**ADMINISTRATION**

**BOARD OF TRUSTEES**

- **Honorary President**
  - 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 Bernaldez
  
| Secretary of State for Health, Spanish Ministry of Health |
| Secretario de Estado de Sanidad, Ministerio de Sanidad |

- Eloisa 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 and 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 Socio sanitarias, 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 Parco Avellaneda, Director |
| First Alternative Representative: Laura Poderoso Velasco, Deputy Director |

- **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 Escrivano

| 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 Stephens 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

- André 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.**
- **Fernández-Capetillo, Óscar**

**Secretary**
- **Alcamí, María Jesús García Camarero,** María (since May)
- **Rose, Jessica J. Head**
- **De Nieves, Juan Director (since April)**
- **Salomone, Mónica Director**
- **Orozabal, Rolke I. Director**
- **Herrera, Irene Head**
- **Barthelemy, Isabel Director**

**Management**

**Directors**
- **Arroyo, Juan**
- **Fontaneda, Manuela**
- **Hernández, Jesús Pedro**
- **de Dios, Luis Javier**

**Secretary**
- **Fernández, José Ignacio**
- **Ferrer, Alfonso**
- **López, Antonio**
- **Martín, Félix**

**Managing Director’s Office**
- **SAP**
- **EXTRAMURAL CLINICAL RESEARCH**
- **ADMINISTRATION & FINANCE**

**Human Resources**
- **Pérez, José Lorenzo**
- **Salido, M. Isabel**
- **García-Risco, Silvia**
- **Hernández, Jesús Pedro**
- **Corredor, Yimy**
- **Aguilar, Alejandro**
- **de Dios, Luis Javier**

**Infrastructure Management**
- **Prevention & Bioprotective Measures**
- **Information Technologies**

**Supervisory**
- **Secretariat**
- **Management**
- **Support**
- **Operations**

**Communication & Social Media**
- **Peláez, Fernando**
- **Gil, Pilar**
- **Sánchez, Esther**
- **Antona, M. Mercedes**
- **Herrera, Irene**

**Development and Philanthropy**
- **Peláez, Fernando**
- **Gil, Pilar**
- **Sánchez, Esther**
- **Antona, M. Mercedes**
- **Herrera, Irene**

**Extramural Clinical Research**
- **López, Antonio**
- **Martín, Félix**
- **Corredor, Yimy**
- **Aguilar, Alejandro**
- **de Dios, Luis Javier**

**Intramural Clinical Research**
- **López, Antonio**
- **Martín, Félix**
- **Corredor, Yimy**
- **Aguilar, Alejandro**
- **de Dios, Luis Javier**
**GENDER DISTRIBUTION IN SENIOR ACADEMIC AND MANAGEMENT POSITIONS**

- **Principal Investigators (Group Leaders, Heads of Unit/Section)**
  - **Female**: 60%
  - **Male**: 40%

- **Scientific Direction, Directors, Heads of Area**
  - **Female**: 62%
  - **Male**: 38%

- **Management Directors, Heads of Area**
  - **Female**: 27%
  - **Male**: 73%

**AGE DISTRIBUTION**

- **< 30**: 27%
- **30-40**: 28.5%
- **41-50**: 25.8%
- **> 50**: 18.7%

**674 TOTAL CNIO PERSONNEL**

- **Research**: 84%
- **Administration**: 16%

**562 RESEARCH PERSONNEL 2023**

**SCIENTIFIC PERSONNEL 2023**

**DISTRIBUTION BY PROGRAMMES**

- **Molecular Oncology**: 32.7%
- **Structural Biology**: 8.6%
- **Human Cancer Genetics**: 10%
- **Clinical Research**: 25.4%
- **Biotechnology**: 16.4%
- **Experimental Therapeutics**: 4.6%
- **Biobank**: 1.3%

**TOTAL SCIENTIFIC PERSONNEL**: 562

**DISTRIBUTION BY PROFESSIONAL CATEGORY**

- **Principal Investigators**: 6.7%
- **Research Scientists**: 11.5%
- **Post-Doctoral Fellows**: 5.5%
- **Graduate Students**: 26%
- **Technicians**: 20.8%

**GENDER DISTRIBUTION BY PROFESSIONAL CATEGORY**

- **Principal Investigators**
  - **Female**: 55
  - **Male**: 44

- **Research Scientists**
  - **Female**: 56
  - **Male**: 40

- **Post-Doctoral Fellows**
  - **Female**: 43
  - **Male**: 23

- **Graduate Students**
  - **Female**: 85
  - **Male**: 61

- **Technicians**
  - **Female**: 66
  - **Male**: 56

**TOTAL SCIENTIFIC PERSONNEL**: 562
### Facts & Figures

**TOTAL SCIENTIFIC PERSONNEL:** 562

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

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators</td>
<td>10%</td>
<td>25</td>
</tr>
<tr>
<td>Research Scientists</td>
<td>12%</td>
<td>30</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>16%</td>
<td>36</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>37.8%</td>
<td>90</td>
</tr>
<tr>
<td>Technicians</td>
<td>24%</td>
<td>57</td>
</tr>
<tr>
<td><strong>Total 100%</strong></td>
<td></td>
<td>238</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators</td>
<td>5.5%</td>
<td>11</td>
</tr>
<tr>
<td>Research Scientists</td>
<td>17.1%</td>
<td>34</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>15.1%</td>
<td>30</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>27.6%</td>
<td>55</td>
</tr>
<tr>
<td>Technicians</td>
<td>34.7%</td>
<td>69</td>
</tr>
<tr>
<td><strong>Total 100%</strong></td>
<td></td>
<td>199</td>
</tr>
</tbody>
</table>

#### DISTRIBUTION BY PROFESSIONAL CATEGORY IN: INNOVATION

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators</td>
<td>11%</td>
<td>13</td>
</tr>
<tr>
<td>Research Scientists</td>
<td>10%</td>
<td>12</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>7%</td>
<td>1</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>1%</td>
<td>1</td>
</tr>
<tr>
<td>Technicians</td>
<td>77%</td>
<td>91</td>
</tr>
<tr>
<td><strong>Total 100%</strong></td>
<td></td>
<td>118</td>
</tr>
</tbody>
</table>

#### DISTRIBUTION BY PROFESSIONAL CATEGORY IN: BIOBANK

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technicians</td>
<td>100%</td>
</tr>
</tbody>
</table>

**TOTAL 100%** 7

---

**SCIENTIFIC PERSONNEL: NATIONAL ORIGIN**

<table>
<thead>
<tr>
<th>National Origin</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spain</td>
<td>90.3%</td>
<td>508</td>
</tr>
<tr>
<td>Rest of Europe</td>
<td>5%</td>
<td>28</td>
</tr>
<tr>
<td>Asia &amp; Australia</td>
<td>2.5%</td>
<td>14</td>
</tr>
<tr>
<td>Other</td>
<td>28.6%</td>
<td>10</td>
</tr>
<tr>
<td><strong>Total 100%</strong></td>
<td></td>
<td>562</td>
</tr>
</tbody>
</table>

---

**TOTAL SCIENTIFIC PERSONNEL:** 562

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

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators</td>
<td>8.2%</td>
<td>4</td>
</tr>
<tr>
<td>Research Scientists</td>
<td>8%</td>
<td>6</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>10.4%</td>
<td>13</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>12.3%</td>
<td>18</td>
</tr>
<tr>
<td>Technicians</td>
<td>5.8%</td>
<td>13</td>
</tr>
<tr>
<td><strong>Total 100%</strong></td>
<td></td>
<td>54</td>
</tr>
</tbody>
</table>

Total foreign scientific personnel 54

Percent values represent percentages of foreign employees of the total CNIO personnel within each category.