

Selection process

# Head of Strategic Programmes

May 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 the current context of growth and transformation we find ourselves in, we are looking for a **Head of Strategic Programmes** who will lead the Chief Executive's Office and provide close, trusted support to the Director General, the Deputy Director General, and the General Manager.

Acting under delegated authority from the Director General and within assigned matters, the postholder serves as a senior coordination point with the area directors of both FPM and BBRC, overseeing strategic implementation, institutional follow-up, the management of strategic programmes, governance processes, and executive support.

The postholder also will participate in the Permanent Commission of FPM and BBRC, as well as in the Coordination Commission and the Direction Committees of both institutions.



## 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 sqm 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 sqm. 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.

For further information see: [www.fpmaragall.org](http://www.fpmaragall.org) and [www.barcelonabeta.org](http://www.barcelonabeta.org)



# The opportunity · Head of Strategic Programmes

We are looking for a **Head of Strategic Programmes**, a high-potential professional to operate at the centre of strategy and execution across the Pasqual Maragall Foundation and BBRC.

This role leads the Chief Executive's Office and provides close, trusted support to the Director General, the Deputy Director General, and the General Manager.

## Career pathway

This position is conceived as the starting point of a structured professional pathway leading to a future role as Strategy Department Director within an indicative period of two to three years. It is a pivotal appointment designed to serve as the foundation of this progression.

We are therefore seeking candidates with clear leadership potential who understand that this post combines immediate institutional responsibility with a structured development journey towards a senior leadership role as Strategy Department Director. The postholder will be supported through close executive exposure, tailored training, hands-on learning, and international visibility, while gaining a deep understanding of the organization and of leading institutions, networks, and stakeholders in the fields of Alzheimer's disease and neurodegeneration.

The role operates in close proximity to a strong, professional senior leadership team and is intended for individuals ready to grow into a future director-level position.

## About the role

### Role overview

The purpose of the role is to help deliver the strategic priorities of the Pascual Maragall Foundation and BBRC with clarity, pace and consistency, supporting planning, coordination, execution and performance follow-up across the organization.

The post supports the Director General and, in coordination with the Deputy Director General and the General Manager, connects strategic planning with day-to-day operations. It acts as a senior coordination point across both institutions, ensuring alignment between strategy and execution.

This includes coordinating cross-cutting initiatives, tracking delivery, preparing high-quality decision-making materials, aligning teams, and providing visibility on risks, dependencies and deviations to ensure execution remains coherent, accountable and traceable.

## Scope and organizational context

The role has a transversal remit across FPM and BBRC.

The organizations are at a stage of institutional maturity that requires strengthened delivery capability, cross-organizational coordination and functional delegation. Multiple strategic initiatives and priorities are being advanced in parallel and require structured alignment, follow-up and execution discipline.

Within this context, the role has been created to reinforce the articulation and coordination of cross-cutting strategic initiatives, linking leadership priorities with effective delivery and supporting a more integrated and scalable operating model.

Authority is functional in nature, derived from the mandate of the Director General, and exercised through coordination, influence, judgement and institutional credibility.

The postholder will have access to sensitive and governance-related information and is expected to operate with the highest levels of confidentiality, discretion, maturity and judgement.

## Development pathways

This role is intentionally conceived as the starting point of a structured professional pathway towards the position of Strategy Department Director within an indicative period of approximately three years, subject to performance, organizational needs and readiness.

It is designed for high-calibre professionals with strong potential and ambition to grow into senior strategic leadership. The successful candidate will be supported through a tailored development plan combining executive mentoring, targeted training, hands-on exposure to strategic and governance matters, and progressively broader institutional responsibility.

Over time, the postholder will develop a deep understanding of FPM and BBRC, as well as exposure to the organizations, networks and reference institutions shaping the international Alzheimer's, brain health and neurodegeneration landscape.

The role offers close day-to-day interaction with a senior executive team, as well as regular exposure to trustees, external institutional stakeholders and international forums, providing a strong platform for future director-level leadership.

## Key responsibilities

### Strategic responsibilities

- Lead and oversee special institutional projects of a strategic and/or cross-cutting nature.
- Provide direct support to the Director General and the General Manager in strategic decision-making and in the planning, coordination, execution and follow-up of such decisions.
- Contribute to, coordinate and monitor the strategic plan of the Foundation and BBRC, including implementation follow-up and evolution over time.
- Support and strengthen governance processes by preparing Board and committee meetings, drafting papers and following up on resolutions.
- Coordinate the definition of institutional objectives and key performance indicators (KPIs) and support their monitoring and evaluation.
- Promote and safeguard fluent, transparent internal communication between leadership and teams.
- Identify strategic risks and propose mitigation plans.
- Coordinate collaboration with external stakeholders, including public institutions, health and research sector actors, and third-sector organizations, on projects aligned with the Foundation's mission and strategic positioning.

## Specific responsibilities in relation to the Permanent Commission

- Prepare, together with the Director General, Deputy Director General and General Manager, the agenda and executive papers, including required decisions, available options and recommended courses of action.
- Ensure traceability of decisions, named owners, deadlines, dependencies and success criteria.
- Identify risks and blockages across FPM and BBRC, or within either institution, and propose options and escalation where required.
- Operate a single strategic portfolio of initiatives for the Group (FPM and BBRC), including prioritization, status reporting and KPIs, so that leadership maintains a clear view of institutional delivery.
- Carry out weekly follow-up with accountable leads and report to the Permanent Commission through a concise executive dashboard.

## Internal leadership, governance and portfolio management

- Operate the internal system for follow-up of agreements and decisions arising from the FPM Direction Committee and the FPM/BBRC Permanent Commission and remain sighted on the tracking arrangements of both institutions where relevant.
- Prepare concise, well-judged executive materials to support decision-making.
- Guarantee traceability of commitments, owners and deadlines.
- Anticipate risks and bottlenecks and propose practical alternatives.
- Coordinate shared institutional matters between FPM and BBRC.
- Define protocols, owners and escalation pathways where required.
- Reduce duplication, avoid blockages and strengthen communication flows.
- Maintain an inventory of strategic initiatives, support prioritization, define project briefs and basic indicators, and facilitate delivery against commitments.

### Indicative success measures

- Percentage of decisions delivered within agreed deadlines.
- Average time to resolve blockages affecting strategic delivery.
- Status, quality and currency of the strategic portfolio.
- Satisfaction of senior leadership with the clarity, relevance, judgement and usefulness of strategic follow-up.

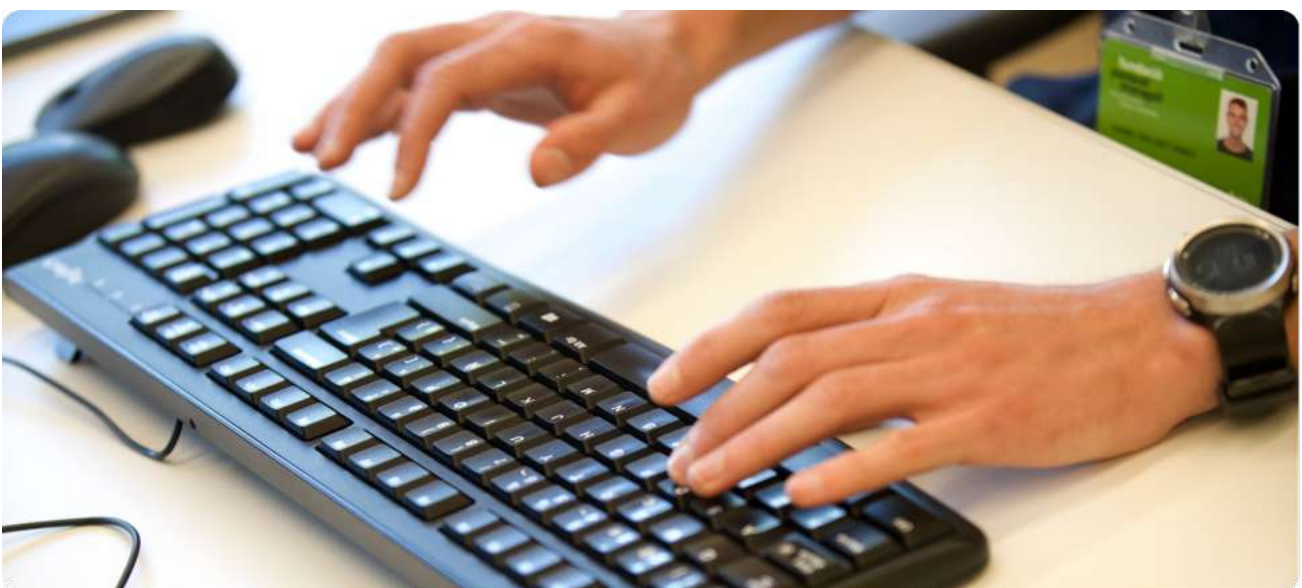
# Requirements

## Background & experience

- University degree required; a doctorate in Health Sciences is highly desirable.
- Training in project management, governance or organizational leadership is required.
- Management training, such as an MBA or equivalent would be advantageous.
- Knowledge of neurology and/or Alzheimer's disease would be advantageous.
- Knowledge of clinical studies and/or cohort-based research would be advantageous.
- At least seven years' experience in strategic coordination, medical leadership, PMO, chief of staff or comparable roles.
- Experience in research environments, the private sector (including pharmaceutical or diagnostics), public health or the third sector would be highly valued.
- International experience or demonstrable international exposure would be valued.

## Skills & competencies

- Strategic thinking, sound judgement and the ability to operate with perspective.
- Excellent written communication, synthesis and briefing skills.
- Collaborative leadership and the ability to influence across functions and levels of seniority.
- Personal rigour, discretion and a strong orientation towards delivery and results.
- Demonstrable leadership potential, professional maturity and readiness to grow into a director-level role.
- High level of Catalan, Spanish and English.



# Working conditions

- Permanent contract.
- Excellent agreement of the organization regarding the annual schedule of effective hours: 1.618 hours full-time.
- Weekly working hours: 38 hours/week.
- Hybrid work model (on-site + remote).
- Flexible Time Management through Results-Oriented Work model.
- 23 working days of vacation proportional to the hire date, plus additional calendar days distributed throughout the year, and days off in March–April and December.
- Flexible benefits program (meal card, health insurance, childcare).
- Competitive salary proposal according to the Foundation's rewards Policy and Development Plan.
- A highly collaborative international research environment.
- We offer a very stimulating environment with infrastructure and unique opportunities for professional development.
- Based in Barcelona.
- Availability for institutional meetings at local, national and international level.

# Selection process

## 1. Preselection

The selection committee, in collaboration with the HR Department, 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.

## 2. Interview stage

The selection committee will assess each application, ensuring that every profile is evaluated according to internal selection policies, which are based on transparency and merit, in compliance with the HRS4R Excellence Award. Preselected candidates will participate in the following phases: Shortlisted candidates will participate in the following phases:

### Vision statement

Candidates will be asked to develop and present a plan outlining 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

Finalists will have the opportunity to visit the organization. During this visit, they will meet the team and experience the working environment, gaining an overall view of the institution's culture.

## How to apply

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

- **Cover letter:** highlighting your motivations, experiences and interest in the position.
- Up-to-date Curriculum Vitae (CV).
- **References:** Up to three contacts may be requested for references during the selection process.

The documentation must be sent confidentially and electronically to [talent@fpmaragall.org](mailto:talent@fpmaragall.org) (please specify the position you are applying for in the subject line).

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

We promote excellence in neuroscience through diverse perspectives and actively support the development and leadership of women in our scientific community.

Deadline for submitting applications: Applications will be accepted until the position is filled.

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 and BBRC, we promote continuous improvement in our selection processes. If you have any questions, concerns or suggestions, please contact us at [talent@fpmaragall.org](mailto:talent@fpmaragall.org)



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