



European Institute of
Innovation & Technology

A body of the European Union



EIT WATER



Appointment of

EIT Water Director of Community and Outreach

July 2026



Director of Community & Outreach

Reporting to: Chief Impact Officer

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.

About the role

The Director of Community and Outreach will lead the development and growth of a vibrant, pan-European (and globally connected) community within EIT Water KIC. This role is responsible for designing and executing strategies that engage our members, innovators, entrepreneurs, policymakers, funders and citizens to accelerate innovation in the water, marine and maritime sector.

The successful candidate will play a pivotal role in strengthening the KIC's ecosystem, amplifying its impact, and fostering growth and collaboration across our membership and the wider ecosystem.

You will report into the Chief Impact Officer with line management responsibility for 8 Regional Hub Senior Managers located in our regional branches¹.

Key Responsibilities

Membership Strategy & Growth

- Develop and implement a comprehensive member engagement and growth strategy aligned with EIT Water's mission and Strategic Agenda
- Ensure regular update and evolution of the membership value proposition
- Oversee the identification and onboarding of new members to expand the EIT Water ecosystem
- Manage the member journey throughout the entire lifecycle from onboarding to value realisation
- Translate regional ecosystem intelligence into strategic input that shapes the design of future programmes and calls, ensuring regional needs drive programme orchestration
- Build, nurture, and scale a diverse, inclusive community of stakeholders across Europe and beyond, promoting participation from all regions, sectors, and underrepresented groups
- Manage community platform & alumni network
- Track performance of members and partners and track value realisation (supported by the Impact & Reporting Officer)
- Follow up on member and partner satisfaction and monitor the regional ecosystem feedback.

¹ North (HQ) Aarhus, Denmark; UK & Ireland Hub: Leeds, United Kingdom; Central & Baltic Hub: Berlin, Germany; West Hub: Antwerp, Belgium; Central & Danube Hub: Vienna, Austria; South Hub: Šibenik, Croatia; Iberian Peninsula Hub: Málaga, Spain; Black Sea Hub: Varna, Bulgaria



Outreach & Communications

- Design and lead outreach initiatives to increase visibility and awareness of EIT Water KIC programmes and results
- Act as a key ambassador for EIT Water KIC at events, forums, and within EU networks.
- Build out ecosystem intelligence: map regional capabilities and partner assets, identify needs and gaps, and activate the network to mobilise cross-hub consortia for open calls
- Together with the Director of Communications and Brand, oversee community-focused communication channels (events, digital platforms, newsletters, social media)
- Ensure consistent messaging aligned with EIT and EU priorities.

Programme & Event Leadership

- Oversee the design and delivery of high-impact community engagement activities such as workshops, innovation challenges, hackathons, and conferences.
- Support cross-functional teams in embedding community engagement into the education, innovation, and business creation programmes.

- Lead delivery of the EIT Water Regional Innovation Strategy (RIS) and run the RIS Representative call that selects and manages the RIS Country Representatives, and support the Regional Hub Managers in their RIS activities so the RIS programme achieves impact across the RIS-eligible regions.
- Facilitate collaboration and knowledge exchange within the community.

Team Leadership

- Lead and develop a high-performing community and outreach team via the 8 Regional Senior Hub Managers.
- Foster collaboration across internal teams and external partners, and manage relationships and resolve conflicts across the partner community.
- Manage budgets, resources, and external vendors related to outreach activities.

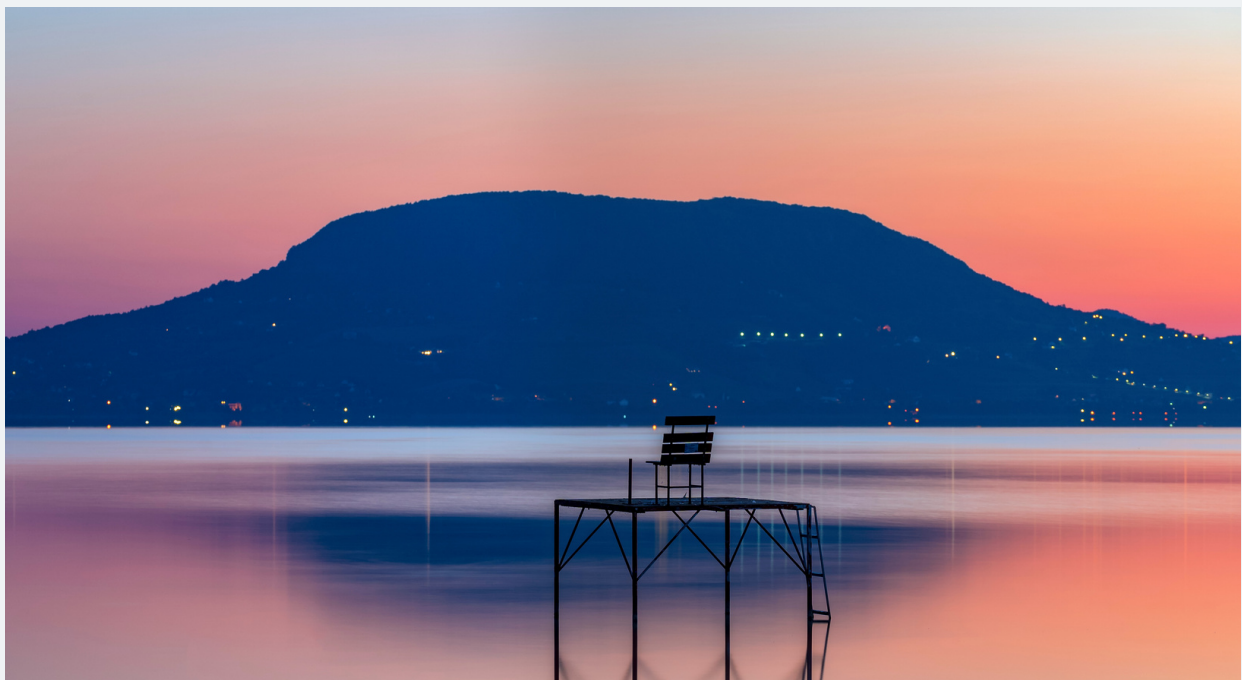


Qualifications & Experience

- Master's degree or equivalent in a relevant field.
- 10+ years of experience in community building, stakeholder engagement, outreach, or ecosystem development.
- Demonstrable experience in managing an internationally regionally dispersed team.
- Experience working within EU-funded programmes and innovation ecosystems, is highly desirable.
- Strong network across the water, marine or maritime sectors.
- Must reside in the European Union and hold a valid work permit / right to work in the EU.

Core Competencies

- Strategic thinker with strong execution capabilities
- Excellent communication, facilitation, and stakeholder engagement skills
- Proven ability to build partnerships across sectors and cultures
- Experience designing and delivering large-scale engagement programmes and events
- Data-driven approach to community growth and impact measurement
- Strong leadership and team development expertise
- Fluency in English; additional European languages are a plus.





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