Director of IRB Barcelona takes executive decisions and is evaluated on an ex-post basis. IRB Barcelona is governed by a Board of Trustees, which includes representatives from the Government of Catalonia, the University of Barcelona, and other independent experts.

The Institute has an annual operating budget of approximately 26 million euros, more than half of which comes from external competitive and private sources.

IRB Barcelona is home to over 400 research, technical, support and administrative staff from 35 countries who share the common goal of answering fundamental questions in biomedicine and applying what they discover to current problems in human health. Its 25 groups are currently organised into the following five research programmes: Cell and Developmental Biology, Chemistry and Molecular Pharmacology, Molecular Medicine, Structural and Computational Biology, and Oncology. They publish more than 200 original research articles in international peer-reviewed journals per year.

Well-equipped laboratories are supported by a network of seven state-of-the-art scientific core facilities: Advanced Digital Microscopy; Biostatistics and Bioinformatics; Functional Genomics; Histopathology; Mass Spectrometry and Proteomics; Mouse Mutant; and Protein Expression and Drosophila Injection. These facilities are in turn complemented by platforms and scientific services offered by

the University of Barcelona. Core facility managers are accountable directly to the Director, and Steering Committees help each facility prioritise needs and promote communication between managers and group leaders.



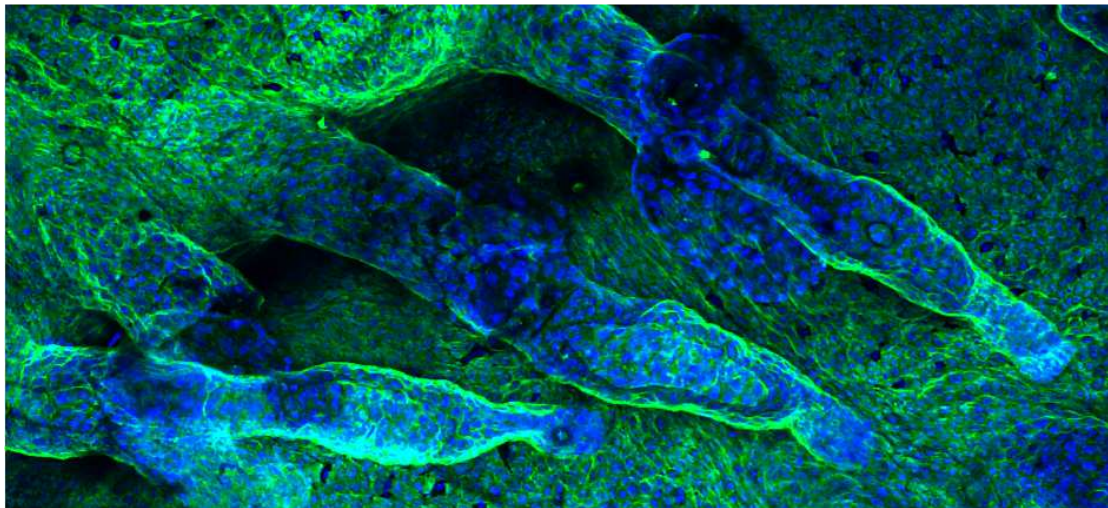
The convergence of biology, chemistry, biophysics and computational research is unique at IRB Barcelona and opens a strategic window to gain insight into basic molecular processes in health and disease. The singularity of the institute resides in the active promotion of collaborative work between the diverse faculty of researchers with scientific interests in fields like chemistry and structural biology with those who are more focused on biological/biomedical research. In this context, significant efforts have been made to ensure that the research programmes are structured in such a way as to be highly interactive.

IRB Barcelona believes that scientific discoveries must not remain in the lab, but be turned into products and technologies that can then benefit others. A proactive technology transfer strategy, led by dedicated innovation professionals, ensures that IRB Barcelona researchers are firmly rooted in a culture of innovation and are given the support they need to increase the translational impact of the science they develop.

The Institute also actively promotes collaboration with top research hospitals, with the aim to foster translational research. For example, agreements have been established with IDIBAPS and VHIR (the research institutes of the Hospital Clínic de Barcelona and Hospital Vall d'Hebron, respectively). The recently launched PhD4MD

initiative, which funds doctorates for young MDs at IRB Barcelona and VHIR or IDIBAPS, is an example of this collaboration. IRB Barcelona is also involved in other collaborative technological initiatives.

IRB Barcelona is advised by a number of expert boards to ensure that it fulfils its potential. In this regard, an External Advisory Board (EAB), comprised by 15 leading international researchers in biomedicine, meets regularly to help shape and evaluate IRB Barcelona's institutional and scientific strategy. Furthermore, a Business Advisory Board formed by experts from pharma, venture capital, and academia also contributes to identifying the best strategies to turn IRB Barcelona research results into real value for industry and society and to detecting business opportunities. These two bodies report directly to the Institute's Board of Trustees.



Since IRB Barcelona was set up in 2005, it has received funding for 12 European Research Council (ERC) projects, coordinated three cooperation research projects under the EU 7th Framework programme, and participated in 11 others as a partner. IRB Barcelona currently participates in four cooperation research projects under the EU's H2020 Framework Programme (two as project coordinator) and in an international P01 grant funded by the NIH. Furthermore, it coordinates a COST Action. The Institute has launched four spin-off companies to date. In 2011, IRB Barcelona was recognised as a "Severo Ochoa" Centre of Excellence, a programme run by the Spanish Government that identifies and supports a limited number of highly accomplished national institutes. Of note, this recognition was renewed in 2015. IRB Barcelona has also been awarded the EU's "HR Excellence in Research" recognition.

Training the next generation of scientists is one of the main missions of IRB Barcelona. Nearly 100 students from across the world are currently working toward their PhD theses at the Institute. PhD students receive close mentoring, have access to a wide variety of scientific activities and services, and are able to take advantage of an extensive network of academic and industrial contacts. The PhD Programme is

coordinated by the Chair of Graduate Training and a PhD Advisory Committee, who strive to continuously improve training and mentoring, to fine-tune selection processes, and to analyse and solve individual issues that arise. IRB Barcelona's ultimate objective regarding training is to encourage young people to carry out creative scientific projects to the highest standard and to prepare future leaders for brilliant careers in academia or industry.

IRB Barcelona also has an institutional Postdoctoral Programme, which recruits and trains its highly international postdoctoral community of more than 100 researchers. The Institute is aware that the postdoctoral period is a critical stage of a researcher's career and endeavours to provide members of the postdoctoral community with the scientific, technical and administrative support that they need to excel.

Since IRB Barcelona was founded in 2005, more than 900 scientists, students, technical and support staff have passed through its doors. Many have gone on to take the next important and exciting steps in their scientific careers in leading academic institutes and industries across the world. IRB Barcelona has set up a dedicated Alumni Network to connect current and former IRB Barcelona members and to provide them with a solid and lasting framework that supports their careers.

Finally, IRB Barcelona strongly believes that scientific institutes have an obligation to inform the public of their work and to encourage open dialogue about an area of science that is likely to have a huge impact on people's lives. The Institute is also conscious of the fact that it must play a critical role to ensure a new generation of talented and passionate scientists and to foster students' interest in careers in science and technology. To this end, the Institute maintains close relations with the press and media and organises and participates in a wide range of science outreach and education activities aimed at elementary and secondary-school students, teachers, and also the general public, including patients' associations and potential supporters.

About CERCA

IRB Barcelona belongs to the Government of Catalonia's CERCA Programme. CERCA is the public Catalan network of research centres and has the following objectives: to ensure that the research centres system in Catalonia is properly developed; to encourage and maximise synergies, coordination between centres and strategic cooperation; to improve the positioning, visibility and impact of the research carried out; and to facilitate communication between public and private agents. There are currently more than 40 research centres across the various scientific disciplines covered by CERCA in Catalonia. CERCA Institutes together have an annual budget over 400 million euros, have been awarded 117 ERC grants and have created approximately 80 spin-off companies. CERCA evaluates the performance of IRB Barcelona systematically every 4 years according to its mission.

Additionally, CERCA is responsible for organising the selection procedure for the new Director of IRB Barcelona, in coordination with the IRB Barcelona's External Advisory Board. For further information about CERCA, please visit: www.cerca.cat

About BIST

IRB Barcelona is a founding member of the Barcelona Institute of Science and Technology (BIST), a scientific initiative driven by six CERCA Institutes (IRB Barcelona, CRG, ICFO, IFAE, ICN2, and ICIQ). The mission of BIST is to increase the levels of collaboration between the centres in order to leverage their individual capacities and potential to build a joint scientific programme. The strength of BIST lies in the research capacities of the centres and its potential to promote multidisciplinary, cutting-edge projects.

BIST has established a multidisciplinary research agenda to pool and share the research capabilities of the six centres, so as to enlarge the scope of the science they undertake, as well as its impact. This strategy seeks to transcend classical disciplines and lead to the creation of new fields of knowledge through the convergence of existing disciplines.

BIST has an independent Board of Trustees comprised of world-leading figures in the fields of research covered by the BIST centres, and it is supported by institutions from the private sector and the government. For further information about BIST, please visit: www.bist.eu

About the University of Barcelona

The University of Barcelona is one of the major research universities in Spain and has become a European benchmark both in terms of the number of research programmes it conducts and the excellence these have achieved. It has 106 departments and more than 5,000 full-time researchers, technicians and research assistants.

The University of Barcelona combines the values of tradition with its position as an institution dedicated to innovation and teaching excellence. It is acknowledged as a university that is as outward-looking and cosmopolitan as the city in which it is located.

IRB Barcelona is situated in the Barcelona Science Park (PCB), within the University of Barcelona's Pedralbes campus. The faculties associated with biomedicine, including chemistry, biology and pharmacy, are within easy walking distance of IRB Barcelona.

The University of Barcelona is a founding member of IRB Barcelona and sits on the Board of Trustees. Several IRB Barcelona faculty members hold University of Barcelona professorships, while maintaining a permanent affiliation to the Institute.

For further information about the University of Barcelona, please visit:
www.ub.edu



In summary, IRB Barcelona takes advantage of several strategic assets in order to successfully accomplish its missions:

- Singular scientific structure.
- Unique constellation of 25 research groups.
- Provision of cutting-edge technological resources.
- Continuous evaluation by a panel of international experts.
- Efficient and flexible organisation.
- Promotion of collaborative research at local, national and international levels.
- Key participation in value-adding networks and organisations to leverage research capacity and to exploit translation research potential.
- Consolidated training programmes for future generations of researchers.
- Solid technology transfer strategy.
- Comprehensive strategy for key stakeholder communications, public engagement, and fundraising.
- Location in the heart of the University of Barcelona's Pedralbes science campus and its spin-off biotech incubator.

About Barcelona as a scientific hub in Europe



Barcelona is the capital of Catalonia, a historical territory in the south of Europe, with a population of 1.6 million within the city limits, extending to about 4.7 million people in the greater Barcelona area. It is located on the shores of the Mediterranean Sea and is a short drive to the Pyrenees mountain range. Barcelona is an open, mixed, cosmopolitan city, a cultural crossroads that attracts visitors, talent, investment, technological and scientific innovation, and pioneering cultural ideas. It is known around the world as a city that radiates culture and creativity.

Barcelona is also ranked among the best cities in the world for quality of life, safety and equality. It boasts world-class healthcare and medical services, both public and private, and has a high-quality education system, from nursery schools to universities and higher education. Barcelona is a welcoming city blessed with a Mediterranean climate, green spaces and locally produced food, thus offering excellent quality of life.

Barcelona is a hive of activity as regards human health and clinical research. The city hosts a multitude of research centres, where over 400 established groups are carrying out research into the life sciences, as well as large scale facilities like the National Sequencing Analysis Center, the Barcelona Supercomputing Center, and the ALBA Synchrotron.

In addition, Catalonia is today one of the most important knowledge hubs in Europe. In 2014 the European Commission recognised Barcelona as the first European Capital of Innovation ("iCapital"). The city is the Mobile World Capital and an international benchmark in the use of technology as a Smart City. The area produces and attracts entrepreneurs and is establishing itself as a European centre for business creation.

Research in Barcelona and Catalonia has the sustained support of Catalan authorities and the area is one of the main pools of EU H2020 R&D projects. Hosting 1.2% of the researchers in the European Research Area (ERA), Catalonia attracts 2.6% of European Framework Program funding, reaching 507 million euros in the first two years of H2020, a 212% increase compared to the first two years of FP7.

In terms of talent, Catalonia exceeds expectations taking into account its relative size in Europe: the ERC grants received in the first two years of the H2020 programme account for 3.6% of ERA's share. Just behind the Netherlands, Catalonia is the second EU territory in which researchers achieve a major number of ERC grants.

As for scientific production, Catalonia produces 3.7% of papers published by the 28 EU countries, while its population accounts for only 1.5%.

Such an extraordinary achievement is attributed to various key factors. Research institutes in Catalonia enjoy flexibility and autonomy. Furthermore, talent attraction and retention programmes such as ICREA (competitive private hiring formulae) and unique governance for CERCA centres are among these factors. The three "Fs" that serve to characterise a Science hub, namely Funding, Freedom and liFestyle, are embraced in Catalonia.

Job description for the Director of Institute for Research in Biomedicine (IRB Barcelona)

The Institute for Research in Biomedicine (IRB Barcelona) is a world-class research centre devoted to understanding fundamental questions about human health and disease (www.irbbarcelona.org). It was founded in October 2005 by the Government of Catalonia (Generalitat de Catalunya) and the University of Barcelona and is located at the Barcelona Science Park (Parc Científic de Barcelona).

The Institute's missions include conducting multidisciplinary research of excellence at the unique interface between biology, chemistry, and structural and computational research. This scenario confers a unique opportunity to apply basic research findings to biomedicine. The singularity of IRB Barcelona resides in the convergence of these disciplines and, most of all, in the active promotion of internal transversal projects. This collaborative approach has led to excellent scientific results and has fostered the transfer of several technologies to the private sector.

IRB Barcelona currently includes 400 members and publishes approximately 200 original articles in international journals each year. IRB Barcelona's 25 group leaders are organised into five Research Programmes:

- Cell and Developmental Biology
- Structural and Computational Biology
- Molecular Medicine
- Chemistry and Molecular Pharmacology
- Oncology

IRB Barcelona is a CERCA Research Institute. CERCA is the public Catalan network of research centres (www.cerca.cat). IRB Barcelona also forms part of the Barcelona Institute of Science and Technology (www.bist.eu).

IRB Barcelona is seeking applicants with a distinguished record of scientific contributions in one or more of the research areas covered by the Institute and with innovative thinking to lead a dynamic organisation.

The IRB Barcelona Director reports to the Board of Trustees.

Main responsibilities

Scientific leadership and management

- Promoting and facilitating leading-edge research, including collaborative and interdisciplinary research, in fields related to IRB Barcelona's missions.
- Providing scientific vision, strategic goals, and leadership for IRB Barcelona, by devising a strategic plan and monitoring its implementation.
- Ensuring that the Institute maintains a world-class infrastructure and cutting-edge scientific core services.

- Promoting and facilitating technology transfer to industry and fostering entrepreneurship.
- Organising regular meetings of the IRB External Advisory Board (EAB), conducting periodic scientific evaluations of IRB Barcelona's research programmes and core facilities, and implementing the EAB's recommendations once approved by the Board of Trustees.

Key stakeholder relations with governing bodies and collaborating organisations

- Developing networks and strategic alliances, and maximising collaborations between IRB Barcelona and relevant research institutions locally, nationally, and internationally.
- Capitalising fully on the research strengths of partners within the CERCA and BIST networks and within the Bioregion of Catalonia.
- Implementing the Board of Trustees' directives and regularly reporting to its President and other members.
- Participating in the periodic CERCA evaluation of IRB Barcelona and implementing its recommendations, and keeping CERCA regularly informed of the Institute's progress.

Leadership for the entire IRB Barcelona community and people management

- Creating and nurturing an environment conducive to intellectual growth, high-quality training and career development.
- Cultivating cross-division collaboration and a culture of integrity, inclusiveness, respect, teamwork, innovation, and results.
- Ensuring the delivery of high-quality research by recruiting and developing Group Leaders, Core Facility Managers and senior administrative personnel, inspiring and empowering them in their roles.

Operational and financial management

- Working with the support of the Managing Director to ensure efficient operational and financial management of all activities within the Institute.
- Ensuring the highest standards of integrity, transparency and compliance with legislative and regulatory requirements.

Leadership for the IRB Barcelona development strategy

- Serving as spokesperson for IRB Barcelona before key stakeholders, including the media and public engagement collaborators.
- Promoting a culture of open dialogue with the public within the Institute and facilitating knowledge transfer to society through outreach activities.
- Taking a leading role in fundraising efforts and seeking support from private donors, including individuals, associations, foundations, etc.
- Supporting and advancing relations with IRB Barcelona's alumni community.

Any other functions that might be approved by the Board of Trustees.

Functional internal relations:

- Managing Director
- 25 Group Leaders and 7 Core Facility Managers
- 400+ members

Economic figures

- Annual income of 26 million euros
- Core funding from the Government of Catalonia of 12.4 million euros

Candidate profile

Knowledge and experience required

- Basic biomedical scientist with a PhD degree and an outstanding international profile
- Demonstrable experience in the development of science strategy, research infrastructure and people management in collaborative scientific environments
- Knowledge of the Spanish scientific environment will be considered an added value

Skills/Abilities

- Strong strategic vision
- Ability to work and lead complex environments with multiple stakeholders
- Ability to build effective working relationships at the highest level
- Integrity and 'political' awareness
- Excellent communication and engagement skills

Selection criteria

- Internationally recognised record of achievement in biomedical research
- Ability to promote collaborative environments
- Ability to lead an innovative scientific strategy focused on excellence
- Ability to represent the Institute to key stakeholders
- Ability to work proactively and take the lead

Female candidates are encouraged to apply.

Terms and working conditions

- The Director appointment will be for a period of 5 years, renewable for another 5 years upon approval by the Board of Trustees.
- The Director will also be appointed as a Senior Group Leader at IRB Barcelona. This will be a tenure-track appointment, based on a 5-year contract that will be renewable indefinitely after successful evaluation.
- The salary and terms of employment will be discussed in detail at an appropriate stage of the selection process.

How to apply, selection process and calendar

How to apply

Applicants should send a CV and a cover letter by e-mail to the Director of CERCA at applications@cerca.cat

Selection process

CERCA is delegated to manage all steps in this selection process. Suitable candidates will be identified in a ranked list by an *ad hoc* Commission formed by members of IRB Barcelona's External Advisory Board (EAB), drawing upon the input of any other expert that the EAB might require. This Commission will provide a short list of the pre-selected candidates. Candidates included in the short list will be invited to visit IRB Barcelona for interview. The final recommendation of the successful candidate will be presented to the Board of Trustees, who will be responsible for the appointment of the new Director.

Calendar (2017)

June 30	Application deadline.
July 25	List of prioritised candidates by EAB. Short-listed candidates invited to visit IRB Barcelona for interview.
October 23-24	Visit and interviews of short-listed candidates.
December	Appointment announced by the Board of Trustees.