

# ADMINISTRATION

## BOARD OF TRUSTEES

### → Honorary President

- **Pedro Francisco Duque Duque**  
Minister of Science and Innovation  
*Ministro de Ciencia e Innovación*

### → President

- **Rafael Rodrigo Montero**  
Secretary General for Research of the Spanish Ministry of Science and Innovation  
*Secretario General de Investigación del Ministerio de Ciencia e Innovación*

### → Vice-President

- **Raquel Yotti Álvarez**  
Director of the National Institute of Health Carlos III  
*Directora del Instituto de Salud Carlos III*

### → Appointed Members

- **Silvia Calzón Fernández**  
Secretary of State for Health, Spanish Ministry of Health  
*Secretaria de Estado de Sanidad, Ministerio de Sanidad*

- **Rosa Menéndez López**  
President of the Spanish National Research Council (CSIC)  
*Presidenta del Consejo Superior de Investigaciones Científicas (CSIC)*

- **Nuria Lera Hervás**  
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*

- **Juan Cruz Cigudosa García**  
Advisor of University, Innovation and Digital Transformation of the Government of Navarre  
*Consejero de Universidad, Innovación y Transformación Digital 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*

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

- **Antonio Fernández-Campa García Bernardo**  
**Beatriz Allegue Requeijo** (until end November 2020)  
Director of the Galician Health Knowledge Agency - ACIS  
*Director/a de la Agencia Gallega del Conocimiento en Salud- ACIS*

- Representative of the Science, Technology and Innovation Advisory Council appointed by the plenary session of this Council (appointment pending)  
*Un representante del Consejo Asesor de Ciencia, Tecnología e Innovación designado por el Pleno de este Consejo (pendiente de nombramiento)*

### → Elected Members

- **BBVA Foundation**  
Representative: Rafael Pardo Avellaneda, Director

- **Fundación Bancaria Caixa d'Estalvis i Pensions de Barcelona, "la Caixa"**  
Representative: Antonio Vila Bertrán, General Director  
Alternate representative: Àngel Font Vidal, Corporate Director of Research and Health

- **Grupo PRISA**  
Representative: Ignacio Polanco Moreno, Honorary Chairman

### → 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 del Instituto de Salud Carlos III*

### → Legal Advisor

- **Fernando Arenas Escribano**  
Chief State's Attorney of the Spanish Ministry of Health  
*Abogado del Estado-Jefe en el Ministerio de Sanidad*

\* In compliance with the Spanish Transparency Legislation (Spanish Law 19/2013, of December 9), 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 – amounted to a total of €281,950 in 2020 (€359,124 in 2019). This amount was received as base salary and position salary supplements: €222,447.12 (€218,004 in 2019); 2% increase approved in the General State Budget for 2018: €4,448.88. To these amounts, the variable remuneration for directors of €55,054 accrued during 2018 and 2019 (€135,954 accrued in 2019), must be added. Like every year, there is a provisional amount of €56,986 for the variable accrued in 2020.
- Members of the CNIO Board of Trustees are not remunerated.

## SCIENTIFIC ADVISORY BOARD

- **Mariann Bienz, PhD, FRS, FMedSci (Chair)**  
Deputy Director, MRC Laboratory of Molecular Biology  
Group Leader, LMB Division of Protein and Nucleic Acid Chemistry  
MRC Laboratory of Molecular Biology  
Cambridge, United Kingdom
- **Genevieve Almouzni, PhD**  
Director of Research Exceptional Class, *Centre National de la Recherche Scientifique*  
Honorary Director of the Curie Institute Research Center,  
Team Leader, Nuclear Dynamics Research Unit  
*Institut Curie*, Paris, France
- **José Costa, MD, FACP**  
Professor Emeritus of Pathology and Senior Research Scientist  
Yale University School of Medicine  
New Haven, USA
- **Sara Courtneidge, PhD, DSc (hc)**  
Professor, Departments of Cell, Developmental and Cancer Biology and Biomedical Engineering, School of Medicine  
Member, Center for Spatial Systems Biomedicine  
Oregon Health & Science University  
Portland, USA

- **John Diffley, PhD**  
Associate Research Director  
The Francis Crick Institute  
London, United Kingdom
- **Rosalind Eeles, FMedSci, PhD, FRCP, FRCR,**  
Professor of Oncogenetics, the Institute of Cancer Research  
Honorary Consultant in Cancer Genetics and Clinical Oncology  
The Royal Marsden NHS Foundation Trust  
Sutton, United Kingdom
- **Denise Galloway, PhD**  
Director, Pathogen-Associated Malignancies Integrated Research Center  
Paul Stephanus Memorial Endowed Chair  
Fred Hutchinson Cancer Research Center  
Seattle, USA
- **E. Yvonne Jones, FRS, FMedSci**  
Joint Head of the Division of Structural Biology, Nuffield Dept. of Clinical Medicine  
Deputy Director, the Wellcome Trust Centre for Human Genetics  
Director, Cancer Research UK Receptor Structure Group  
University of Oxford  
Oxford, United Kingdom

- **Scott W. Lowe, PhD**  
Chair, Cancer Biology and Genetics Program, SKI  
Chair, Geoffrey Beene Cancer Research Center  
Memorial Sloan-Kettering Cancer Center  
New York, USA
- **Ángela Nieto, PhD**  
Full Professor and Head of the Developmental Neurobiology Unit  
Neuroscience Institute of Alicante (CSIC-UMH)  
Alicante, Spain
- **Andre Nussenzweig, PhD**  
Chief, Laboratory of Genome Integrity  
NIH Distinguished Investigator, Head of the Molecular Recombination Unit  
Center for Cancer Research, National Cancer Institute  
Bethesda, USA
- **Daniela Rhodes, PhD, FRS**  
Emeritus Research Leader, LMB Division of Structural Studies  
MRC Laboratory of Molecular Biology  
Cambridge, United Kingdom
- **Josep Tabernero, MD PhD**  
Director, Vall d'Hebron Institute of Oncology (VHIO)  
Head, Medical Oncology Department of Vall d'Hebron University Hospital  
Barcelona, Spain

## MANAGEMENT

DIRECTOR	<b>Blasco, Maria A.</b>		
	SECRETARIATE	Alcamí, María Jesús	
VICE-DIRECTOR	<b>Fernández-Capetillo, Óscar</b>		
DIRECTOR'S OFFICE	<b>Peláez, Fernando</b> Director		
DEVELOPMENT AND PHILANTHROPY	<b>Rose, Jessica</b> Head	Antona, Mercedes	
INSTITUTIONAL IMAGE & OUTREACH TO SOCIETY	<b>Garrido, Amparo</b> Coordinator	González, Bárbara (until December)	
INTERNATIONAL AFFAIRS	<b>Pola, Carolina</b> Director (until November)		
COMMUNICATION	<b>Noriega, Nuria</b> Head	<b>Perez de Pablos, Susana</b> Head (since July)	
	SCIENCE COMMUNICATION AND SOCIAL MEDIA	<b>Pombo, Vanessa</b> Head	
INNOVATION	<b>Pola, Carolina</b> Director (until November)		
	TECHNOLOGY TRANSFER & VALORISATION OFFICE	<b>Herrera, Irene</b> Head	Mendoza, Julia *
SCIENTIFIC MANAGEMENT	<b>Barthelemy, Isabel</b> Director		
	PROJECTS & CONSORTIA	<b>Liébanes, M. Dolores</b> Head	Ares, Raquel (until March) Vergés, Leyre
	EDUCATION & TRAINING PROGRAMMES	<b>Zamora, Helena</b> Head	Del Codo, Almudena
	SCIENTIFIC EVENTS	<b>Moro, Mercedes</b> Head	
	SCIENTIFIC PUBLISHING	Cerdá, Sonia	
	LIBRARY & ARCHIVES	López, Victoria	
	SECRETARIATE (COMMUNICATION, INNOVATION, SCIENTIFIC MANAGEMENT, DEVELOPMENT AND PHILANTHROPY)	Rodríguez, M. Carmen	

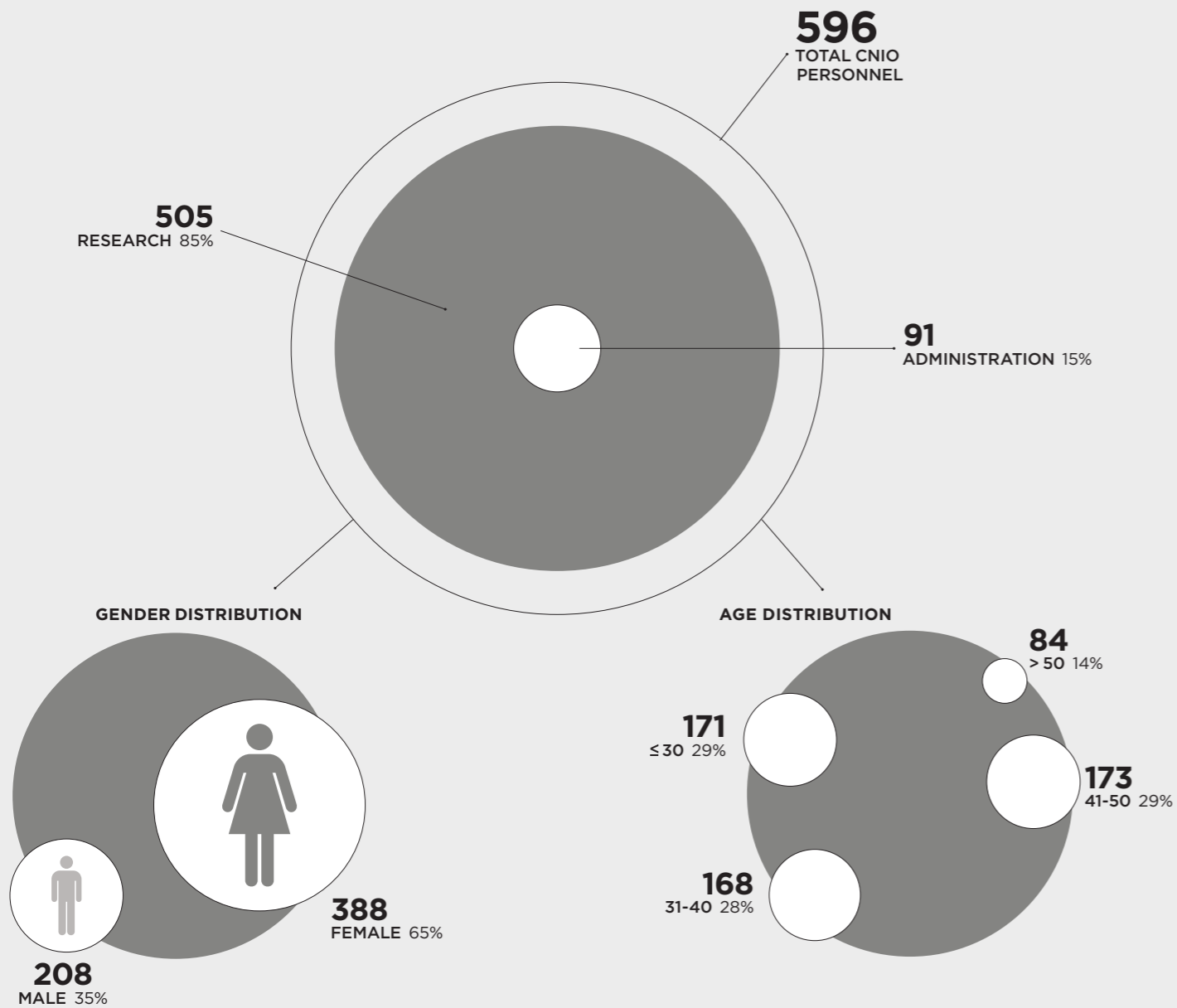
\* Plan de Empleo Joven (Youth Employment Plan)

MANAGING DIRECTOR	<b>Arroyo, Juan</b>		
	SECRETARIATE	Ámez, María del Mar	Muñoz, Laura
MANAGING DIRECTOR'S OFFICE	<b>Fernández, José Ignacio</b> Managing Director's Office Deputy & Legal Advisor	<b>Hernández, Jesús</b> Managing Director's Office Deputy	
SAP	<b>Ferrer, Alfonso</b> Head	Millán, Judith Tejedor, Ignacio	Pérez, Fernando Guereca, Javier Ignacio
FINANCE & ADMINISTRATION	<b>Fontaneda, Manuela</b> Director		
	PURCHASING & LOGISTICS	<b>Álamo, Pedro</b> Head Baviano, Marta Novillo, Angélica	De Luna, Almudena (until April) Rodríguez, Kryssia (since February) Becerra, Carolina (since May) Luongo, Victoria
	LOGISTICS	Corredor, Yimy Echeverria, Pedro Fernández, Maria Carmen	Larena, Gema Ortega, Carlos Verde, Begoña (since February)
	HUMAN RESOURCES	<b>Pérez, José Lorenzo</b> Head	Bardají, Paz Carbonel, David Izquierdo, David
	ECONOMIC MANAGEMENT	<b>Salido, M. Isabel</b> Head	Galindo, José Antonio García, Juan J. Rodríguez, M. José Dols, Pilar
	AUDIT	<b>García-Risco, Silvia</b> Head	<b>Moreno, Ana María</b> Head Hernando, M. Elena Doyagüez, Laura
INFRASTRUCTURE MANAGEMENT	<b>de Dios, Luis Javier</b> Director		
	MAINTENANCE	Aguilera, Alejandro Alonso, Antonio Alonso, Jesús M Bonilla, Antonio Copado, José Antonio Cristobal, Herman Damián, Emilio	García, Jorge López, Jesús Montes, Francisco Moreno, José Moreno, José Antonio Poza, Javier Rivas, José Sánchez, Alejandro Serrano, Alberto Varynytskyi, Ihor Vázquez, Manuel Yague del Ejido, Alberto
	PREVENTION & BIOSECURITY	<b>Cespón, Constantino</b> Head	Bertol, Narciso Giménez, Andrés Gómez, Víctor Martínez, Jose L. Oset, Francisco J. Tendero, María
	INFORMATION TECHNOLOGIES	<b>Fernández, José Luis</b> Head	de Miguel, Marcos Barjola, Eva García, Jose Manuel Hernández, Julio Martín, Félix Martínez, Rubén Reviriego, Pablo
EXTRAMURAL CLINICAL RESEARCH	<b>López, Antonio</b> Director		

CNIO PERSONNEL 2020

SCIENTIFIC PERSONNEL 2020

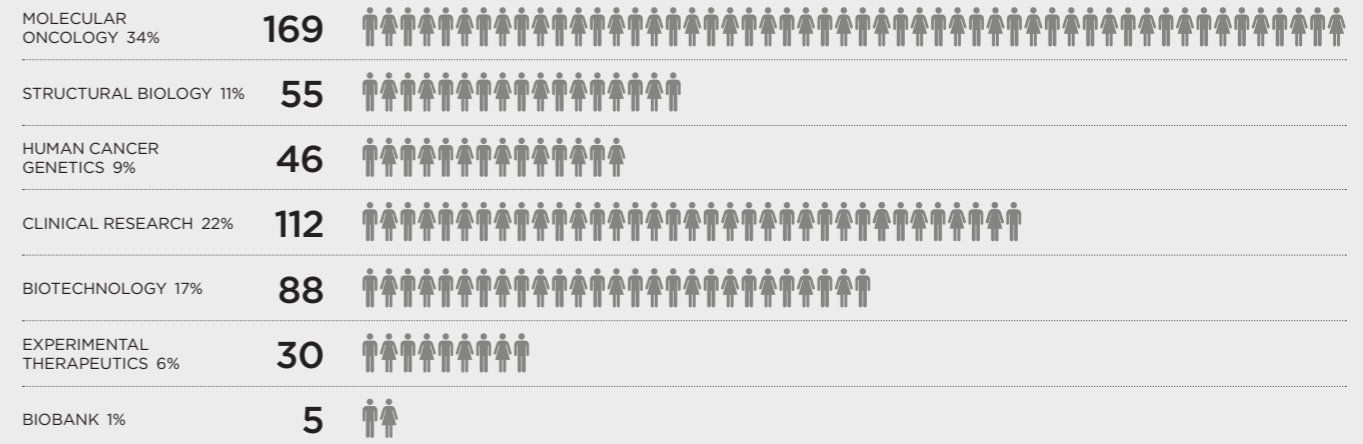
TOTAL SCIENTIFIC PERSONNEL **505**



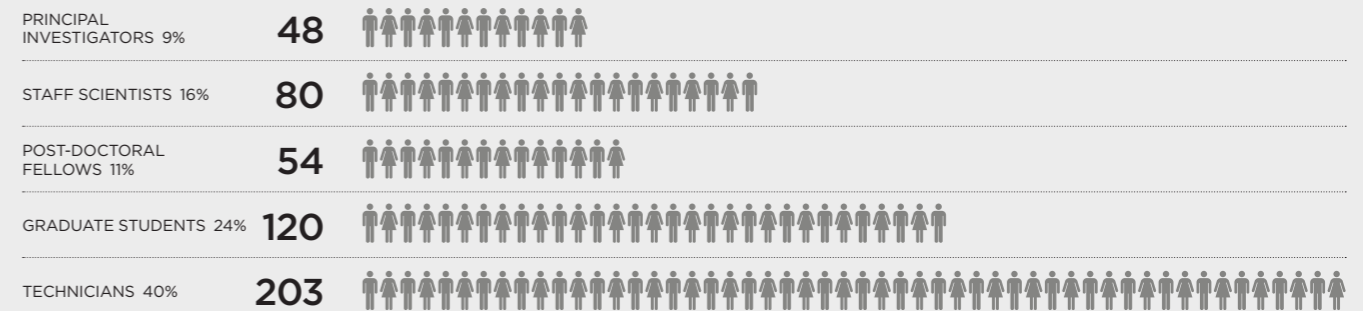
GENDER DISTRIBUTION IN SENIOR ACADEMIC AND MANAGEMENT POSITIONS

Position	Female	Male
GROUP LEADERS, HEADS OF UNIT/SECTION	46% 21	54% 25
SCIENTIFIC DIRECTION: DIRECTORS, HEADS OF AREA	67% 10	33% 5
MANAGEMENT: DIRECTORS, HEADS OF AREA	29% 4	71% 10

DISTRIBUTION BY PROGRAMMES



DISTRIBUTION BY PROFESSIONAL CATEGORY

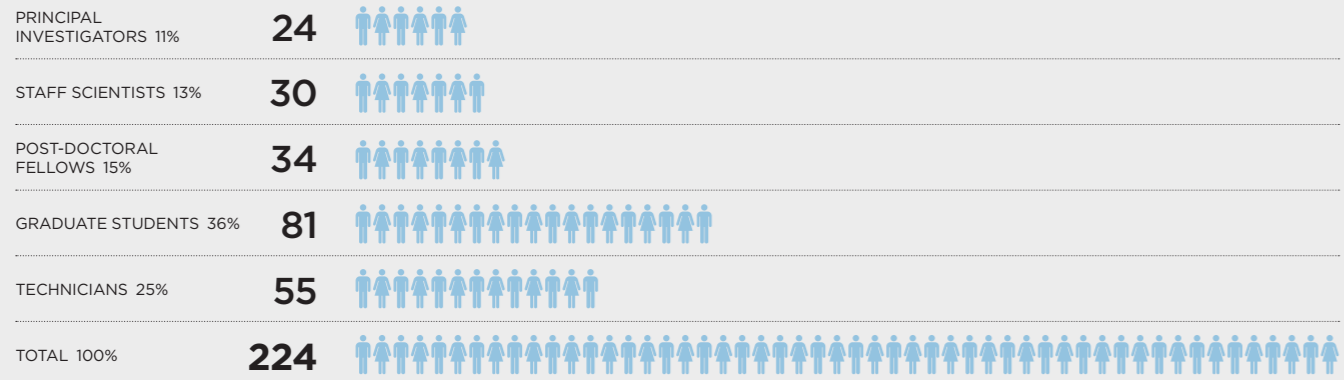


GENDER DISTRIBUTION BY PROFESSIONAL CATEGORY

PRINCIPAL INVESTIGATORS	FEMALE 44% 21	MALE 56% 27
STAFF SCIENTISTS	FEMALE 70% 56	MALE 30% 24
POST-DOCTORAL FELLOWS	FEMALE 69% 37	MALE 31% 17
GRADUATE STUDENTS	FEMALE 62% 74	MALE 38% 46
TECHNICIANS	FEMALE 76% 155	MALE 24% 48
<b>TOTAL SCIENTIFIC PERSONNEL</b>	<b>FEMALE 343</b>	<b>MALE 162</b>

**DISTRIBUTION BY PROFESSIONAL CATEGORY IN: BASIC RESEARCH**

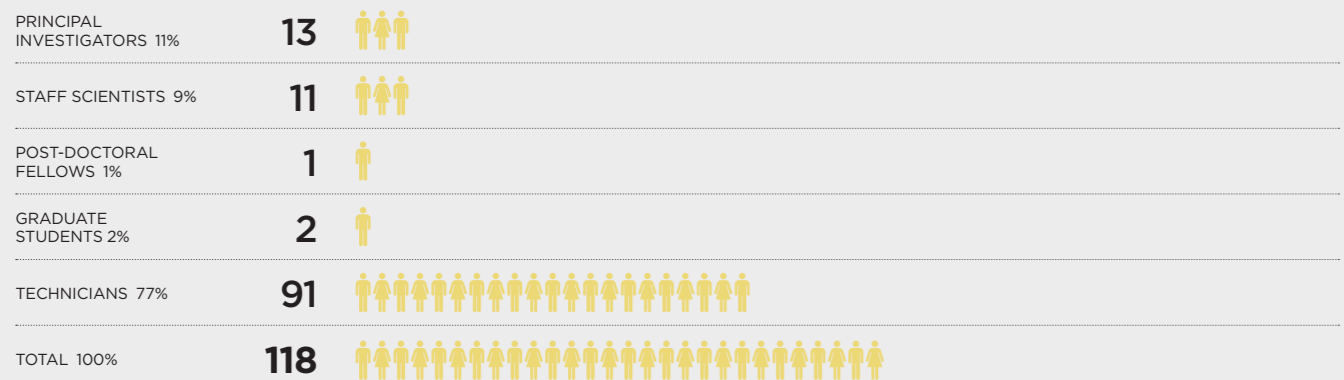
TOTAL SCIENTIFIC PERSONNEL **505**



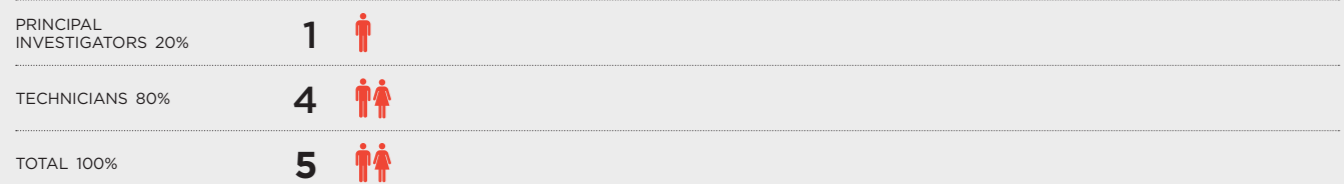
**DISTRIBUTION BY PROFESSIONAL CATEGORY IN: TRANSLATIONAL RESEARCH**



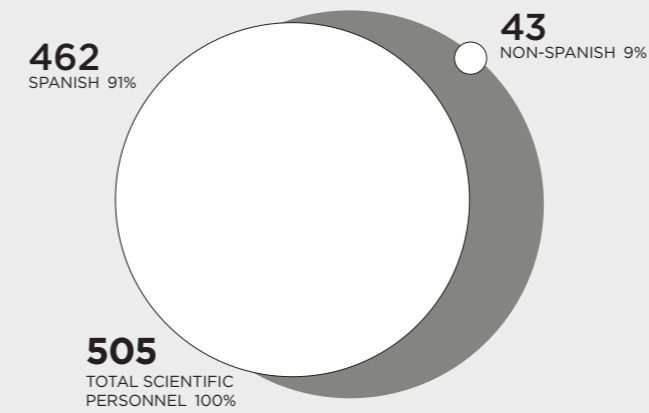
**DISTRIBUTION BY PROFESSIONAL CATEGORY IN: INNOVATION**



**DISTRIBUTION BY PROFESSIONAL CATEGORY IN: BIOBANK**



**SCIENTIFIC PERSONNEL: NATIONAL ORIGIN**



**FOREIGN SCIENTIFIC PERSONNEL: DISTRIBUTION BY PROFESSIONAL CATEGORY**



**Total foreign scientific personnel 43**  
Percent values represent percentages of foreign employees of the total CNIO personnel within each category

**DISTRIBUTION OF SCIENTIFIC PERSONNEL BY NATIONAL ORIGIN**

