

ADMINISTRATION

BOARD OF TRUSTEES

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- **Diana Morant Ripoli**
Minister for Science, Innovation and Universities
Ministra de Ciencia, Innovación y Universidades

→ President

- **Raquel Yotti Álvarez**
Secretary General for Research of the Spanish Ministry for Science, Innovation and Universities
Secretaria General de Investigación del Ministerio de Ciencia, Innovación y Universidades

→ Vice-President

- **Cristóbal Belda Iniesta**
Director of the National Institute of Health Carlos III
Director del Instituto de Salud Carlos III

→ Appointed Members

- **Javier Padilla Bernáldez**
Secretary of State for Health, Spanish Ministry of Health
Secretario de Estado de Sanidad, Ministerio de Sanidad

- **Eloísa del Pino Matute**
President of the Spanish National Research Council (CSIC)
Presidenta del Consejo Superior de Investigaciones Científicas (CSIC)

- **José Alarcón Hernández** (until December)
Director of the Public Policy Department, Cabinet of the Presidency of the Government
Director del Departamento de Políticas Públicas del Gabinete de la Presidencia del Gobierno

- **Agustín González González**
Deputy Director General for Networks and Cooperative Research Centres of the National Institute of Health Carlos III
Subdirector General de Redes y Centros de Investigación Cooperativa del Instituto de Salud Carlos III

- **Vicenç Juan Verger**
Managing Director of Health Research, Training and Accreditation, The Balearic Islands
Director General de Investigación en Salud, Formación y Acreditación, Conselleria de Salut, Islas Baleares

- **Blanca Ares González**
General Director of Universities and Research, Regional Government of Castilla y León
Directora de Universidades e Investigación, Consejería de Educación. Junta de Castilla y León

- **José Luis Vicente Torrecilla**
Director General for Health and Social Health Planning, Training, and Quality, Regional Government of Extremadura
Director General de Planificación, Formación y Calidad Sanitarias y Sociosanitarias, Consejería de Sanidad. Junta de Extremadura

- **Antonio Caballero Pérez**
General Director of Universities and Research of the Government of the Region of Murcia
Director General de Universidades e Investigación de la Región de Murcia

- A Representative of the Science, Technology and Innovation Advisory Council appointed by the Plenary of this Council. **Ángela Nieto**
Un representante del Consejo Asesor de Ciencia, Tecnología e Innovación designado por el Pleno de este Consejo

→ Elected Members

- **Fundación BBVA**
Represented by Rafael Pardo Avellaneda, Director
First Alternative Representative: Laura Poderoso Velasco, Deputy Director
Second Alternative Representative: Silvia Churruca Zarasqueta, Director of Communications and Institutional Relations

- **Fundación Bancaria Caixa d'Estalvis i Pensions de Barcelona, "la Caixa"**
Represented by Antonio Vila Bertrán, General Manager
Alternative Representative: Ignacio López Verdeguer, Director of Relations with Research and Health Institutions

→ Secretary

- **Agustín González González**
Deputy Director General for Networks and Cooperative Research Centres of the National Institute of Health Carlos III
Subdirector 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 €363,640.92 in 2023 (€293,667.16 in 2022). This amount was received as base salary and position salary supplements: €236,914.56 (€228,938.28 in 2022); variable remuneration: €118,433.52 accrued during 2021 and 2022 (€56,716 in 2022, accrued in 2020); 3.5% increase: €8,292.84.
 — 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 of Chromatin Dynamics, Nuclear Dynamics Unit
Institut Curie, Paris, France

- **José Costa, MD, FACP**
Emeritus Professor of Pathology and Senior Research Scientist
Yale University School of Medicine
New Haven, USA

- **John Diffley, PhD**
Principal Group Leader - 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 Clinical Oncology and Oncogenetics
The Royal Marsden NHS Foundation Trust
Sutton, United Kingdom

- **Denise Galloway, PhD**
Scientific Director, Pathogen-Associated Malignancies Integrated Research Center
Professor, Human Biology & Public Health Sciences Divisions
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 and Deputy Head of the Nuffield Dept. of Medicine
Head of the Cancer Research UK Receptor Structure Research Group
Wellcome Trust Centre for Human Genetics
University of Oxford
Oxford, United Kingdom

- **Scott W. Lowe, PhD**
Chair, Cancer Biology and Genetics Program, SKI
Chair, Geoffrey Beene Cancer Research Center
Investigator, Howard Hughes Medical Institute
Memorial Sloan-Kettering Cancer Center
New York, USA

- **Ángela Nieto, PhD**
Full Professor and Head of Cell Plasticity in Developmental and Disease Group
Neuroscience Institute of Alicante (*CSIC-UMH*)
Alicante, Spain

- **Andre Nussenzweig, PhD**
Chief, Laboratory of Genome Integrity
NIH Distinguished Investigator, Head of the Molecular Recombination Section
Center for Cancer Research, National Cancer Institute
Bethesda, USA

- **Daniela Rhodes, PhD, FRS**
Emeritus Research Leader, Chromatin and Telomere Structure Group
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
Co-Director, VHIO's Research Unit for Molecular Therapy of Cancer (UITM) – CaixaResearch
Barcelona, Spain

MANAGEMENT

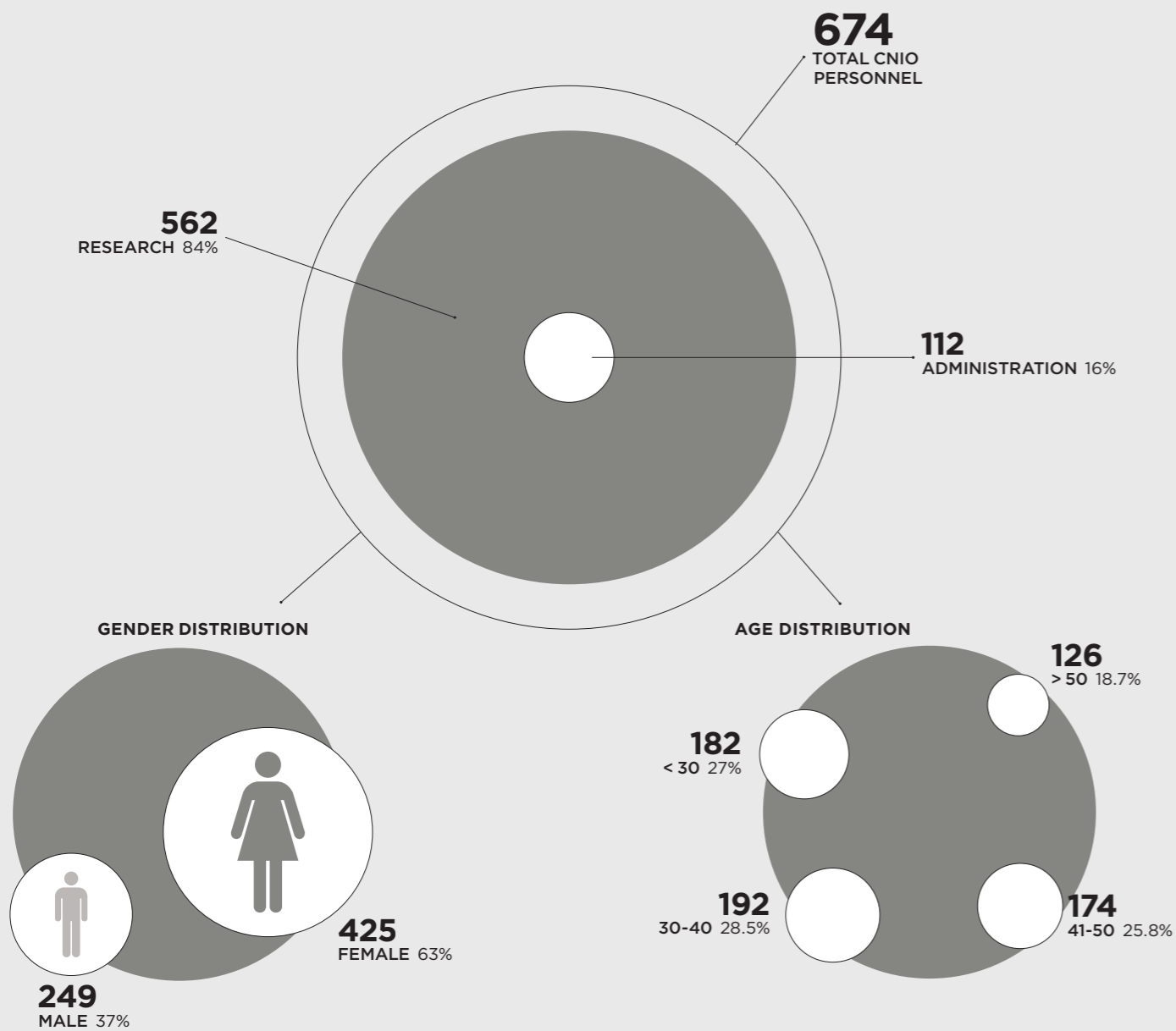
DIRECTOR	Blasco, Maria A.			
SECRETARIATE	Alcamí, María Jesús	García Camarero, María (since May)		
VICE-DIRECTOR	Fernández-Capetillo, Óscar			
DIRECTOR'S OFFICE	Peláez, Fernando Director			
DEVELOPMENT AND PHILANTHROPY	Rose, Jessica J. Head	Antona, M. Mercedes		
INSTITUTIONAL IMAGE & OUTREACH TO SOCIETY	De Nieves, Juan Director (since April)	Calderón, Paula		
COMMUNICATION	Salomone, Mónica Director	Gil, Pilar Head (since June)		
SCIENCE COMMUNICATION AND SOCIAL MEDIA	Sánchez, Esther Head (since March)			
INNOVATION	Oruezabal, Roke I. Director	Pérez, Lola Head (since October)	Alonso, Carlos (since November)	
TECHNOLOGY TRANSFER & VALORISATION OFFICE	Herrera, Irene Head	Pino, Irene Head	Manzano, Rocío (since August)	
SCIENTIFIC MANAGEMENT	Barthelemy, Isabel Director			
PROJECTS & CONSORTIA	Liébanes, M. Dolores Head	Castaño, Irene (since June)	Vergés, Leyre	
EDUCATION & TRAINING PROGRAMMES	Zamora, Helena Head	del Codo, Almudena (until September)	Pérez, Ana (since October)	
SCIENTIFIC EVENTS	Moro, Mercedes Head			
SCIENTIFIC PUBLISHING	Cerdá, Sonia			
LIBRARY & ARCHIVES	López, Victoria			
SECRETARIATE (COMMUNICATION, DEVELOPMENT AND PHILANTHROPY, INNOVATION, SCIENTIFIC MANAGEMENT)	Rodríguez, M. Carmen			

MANAGING DIRECTOR	Arroyo, Juan			
SECRETARIATE	Ámez, María del Mar	Muñoz, Laura		
MANAGING DIRECTOR'S OFFICE	Fernández, José Ignacio Attached to the Managing Director's Cabinet & Legal Advisor			
SAP	Ferrer, Alfonso Head	Tejedor, Ignacio Head	Pérez, Fernando D. Guereca, Javier Ignacio	
EXTRAMURAL CLINICAL RESEARCH	López, Antonio Director			
ADMINISTRATION & FINANCE	Fontaneda, Manuela Director			
HUMAN RESOURCES	Pérez, José Lorenzo Head	Bardají, Paz	Izquierdo, David	
RECEPTION	Bañeres, Ana María Echevarría, Myriam		Martínez, Laura	
ECONOMIC MANAGEMENT	Salido, M. Isabel Head	García, Juan J. Rodríguez, M. José	Pérez, M. Mar Martín, Beatriz	
AUDIT	García-Risco, Silvia Head	Guerra, Patricia Hernando, M. Elena	Montes, Rocío	
COMPLIANCE & PROCEDURES	Moreno, Ana María Head			
PURCHASING & LOGISTICS	Hernández, Jesús Director	Álamo, Pedro Head	Baviano, Marta Novillo, Angélica Fernández, M. Carmen Gil, Ana	López, Elena Rodríguez, Kryssia I Zárate, M. Loreto
LOGISTICS	Corredor, Yimy Echeverría, Pedro	Larena, Gema Ortega, Carlos	Sánchez, William Verde, Begoña	
INFRASTRUCTURE MANAGEMENT	de Dios, Luis Javier Director			
MAINTENANCE	Aguilera, Alejandro Alonso, Antonio Ariza, Javier Arribas, José M Carpio, Edgar Copado, José A Cristobal, Herman Damián, Emilio López, Jesús	López, Sergio Mena, Juan A Moreno, José Moreno, José A Muñoz, Juan Ramón Reviejo, Mariano Rivas, José Rodríguez, Ismael	Rodríguez, Sergio Romero, Vicent Sánchez, Alejandro Serrano, Alberto Varynytskyi, Ihor Vázquez, Manuel Yague del Ejido, Alberto Zwolinski, Zbigniew	
PREVENTION & BIOSECURITY	Cespón, Constantino Head	Bertol, Narciso Giménez, Andrés J. Gómez, Víctor Mingo, Emilio	Oset, Francisco J. Tendero, María Rodríguez, Raquel	
INFORMATION TECHNOLOGIES	Fernández, José Luis Head	de Miguel, Marcos García, Jose Manuel Hernández, Julio Herrero, Aitor	Martín, Félix Martínez, Rubén Reviriego, Pablo	

CNIO PERSONNEL 2023

SCIENTIFIC PERSONNEL 2023

TOTAL SCIENTIFIC PERSONNEL **562**



GENDER DISTRIBUTION IN SENIOR ACADEMIC AND MANAGEMENT POSITIONS

PRINCIPAL INVESTIGATORS (GROUP LEADERS, HEADS OF UNIT/SECTION)	FEMALE	51%	25	█
	MALE	49%	24	█
SCIENTIFIC DIRECTION: DIRECTORS, HEADS OF AREA	FEMALE	60%	9	█
	MALE	40%	6	█
MANAGEMENT: DIRECTORS, HEADS OF AREA	FEMALE	27%	4	█
	MALE	73%	11	█

DISTRIBUTION BY PROGRAMMES

MOLECULAR ONCOLOGY 32.7%	184	█
STRUCTURAL BIOLOGY 9.6%	54	█
HUMAN CANCER GENETICS 10%	56	█
CLINICAL RESEARCH 25.4%	143	█
BIOTECHNOLOGY 16.4%	92	█
EXPERIMENTAL THERAPEUTICS 4.6%	26	█
BIOBANK 1.3%	7	█

DISTRIBUTION BY PROFESSIONAL CATEGORY

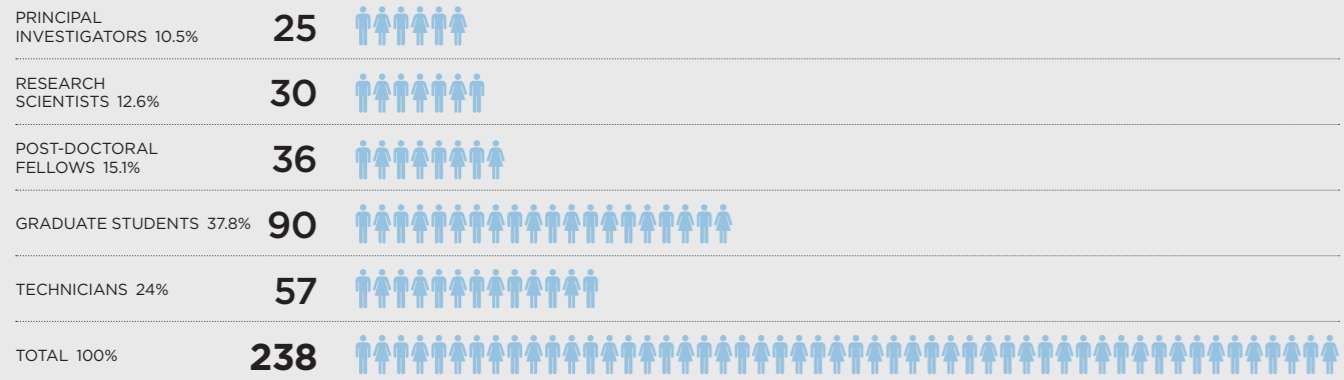
PRINCIPAL INVESTIGATORS 8.7%	49	█
RESEARCH SCIENTISTS 13.5%	76	█
POST-DOCTORAL FELLOWS 12%	67	█
GRADUATE STUDENTS 26%	146	█
TECHNICIANS 39.8%	224	█

GENDER DISTRIBUTION BY PROFESSIONAL CATEGORY

PRINCIPAL INVESTIGATORS	FEMALE	51%	25	█
	MALE	49%	24	█
RESEARCH SCIENTISTS	FEMALE	74%	56	█
	MALE	26%	20	█
POST-DOCTORAL FELLOWS	FEMALE	64%	43	█
	MALE	36%	24	█
GRADUATE STUDENTS	FEMALE	58%	85	█
	MALE	42%	61	█
TECHNICIANS	FEMALE	75%	168	█
	MALE	25%	56	█
TOTAL SCIENTIFIC PERSONNEL	FEMALE		377	█
	MALE		185	█

DISTRIBUTION BY PROFESSIONAL CATEGORY IN: BASIC RESEARCH

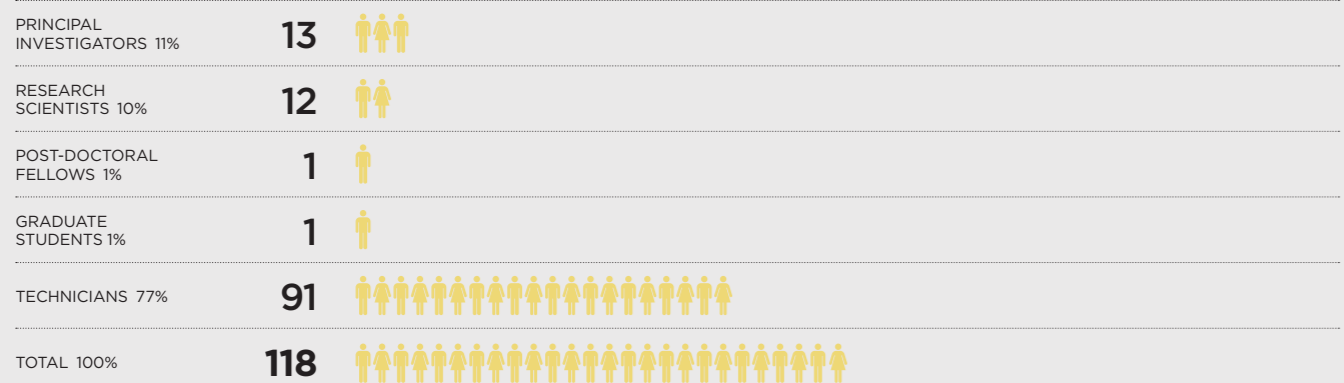
TOTAL SCIENTIFIC PERSONNEL **562**



DISTRIBUTION BY PROFESSIONAL CATEGORY IN: TRANSLATIONAL RESEARCH



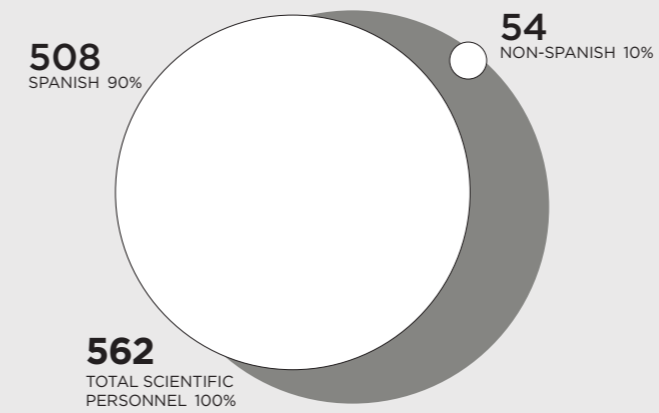
DISTRIBUTION BY PROFESSIONAL CATEGORY IN: INNOVATION



DISTRIBUTION BY PROFESSIONAL CATEGORY IN: BIOBANK



SCIENTIFIC PERSONNEL: NATIONAL ORIGIN



FOREIGN SCIENTIFIC PERSONNEL: DISTRIBUTION BY PROFESSIONAL CATEGORY



Total foreign scientific personnel 54
Percent values represent percentages of foreign employees of the total CNIO personnel within each category

DISTRIBUTION OF SCIENTIFIC PERSONNEL BY NATIONAL ORIGIN

