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EIT Health CEO Recruitment Pack

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Welcome to EIT Health

A letter from our Chairman, Chad Floe



On behalf of the EIT Health Supervisory Board, I am pleased to announce our search to find our next Chief Executive Officer.

EIT Health is a unique member association founded by leading stakeholders from across the European healthcare ecosystem. Together, we ensure that innovation generated in Europe is nurtured, strengthened and scaled to commercial success within Europe.

Since 2015, our organisation has been in a 14-year partnership with the European Institute of Innovation and Technology (EIT), which distributes funding to and through EIT Health. Our CEO needs to drive the organisation to succeed beyond 2030 by building on its strengths to achieve even greater impact and growth.

Our next CEO will find EIT Health in good shape for this challenge: Having secured full funding for its current business plan (2026-28) from EIT, as well as having concluded a restructuring and the implementation of a new operating model under transitional leadership.

The CEO we are looking for understands the need for operational and administrative excellence required for a public-private partnership.

At the same time the CEO has the commercial edge to improve the quality and financial excellency of existing programmes, while attracting new opportunities for, and with, the members of the association.

A visionary at the cross-over between the private and public sectors, our CEO will represent the organisation towards senior stakeholders in the European Union, in associated countries of the EU Framework Programme for Research and Innovation (FP9, FP10), Education and Research centres, as well as Industry players from across the globe that have located to Europe.

To succeed in this role, the CEO will need the interpersonal leadership skills to inspire and guide an established Management Board as the organisation pivots to a new operating model, while ensuring operational excellence and full compliance with the current Business Plan throughout its implementation.

The CEO will need the emotional intelligence to lead a culturally and geographically dispersed Management Team of direct reports, whose functions collectively guide a pan-European organisation of more than 80 staff operating in a remote-first environment.

If this inspires you to take it on as your next professional challenge, the Supervisory Board of EIT Health is looking forward to your application!

A handwritten signature in black ink, appearing to read 'Chad Floe'. The signature is fluid and cursive, written on a white background.

CEO Role Specification

KEY RESPONSIBILITIES

Operational Leadership and Performance

- Oversee central and regional teams within a stabilised post-restructuring organisational framework.
- Raise standards of performance, integrity, traceability and quality of execution.
- Foster a managerial culture based on accountability, transparency and partner-oriented service.
- Ensure effective implementation of the multi-annual Business Plan approved by the Supervisory Board, the Partner Assembly and the EIT.

Financial Management and Sustainability

- Lead a financial strategy aligned with EIT/EU rules, ensuring budget discipline, secure payment processes and rigorous cost management.
- Develop complementary revenue streams, including strategic partnerships, industry contributions, services and European or national co-funding.
- Strengthen the organisation's financial credibility (finance, operations, compliance) with EU institutions.

Institutional Relations and Compliance

- Ensure full application of the governance principles defined in the EIT–KIC Partnership Agreement and the statutes of EIT Health e.V.
- Work closely with the Supervisory Board, the Management Board and EIT oversight bodies to guarantee transparency, integrity and compliance.
- Represent EIT Health before the EIT Governing Board, the European Commission (for example, DG EAC, DG RTD, DG SANTE, EISMEA), Member States and strategic industrial and academic partners.
- Ensure reliable and compliant institutional communication and reporting.





KEY COMPETENCIES

Business Development and Innovation Management

- Strong business track record including experience working with innovation ecosystems, venture capital funds, business angels, corporate venture arms, and/or other investors.
- Proven ability to develop diversified revenue models and sustainable business strategies.
- Experience supporting start-ups, scale-ups, SMEs, or technology commercialisation initiatives.
- Track record of bringing products/services to market or supporting business growth.

Visionary and People-Centric Leadership

- Proven ability to inspire, motivate, and empower diverse teams across cultures and geographies.
- Track record of building high-performing, accountable organisations with strong values-based cultures (Trust, Collaboration, Caring, Growth, Sustainability).
- Ability to simplify complexity and translate strategic vision into clear, actionable plans that mobilise stakeholders at all levels.
- Experience managing organisations with distributed teams (80+ personnel).

Multi-Stakeholder Engagement and Community Leadership

- Exceptional ability to work effectively with diverse stakeholders across the knowledge triangle: business (corporates, start-ups, SMEs, investors), research institutions, education providers, and healthcare delivery organisations.
- Proven track record of building consensus among large, geographically dispersed communities with divergent interests (150+ partner network).
- Experience managing matrix organisations and fostering collaboration across different regions and ecosystems.
- Ability to balance institutional accountability with partner-centric service delivery.

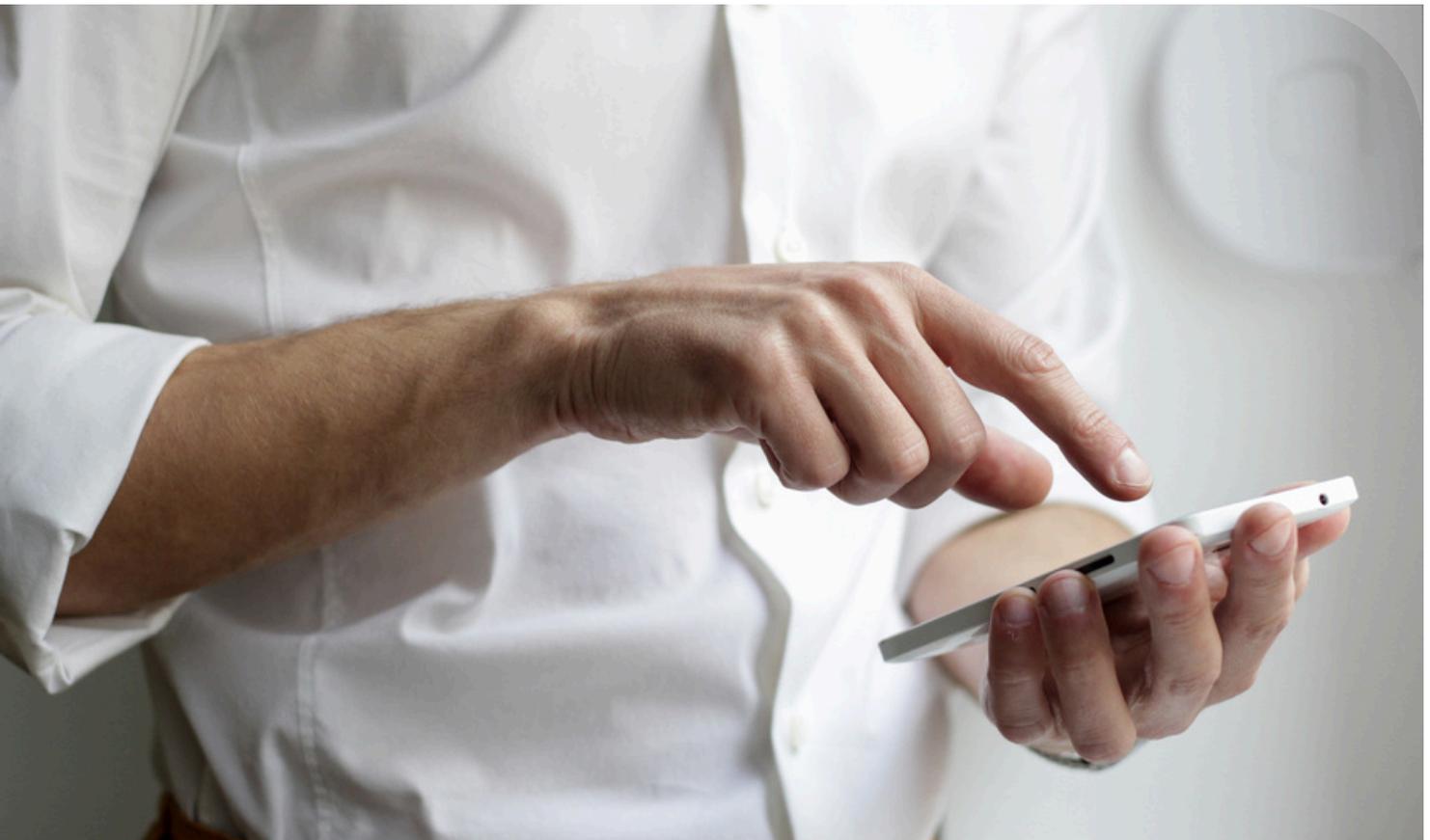


Financial, Governance and Compliance Expertise

- Deep understanding of European public funding, hybrid public-private models and co-funding mechanisms.
- Ability to design a diversified financial strategy aligned with the EIT mandate.
- Strong knowledge of European regulatory and governance frameworks (EIT, Horizon Europe, audits, monitoring).
- Experience operating in environments with reinforced supervision or strict statutory obligations.

REQUIRED EXPERIENCE

- Minimum 15 years of progressive senior executive experience in European, international, or multi-country organisations, including prior CEO, C-suite or General Management experience.
- Solid understanding of health policy, biomedical research, digital health innovation or industrial dynamics in the health sector.
- Demonstrated experience leading organisations with 80+ personnel and complex multi-stakeholder governance models.
- Familiarity with European financial and regulatory frameworks (Horizon Europe, EIC, EIT or similar) and experience operating in highly regulated or supervised environments.
- Strong business acumen with experience in innovation management, investor relations, and business model development.
- Fluency in English (required); additional European languages highly desirable.



APPLICATION PROCESS



EIT Health will be supported in this appointment process by the executive search firm GENerX Life. GENerX Life will support the search committee in the discharge of its duties, both to assist in the assessment of candidates against the requirements for the role, and to identify the widest possible field of qualified candidates.

Applications should comprise a full curriculum vitae along with a covering letter/email including motivation for the position.

Applications are welcomed via: eithealth@generx.life

The closing date for applications is end of business (CET), Thursday 30th April 2026.

Selected candidates will be invited for interview with GENerX Life during May 2026 following which the search committee will agree a shortlist. Shortlisted candidates will be invited to attend interviews in early June 2026.

We are committed to creating an inclusive and diverse workplace and welcome applications from all qualified individuals, regardless of age, disability, gender identity, marital status, race, religion or belief, sex, or sexual orientation. We ensure all candidates are treated fairly and with respect throughout the recruitment process.

Introduction to EIT Health

Strengthening Healthcare Systems Across Europe

EIT Health, a Knowledge and Innovation Community (KIC) of the European Institute of Innovation and Technology (EIT), is one of Europe's largest health innovation ecosystems, bringing together leading organisations to tackle the most pressing healthcare challenges. With ageing populations, rising chronic disease, workforce shortages and rapid digitalisation, Europe's health systems must transform to remain sustainable and resilient.

Our mission, guided by the principle of Knowledge Triangle, is to accelerate innovation that improves health outcomes for citizens while strengthening the competitiveness of Europe's life sciences and health industries. By working across borders and sectors, we help remove barriers to innovation and enable new ideas to move more quickly from research to real-world healthcare delivery.

Our Goal

EIT Health operates through a unique model that brings together partners from business, research, education and healthcare delivery. We call this the knowledge triangle - the intersection where expertise, talent and entrepreneurship combine to create transformative solutions.

Through this approach, EIT Health supports partnerships between universities, hospitals, research organisations, start-ups, industry and policymakers, enabling ideas to move from research to real-world healthcare impact.

Our Approach

EIT Health supports innovation across the entire healthcare lifecycle. Our programmes help develop talent, support entrepreneurs, accelerate innovation and enable the adoption of new solutions within healthcare systems.

Through funding opportunities, education programmes, accelerators and collaborative initiatives, we support innovators working on digital health, medical technologies, biopharma value chain, data-driven healthcare and new models of care delivery. These activities help bring together the expertise, investment and partnerships required to translate innovation into real-world healthcare solutions.

Our Activities



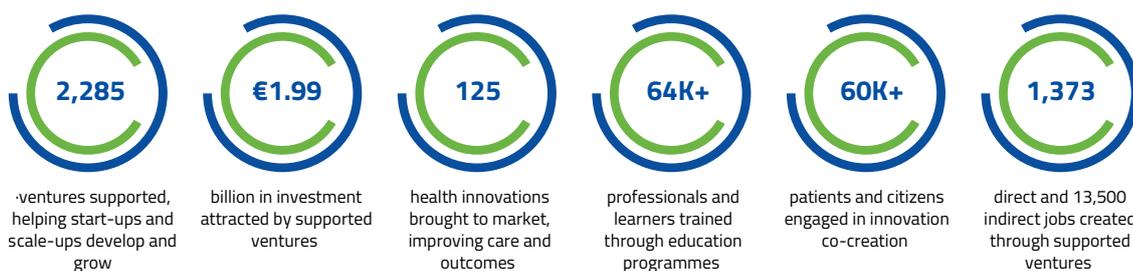
Our Network

EIT Health’s network connects more than 100 leading organisations across Europe, including global healthcare companies, universities, research institutes, hospitals and public sector partners.

Together with a wider community of entrepreneurs, innovators and policymakers, this network forms a powerful platform for collaboration, enabling partners to share expertise, develop new solutions and scale innovation across Europe.

Our Impact

Since its launch in 2016, EIT Health has delivered measurable impact across Europe’s healthcare innovation landscape.



These outcomes demonstrate the strength of the EIT model: when education, research and business work together, innovation accelerates, companies scale and public investment generates lasting economic and societal value.

Today, EIT Health continues to support innovators, entrepreneurs and healthcare leaders across Europe to deliver solutions that improve patient outcomes, strengthen health systems and ensure Europe remains globally competitive in health innovation.



EIT Health CEO Recruitment Pack



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