
Director Position of the Catalan Institute for Water Research (ICRA) - Call for Applications -

About ICRA

ICRA is a research institute from the CERCA network of the Catalan Government. ICRA is also supported by the Catalan Water Agency (ACA) and the University of Girona (UdG), from which it is an attached research institute. ICRA produces **multidisciplinary water research** with the ambition to cover the complete water cycle, departing from **freshwater ecosystems**, and tracking the **water quality and quantity** from there and then when flowing through humans, therefore including **water depuration, reutilization**, and the **return to the ecosystem** in the best conditions. Its research focuses on the rational use and effects of human activities on water resources and aquatic ecosystems, based on the fundamental importance of water as a resource. ICRA's mission is to be a **point of reference for water science and technology in the Mediterranean**.

ICRA's headquarters are located at the H2O building at the University of Girona's Science and Technology Park, inaugurated on the 7th of October 2009. The H2O building is equipped with cutting-edge facilities and technologies that are used to carry out national and international research projects. Presently ICRA is organized around three main areas of research (www.icra.cat) covering each of the aspects detailed above, with four research lines each of them. Currently ICRA hosts 91 researchers, from which seven are permanent or in-kind from UdG or ICREA. Administrative or technical staff account for 16 people, making a total of 107 people being part of ICRA. ICRA has progressively increased its financing from 2.5 M€ in 2010 to ca 5 M€ (ca. 50% Competitive and KTT Funding) in 2021. ICRA has published 676 papers in the last 5 years and is hosting one ERC Starting Grant and several Horizon2020 projects.

ICRA is fully committed to the principles of the policies and practices of The Human Resources Strategy for Researchers (HRS4R), established by the European Commission to implement principles of The European Charter for Researchers & Code of Conduct for the Recruitment for Researchers (Charter & Code). In December 2015 ICRA received the "HR Excellence in Research" award from the European Commission.

A report of ICRA activities in 2021 can be downloaded from www.icra.cat

The ICRA Director

CERCA is seeking applicants with a distinguished record of scientific contributions in any of the research areas of the Institute, and with innovative thinking to lead a dynamic organization.

The ICRA Director is supported by well-organized management and research support areas and by the Director's office, and reports to the Board of Trustees of the ICRA Foundation.

Main Responsibilities

Scientific leadership and management

- Promoting and facilitating leading-edge research, including collaborative and interdisciplinary research within and between the three research areas of ICRA.
- Providing scientific vision, strategic goals, and leadership by developing and implementing the current strategic plan.
- Expanding research funding throughout the involvement in national and international (mostly European) opportunities
- 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.
- Organizing regular meetings of ICRA's Scientific Advisory Board (SAB) and of the Public Administration and Business Mixed Committee, conducting periodic scientific evaluations of the institute and its group's performance and core facilities, and implementing the recommendations approved by the Board of Trustees.
- Conducting periodic performance evaluations of ICRA's management and direction units.

Key stakeholder relations with governing bodies and collaborating organizations.

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

Leadership for the entire ICRA community and people management

- Creating and nurturing an environment conducive to intellectual growth, high-quality training and career development.
- Cultivate cross-areas collaboration and a culture of integrity, inclusiveness, respect, teamwork, innovation, and results.
- Ensuring the delivery of high-quality research by recruiting and developing Research Scientists, Facility Managers and Senior Administrative personnel.

Operational and financial management

- Working with the support of ICRA's manager 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 ICRA development strategy

- Serving as spokesperson for ICRA 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 disclosure to society through outreach activities.
- Taking a leading role in fundraising efforts and cultivating support from private donors including individuals, associations, foundations, etc.
- Leading any other functions that might be approved by the Board of Trustees.

Candidate Profile

Knowledge and experience required

- Outstanding scientific international research profile in scientific or technological water-related issues.
- Demonstrable multidisciplinary research experience
- Demonstrable experience in development of science strategy, research infrastructure and people management, developed in collaborative scientific environments.
- Knowledge of the Spanish and Catalan scientific environment will be considered as an added value.

Skills/Abilities

- Strong strategic vision
- Strong management skills
- 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-recognized record of achievement in water research, preferentially multidisciplinary.
- 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.

Terms and Working Conditions

- The Director appointment will be for a period of 5 years, renewable for additional 5-year periods upon approval by the Board of Trustees.
- The salary and terms of employment will be discussed in detail at an appropriate stage of an interview.

How to Apply, Selection Process and Calendar

How to apply

Applicants should send their full CV and a cover letter (maximum of two pages) expressing their motivation to apply for this position and their general intentions as Director of ICRA 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 the Scientific Advisory Board (SAB) and afterwards, an ad hoc Commission formed by members of Board of Trustees, drawing upon the input of any other expert if required will interview the best positioned candidates and will provide a short list of the pre-selected candidates to the Board of Trustees.

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 (2023)

September 30 th	Application deadline.
November 1 st	List of prioritized candidates by SAB. Short-listed candidates invited to visit ICRA for interview.
December 10 th	Visit and Interviews of short-listed candidates.
January 2024	Appointment announced by the Board of Trustees.

The above dates are tentative. Any changes will be publicized.

The decision on the appointment will be announced at the end of the process.