

CALL FOR PROPOSALS 2025

Job Type: Institute director

Fields of interest: Neurodevelopment, Childhood, Learning

The Search Committee of the Robert-Debré Child Brain Institute, invites expressions of interest from qualified candidates for the position of Director.

Apply by sending your letter of intent until October, 31th

The **ROBERT-DEBRÉ CHILD BRAIN INSTITUTE** (*Institut Robert-Debré du Cerveau de l'Enfant - ICE*) is a public research institute, founded in 2024 whose current director is mandated until mid-2026.

Located in Paris, France on the campus of the Robert-Debré hospital, the ICE institute is dedicated to developing new understanding and innovative approaches to the care and education of children with neurodevelopmental disorders.

The ICE Institute focuses on four key areas: research, innovative child care and education, technology transfer, and professional training. Its mission is to address cognitive vulnerabilities in children and help improve the lives of those affected by neurodevelopmental disorders, learning difficulties, and other cognitive challenges, as well as their families. It brings together clinical teams—including neurology, psychiatry, and neonatology—from the Robert-Debré Hospital (AP-HP) and multidisciplinary research at multiple scales from basic to clinical research and human sciences. With 400 researchers in 20 laboratories, ICE covers fields ranging from genetics and preclinical studies to integrated cognitive and educational research, working in collaboration with public and industrial partners, patient associations, and other key stakeholders.

The ICE Institute will be housed in a brand-new, eco-labeled, five-story building set to open at the end of 2027. Spanning 14,000 m², the facility will feature an auditorium, an in-house living lab, a start-up incubator, a clinical research center, wet lab areas, an IRM 3T platform, and other state-of-the-art platforms for exploring young children for clinical and research purposes.

The ICE Institute is legally supported by Paris University Hospital (AP-HP) and operates under co-funding agreements with the University Paris Cité, the National Institute of Health and Medical Research (Inserm), the Pasteur Institute, and the French Alternative Energies and Atomic Energy Commission (CEA). In 2023, the ICE Institute was awarded the *Institut Hospitalo-Universitaire (IHU)* label, joining 19 other institutes in France, all disciplines combined. It also benefits from a 10-year endowment from the French government ([Robert-Debré Child Brain Institute website](https://www.institut-robert-debre.fr/)).

The Institute also benefits from the advice of an international scientific advisory board (SAB), chaired by Pr Ingeborg Krägeloh-Mann. The SAB provides guidance for the Director and the Institute's steering committee.

The dedicated Search Committee welcomes applications from talented individuals with the ambition to lead the Robert-Debré Child Brain Institute to a position of global leadership in children's healthcare and education. The Director, who must be a scientist (PhD or MD-PhD), is expected to demonstrate strong scientific leadership, an outstanding track record of achievements, and international recognition. He/She will be assigned as a researcher, an associate professor or a full professor with or without clinical appointment, depending on his/her background.

The Director works with the support of a collegial board consisting of four principal investigators (PIs) and an administrative and managerial director. He/she is expected to have strong capabilities in managing multidisciplinary and multicultural environments—including academia and industry, basic and translational research, and start-ups. A commitment to fundraising and resource diversification is also required.

Candidates interested in leading both the institute and cutting-edge translational research through team leadership will be allocated dedicated laboratory space for his/her own team, if needed, and, if appropriate, offered opportunities for a clinical appointment.

Women and individuals from underrepresented groups are strongly encouraged to apply. As part of AP-HP, the Robert-Debré Child Brain Institute upholds the values of equity and diversity across all its research, medical, and support activities.

In accordance with French law, candidates must not have reached retirement age (67 years old maximum) before the end of the Director's term (4 years, renewable once).

The successful candidate should be expected to be appointed officially before the end of 2026, for a four-year term, renewable once. This call is openly advertised worldwide.

Expressions of interest must include a CV, with a list of publications, and a two-page statement outlining the candidate's motivation for becoming the next Director of the Robert-Debré Child Brain Institute. The statement should also detail the candidate's scientific vision, leadership experience, and the specific skills, they will bring to the role. Additionally, up to three letters of professional reference will be required.

Salary and start-up package will be determined based on the candidate's experience and research program.

Applications must be submitted by **October 31, 2025**, to: searchcommittee.ice.institute.rdb@aphp.fr

All information provided by applicants will remain strictly confidential and will be reviewed only by authorized officials.

For more information or questions about the position, please contact: delphine.carouge@aphp.fr

JOB DESCRIPTION

The newly appointed Director will be in charge of:

- General management of the Institute
- Scientific direction of the Institute
- Recruitment of new teams
- Development of neuroscience research
- Development of translational research
- Innovation and technology transfer policy
- Partnership with professionals of the auditory health field (hospitals and other structures)

Candidate's experiences and capacities/fulfillments:

- Proven track record of outstanding research and world class reputation as a researcher in a relevant field
- Extensive international experience
- Extensive leadership, team building and management skills as head of an academic research department or similar position
- Successful recruitment of junior and senior faculty
- Experience in translational and participative research
- Experience in transfer of technology
- Excellent track record in research funding through national and international research grants
- Ability to define and execute a strategic vision for the institute
- Ability to manage complex organization
- Ability to create and interact with strategic partnerships
- A reputation for the highest standards of integrity and ethical leadership
- Appetite for teaching and training