EUROPEAN INNOVATION COUNCIL AND SMEs
EXECUTIVE AGENCY (EISMEA)

Compliance, People and Budget
People, Workplace and Operational Coordination Support

European Innovation Council and SMEs Executive Agency (EISMEA)

CALL FOR EXPRESSION OF INTEREST

The European Innovation Council and SMEs Executive Agency (EISMEA) is launching a Call for Expression of Interest for the establishment of a Reserve List and recruit up to six positions of:

EIC Programme Managers
(REF.: EISMEA/AD/2021/006)

Type of contract	Temporary Agent[1]
Function group and grade	AD9-AD11
Duration of contract	2 years (with the possibility of 2 year extension)[2]
Estimated number of candidates to be placed on the Reserve List	15
Unit	D.02
Place of employment	Brussels, Belgium
Deadline for application	**08/09/2021, 12:00 Brussels time**

1. ABOUT EIC

The European Innovation Council (EIC) has been established under the EU Horizon Europe programme. It supports **game changing innovations** throughout the lifecycle from early stage research, to proof of concept, technology transfer, and the financing and scale up of start-ups and SMEs. It has a budget of €10.1 billion (2021-2027). The Horizon Europe legislation specifies that the EIC takes a pro-active approach to the management of high-risk projects through the recruitment of Programme Managers.

The strategy and implementation of the EIC is steered by the EIC Board, composed of independent advisers appointed from the world of innovation (researchers, entrepreneurs, investors, corporates and others from the European deep-tech innovation ecosystem).

The European Innovation Council and SMEs Executive Agency (EISMEA) was established by the Commission Implementing Decision (EU) 2021/173 of 12 February 2021. It groups programmes with a clear focus on innovation and the single market. In particular, EISMEA

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[1] According to Article 2(f) of the Conditions of Employment of Other Servants of the European Union (CEOS).
[2] According to Article 8 of the CEOS, Temporary Agents may be engaged under their first contract for a fixed period. The contract may be renewed not more than once for a fixed period. According to the Director Decision on the Recruitment of EIC Programme Managers (Ares(2021)4518432) the employment contract of the EIC Programme Managers is for a maximum duration of 4 years.

supports the EIC Board and its President, and implements, on behalf of the European Commission, the EIC activities that are set out in the [annual EIC Work Programme](#).[3]

> The EIC is more than a funding programme. It takes a proactive approach to project and programme management in order to turn frontier technological visions into real business opportunities. The **EIC Programme Managers provide the high-profile leadership** to identify, develop, implement and promote such visions, and to nurture potential market-creating innovation out of EIC-funded projects and activities.

2. EQUAL OPPORTUNITIES AND VALUES

Equality and non-discrimination are core values and fundamental rights in the EU, enshrined in its Treaties and in the Charter of Fundamental Rights. EISMEA is an equal opportunity employer, where diversity is celebrated as part of our collective richness and all people can be themselves without risk of discrimination or exclusion.

> We value diversity and are committed to creating an inclusive working environment for all employees. For this call, **women candidates are particularly encouraged to apply**. All employment is decided on the basis of qualifications, merit and achievements. In case of equal merit, priority will be given to women candidates.

EISMEA is committed to the public service principles for European Union civil servants: commitment to the European Union and its citizens, integrity, objectivity respect for others and transparency. EISMEA operates according to the following principles: clear Union-added value, autonomy, ability to take risks, efficiency, effectiveness, transparency and accountability.

Because of their particular role, the EIC Programme Managers shall respect specific measures in order to mitigate the risks of conflict of interests.

3. JOB DESCRIPTION

Overall purpose

The **EIC Programme Managers are recognised experts** in emerging science-and-technology areas, with a visionary drive to turn new technological breakthroughs into relevant and responsible innovations for Europe and for the world.

They have a **leading role** in developing and executing the EIC strategy to support new technologies and innovations in their area, creating value for the EIC awardees, European businesses and citizens. Their task is to identify, develop, implement and promote visionary

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[3] In compliance with the Commission Decision C(2021) 949 final of 12 February 2021, EISMEA should create strong synergies to support the recovery of the European economy, by grouping in one agency all the activities of the European Innovation Council (EIC) and the programmes related to small and medium-sized enterprises. The EIC, the EU Innovation Ecosystems programme (EIE) and Interregional Innovation Investments (I3) programme will ensure visibility for innovation, key to supporting the modernisation and sustainability of the EU economy. EISMEA reports to five parent Directorates-General of the European Commission: the Directorate-General for Research and Innovation (R&I) (lead parent-DG), the Directorate-General for Communications Networks, Content and Technology (CNECT), the Directorate-General for Internal Market, Industry, Entrepreneurship and SMEs (GROW), the Directorate-General for Justice and Consumers (JUST), the Directorate-General for Regional and Urban Policy (REGIO).

objectives in the areas of their expertise, and to nurture potential market-creating innovation out of portfolios of EIC-funded projects and activities. EIC Programme Managers are appointed for a period of up to four years.

The role of EIC Programme Manager is **a career opportunity of high visibility** across the academic, investment and entrepreneurial world. The EIC is determined to establish this as a prestigious position and a stepping-stone for transitioning into important roles in start-ups, established companies, investment funds, academia, government agencies, etc. The unique remit of the EIC provides Programme Managers with a privileged insight **into cutting-edge developments** across a very wide range of **science-and-technology** domains, unmatched by any other organisation in Europe. The Programme Managers have the opportunity to lead initiatives in new and emerging 'deep-tech', involving the best teams of researchers and innovators from across Europe, and to achieve impact beyond what any single project can do.

The EIC Programme Managers report to the Head of the EIC Programme Managers' Office. They are expected to work across the Agency and interact with the EIC Board. Current [Programme Managers](#) are already proactively managing portfolios of projects in the areas of biotechnology and health, medtech and medical devices, materials for energy and environment, and energy systems. The new Programme Managers will further expand the EIC's leadership into other thematic areas.

Functions and duties

We propose up to six exciting positions as EIC Programme Managers with the following specific duties:

- o **assist the EIC Board** in advising the European Commission **on newly emerging deep-tech and technology breakthroughs**, their potential longer-term impacts for society, and how these can be concretely supported and promoted by the EIC;
- o develop and champion specific **high-risk / high-impact visions for future deep-tech** (EIC Challenges) that capitalise on cutting-edge science and emerging trends; encourage serendipitous cross-fertilisation between different disciplines ('hard' and 'soft' ones) or sectors;
- o **shaping and steering portfolios of EIC projects** towards overarching and ambitious targets; advising on the cooperation, orientation and continuation of projects in light of their ability to contribute to those targets;
- o identify **opportunities, gaps and bottlenecks** in **European innovation ecosystems**, regulatory or legislative barriers to future innovation, or implications for European policies, and propose actions to address these.

Additionally, the EIC Programme Managers will act as catalysts and matchmakers, by:

- o assisting EIC awardees on their journey **from early-stage research to impact**, for instance by ensuring timely IP protection, or connecting them to other relevant researchers, potential users, businesses, innovators or investors,;
- o engaging with a broad **network of researchers and innovators** to pick-up emerging trends, know the leading researchers, innovators and investors; and so be able to

quickly pivot projects, launch timely initiatives and identify experts to advise on, for example, technical due diligence;

o engaging with the broader European Research and Innovation eco-systems to stimulate synergies and coherence across initiatives and programmes, for higher impact from EIC funded deep-tech.

Furthermore, each EIC Programme Manager will be an **ambassador for the EIC as catalyst of relevant and responsible innovations** that can make a difference for current and future European citizens and for the planet.

Areas of expertise and challenges

This call looks for Programme Managers' candidates from any **area** of science and technology research and entrepreneurship, with the ambition to make a difference by pursuing, in the course of their assignment at EIC, an ambitious **challenge** in their area of expertise.

Areas

The present call is looking for candidates with science, technology and innovation expertise in **cutting-edge areas** that are complementary to those covered by current Programme Managers[4]. Below are some examples - by no means exhaustive or prescriptive - of such areas:

o Unconventional ICT and cybersecurity;
o New frontiers in Artificial or Robotic/Synthetic Intelligence;
o Quantum technologies;
o Human-centric technologies addressing relevant individual, social or societal issues;
o Fem-Tech (research, methods, technologies that are designed to target women's specificities, health and well-being);
o Bio-inspired or hybrid technologies for new products and applications;
o Food chain technologies, novel foods and sustainable nutrition for an economics of well-being;
o Planet-first technologies for environmental, biodiversity or socio-ecological issues;
o New technologies for the Blue Economy;
o Novel propulsion and transportation technologies;
o Space data, technologies and applications;

Challenges

The EIC Programme Managers have a mandate to pursue ambitious **challenges** that will make a difference in their area of expertise, unlock future innovation and could lead to a decisive first-mover advantage for Europe.[5]

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[4] The EIC current Programme Managers cover the following broad areas of expertise: (1) biotechnology and health, (2) medical technologies and medical devices, (3) materials for energy and environment, and (4) energy systems and bio-systems engineering.
[5] Selected challenges can be funded through EIC Challenge Calls with an indicative budget of EUR 20-40M to start a Challenge portfolio of projects, subject to approval of the relevant EIC workprogrmme.

The EIC is particularly interested in **deep-tech** (science driven) challenges for which the underlying science is starting to mature to a point where new technological possibilities can be envisaged. Such challenges will require **novel interdisciplinary collaborations (including with social sciences and humanities, where relevant)**, **ambitious targets**, **high-risk approaches** and **proactive steering of projects and project portfolios** in order to unlock, in due time, radical innovation, create new markets or redefine sectorial or societal landscapes.

Candidates should take ethical and sustainability considerations into account when formulating their deep-tech visions, including the principle of 'do no significant harm'. Military as well as nuclear energy technologies are excluded.

4. PROFESSIONAL QUALIFICATIONS AND OTHER REQUIREMENTS

A. Eligibility criteria[6]

Candidates will be considered eligible for selection on the basis of the following eligibility criteria to be fulfilled by the deadline for applications:

1. Have a level of education which corresponds to completed **university studies** of at least four years attested by a **diploma** in a field related **to breakthrough technology and/or deep-tech innovation**;
2. Have thorough knowledge of one of the languages of the European Union and of a satisfactory knowledge of another EU language to the extent necessary for the performance of the duties;
3. Be a national of a Member State of the European Union;
4. Be entitled to his/her full rights as a citizen;
5. Have fulfilled any obligations imposed by the applicable laws concerning military service;
6. Meet the character requirements for the duties involved;
7. Be physically fit to perform the duties linked to the post[7].

B. Selection criteria

Essential
- At the deadline for applications, candidates will, after having obtained the qualifications mentioned in point A(1) above, have acquired:
  - at least 10 years' full time relevant professional experience[8] for AD9 grade.
  - at least 12 years' full time relevant professional experience[9] for AD10 grade.
  - at least 14 years' full time relevant professional experience[10] for AD11 grade.

- Proven experience recognised by peers in an area of science and technology research

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[6] Article 12 of the CEOS and Articles 13 of ed Steering Committee Decision of 23 March 2015 laying down general implementing provisions on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS. EISMEA being the legal successor of EASME, general implementing provisions remain applicable until a new Decision may be taken by EISMEA Steering Committee.
[7] Before the appointment, a successful candidate shall be medically examined by one of the institutions' medical officers in order that EISMEA may be satisfied that (s)he fulfils the requirement of Article 13 of the CEOS.
[8] This minimum professional experience is required bearing in mind the level of responsibility that the jobholder will have to exercise. Professional experience is counted only from the time the candidate obtained the diploma and qualifications for being eligible (see section 4.A above). Doctoral and post-dcotoral studies count as professional experience.
[9] See footnote 8.
[10] See footnote 8.

and entrepreneurship, as illustrated above;

- Very good oral and written command of English[11]. Spoken and written skills equivalent to level C1 or higher[12] for working purposes.

Desirable

- **Proven leading scientific and technical knowledge,** e.g. post-doctoral experience in a relevant area, as illustrated above;
- **A clear and specific vision for an ambitious deep-tech challenge** and its potential impact; demonstrating personal creativity, drive and determination to realise the vision[13]; appreciation of the 'bigger picture' from a broad multidisciplinary perspective;
- Solid **track-record** in cutting-edge **interdisciplinary research** in academia or across academia and business / industry in new and disruptive areas, as illustrated above;
- **Proven experience in research and innovation management, technology transfer, entrepreneurship or investment**: e.g. in managing high-risk/high-gain science-towards-technology projects or programmes; in substantial technology transfer; in investment at a Technology Transfer Office, Venture Capital or Corporate Venture Capitial Fund, especially for high-risk 'deep-tech'.

Behavioural competences

- **Ability to lead and inspire**: experience in steering, empowering and supporting diverse teams (e.g. setting ambitious but achievable milestones, monitoring results and seeking impact); excellent interpersonal skills (e.g. active listening, motivational attitude, positive role model); a track record of delivering and creating value (small or large);
- **Ability to connect,** catalyse ideas and partnerships with relevant stakeholders (e.g. visionary scientists, entrepreneurial researchers, research organisations, national initiatives, start-ups, high-tech SMEs, early stage investors and companies driven by technological research and innovation etc.); good understanding of the European innovation ecosystem;
- **Communication and outreach skills**: ability to communicate clearly, concisely and creatively to specialist as well as broad audiences, orally or in writing; engagement and outreach, notably in their areas of expertise.

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[11] The language options for this selection procedure have been defined in line with the interests of the service, which require newly recruited Temporary Agents to be immediately operational and capable of communicating effectively in their daily work. Accordingly, given that new recruits need to be able to assume their duties immediately without receiving additional language training, the new Temporary Agents must be able to communicate with the already operating staff in EISMEA and services in the Commission in at least one of the limited number of vehicular languages most commonly used within the services where they will be recruited, otherwise this selection procedure would lose its purpose and, ultimately potentially severely impair the efficient functioning of the institutions. It has long been standard practice to use mainly these languages for internal communication purposes in the EU institutions and these are also the languages most often used when communicating inside the institutions and with the outside world. Consequently, considering the nature of the duties performed by Temporary Agents, in light of the principle of proportionality, in balancing the interests and needs of the service and the abilities of candidates, and given the particular fields covered by this selection procedure, it is legitimate to make this choice of languages so as to ensure that all candidates are able to work in them, whatever their first official language. Indeed, since the execution of professional duties is linked to the specific linguistic context of the institutions, professional vocabulary is required in at least one of the most common vehicular languages. Assessing specific competencies in this way allows the institutions to evaluate candidates' ability to be immediately operational in an environment that closely matches the reality they would face on the job.

[12] Please refer to the Common European Framework of Reference for Languages.

[13] The EIC Challenges offer funding to excellent interdisciplinary projects that address such challenges.

5. SELECTION PROCEDURE

A. Admission to the selection procedure

First, the submitted applications will be checked against the eligibility criteria (section 4.A). Only eligible applications will be assessed further.

B. Assessment of eligible applications

The Selection Committee will analyse the applications of eligible applicants with reference to the selection criteria.

Applications which do not meet one or more of the essential selection criteria (see section 4.B) will not be evaluated further.

Upon completion of the assessment, the candidates who obtain the highest scores will be invited to the next stage.

C. Interview

This stage of the selection procedure will allow the applicants to prove their suitability for the post for which they are applying (as described in section 3 above).

The interview will assess and compare objectively and impartially the candidates' motivation, qualifications, competences and skills and professional experience in one of the fields of expertise sought.

During the interview short-listed candidates will outline their vision for their area of expertise and pitch for a new and specific technology challenge that the EIC should fund.

The interview last approx. 45 minutes and it will be conducted in English.

The interviews are approximately planned for weeks 40-41 (4-15 October 2021). Please note that this indicative planning may change.

Candidates are invited to indicate in their online application any special arrangements that may be required if invited to attend an interview.

D. Reserve list

Following the interviews, the Selection Committee will recommend to the Appointing Authority approximately **15 candidates** with the highest aggregated marks to be placed on the **reserve list**.

The reserve list will be valid until 31 December 2022. The validity of the reserve list may be extended by decision of the Director. Candidates should note that their inclusion on the reserve list does not imply any entitlement to employment in the Agency. A second interview may be organized before the offer of employment.

6. SELECTION COMMITTEE

A Selection Committee will be appointed for this selection procedure and will be composed of at least three members, including a member designated by the Staff Committee of the Agency. The Selection Committee may be assisted by members of the EIC Board.

The names of the Selection Committee members will be communicated to candidates upon notification of the outcome of the assessment of eligible applications (see section 5. Selection Procedure, B - Assessment of eligible applications). Under no circumstances may candidates approach the Selection Committee, either directly or indirectly, concerning this recruitment. The Agency's Director reserves the right to disqualify any candidate who disregards these instructions.

7. APPLICATION PROCEDURE

To apply for this position, you shall upload here the following:

- **Your CV** (maximum 4 pages);

- **A PDF presentation** (maximum 6 slides) proposing a programme for a technological/ innovation *challenge* in an *area*, as explained and illustrated in Section 3, above.
  The presentation should address the following questions:
  - ✓ What is the opportunity?
  - ✓ Why now?
  - ✓ What are the challenges/ barriers holding back progress?
  - ✓ What are the potential impacts?
  - ✓ Why should you be the one leading the programme?

  If you are invited to the interview, you will need to give this presentation in front of the Selection Committee.

- Link to **a short video** (maximum 4 minutes) to explain and describe:
  - ✓ Why you are applying for the EIC Programme Manager position;
  - ✓ What are your expectations;
  - ✓ Argue your vision for radical technological progress in your area.

After a correct submission of an application, candidates will receive an automated acknowledgement of receipt to the email account indicated in their application.

There is no obligation to submit applications in English. However, documents sent in English will greatly facilitate the work of the Selection Committee.

The Agency strongly advises not to wait until the last few days before the deadline for applying, since heavy internet traffic or connection difficulties could lead to problems. It is the sole responsibility of each applicant to send his/her application before the deadline. Any information or documentation provided after the deadline will not be taken into account.

The candidate will be disqualified if:
- (s)he does not send his/her full application (including CV, PDF presentation, link to the video) by the deadline;
- at any stage in the procedure it is established that information a candidate provided is incorrect or false;
- (s)he failed to inform the HR service of the Agency of a possible conflict of interest with a Selection Committee member;
- (s)he attempted to contact a member of the Selection Committee either directly or indirectly concerning this recruitment procedure.

8. APPOINTMENT AND CONDITIONS OF EMPLOYMENT

Any offer of employment shall be made by Director on the basis of the reserve list. A contract offer will be made as a temporary staff member 2(f), within the career bracket **AD9-AD11**[14] for a duration of **2 years**, with the possibility of renewal up to a maximum of 4 years.

The classification in step will be done in accordance with the Agency's general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement[15] and will depend on the assessment of the qualification and professional experience of the selected candidate. At the request of EISMEA, the selected candidates will have to evidence with supporting documents the information contained in their application.

For further information on working conditions of temporary staff, see the Agency's website (Working for EISMEA) or the website of the European Personnel Selection Office (EPSO).

The place of employment will be Brussels (Belgium), where the Agency has its premises.

9. REQUEST FOR REVIEW

If the candidate believes a mistake has been made at any stage of the selection, (s)he may request a review of the Agency's decision. This must be made within 10 calendar days of the date of the e-mail notifying the candidate of the outcome of the selection procedure. The request must quote the reference number of the selection procedure concerned and the candidate must substantiate the reasons for requesting a review. It must be for the attention of the Chairperson of the Selection Committee and sent to the following address: EISMEA-EIC-PM@ec.europa.eu
The Selection Committee will review the request and notify the candidate of its decision within 15 calendar days of receipt of the request.

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[14] The final grading (AD9, or AD10 or AD11) depends on the years of full time professional experience (see point 4B,1).
[15] EASME Steering Committee Decision of 17 December 2013 adopting by analogy the Commission Decision C(2013)8970 of 16 December 2013 laying down general implementing provisions concerning the criteria applicable to classification in step on appointment or engagement. EISMEA being the legal successor of EASME, general implementing provisions remain applicable until a new Decision may be taken by EISMEA Steering Committee.

10. APPEAL PROCEDURE

Pursuant to Article 90(2) of the Staff Regulations of Officials of the European Communities ("Staff Regulations"), any candidate may submit to the Agency a complaint against an act adversely affecting him/her. Any such complaint should be sent for the attention of the Director of EISMEA to the following address: EISMEA-HR-APPEALS@ec.europa.eu. The complaint should quote the reference number of the selection procedure concerned and it must be lodged within 3 months from the date on which the candidate is notified of the act adversely affecting him/her.

Should the complaint be rejected, the candidate may request judicial review of the act adversely affecting him/her pursuant to Article 270 of the Treaty on the Functioning of the European Union and Article 91 of the Staff Regulations. For details on how to submit a judicial appeal and how to determine the deadlines, please consult the website of the General Court at http://curia.europa.eu/jcms/.

The candidate can make a complaint to the European Ombudsman. Before submitting such complaint, the candidate must first make the appropriate administrative approaches to the institutions and bodies concerned (see above). Making a complaint to the Ombudsman does not extend the deadlines for lodging administrative complaints or judicial appeal.

Please consult the website of the European Ombudsman (http://www.ombudsman.europa.eu/) for further information on the arrangements for complaints to the Ombudsman.

11. DATA PROTECTION

The purpose of processing the data submitted by candidates is to evaluate applications in view of possible recruitment at the Agency. The personal information requested by the Agency from candidates will be processed in accordance with Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC. In this regard, please see the Data Protection Notice.