

DIRECTOR OF EDUCATION

Location:

Hybrid, based in one of EIT Water's Regional Hub locations (Austria, Belgium, Bulgaria, Croatia, Denmark, Germany, Spain, UK).

Candidates must reside in the European Union or UK, have the right to work in their country of employment and be willing to undertake regular European travel, including to EIT Water's Head Office in Aarhus.

Contract:

Fixed term, 3 years with the potential to extend for a further 3 years

Ideal Start Date:

November 1, 2026

How to Apply:

Send your CV and covering letter to recruitment@eitwater.eu

ABOUT 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.

THE ROLE

We are looking for an experienced and visionary Director of Education to lead and grow EIT Water's Education portfolio.

This is a strategic leadership role for someone who can translate EIT Water's Strategic Agenda, workforce needs, regional intelligence and identified skills gaps into high-impact education and skills programmes. You will build a portfolio spanning degree, professional, fellowship and non-degree learning, with a strong focus on water, marine and maritime knowledge combined with entrepreneurial, innovation, leadership and transversal skills.

Reporting into the Chief Impact Officer, you will own the Education portfolio, budget, performance and quality, while orchestrating delivery through a European ecosystem of members, education providers, employers and Regional Hubs.

You will be creating clear pathways between Education, Business Creation and Innovation, enabling learners, professionals, entrepreneurs and innovators to develop the capabilities and networks they need.

YOUR IMPACT

You will:

- **Set the strategy and portfolio:** Translate EIT Water's Strategic Agenda and organisational priorities into a differentiated portfolio of degree, fellowship, professional and non-degree programmes. Define priority learner groups, skills gaps, learning outcomes, delivery models and intended impact, while ensuring strong connections between Education, Business Creation and Innovation.
- **Turn needs into high-quality programmes:** Use regional intelligence, labour-market needs and ecosystem opportunities to shape relevant education initiatives. Champion learner-centred, applied and challenge-based learning, combining sector knowledge with entrepreneurial, innovation, leadership and transversal skills. Ensure programmes meet EIT Label and applicable EIT quality-assurance requirements.
- **Build and orchestrate the ecosystem:** Develop strong relationships with universities, professional education providers, employers, public authorities, professional bodies and European innovation communities. Build a pan-European network that creates opportunities for applied projects, mentoring, mobility and placements.
- **Own quality, delivery and impact:** Establish portfolio-wide quality and learner-experience standards, oversee funded activities, and hold accountability for programme performance. Use KPIs, learner feedback and evidence to continuously improve outcomes, while ensuring alignment with relevant EIT and EU requirements.
- **Develop the team:** Lead and develop a high-performing Education team, establish clear accountability and foster a collaborative, learner-centred and impact-focused culture. Work closely across EIT Water's wider leadership community.

A key part of the mandate will be to connect the regional and European perspectives: translating skills intelligence from EIT Water's eight Regional Hubs into a coherent European portfolio while allowing appropriate regional adaptation. Inclusion and widening participation, including the Regional Innovation Scheme (RIS), will be embedded across the portfolio.

WHAT YOU BRING

We are looking for a senior leader with:

- Master's degree or equivalent professional experience in education, learning and development, skills, innovation, public policy, business, water management or a related field.
- 10+ years of relevant professional experience, including proven experience designing, launching and scaling high-quality education or workforce-development programmes.
- Strong experience translating sector, employer and labour-market needs into education and skills solutions.
- Understanding of the European water, marine and maritime sectors and their skills and sustainability challenges.
- Demonstrated ability to manage high value portfolios and budgets.
- Experience working through universities, employers, training providers and other partners to deliver programmes.
- Proven experience operating across multinational partnerships and complex stakeholder ecosystems.
- Experience in European-funded programmes, innovation ecosystems, universities or international organisations is highly desirable; EIT/KIC experience is an advantage.

SKILLS & COMPETENCIES

Beyond experience, we are looking for someone who combines strategic thinking with strong execution and can move confidently between strategy, portfolio decisions and delivery.

In particular, you will bring:

- **Strategic leadership:** the ability to turn organisational strategy and external intelligence into clear priorities, portfolios and measurable outcomes.
- **Portfolio thinking:** strong judgement in prioritising investments, balancing opportunity, impact, risk, quality and financial sustainability.
- **Education expertise:** a strong understanding of learner-centred design, applied learning, programme quality and lifelong/professional learning.
- **Ecosystem leadership:** the credibility and relationship-building skills to align diverse stakeholders around a common European agenda
- **Partnership building:** exceptional relationship-building skills and the ability to create trusted partnerships across sectors, cultures and European regions.
- **Stakeholder management:** confidence engaging senior leaders from universities, industry, government, public authorities and innovation ecosystems.
- **Commercial and financial acumen:** the ability to prioritise resources, manage budgets and develop financially sustainable portfolio models.
- **Innovation mindset:** curiosity about emerging skills, new learning models and changing workforce needs, with the ability to turn these into practical programmes.

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- **People leadership:** a track record of building high-performing teams, creating accountability and developing people.
 - **Cross-cultural agility:** the ability to work effectively across different European countries, institutions, professional cultures and perspectives.

Fluency in English is essential, additional European languages are an advantage.

WHY JOIN EIT WATER?

If you are motivated by shaping the skills and talent agenda for Europe's water, marine and maritime sectors and to build an education portfolio with genuine European reach and systemic impact, we would like to hear from you