



European Institute of
Innovation & Technology

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EIT WATER

Appointment of

EIT Water Chief Finance & Operations Officer

June 2026



Chief Finance and Operations Officer

Reporting to: Chief Executive Officer (CEO); Supervisory Board / Governing Assembly

Location: Any of the EIT hiring locations¹ with a preference for Aarhus. EIT Water is an established Danish Association based in Aarhus and the candidate will be expected to maintain a regular and visible presence in Aarhus.

Given EIT Water's focus on Europe it would be favourable if the successful candidate were from a member state country of the EU, have a work permit for the EU or has extensive experience in working in an EU environment.

Direct Reports: 4 (Director of Finance and Operations; Head of General Counsel and Legal; Head of Data and Technology; and Director People and Organisation)

About the role

EIT Water is recruiting its inaugural Chief Finance and Operations Officer (CFOO) to build and lead the organisation's financial and corporate backbone during its start-up phase and through future growth and scaling. The CFOO reports to the CEO and serves as a member of the Executive Leadership Team, with regular engagement with the Supervisory Board and its relevant committees. The CFOO holds executive responsibility for financial strategy, governance, operations, and organisational enablement, ensuring the organisation operates with strong discipline, compliance, and scalability. Alongside the Chief Executive Officer and Chief Impact Officer, and supported by a leadership team of Directors, the CFOO will play a critical role in shaping organisational strategy and enabling sustainable growth, including the design of appropriate legal, financial, and operational structures to support expansion, partnerships, and investment activities.

Given EIT Water's start-up phase, the CFOO will initially oversee a broad corporate services portfolio, with the organisational model

expected to evolve as the organisation scales. The mandate includes: Finance & Operations, Legal & Procurement, Data & Technology, and People & Organisation.

Key Responsibilities

Strategic & Financial Leadership

- Lead financial planning, budgeting, and scenario modelling to support strategic decision-making.
- Design and implement financial and legal structures to support organisational growth, expansion into new activities, and potential investment mechanisms.
- Contribute actively to overall organisational strategy as a member of the leadership team.

Governance, Risk & Compliance

- Establish and maintain integrated governance, risk, compliance, and internal control frameworks aligned with EU regulatory and funding requirements.
- Oversee audit processes and ensure continuous audit readiness.

Operations, Grants & Performance Management

- Oversee financial operations including accounting, cash flow, reporting, and performance monitoring.
- Ensure high-quality, transparent reporting to governance bodies and external stakeholders.
- Lead grant management, including fund disbursements, compliance, and reporting.
- Ensure effective contract management and financial oversight of programme delivery.
- Drive operational efficiency, scalability, and standardisation across processes.

¹ Austria, Belgium, Bulgaria, Croatia, Germany, Spain, UK



Legal, IP, Procurement & Corporate Structuring

- Oversee legal and IP strategies, contracting, and partnership frameworks.
- Ensure effective and compliant procurement practices across the organisation.
- Design and evolve legal structures supporting partnerships, regional operations, and new funding or investment models.
- Safeguard organisational integrity through proactive legal risk management.

Digital & Data Enablement

- Define and oversee IT and data strategy to support efficient operations and decision-making.
- Drive digitalisation, automation, and data-driven management practices, including grant management and reporting, and contracting.
- Ensure strong data governance, cybersecurity, and system integration across the organisation and with EIT systems.
- Ensure appropriate cybersecurity, business continuity, and data protection capabilities and controls.
- Lead the responsible adoption of AI and data-driven technologies to improve organisational effectiveness, reporting, decision-making, and operational scalability.

People & Organisation

- Ensure a fit-for-purpose organisational structure aligned with strategy and growth ambitions.
- Oversee workforce planning, talent development, and core people processes.
- Foster a high-performance culture grounded in accountability, collaboration, and integrity.

Executive & Stakeholder Engagement

- Act as a strategic partner to the CEO and Chief Impact Officer.
- Engage effectively with the Supervisory Board, General Assembly, EIT, and key stakeholders.
- Support financial positioning, funding strategies, and external credibility of the organisation.
- Build and embed a service-oriented culture across Finance, Legal, HR, and IT functions, ensuring proactive, user-centric, and efficient support to programmes, partners, and internal stakeholders.

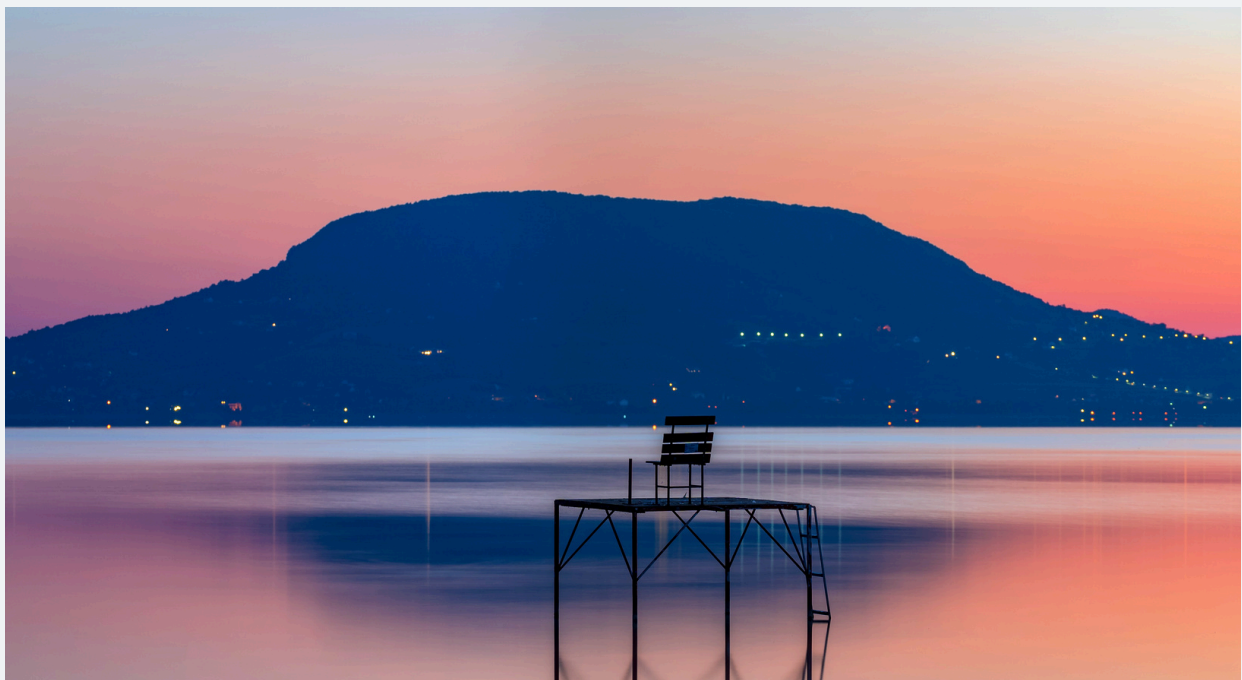


Key Competencies & Experience

- 15+ years of senior leadership experience in finance, operations, or corporate management.
- Proven experience in complex, regulated environments (e.g., EU programmes, public funding).
- Strong track record in financial strategy, governance, risk, and compliance.
- Experience in organisational transformation and building and scaling organisations, including designing structures, systems, and processes from an early-stage setup.
- Demonstrated ability to structure and manage partnerships, funding models, or investment-related activities.
- Experience overseeing multiple corporate functions (finance, legal, HR, IT).
- Strong stakeholder management experience with boards and public institutions.
- Fluency in English required; additional European languages desirable.

Leadership Attributes

- Strategic, hands-on leader comfortable in a start-up and scaling environment.
- High integrity, with strong commitment to transparency and accountability.
- Structured, analytical, and solution-oriented.
- Collaborative and enabling, with strong cross-functional leadership capability.
- Resilient and decisive in complex, evolving environments.
- Strong commitment to sustainability, innovation, and public value creation.





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