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MISSION, VISION AND VALUES

MISSION

The mission of CIC biomaGUNE is to conduct top-quality research in life sciences, covering the whole R&D value chain including technology transfer and commercial exploitation of scientific results.

The Centre's mission therefore incorporates the following aspects:

- To develop high level scientific activity, encompassing basic research, applied research and experimental development.
- To promote the transfer of the knowledge generated and validated by the Centre to the business sector, thereby contributing to the development of a competitive biotechnology industry based on knowledge and innovation, as well as to the economic development of the Basque Country.
- To provide high quality research training, capable of generating talented and well-prepared research staff.
- Institutional cooperation, collaborating in activities relevant to health, with both the scientific and business communities of the Basque Country, as well as at the national and international level.
- To facilitate internationalization of the Centre's activities.
- To ensure dissemination of scientific knowledge to industry and to society.

All of this guaranteeing gender equality internally but also as a driving force towards external impact among our network of collaborators.


VISION

Our vision for 2025 is to consolidate CIC biomaGUNE as an international benchmark in the field of biomaterials research. The updated Strategic Program will thus aim at fulfilling our mission: to be excellent in science and in the transfer of knowledge to the industrial and social spheres, as well as actively training, promoting and attracting talent, with an ethical, sustainable and fair approach, and with the ambition of ultimately improving the citizens' quality of life.

VALUES

CIC biomaGUNE will give priority to scientific opportunities with strong potential to improve quality of life and to serve society, and in particular to opportunities that align with the following values:

- Projects and activities of the Centre are conducted based on the conviction that scientific excellence can only be achieved in a free, tolerant and equal environment.
- Projects and activities of the Centre are designed to facilitate the equal promotion and the personal and professional development of the scientists and technicians who participate in the achievement of the Centre's objectives.

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- Projects and activities of the Centre are developed with an international perspective and a commitment to the Basque Country.
- Resources and projects are managed in an efficient and transparent manner to reinforce the confidence that funding entities have placed in the Centre.

R&D&I Strategy

CIC biomaGUNE R&D&I Strategy is aligned with Horizon Europe, the Spanish Science, Technology and Innovation Strategy, the 2030 Basque Strategy for Science, Technology & Innovation (2030 STIP) and contains our commitment to 9 out of the 17 Sustainable Development Goals (SDG) of the United Nations.

CIC biomaGUNE Strategic Program 2022-2025 is built on 5 pillars that stand around Strategic Objectives (SO), 19 action lines and 63 key actions.


SO1. SCIENTIFIC EXCELLENCE (EXCEL)

The new Strategic Program focuses on consolidating the coherence of the Center, by creating additional synergies between existing and incoming groups, for translation of research results into new diagnostic tools and therapeutic approaches, while broadening each of the priority areas with new research lines that contribute to further excel in fundamental science, but likely leading to a more rapid translation into the market and the clinic. The scientific program is oriented towards enhancing the Center's research capabilities and resources, improving international leadership and visibility, fostering scientific specialization, and ensuring excellent, transparent and committed management.

> ASSOCIATED SDG: 3, 5, 8, 9, 12, 16 and 17

SO2. ATTRACTION, TRAINING AND PROMOTION OF TALENT (HR)

Scientific talent is key to the implementation of our Strategic Program. CIC biomaGUNE has young, international, and highly qualified personnel. In terms of attracting new research Associates and Principal Investigators, emphasis will be placed on the scientific and entrepreneurial excellence of candidates, focusing on the incubation of new areas complementary to the Center's portfolio. Special attention will also be paid to the reinforcement of predoctoral, postdoctoral and technical staff training programs, toward the comprehensive development of researchers' skills. A training scheme for Platform Managers and Support Units (HR, finance, management, biosafety, IT) will be established. Implementing a performance appraisal system and a career mentorship program will be instrumental in keeping CIC biomaGUNE personnel (scientific and technical) highly motivated. Specific measures will be taken to

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correct gender imbalance among group leaders, as well as to promote equality and diversity. Focused calls or promotions and measures to minimize unconscious bias in hiring will be implemented.

> ASSOCIATED SDG: 4, 5, 8 and 10

SO3. INTERNATIONAL LEADERSHIP (INT)

Aimed at consolidating and fostering the international recognition of CIC biomaGUNE. The focus will be placed on: i) strengthening collaborations with prestigious national and international organizations; ii) reinforcing the Center's management structure to boost participation in Horizon Europe, joint programming initiatives, and large international research consortia; iii) maximizing the visibility of the Center and our researchers through organization/participation in conferences, international forums, and networks. Special attention will be paid to the international projection of the Synthetic Bioengineering research area, while catalyzing the formation of consortia and networks allowing us to tackle even more ambitious projects.

> ASSOCIATED SDG: 3, 9, 16 and 17


SO4. TECHNOLOGY TRANSFER & INNOVATION (TTI)

CIC biomaGUNE has a strong profile in research, and many of the developed materials and technologies have a high potential for technology transfer and eventually for clinical translation. SO4 will focus on strengthening our IPR protection and technology transfer strategy. We will promote the exploitation of research results through: i) specific budget to mature projects that have the potential to reach a development (and exploitation) stage, to bridge fundamental science and industry interest; ii) establish partnerships with clinicians, industrial partners and investors; iii) elaborate a training plan to foster an entrepreneurial spirit for all researchers, especially young scientists.

> ASSOCIATED SDG: 8 and 9

SO5. DISSEMINATION AND OPEN SCIENCE (DISS)

Emphasis on the development of a well-defined communication strategy with priority on dissemination of results to the scientific community (via scientific events) and transmitting scientific culture to society

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(through a structured outreach program), while fostering scientific vocations among young people, especially girls. Particular attention will be paid to the promotion of Open Science policies.

> ASSOCIATED SDG: 4 and 5

R&D&I AND INNOVATION POLICY

CIC biomaGUNE’s Strategic Plan (F-IDI-00-01) incorporates as one of its objectives the achievement of excellence in the management of R&D and Innovation, toward fulfilling the Centre’s commitment to **promote a high level of quality and excellence in R&D and Innovation.**

CIC biomaGUNE, through its Directorship (General, Scientific and Management), **expresses its commitment to maintain a R&D and Innovation management system** and to **continuously improve** the system in accordance with the standards published by the Spanish Association for Standardization, UNE 166002, **suited to the purpose of the organization and complying with applicable requirements.**

The management system will help to organize and optimize the Centre’s research activities; plan, organize and regulate the research units; encourage participation and teamwork; to identify and reduce risks; and facilitate awareness of emerging technologies or new technologies with applications in the “bio” sector, whose development can serve to boost R&D and Innovation activities, and improve the reputation of the Centre.

To become an international reference in the area of biosciences and to achieve the mission described in the previous section, CIC biomaGUNE is committed to specialization and excellence.

Specialization: CIC biomaGUNE has specialized in understanding the interaction of materials with biological organisms at the nanometric scale, and in the development of new tools for diagnostics and personalized medicine. Thus, prevention, diagnosis and regenerative medicine, with an emphasis on nanomedicine are therefore the main lines of research, established on their potential for social and commercial impact. CIC biomaGUNE’s research priorities for the 2022-2025 period will be framed

within the following priority lines: Biofunctional Nanomaterials, Molecular and Functional Imaging and Synthetic Bioengineering.

Without compromising the scientific quality of these research lines, CIC biomaGUNE's activities are directed towards collaborative research with commercial applications in the areas of bioscience and health, in accordance with the RIS3 strategy for intelligent specialization from the Basque Government. CIC biomaGUNE's research projects will be developed in close collaboration with researchers both from the private sector and from other research centres to promote researcher training, researcher mobility, and co-authorship on scientific publications and patents.

Excellence: Increase the quality of the research conducted and advance the frontier of knowledge through cooperation with entities of the RVCTI and with other institutions at the national and international level, achieving results of high added value with potential for social and economic impact.

CIC biomaGUNE is committed to fulfilling all requirements, both implicit and explicit, as well as legal and regulatory, that are applicable.

CIC biomaGUNE's R&D and Innovation policy includes the following goals:

- **EXCELLENCE IN RESEARCH**
- **TRANSFER TO MARKET**
- **COLLABORATION WITH ENTITIES OF THE RVCTI**
- **INTERNATIONAL RECOGNITION**
- **TRAINING AND PROMOTION OF INVESTIGATOR TALENT**
- **COMMUNICATION AND DISSEMINATION**
- **GENDER EQUALITY AND EQUAL OPPORTUNITIES**
- **EXCELLENCE IN MANAGEMENT**

In addition, the R&D and Innovation policy aims to achieve a high level of satisfaction among all personnel who work at CIC biomaGUNE, fostering a participative environment among employees, working towards common goals, and improving communications that facilitate team work, individual recognition and suggestions for improvement; along with carrying out the proper management of resources necessary to achieve these aims.