

Open Position: ICOS ERIC Director General

Location: ICOS ERIC Head Office in Helsinki, Finland

Job Position: Full-time, five-year term, renewable twice

Employer: ICOS ERIC, Helsinki, Finland

Working Language: English



ICOS

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Integrated
Carbon
Observation
System

About ICOS

ICOS RI, Integrated Carbon Observation System Research Infrastructure, is one of the leading environmental research infrastructures in Europe. ICOS produces standardised data on greenhouse gas concentrations in the atmosphere, as well as on the fluxes between the atmosphere, ecosystems and oceans. ICOS data is measured on approximately 180 observation stations run by top universities and research institutions across 16 European countries, and it is produced by nearly 800 scientists and engineers. The ICOS Carbon Portal offers unlimited access to millions of datasets, advanced digital products as well as services supporting scientific research and modelling. ICOS is represented by its legal entity ICOS ERIC, recognised in all countries within (and outside) the European Union and as an intergovernmental organisation admitted by the Conference of the Parties to the UNFCCC.

ICOS ERIC is searching for a new Director General (DG)

The DG is appointed by the ICOS ERIC General Assembly (GA) for a five-year term, renewable twice. The position will become available mid-2025. The ICOS GA, with support from the ICOS Head Office (HO), has established a selection committee to recruit the new DG.

The Role

The DG oversees and coordinates ICOS RI activities and is the legal representative of ICOS ERIC. She/he is responsible for the scientific and strategic operation and the further development of ICOS ensuring socio-economic impact, technology development, innovation and international cooperation. The DG ensures the implementation of the GA decisions. The DG reports to the GA and convenes the ICOS Research Infrastructure Committee (RICOM), which represents the scientific and technical competence in ICOS and advises the DG in all matters. The work includes among others: drawing up proposals for the GA, establishing and modifying annual work plans, and ensuring consistency, coherence and stability of the research infrastructure services.

Key Responsibilities

- The DG is the leader of ICOS RI and the legal representative of ICOS ERIC.
- The DG is expected to have a vision to maintain ICOS at the forefront of the global observing systems and ensure the long-term sustainability of ICOS.
- The DG carries out the day-to-day management of ICOS ERIC and is responsible for managing the staff and activities of the Head Office and the Director of the Carbon Portal.
- The DG ensures the ICOS ERIC activities are in line with the budget and internal rules.

Qualifications

The successful candidate for the role of ICOS Director General should possess a diverse set of skills, encompassing the following areas:

Technical and Scientific Expertise

- Established scientist with preferably a broad and integrative view on greenhouse gases and carbon cycle science, covering the atmosphere, ecosystem and ocean domains.
- Solid understanding of greenhouse gas data, processes, products and services for users in science, industry, politics and society.
- Proven experience in collaborating effectively with scientists and governmental entities, emphasising the ability to bridge the gap between scientific expertise and practical applications.
- Familiarity, or ability to quickly understand the European Research Infrastructure landscape and to consider this landscape in the strategic orientation of ICOS.

Management and Leadership

- Ability to set out a long-term vision for ICOS and the means for its achievement.
- Experience in leading large and complex projects in international settings.
- Experience in managing organisation, budget, and personnel at a senior level.
- Ability to motivate co-workers and achieve high team commitment.
- Ability to delegate tasks and areas of responsibility to co-workers.
- Capability to build and maintain consensus and to work with others and achieve sustainable outcomes.
- Experience in operating at a multi-nation level and dealing with international institutions and funding agencies, particularly the European Commission.



Communication and Diplomacy

- Excellent oral and written communication skills, with the ability to articulate complex scientific concepts to diverse stakeholders.
- Demonstrated success in leading negotiations, highlighting the capability to reach agreements and establish beneficial partnerships.
- Awareness and adaptability to effectively engage with individuals from diverse nationalities and cultural backgrounds.

Other Requirements

The working language of ICOS ERIC is English. The DG should be a fluent English speaker, reader, and writer. Knowledge of at least one other European Union language is beneficial.





Appointment Terms and How to Apply

The DG is appointed by the General Assembly of ICOS ERIC. The term for the DG is five years with an opportunity for renewal twice. According to the statutes Art. 11.4, the DG is employed by ICOS ERIC in the Head Office of ICOS ERIC in Finland. It is a full-time position.

The gross salary is according to the standards for similar roles, approximately 9000-11000 euros per month. The salary, the employment terms and the details of the work contract will be negotiated between the Selection Committee and the selected candidate.

Application Process

Please send the following documents [through this apply-link](#) by **November 30, 2024, at the latest**.

In your application, please include:

- A motivation letter explaining the applicant's interest in the position and how the applicant could contribute to the ICOS ERIC and ICOS RI.
- A Curriculum Vitae/Resumé, and an appended list of max 10 relevant scientific publications.
- A two-page vision statement on where ICOS will be in 10 years.

We can only accept applications sent through the link to the external recruitment portal. Applications sent through other channels cannot be considered. Please submit the documents in pdf format.

The first round of selection will be done based on the written application. Short-listed candidates will be invited to an interview with the Selection Committee, in January – March 2025

It is estimated that the DG will be selected before June 2025. She/he will start the term in agreement with the GA before the end of 2025 to ensure an overlap of up to 3 months with the current DG and a smooth handover.

Should you have enquiries about this position, please email to the Chairperson of the ICOS ERIC General Assembly, Christian Plass-Dülmer, Christian.Plass-Duelmer@dwd.de

ICOS ERIC is an equal opportunities employer. ICOS ERIC is committed to fostering an equitable and ethical workplace culture. Please refer to the following documents for further information: [ICOS ERIC Ethical Guidelines](#) and [ICOS ERIC Employment Policy](#).

The recruitment is carried out in cooperation with Accountor Recruitment Services.



About working and living in Helsinki, Finland

Finland consistently ranks as the happiest country in the world in the UN World Happiness Report. Finnish happiness is explained by the high levels of trust and freedom in its society – which contributes to well-being and productivity. Finland offers free health care and education and supports well-being at work in many ways.

Other attributes that draw international employees to Finland are excellent work-life balance, flat hierarchies and open lines of communication in the workplace. Finland is a technologically advanced society, where most public services are available online, functioning smoothly and reliably to simplify everyday life.

The capital city Helsinki is a lively, liveable city full of culture with an excellent public transport system. The city is green and has a beautiful waterfront with many islands. The cost of living in Finland is comparable to the rest of Europe. English is widely spoken and is an official language in many international companies.

The ICOS Head Office is located in the Dynamicum building at near the University of Helsinki's Kumpula Campus. It currently comprises 20 highly-motivated colleagues with a broad spectrum of skills and competencies to support the core administration, operations and communications of ICOS as well as its international cooperation and strategic development. ICOS ERIC coordinates currently four Horizon 2020 and Horizon Europe projects and participates in as beneficiary in eight more.

Resources related working in Finland:

- Work in Finland <https://www.workinfinland.com/en/>
- Taxes and personal finances: [Taxes and personal finances - Work in Finland](#)
- Quick guide on Moving to Helsinki: <https://www.myhelsinki.fi/en/work-and-study/quick-guide-moving-to-helsinki>
- International House Helsinki: <https://ihhelsinki.fi/services/>



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