



Gulbenkian  
Institute for  
Molecular  
Medicine

## GIMM is recruiting a Director of R&D / Clinical Science under an Employment Contract - Reference GIMM/CT/31-2024

The **GIMM – Gulbenkian Institute for Molecular Medicine** is a pioneering Portuguese private research foundation with an ambitious vision for fundamental scientific exploration and its profound impact on global health and well-being. Founded in 2023, GIMM is the result of the merge of two leading research institutes: Instituto de Medicina Molecular João Lobo Antunes (iMM) and Instituto Gulbenkian de Ciência (IGC) and dedicates to unraveling the fundamental mysteries of life and aims to be at the forefront of transdisciplinary research.

**What GIMM seeks:** GIMM is looking for a Director of R&D/Clinical Science for the GIMM Care Program that will lead efforts to improve global health outcomes by translating innovative research into practical solutions. This role will involve overseeing clinical research and development, designing strategic initiatives, and fostering collaborations with diverse stakeholders.

GIMM-CARE is the brand new clinical and translational branch of GIMM – the Gulbenkian Institute for Molecular Medicine in Lisbon, Portugal. CARE aims to profoundly transform how clinical and translational research is conceptualized and implemented to deliver effective solutions to the most pressing health needs. Pioneering in Portugal, CARE is building a mission-driven, human-centred and data-driven research and innovation model, based on the involvement of all sectors and stakeholders – including citizens, patients, health professionals, researchers, businesspeople, industry, health authorities and government – in interdisciplinary, cross-sectoral collaborations to solve health challenges.

This position will be funded by **“IMM-Care-Boosting Clinical Research for the Benefit of Society”** (Teaming for Excellence – HORIZON-WIDERA-2022- ACCESS-01-01-two-stage – GA 101060102) funded by European Commission.

### Key Responsibilities:

#### 1. Leadership and Strategy:

- a) Develop and implement strategic plans to advance the GIMM Care Program’s mission of boosting health outcomes.
- b) Lead and manage a multidisciplinary team of researchers, clinicians, and support staff.
- c) Foster a collaborative environment that encourages innovation and excellence in clinical research.

#### 2. Clinical Research and Development:

- a) Oversee the design, implementation, and evaluation of clinical research projects.
- b) Ensure compliance with regulatory standards and ethical guidelines in all clinical studies.
- c) Develop and oversee a clinical research infrastructure and next-generation biobank.

#### 3. Translation and Innovation (*in collaboration with Funding and Innovation Office*):

- a) Drive the translation of scientific discoveries into clinical applications, including diagnostics, treatments, and prevention strategies.

www.gimm.pt



info@gimm.pt  
(+351) 217 999 411  
Av. Professor Egas Moniz  
Edifício Egas Moniz  
1649-028 Lisboa, Portugal



- b) Identify and develop partnerships with industry, healthcare providers, and other research institutions.
  - c) Promote an entrepreneurial culture and support the development of start-up companies based on GIMM's research.
4. **Stakeholder Engagement and Communication:**
- a) Engage with diverse stakeholders, including policymakers, funding agencies, and the broader scientific community.
  - b) Communicate research findings and program impacts effectively to various audiences.
  - c) Advocate for the GIMM Care Program's mission and secure funding to support its initiatives.

## Profile of Candidate

1. **Educational Background:**
  - a) PhD, MD, or equivalent in a relevant field such as clinical science or biomedical research.
  - b) Additional qualifications in business administration or public health are desirable.
2. **Professional Experience:**
  - a) Proven track record in translational innovation.
  - b) A minimum of 10 years of experience in clinical research or R&D, with a strong track record of leadership in a scientific or clinical setting.
  - c) Demonstrated experience in translational research, taking scientific discoveries from the lab to clinical application.
  - d) Proven ability to manage and lead multidisciplinary teams and large-scale projects.
  - e) Experience in setting up and managing biobanks or other clinical research infrastructures.
  - f) Prior involvement in international research collaborations and networks.
  - g) Background in securing funding from government agencies, private foundations and/or industry partners.
3. **Skills and Competencies:**
  - a) Strong strategic capacity and business acumen.
  - b) Strong problem-solving skills.
  - c) Excellent communication and interpersonal skills, with the ability to engage and inspire diverse stakeholders.
  - d) In-depth knowledge of regulatory requirements and ethical standards in clinical research.
  - e) Ability to foster a culture of innovation and entrepreneurship.
4. **Personal Attributes:**
  - a) Proactive.
  - b) Passionate about improving global health outcomes and making a tangible impact through clinical science.
  - c) Visionary leader with a commitment to research excellence and integrity.
  - d) Collaborative and inclusive approach to leadership, with a focus on mentoring and developing talent.





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**What GIMM offers:** GIMM will offer outstanding working conditions in this area in Portugal, including a full-time contract, starting predictably in January or February 2025, and the possibility to work in the interface of research and research support facilities.

**Working Conditions:** A highly competitive salary package commensurate with the candidate's extensive experience and qualifications. Eligibility for performance-based bonuses tied to the achievement of strategic goals and milestones. A comprehensive benefits package including generous holidays and Christmas allowances, health insurance and other benefits to promote professional development and work-life balance.

**How to apply:** Please submit your Motivation Letter in English and Detailed CV in PDF format to People & Culture Team through the email [people@gimm.pt](mailto:people@gimm.pt), from 29<sup>th</sup> of November until 6<sup>th</sup> of January 2025.

For specific questions regarding the role, please submit to [madalena.reis@gimm.pt](mailto:madalena.reis@gimm.pt).

**Non-discrimination and equal access policy:** GIMM promotes a non-discrimination and equal access policy, wherefore no candidate can be privileged, benefited, impaired or deprived of any rights whatsoever, or be exempt of any duties based on their ancestry, age, sex, sexual preference, marital status, family and economic conditions, instruction, origin or social conditions, genetic heritage, reduced work capacity, disability, chronic illness, nationality, ethnic origin or race, origin territory, language, religion, political or ideological convictions and union membership.

**International environment and experience:** Diversity is a fundamental aspect of the essence of GIMM, where researchers and non-researchers of different nationalities, backgrounds and areas of study work together, promoting the exchange of experiences and interactions, contributing to the personal and professional development of each person and to the existence of an international, inclusive and stimulating environment.

Lisbon, 29<sup>th</sup> of November 2024



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