

ADMINISTRATION

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- **Luis de Guindos Jurado**
Minister of Economy, Industry and Competitiveness
Ministro de Economía, Industria y Competitividad

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Secretariat of State for Research, Development and Innovation of the Spanish Ministry of Economy, Industry and Competitiveness
Secretaria de Estado de Investigación, Desarrollo e Innovación del Ministerio de Economía, Industria y Competitividad

→ Vice-President

- **Jesús Fernández Crespo**
Director of the National Institute of Health Carlos III
Director del Instituto de Salud Carlos III

→ Appointed Members

- **José Javier Castrodeza Sanz**
Secretary General for Health and Consumer Affairs of the Spanish Ministry of Health, Social Services and Equality
Secretario General de Sanidad y Consumo del Ministerio de Sanidad, Servicios Sociales e Igualdad

- **Marina Pilar Villegas Gracia**
Director of the Spanish State Research Agency of the Ministry of Economy, Industry and Competitiveness
Directora de la Agencia Estatal de Investigación del Ministerio de Economía, Industria y Competitividad

- **Cristina Ysasi-Ysasmendi Pemán**
Director of the Department of National Affairs of the Cabinet of the Presidency of the Government
Directora del Departamento de Asuntos Nacionales del Gabinete de la Presidencia del Gobierno

- **Margarita Blázquez Herranz**
Deputy Director General for Networks and Cooperative Research Centres of the National Institute of Health Carlos III
Subdirectora General de Redes y Centros de Investigación Cooperativa del Instituto de Salud Carlos III

- **Luis Gabilondo Pujol**
Director General of Health of the Health Department of the Government of Navarre
Director General de Salud de la Consejería de Salud del Gobierno de Navarra

- **Carlos Pesquera González**
Head of Cabinet of the Healthcare Counsellor of the Government of Cantabria
Jefe de Gabinete de la Consejera de Sanidad del Gobierno de Cantabria

- **Luis Ángel León Mateos**
Director of Health Research Planning and Promotion of the Galician Health Service (*SERGAS*)
Director del Área de Planificación y Promoción de la Investigación Sanitaria del Servicio Gallego de Salud de la Xunta de Galicia (SERGAS)

- **Sandra García Armesto**
Managing Director of the Aragon Institute of Health Sciences
Directora Gerente del Instituto Aragonés de Ciencias de la Salud

→ Elected Members

- **Rafael Pardo Avellaneda**
Director, *BBVA* Foundation
Director de la Fundación BBVA

- **Jaume Giró Ribas**
CEO of “*la Caixa*” Banking Foundation *Caixa d’ Estalvis i Pensions de Barcelona*
Director General de la Fundació Bancaria Caixa d’ Estalvis i Pensions de Barcelona, “la Caixa”

- **Ignacio Polanco Moreno**
Chairman, *Grupo PRISA*
Presidente del Grupo PRISA

- **Caja Madrid Foundation** (until September 2016)
Fundación Caja Madrid

→ Secretary

- **Margarita Blázquez Herranz**
Deputy Director General for Networks and Cooperative Research Centres of the National Institute of Health Carlos III
Subdirectora General de Redes y Centros de Investigación Cooperativa, Instituto de Salud Carlos III

→ Legal Advisor

- **Fernando Arenas Escribano**
Chief State’s Attorney of the Ministry of Health, Social Services and Equality
Abogado del Estado Jefe en el Ministerio de Sanidad, Servicios Sociales e Igualdad

* In accordance with the Spanish Transparency Legislation (Spanish Royal Decree 451/2012, of March 5), the following information is hereby provided:

- At the close of the financial year, the accumulated remuneration received by the Top Management of the Foundation – the CNIO’s Director plus the Managing Director – has amounted to a total of 203,845 Euros. This amount was received as base salary, seniority, and position supplement.
- Members of the CNIO Board of Trustees are not remunerated.

SCIENTIFIC ADVISORY BOARD

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Medical Research Council Laboratory of Molecular
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Cambridge, United Kingdom

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Academy Professor
Director, Genome Scale Biology Research Programme
Biomedicum, University of Helsinki
Helsinki, Finland

· **Genevieve Almouzni, PhD**
Director, *Institut Curie* Research Centre
Head of Nuclear Dynamics & Genome Plasticity Unit
Institut Curie, Paris, France

· **J. Michael Bishop, MD**
Chancellor Emeritus
Director, G.W. Hooper Research Foundation
University of California at San Francisco
San Francisco, USA

· **José Costa, MD, FACP**
Professor of Pathology and of Orthopaedics and
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Director, Translational Diagnostics; Director,
Musculoskeletal Tumor Program
Yale University School of Medicine
New Haven, USA

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Cancer Institute
Professor, Department of Cell, Developmental & Cancer
Biology and Biomedical Engineering
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The Francis Crick Institute
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Associate Division Director, Human Biology
Fred Hutchinson Cancer Research Center
Research Professor of Microbiology at the University of
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Seattle, USA

· **Scott W. Lowe, PhD**
Chair, Geoffrey Beene Cancer Research Center
Chair, Cancer Biology and Genetics Program
Memorial Sloan-Kettering Cancer Center
New York, USA

· **Joan Massagué, PhD**
Director
Sloan Kettering Institute
Memorial Sloan-Kettering Cancer Center
New York, USA

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Full Professor and Head of the Developmental
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Neuroscience Institute of Alicante (CSIC-UMH)
Alicante, Spain

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Vall d'Hebron Institute of Oncology (VHIO)
Head, Medical Oncology Department of Vall d'Hebron
University Hospital
P. Vall d'Hebron, Barcelona, Spain

· **Janet M. Thornton, FRS, PhD**
Director Emeritus and Senior Scientist
European Bioinformatics Institute (*EMBL-EBI*)
Hinxton, United Kingdom

· **Karen H. Vousden, PhD, CBE, FRS, FRSE, FMedSci**
Director
The Beatson Institute for Cancer Research
Cancer Research UK
Glasgow, United Kingdom

· **Alfred Wittinghofer, PhD**
Emeritus Group Leader
Department of Structural Biology
Max Planck Institute for Molecular Physiology
Dortmund, Germany

· **Ada E. Yonath, PhD**
Director
The Helen and Milton A. Kimmelman Center for
Biomolecular Structure and Assembly
Kimmel Professor of Structural Biology
Weizmann Institute of Science
Rehovot, Israel

MANAGEMENT

DIRECTOR	Blasco, María A.		
	SECRETARIATE	Alcamí, María Jesús	
DIRECTOR'S OFFICE	Peláez, Fernando		
COMMUNICATION	Noriega, Nuria Head	Pombo, Vanessa (Communications Officer) (until April)	De Martos, Cristina (Communications Officer) (since April)
INNOVATION	Fernández-Capetillo, Óscar Director		
	TECHNOLOGY TRANSFER & VALORISATION OFFICE	Sanz, Anabel Director	Marín, M. Cruz (Technology Transfer Manager) Manzano, Rocio *
INTERNATIONAL AFFAIRS	Pola, Carolina Director (since May)		
SCIENTIFIC MANAGEMENT	Barthelemy, Isabel Director		
	PROJECTS & CONSORTIA	Liébanes, M. Dolores Head Ares, Raquel	Merino, Ana Vergés, Leyre (since December)
	EDUCATION & TRAINING PROGRAMMES	Molina, Juan Ramón Head	Del Codo, Almudena * (since March)
	SCIENTIFIC EVENTS	Moro, Mercedes Head	
	SCIENTIFIC PUBLISHING	Cerdá, Sonia Head	
	LIBRARY & ARCHIVES	López, Victoria Head	
	SECRETARIATE (COMMUNICATION, INNOVATION, SCIENTIFIC MANAGEMENT)	Rodríguez, M. Carmen	

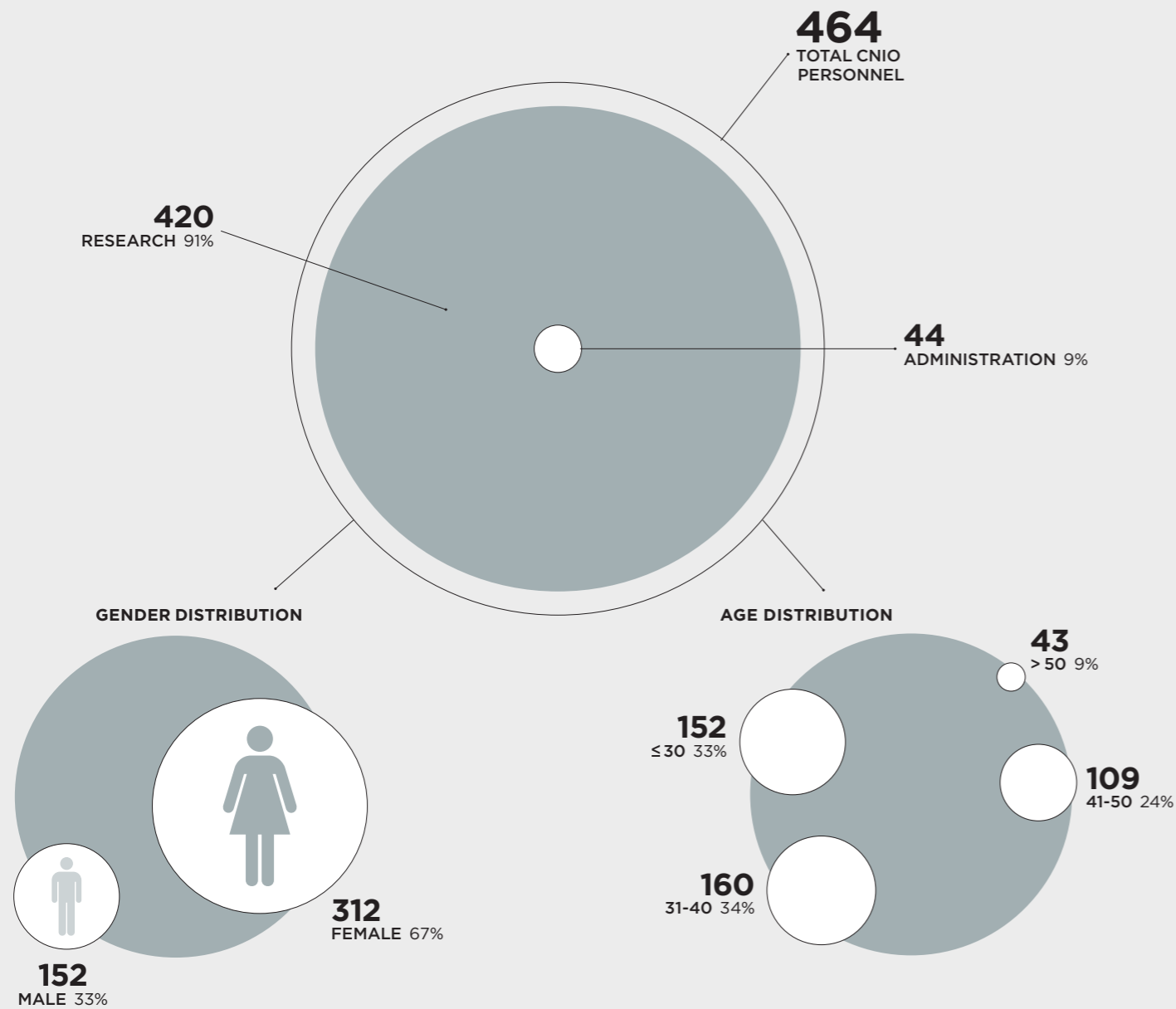
MANAGING DIRECTOR	Arroyo, Juan		
	SECRETARIATE	Ámez, María del Mar	
SAP	Ferrer, Alfonso Head		
FINANCE & ADMINISTRATION	Fontaneda, Manuela Director		
	PURCHASING	Álamo, Pedro Head Baviano, Marta García-Andrade, Javier	Novillo, Angélica De Luna, Almudena * Luongo, Victoria Eloina *
	HUMAN RESOURCES	Pérez, José Lorenzo Head Bardají, Paz	Carbonel, David Martín, Francisco (until December)
	ECONOMIC MANAGEMENT	Salido, M. Isabel Head Galindo, José Antonio García, Juan J.	Rodríguez, M. José Fernández, Rut *
	AUDIT	García-Risco, Silvia Head Moreno, Ana María Head (since April)	Hernando, M. Elena Doyagüez, Laura *
INFRASTRUCTURE MANAGEMENT	de Dios, Luis Javier Director		
	MAINTENANCE	Garrido, Fernando Head (until May)	
	PREVENTION & BIOSECURITY	Cespón, Constantino Head	Bertol, Narciso
	INFORMATION TECHNOLOGIES	Fernández, José Luis Head de Miguel, Marcos	Echeverría, Rebeca * (until December)
EXTRAMURAL CLINICAL RESEARCH	López, Antonio Director (until December)		

* Plan de Empleo Joven (Youth Employment Plan)

CNIO PERSONNEL 2016

SCIENTIFIC PERSONNEL 2016

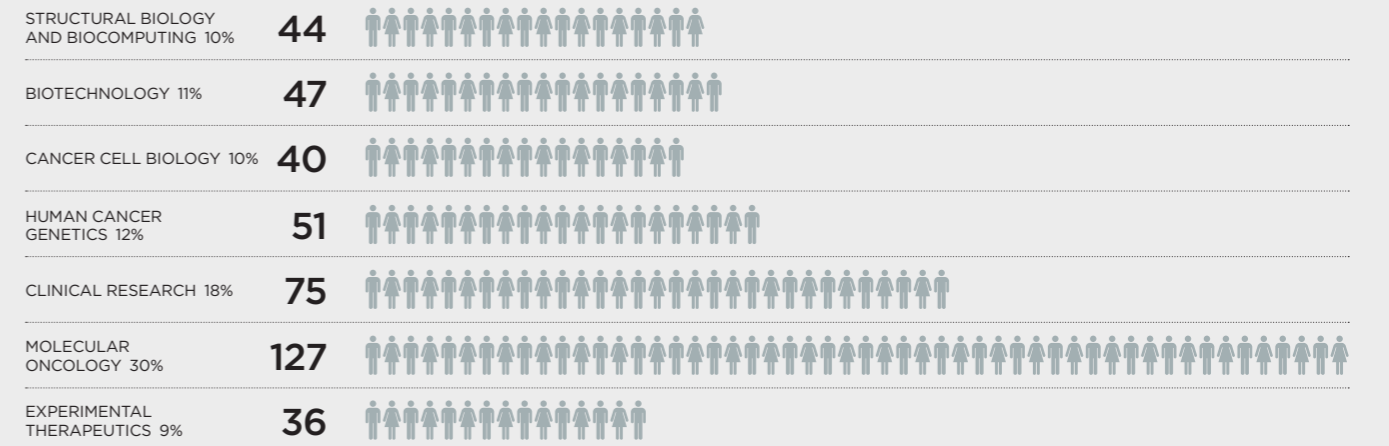
TOTAL SCIENTIFIC PERSONNEL **420**



GENDER DISTRIBUTION IN SENIOR ACADEMIC AND MANAGEMENT POSITIONS

Position	Female	Male
GROUP LEADERS, HEADS OF CLINICAL RESEARCH UNIT/SECTION	32% 10	68% 21
HEADS OF UNIT/BIOBANK	53% 10	47% 9
SCIENTIFIC DIRECTION: DIRECTORS, HEADS OF AREA	50% 7	50% 7
MANAGEMENT: DIRECTORS, HEADS OF AREA	33% 4	67% 8

DISTRIBUTION BY PROGRAMMES



DISTRIBUTION BY PROFESSIONAL CATEGORY



GENDER DISTRIBUTION BY PROFESSIONAL CATEGORY

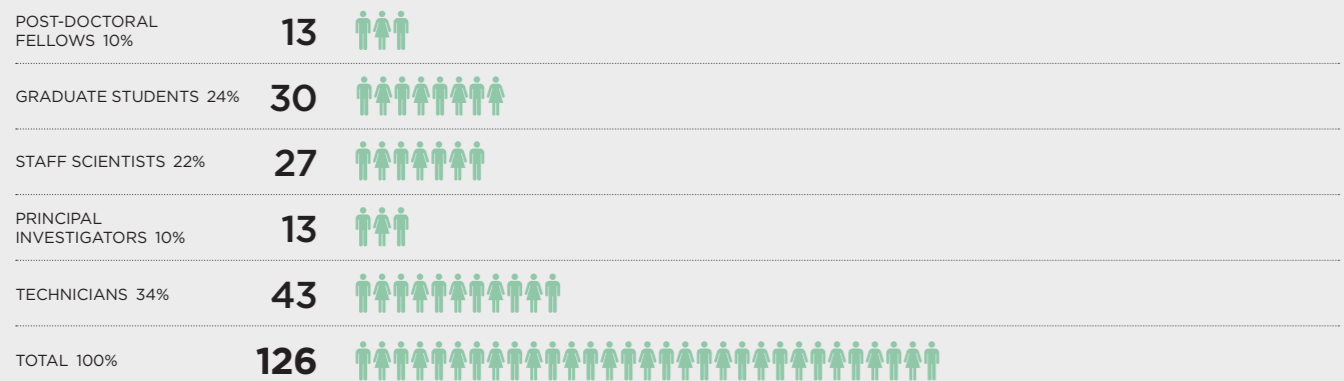
Category	Female	Male
POST-DOCTORAL FELLOWS	67% 29	33% 14
GRADUATE STUDENTS	70% 73	30% 31
STAFF SCIENTISTS	71% 51	29% 21
PRINCIPAL INVESTIGATORS	38% 19	62% 31
TECHNICIANS	74% 111	26% 40
TOTAL SCIENTIFIC PERSONNEL	283	137

DISTRIBUTION BY PROFESSIONAL CATEGORY IN: BASIC RESEARCH

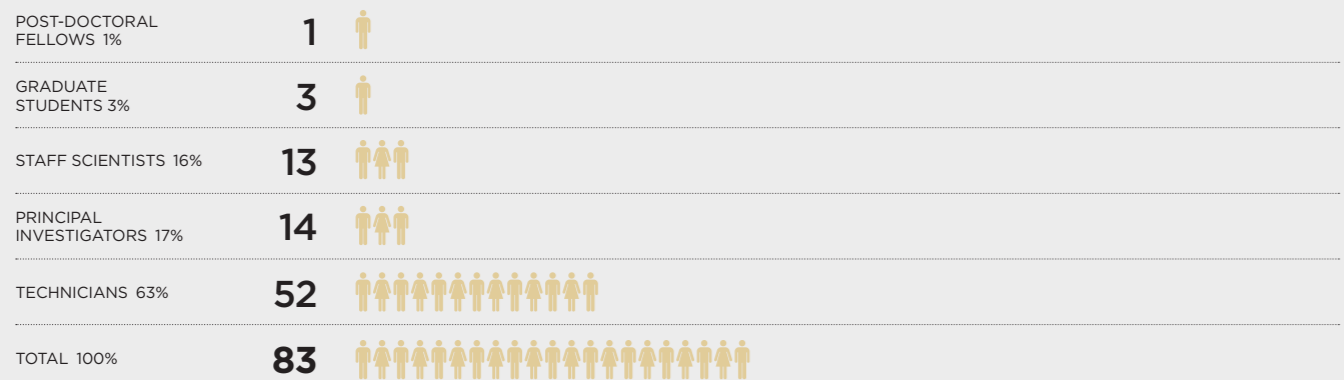
TOTAL SCIENTIFIC PERSONNEL **420**



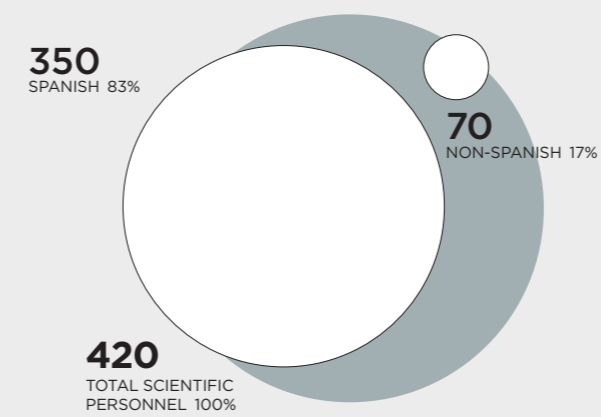
DISTRIBUTION BY PROFESSIONAL CATEGORY IN: TRANSLATIONAL RESEARCH



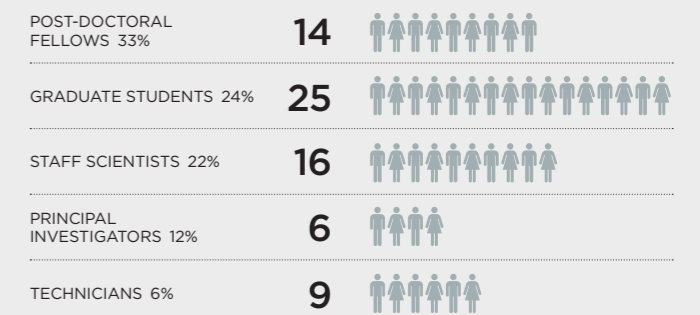
DISTRIBUTION BY PROFESSIONAL CATEGORY IN: INNOVATION



SCIENTIFIC PERSONNEL: NATIONAL ORIGIN



FOREIGN SCIENTIFIC PERSONNEL: DISTRIBUTION BY PROFESSIONAL CATEGORY



Total foreign scientific personnel 70
Percent values represent percentages of foreign employees of the total CNIO personnel in each category

DISTRIBUTION OF SCIENTIFIC PERSONNEL BY NATIONAL ORIGIN

