
HEAD OF DATA & TECHNOLOGY

Location:

Hybrid, based in Spain.

Candidates must reside in Spain 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 a pragmatic, data-minded Head of Data & Technology to build the digital foundations of EIT Water and ensure that our systems, information and technology operate as one coherent environment across a distributed European organisation.

This is broader than a traditional Head of IT role. You will own the architecture connecting EIT Water's enterprise systems and data, lead implementation and integration of core platforms, establish data and security governance, enable trusted reporting and insight, and identify practical opportunities for automation and AI.

Reporting to the Director of Finance & Operations, you will combine strategic leadership with hands-on delivery. You will work across the Head Office, our eight Regional Hubs, our three activity streams and central functions, initially through a lean internal model supported by specialist technology partners and, over time, a small Data & Technology team.

YOUR IMPACT

You will:

- **Set the Data & Technology strategy:** Create a coherent roadmap and enterprise architecture aligned with EIT Water's operating model, growth priorities and available resources.
- **Build a connected systems landscape:** Lead selection, implementation and continuous improvement of CRM, ERP/finance, HRMS, programme and grant management, community, collaboration and other core platforms, with integrations that minimise manual re-entry and fragmented workflows.
- **Create a trusted data foundation:** Establish common data models, definitions, ownership, governance and quality standards across Member, stakeholder, programme, financial and impact information.
- **Turn data into useful insight:** Work with Impact & Reporting, Finance, programme teams and Regional Hubs to create reliable management information and reporting without parallel spreadsheet-based versions of the truth.
- **Enable responsible AI and automation:** Identify high-value use cases, establish appropriate guardrails and scale solutions that improve productivity, insight or stakeholder service.
- **Keep EIT Water secure and resilient:** Own the technology control environment for cybersecurity, access, privacy, continuity, incident response and applicable audit and funder requirements.
- **Create an effective digital workplace:** Ensure reliable technology, identity, devices, collaboration and support for staff across the Head Office, Regional Hubs and distributed workforce.
- **Drive adoption and simplify work:** Partner with teams on end-to-end processes, lead change and training, and ensure technology reduces administrative burden rather than adding complexity.
- **Build the capability:** Manage technology vendors, contracts and budget, establish clear service expectations and build a small internal Data & Technology team as organisational needs mature.

WHAT YOU BRING

We are looking for an enterprise technology and data leader with:

- Master degree or equivalent professional experience with 10+ years' experience across enterprise technology, data, systems architecture, digital operations or a closely related field, including substantial ownership or leadership responsibility.

- Proven experience designing and implementing a multi-system enterprise environment, including selection, configuration and integration of SaaS platforms such as CRM, ERP, HRMS, grant/programme management or comparable systems. Direct experience of Netsuite an advantage.
- Strong experience in data architecture, governance, quality and analytics, with the ability to connect operational information across different functions and systems.
- Strong technical breadth across cloud platforms, APIs and integration, identity and access, enterprise applications and data modelling, combined with the judgement to work effectively with specialist suppliers.
- Sound knowledge of cybersecurity, GDPR, technology risk, business continuity and compliance in environments handling sensitive organisational and personal data.
- Practical understanding of AI and automation and experience identifying and delivering useful, responsibly governed business applications.
- Strong vendor, project, budget, stakeholder and change-management experience. Experience in multinational, EU/public-funding or grant-making environments is an advantage.

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

SKILLS & COMPETENCIES

Success in this role requires more than technical expertise. You will be an enterprise architect, data leader and pragmatic builder who can connect organisational strategy, user needs, information and technology.

You will bring:

- **Strategic technology leadership:** the ability to translate organisational priorities into a coherent architecture, roadmap and investment choices.
- **Technical breadth:** enough depth across enterprise systems, data, integration, cloud and security to make sound decisions, challenge suppliers and get close to delivery when required.
- **Data orientation:** a strong instinct for common definitions, ownership, quality and connected information rather than separate functional datasets.
- **Pragmatic delivery:** the judgement to favour proportionate, scalable solutions and resist unnecessary customisation, complexity and technology for its own sake.
- **Business translation:** the ability to understand end-to-end workflows and explain technical choices clearly to leaders and non-technical colleagues.
- **Security & risk judgement:** the ability to balance speed, usability and innovation with privacy, resilience, compliance and appropriate controls.

- **Change & adoption leadership:** a user-focused approach that treats implementation as a behavioural and organisational challenge as well as a technical one.
- **Cross-cultural agility:** the ability to work effectively across multiple functions, Regional Hubs, countries, suppliers and professional cultures in a distributed European organisation.

WHY JOIN EIT WATER?

If you are energised by the opportunity to build the digital and data foundations of a new European organisation from the ground up, connecting systems, information and people so that innovation can move faster and decisions can be made with confidence, we would like to hear from you.