European Institute of Innovation & Technology

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Appointment of

EIT Water Regional Hub Manager

October 2026

Regional Hub Manager

Reporting to: Director of Community & Outreach
Location: Hybrid, based in the same country as the EIT Water Regional Hub location.[1] Prepared to travel regularly throughout entire geography of the hub region and associated countries to engage with whole ecosystem.

Candidates must reside in the European Union or UK and have the right to work in the country where the respective Hub is located, and be willing to undertake regular European travel, including to EIT Water's Head Office in Aarhus, Denmark.

Ideal start date: December 2026

EIT Water

EIT Water brings together organisations across Europe's water, marine and maritime sectors to accelerate innovation, develop talent and create lasting impact. Through our European ecosystem of members, universities, businesses, public authorities and other partners, we connect knowledge, skills and innovation to address the sector's most pressing challenges.

About the role

We are looking for a commercially minded, entrepreneurial Regional Hub Manager to be EIT Water's senior representative and business development, relationship and ecosystem lead for one of eight European regions. As EIT Water's senior representative and primary regional point of contact, the role proactively builds the Member, partner and participant community and connects regional stakeholders to EIT Water's pan-European community, and Action Programmes.

This is a hands-on role for someone who creates opportunities rather than simply coordinates activity. You will proactively identify and approach prospective Members and participants, build trusted relationships, turn interest into participation and connect stakeholders to the right opportunities across Education, Business Creation and Innovation.

Reporting to the Director of Community & Outreach, you will cover the full water, marine and maritime spectrum across your region. You will be based within the independent Regional Hub host organisation while working for EIT Water centrally, requiring the independence and diplomatic judgement to operate effectively in both environments. Co-location with the Regional Hub Hosts provides mutual opportunities to leverage local/regional know-how, specialist expertise and to amplify regional voices and interests.

EIT Water is committed to building a diverse and inclusive organisation that reflects the European ecosystems it serves. We welcome applications from candidates with different professional, sectoral and geographic backgrounds.

Why join EIT Water

If you are energised by opening doors, building trusted relationships and turning regional opportunities into European participation and impact, we would like to hear from you. This is a rare opportunity to shape how a new European innovation community connects with its stakeholders on the ground - and to make your region an active part of EIT Water from the outset.

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



Your Impact

You will:

- **Grow the regional community:** Proactively identify, approach and convert prospective Members, programme participants and ecosystem actors across utilities, corporates, startups, research, universities, public authorities, investors, clusters and other relevant networks.

- **Own regional relationships:** Act as the primary regional business-development contact, articulate EIT Water's value proposition, lead Member onboarding and maintain the ongoing relationships that drive participation, value and retention.

- **Represent the full EIT Water offering:** Build sufficient working knowledge of Education, Business Creation and Innovation to diagnose stakeholder needs, explain relevant opportunities and manage warm handoffs to the right pillar or programme team.

- **Build opportunity pipelines:** Create qualified regional pipelines of learners, universities, entrepreneurs, startups, scale-ups, innovations, adopters, demonstration sites, investors and delivery partners, including targeted education outreach where required.

- **Broker connections and accelerate opportunities:** Facilitate matchmaking and cross-border connections, and use sound judgement to fast-track strategically important signals such as investor interest, corporate venture links, validation hosts or major adopters.
- **Be the regional intelligence channel:** Maintain a two-way flow of opportunities, calls, events and updates to the region while feeding stakeholder insight, market intelligence, emerging needs and feedback into EIT Water's strategy and programmes.

- **Activate EIT Water in the region:** Represent EIT Water at the events and networks that matter, coordinate high-quality regional activities using central toolkits and source compelling stories, case studies and testimonials for Communications & Brand.

- **Run an effective Regional Hub:** Manage the Hub plan, budget, CRM information and performance; work constructively within the host organisation; and collaborate with the other seven Hubs and EIT Water's central teams.

What You Bring

We are looking for an experienced business developer and ecosystem builder with:

- Relevant degree or equivalent professional experience.
- 6+ years' experience in business development, partnerships, account management, ecosystem development, entrepreneurship, innovation or a closely related field.
- Knowledge of the water, marine or maritime sectors; strong adjacent-sector experience will also be considered where you can operate credibly across a broad ecosystem.
- Commercial and business-development experience, including proactive prospecting and outreach, and a track record of converting relationships into membership, partnerships, participation, investment or other practical outcomes.
- Strong regional networks and a credible understanding of the organisations, decision-makers, universities, funding bodies, investors, clusters, events and channels that matter in the relevant ecosystem.
- Experience building trusted relationships with diverse senior stakeholders across industry and utilities, startups, research, education, government and public authorities, finance and civil society.
- Fluency in English and appropriate language capability for the region. Experience working across European or multi-country environments is an advantage.

Skills & Competencies

Success in this role requires more than ecosystem knowledge. You will be a business developer, relationship owner and regional connector who combines commercial energy with a strong commitment to EIT Water's mission. In particular you will bring:

- **Commercial & entrepreneurial orientation:** comfortable opening doors, initiating sales and partnership conversations and creating momentum rather than waiting for opportunities to arrive.
- **Relationship & account management:** the ability to build trust, understand stakeholder needs, follow through and sustain high-value relationships over time.
- **Cross-pillar agility:** the curiosity and learning ability to represent the full EIT Water offering and translate programme language into what matters to different stakeholders.
- **Judgement & prioritisation:** the ability to manage competing demands, recognise strategic opportunities and decide when to act directly, escalate or bring in specialist colleagues.
- **Communication & influence:** clear, persuasive communication and confidence engaging senior stakeholders across sectors, cultures and professional backgrounds.
- **Diplomatic independence:** the ability to work effectively within a host organisation while maintaining EIT Water's broader regional mandate and interests.
- **Cross-cultural collaboration:** the ability to share intelligence, opportunities and learning across the eight Hubs and a distributed European organisation.



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