



European Institute of
Innovation & Technology

A body of the European Union



EIT WATER

Appointment of

EIT Water Chief Impact Officer

June 2026



Chief Impact 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: 5 Directors (Community & Outreach; Education; Innovation; Business Creation; and Communication & Branding) plus Impact and Reporting Manager.

About the role

EIT Water is recruiting its inaugural Chief Impact Officer (CIO) in its start-up phase to shape and deliver the overarching impact vision, and ensure that the organisation generates measurable, large-scale societal, environmental, and economic outcomes aligned with its Strategic Agenda and the European Institute of Innovation and Technology (EIT) mission.

Reporting to the CEO, and a member of the Executive Leadership Team, the CIO holds enterprise-wide accountability for impact strategy, performance, financial sustainability and value creation across the full EIT Water portfolio, integrating impact into all core pillars: education, innovation, business creation, and regional engagement. The CIO is also responsible for ensuring delivery of a high impact Regional Innovation Scheme (RIS) Strategy.

As a key strategic support to the CEO, the CIO drives system-level transformation, ensuring the EIT Water delivers both policy-aligned outcomes and long-term sustainable impact at scale.

They will work in partnership with the CFO who will ensure the organisation has the underlying infrastructure in place to deliver on the strategic objectives and impact and performance targets.

Key Responsibilities

Enterprise Impact Strategy & Governance

- Define and own the EIT Water-wide impact strategy, aligned with the Strategic Agenda, EIT Innovation Principles and Horizon Europe, and the EIT Water membership.
- Serve as a core member of the Executive Team, shaping overall organisational strategy and direction.
- Establish governance frameworks ensuring impact is embedded in all strategic and operational decisions.
- Advise the CEO and Supervisory Board on impact performance, risks, and opportunities.

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



Strategic Portfolio Leadership

- Hold ultimate responsibility for the strategic design, performance, and optimisation of the EIT Water's full programme and investment portfolio.
- Develop funding and capital strategies that support long-term financial sustainability and scalability, including blended finance, partnerships, and investment-related mechanisms
- Ensure alignment between portfolio resource allocation, investments, innovation pipelines, and targeted impact outcomes.
- Drive portfolio-level decision-making, prioritisation, and resource allocation based on impact potential and delivery.
- Oversee the development of impact-weighted portfolio management tools and methodologies.
- Balance short-term performance targets with long-term systemic impact.

Impact Measurement, Data & Performance

- Lead the development and implementation of best-in-class impact measurement frameworks, aligned with EIT reporting requirements.
- Oversee a comprehensive data, analytics, and insight function to support evidence-based decision-making.

- Ensure high-quality, auditable reporting across all activities, including:
 - EIT KPIs and Scorecards
 - Impact reports and dashboards
 - Outcome and longitudinal impact tracking
- Position the EIT Water at the forefront of impact measurement innovation (e.g., SDGs, ESG, Theory of Change frameworks).

Organisational Leadership & Team Oversight

- Lead and develop a high-performing senior leadership team, providing clear direction, accountability, and performance management.
- Build organisational capability in impact-driven thinking and execution across the distributed network.
- Foster a culture of accountability, collaboration, monitoring, evaluation and learning (MEL) and continuous improvement.

Impact Communication & Thought Leadership

- Define and articulate a compelling impact narrative and value proposition.
- Oversee publication of high-profile impact reports, insights, and thought leadership outputs.
- Support fundraising, partnerships, and stakeholder engagement through credible and data-driven storytelling.

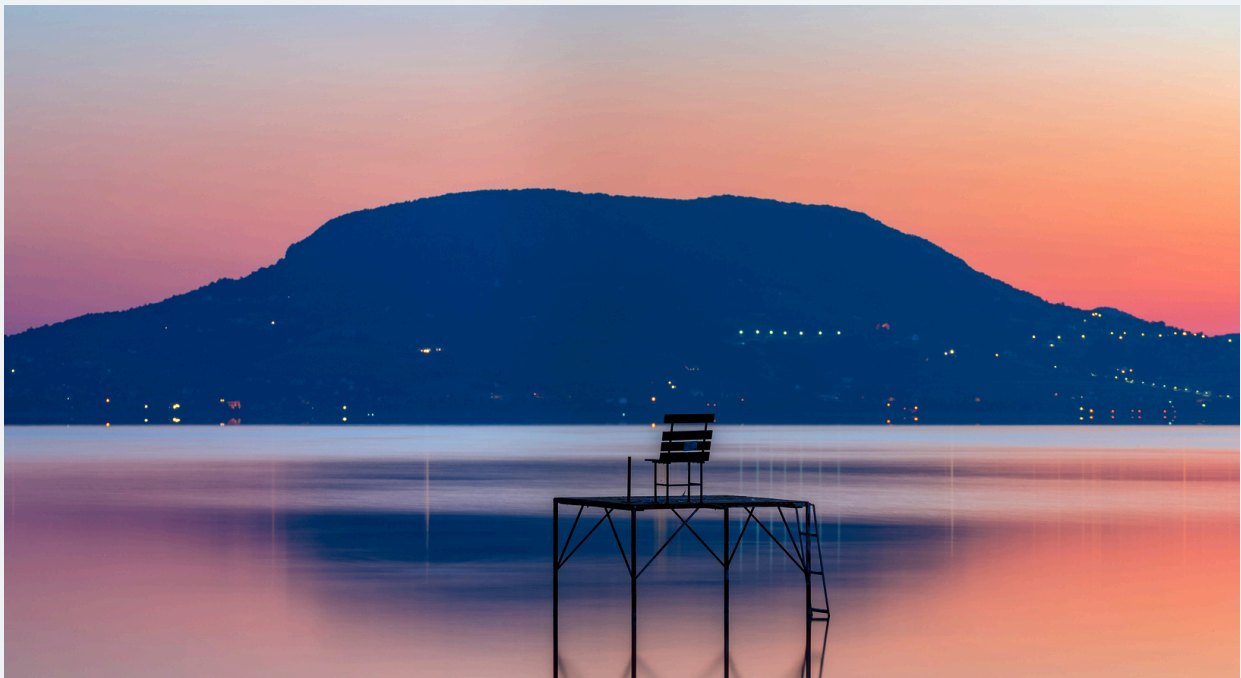


Qualifications & Experience

- Advanced degree in economics, public policy, sustainability, innovation, or related field (PhD or MBA desirable).
- 15+ years of relevant senior leadership experience, ideally in the sustainability sector.
- Proven track record in managing complex innovation or investment portfolios with measurable impact outcomes.
- Demonstrable expertise in impact strategy, measurement frameworks, and performance management.
- Strong understanding of EU funding ecosystems (EIT, Horizon Europe, public-private partnerships).
- Experience leading large, multidisciplinary and geographically distributed teams.
- Fluency in English required; additional European languages desirable.

Core Competencies

- Enterprise-level strategic thinking and decision-making
- Portfolio and investment oversight with impact lens
- Advanced analytical and data literacy
- Executive leadership and stakeholder influence
- Systems thinking and complexity management
- Exceptional communication and thought leadership.





AMERICAS ASIA PACIFIC EMEA

perrettlaver.com