

Selection process

Corporate IT Director

March 2026

pasqual
maragall
foundation

barcelonaβeta
BRAIN RESEARCH CENTER

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FPM & BBRC

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Welcome

In April 2008, the Pasqual Maragall Foundation (FPM) was established as a result of the personal commitment of Pasqual Maragall, former Mayor of Barcelona and former President of the Government of Catalonia, after he was diagnosed with Alzheimer's disease. Since then, we have worked to support people affected by the disease and their families, and to help transform the way society understands and addresses Alzheimer's.

Through our research centre, the Barcelonaβeta Brain Research Center (BBRC), and in collaboration with leading institutions, we promote cutting-edge research to advance the prevention, early diagnosis and treatment of Alzheimer's and other age-related neurodegenerative diseases. Today, more than 300 professionals, including researchers, technicians and experts from a wide range of fields, are part of our team across both institutions.

We are a private non-profit organization sustained primarily through individual and corporate philanthropy. Our mission is made possible thanks to our members, donors, patrons, partner companies, study participants, and the solidarity initiatives and legacy gifts that ensure the long-term sustainability and impact of our work.

Over the years, the Foundation has become a leading reference in both the social and scientific fields. Thousands of families have benefited from our training and support programmes for caregivers, and we have strengthened public awareness through talks, workshops and outreach initiatives. In the field of research, the BBRC has gained international recognition for its work advancing biomarkers and tools for early detection, as well as for the use of advanced neuroimaging techniques and the study of risk and resilience factors.

One of our flagship projects is the ALFA Study, a cohort of more than 2,700 altruistic participants launched in 2013 with the support of the la 'Caixa' Foundation. Its aim is to identify the earliest changes associated with Alzheimer's disease and contribute to the development of prevention strategies and early detection methods. It is one of the most significant cohorts of its kind worldwide due to its scale and complexity.

In this context of growth and transformation, and at a key moment in the evolution of Alzheimer's research and brain health, **technology and data** are essential pillars for scaling our impact, strengthening relationships with our community, and supporting research that is increasingly digital and data-intensive.

For this reason, we are seeking to appoint a **Corporate IT Director**, a strategic leadership role responsible for overseeing corporate IT across the FPM–BBRC group, ensuring a secure, integrated and scalable technological environment. This person will be responsible for aligning strategy, operations and digital governance, facilitating coordination between the two foundations, and contributing directly to our shared purpose: advancing towards a future without Alzheimer's.



A privileged research environment

Barcelona is the seventh city in the world in terms of scientific output on Alzheimer's and the second in Europe, behind only London, according to data from the second bibliometric study published in July 2023. This report, prepared by the Pasqual Maragall Foundation, provides a global overview of scientific production on dementia and Alzheimer's between 2017 and 2021.

The Pasqual Maragall Foundation and its research institute, the Barcelonaβeta Brain Research Center, are part of the city project *La Ciutadella del Coneixement*, a strategic initiative for both the city and the country aimed at connecting research, universities, innovation and citizens, and promoting a step change in scale around the current Ciutadella Campus of Pompeu Fabra University, in the *Vila Olímpica* neighbourhood of Barcelona.

Both institutions are located in the same building of 4,276 m² within the Ciutadella Campus of Pompeu Fabra University (UPF), just 700 metres from the Barcelona Biomedical Research Park (PRBB), of which the Foundation is a member. Within this privileged biomedical environment, the BBRC maintains close collaboration with the other research centres in this ecosystem.

In partnership with Pompeu Fabra University, the Pasqual Maragall Foundation **will expand its facilities** over the next five years in order to consolidate a leading centre for research and support for families affected by Alzheimer's disease within this new knowledge ecosystem in the heart of Barcelona. We work for the brain in the heart of Barcelona.

In addition, the former site of the *Mercat del Peix*, located close to the Foundation's current headquarters, will be transformed into a new research and innovation complex of approximately 45,000 m². The complex will include three buildings dedicated to biomedicine, biodiversity and the well-being of society.

The FPM-BBRC group will therefore consolidate its position at the epicentre of Barcelona, within an environment where the knowledge economy generates future progress and development.



Purpose of the position · Corporate IT Director

The Pasqual Maragall Foundation (FPM) and the Barcelonaβeta Brain Research Center (BBRC), hereafter referred to as the Foundation, are seeking a **Corporate IT Director** to join the leadership team and lead the strategy, governance and evolution of corporate IT systems and services, while maintaining their integration with research systems and services.

This position is a leadership role focused on impact that combines digital strategy, IT operations and security, with a particular focus on CRM, ERP, BI and integrations in order to support both the Foundation's social mission and the research carried out at the BBRC. The role is key to ensuring that the Foundation has the digital capabilities required to sustain and accelerate its social and scientific impact. The Foundation is looking for a professional with proven experience in technological leadership, a track record of excellence and a strong strategic vision, capable of leading a critical function within a dynamic and growing organization.

The Foundation has experienced a **compound annual growth rate (CAGR) of 20%** during the period 2021–2025, directly correlated with the increase in donors and contributions received. This trend is expected to continue.

The sustainability and growth of the project depend largely on individual and corporate philanthropy and on a strong relationship with a broad community. This includes **more than 110,000 members, more than 3,000 active research participants, more than 2,500 participants in social action programmes and more than 1,400,000 people who show interest in the Foundation's work.**

In this context of increasing scale and complexity, the Foundation requires a robust technological architecture that guarantees **efficient and secure data management, process optimization, systems integration and the delivery of high-value digital services** for all its areas of activity. These include research, fundraising, engagement with the community and internal operations.

The Foundation also requires robust and interoperable digital tools and platforms that support all its areas of activity. These include scientific research, social action programmes, family support services, training activities, engagement with the community and corporate visibility.

The Corporate IT Director will be responsible for accompanying and anticipating these transformations, **ensuring that technology, data and processes remain scalable, secure, efficient and results-oriented** as the organization continues to evolve.

As **Corporate IT Director, the successful candidate will define and implement the corporate technology roadmap** to ensure the Foundation's operational and strategic success, **in coordination with the CIO. The role will involve leading a dedicated team and a Project Management Office (PMO).** The scope of the role includes IT infrastructure and operations, security and regulatory compliance, application portfolio management with particular focus on CRM, ERP and corporate tools, data governance and exploitation, business intelligence, process optimization and coordination in matters related to GDPR. The role will also ensure smooth integration between FPM and BBRC in the relevant areas.

The Director's leadership will be essential to adapt best practices to the specific needs of the Foundation, encourage cross-functional collaboration and promote a culture of operational excellence and value-driven performance.

This role offers an opportunity to generate meaningful impact within an organization dedicated to advancing brain health and Alzheimer's research, contributing directly to its sustainability, growth and transformative capacity through technology.

Governance

The Corporate IT Director will join the Pasqual Maragall Foundation, reporting hierarchically to the Managing Director (FPM/BBRC) and functionally to the CIO. This structure ensures strategic alignment, shared prioritization and consistent execution across both foundations.

The Foundation's IT model is coordinated by a single CIO, who reports to the Director General and ensures the strategic, architectural and security coherence of the digital environment across both corporate and scientific domains.

In a context of institutional growth, exponential data increase and growing methodological complexity, the CIO and their team will strengthen the area of data services and research support, ensuring comprehensive management of digital assets aligned with scientific and institutional priorities. Within this framework, it is also necessary to strengthen the corporate IT domain with a dedicated leadership role that ensures operational execution and scalability.

Job description · Corporate IT Director

The Corporate IT Director will lead the strategy and, above all, the execution of corporate IT across the FPM–BBRC group, ensuring a secure, integrated and scalable digital environment that supports institutional growth. The scope of the role includes corporate systems (CRM, ERP and digital platforms), BI integrations, data governance and quality, as well as security and regulatory compliance, including GDPR and NIS2. The role will ensure operational continuity and high service standards.

We are seeking a professional with strong leadership experience and management capability, oriented towards impact, who understands technology as a strategic enabler. The role requires the alignment of systems, data and processes with the institutional priorities of research, social action and fundraising. The position must bring judgement, prioritization and execution capability beyond that of a purely technical profile.

Key responsibilities

Strategic direction and IT governance

- Define and execute the IT and Digital Transformation Master Plan (FPM + BBRC), aligned with the Foundation's strategic plan and impact objectives.
- Contribute to the definition and implementation of the Corporate IT governance model, including portfolio prioritization, standards, architecture, demand management, decision committees and service model.
- Manage the IT budget (CAPEX and OPEX), procurement and vendor governance, ensuring SLAs, quality, security, cost control and strategic value.
- Initiate and execute the corporate technology infrastructure plan, including networking, Wi-Fi, data centres and related systems, within the framework of the Foundation headquarters expansion project (2026–2029).

Infrastructure and IT Operations

- Networks and infrastructure: Management of on-premise and cloud infrastructure, servers, communications systems and corporate tools and platforms.
- User support and helpdesk: Ensure a service focused on user experience, with high availability and efficient incident resolution.
- Monitoring and operational reliability: Implement process automation, backups, DRP and BCP frameworks, high availability and performance optimization to ensure service continuity.

Security and compliance (IT security)

- Define and deploy security policies and controls: MFA, endpoint protection, network security, email security, DLP and other relevant measures.
- Risk and incident management including prevention, detection and response to threats, vulnerabilities and security incidents.
- Regulatory compliance and a security and privacy by design approach ensuring that all projects and operations comply with applicable regulations, including environments containing sensitive research data.

Corporate project management (PMO)

- Lead a **functional PMO** covering methodology, portfolio governance, planning, dependencies, risks and communication.
- Deliver corporate projects including CRM, ERP, data platforms, web platforms, automation initiatives and integrations, in coordination with key users across functional areas.
- Ensure adoption through change management, training, communication and measurement of value delivered.

Corporate applications and digital ecosystem

- Manage the corporate application portfolio including CRM and ERP systems (currently Microsoft Dynamics 365), the Google Workspace environment, Business Intelligence applications (Microsoft Power BI), Endalia, Moodle (LMS), DocuWare, websites and other digital tools.
- Manage enhancements and integrations ensuring data consistency, quality and traceability through APIs and ETL processes.
- Support engagement with the Foundation's community by strengthening acquisition, retention, communication, social action and research initiatives, improving user journeys through automation tools and working closely with the functional teams responsible for the different audiences.

Data, Business Intelligence and shared value between FPM and BBRC

- Consolidate a data and analytics strategy including data governance, quality management, catalogues, definitions, KPIs and dashboards.

- Strengthen business intelligence through technology and information systems in areas such as philanthropy, communications, donor retention, social intervention and clinical operations, enabling data-driven decision making.

Corporate processes

- Map and review end-to-end processes across all Foundation departments and research projects.
- Identify bottlenecks and opportunities for improvement and design optimized processes together with key users and business partners in functional areas.
- Automation and simplification: reduce manual work, minimize errors and shorten cycle times.

GDPR and privacy governance (in coordination)

- Coordinate with the internal Data Protection Officer and participate in the Security Committee.
- Ensure compliance with GDPR and NIS2 across processes, applications and systems (including consent management, rights management, retention policies, registers, data processors, security policies).
- Conduct DPIAs and support projects involving personal data.
- Integrate data minimization, privacy by design and data governance principles across the IT ecosystem.

Expected outcomes (12-24 months)

- Project portfolio management: establish a clear governance model including a prioritization committee, value and risk criteria, roadmap and capacity planning. Ensure reliable and traceable execution in terms of cost, timeline and impact, with regular reviews of priorities as the organization evolves.
- CRM and digital ecosystem development: develop a robust and scalable platform for both front-office and back-office operations, with automation and unified data to efficiently manage a large community base including acquisition, retention, social action and research, and to enable integration of these data into research projects.
- Support for headquarters expansion: contribute to the definition of the functional plan, ensuring that infrastructure and digital service requirements including networks, audiovisual systems, security, continuity and integrations are aligned with the Foundation's growth.
- Improvement of IT service quality: ensure SLAs, system availability, efficient incident resolution and high levels of user satisfaction.
- Strengthening of security and continuity: oversee backup and disaster recovery frameworks, identity management, security controls and incident response capabilities.
- Continuous improvement of corporate processes and executive reporting: establish consistent KPIs and monitor the effectiveness of processes and systems.

Requirements

Experience and knowledge

- Demonstrable experience of at least 10 years leading a corporate IT function in environments with a high dependence on data, processes and digital channels.
- Previous experience in third sector organizations (NGOs) or in complex institutional environments with multiple stakeholders and high standards of governance, service and compliance will be considered an advantage.
- Proven track record delivering projects involving CRM, ERP, integrations, data and Business Intelligence, and digital platforms with multiple users.
- Experience in IT governance, portfolio management and team leadership, including the management of a Project Management Office.
- Strong knowledge of security, business continuity and GDPR applied to corporate digital ecosystems.

Key competencies (essential)

- Leadership and management: people-oriented leadership, team development and constructive high standards.
- Business vision and impact orientation: ability to translate institutional objectives into technological decisions.
- Negotiation and stakeholder management: experience working with senior management, functional departments, suppliers and scientific teams.
- Structured thinking and pragmatism: ability to translate strategy into practical actions, prioritize effectively and manage execution.
- Excellent communication skills: ability to explain technology in clear and accessible language and build trust across the organization.

Training and languages

- Higher education degree in Economics, Business Administration, Engineering, Mathematics, Sciences or a related field. A postgraduate qualification in business administration and/or transformation management will be considered an asset.
- Fluent Catalan and Spanish. Professional level of English suitable for an international and technological environment.



What we offer

Leadership role with direct impact on the sustainability of the Foundation and its social and scientific mission.

Ecosystem with strong **growth** potential: a large community, high-value data and leading projects.

Established team (+10) and dedicated PMO to deliver with methodology and scale.

Cross-functional projects across FPM and BBRC with high visibility and institutional relevance.

Capacity and flexibility to **strengthen the structure** (internal team and/or external support), if recommended, in order to achieve the defined objectives and accelerate execution of the roadmap.

Working conditions

- Permanent contract.
- Excellent institutional agreement regarding the annual working hours calendar: 1,618 hours full time.
- Weekly working time: 38 h/week.
- Competitive salary proposal in accordance with the Foundation's compensation policy and Development Plan.
- Hybrid working model combining on-site and remote work, with flexible working time distribution aligned with objectives in order to support work-life balance.
- 23 working days pro rata based on hiring date. Additional calendar days are distributed throughout the year, including days in March–April and December.
- Flexible remuneration programme including restaurant card, health insurance and childcare support.



How to apply

Interested candidates should submit a single PDF file containing the following documents:

- **Cover letter:** outlining their interests, experience and motivation to join the Foundation's mission
- Up-to-date **Curriculum Vitae (CV)**
- **References:** including the names and contact details of up to three referees who may be contacted.

All documentation must be submitted confidentially by email to: talent@fpmaragall.org (please specify the position you are applying for in the subject line): CORPORATE IT DIRECTOR).

Any enquiries prior to the selection process are welcome.

We are committed to providing equal opportunities to all candidates regardless of their background. We encourage professionals to apply irrespective of gender, race, disability, age, sexual orientation, religion or beliefs, marital status, pregnancy or maternity.

Submission deadline: applications will be accepted until the position is filled.

Selection process

Shortlisting

The selection committee will evaluate applications based on the qualifications, experience and motivation expressed in the cover letter and CV. This process will be merit-based, resulting in a list of preselected candidates.

Interview

The selection committee will evaluate each application, ensuring that all profiles are assessed in accordance with the Foundation's internal recruitment policies, which are based on transparency and merit and aligned with the principles recognized by the HRS4R Excellence Award.

Shortlisted candidates will participate in the following phases:

Vision statement

Candidates will be asked to develop and present a plan describing their leadership style, approach to team management and strategic vision for the future. This plan should align with the Foundation's strategic objectives and mission.

Visit to the Foundation

Finalist candidates will have the opportunity to visit the Foundation's facilities. During this visit they will meet the team and experience the working environment, gaining an overall understanding of the institutional culture.

Comments and suggestions: At the Pasqual Maragall Foundation, we promote continuous improvement in our selection processes. If you have any questions, concerns or suggestions, please contact us at talent@fpmaragall.org

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