



JOB- AND PERSONAL PROFILE FOR MUSEUM DIRECTOR AT NATURAL HISTORY MUSEUM

The University of Copenhagen is looking for a Museum Director to head the largest Danish museum venture in recent times – the new Natural History Museum.

The position is advertised and commences on 1 January 2025.

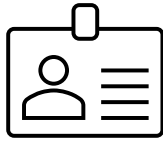
In addition to the information contained in this job and personal profile, you can read more about the faculty and the museum at www.science.ku.dk/english and www.snm.dk/en. You can also read about the University of Copenhagen's 2030 strategy [here](#).

If you have any questions regarding the position, you are welcome to contact Dean Katrine Krogh Andersen at phone number + 45 35 33 20 10. You can also contact partner Martin Isenbecker from Genitor at phone number +45 25 65 92 31, who assists with recruitment search.



Photo copyright: The Danish Road Directorate

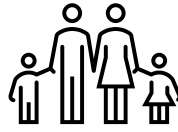
About the Natural History Museum



Employees

50 scientific

215 with museum core activities



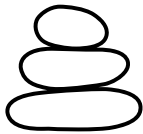
Number of visitors

1.2 million *



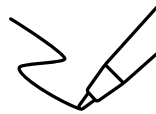
Teaching

in approx. 20 courses and
bachelor's and thesis supervision



Size of the collections

14 million objects



Publications

187 per year

(own researches)



Commercial income

28.6 mio. DKK*

* Average for 2022/2023

Natural History Museum of Denmark is a department under the University of Copenhagen and performs tasks under [Universitetsloven](#), including university teaching. It is also a national main museum of natural history in Denmark, as per [Museumsloven](#). The museum is therefore responsible for managing the national natural history collections, as well as the associated research and dissemination.

Collections

The collections form the museum's core. These include objects collected over 400 years, including hides, skeletons, animals preserved in spirits, insects on needles, herbarium sheets, fossils, minerals and meteorites. There are also living collections in the Botanical Garden, Denmark's largest collection of living plant species. The museum's collections are both national and international research infrastructure, and the museum has initiated extensive digitisation of the collections. Over a number of years, new safe and sustainable stores and associated facilities will be established for the museum's collections.

Research

The museum has approximately 50 researchers, including 18 permanent lecturers and professors. Through international, collection-based research, these scientists contribute to our understanding of the processes that have shaped our planet and the life found on it today. The research encompasses both fundamental research and studies that directly address societal challenges, such as climate change and biodiversity crises. The museum's research is divided into [four sections](#) (Botany, Zoology, Geology, and Science & Society). It is conducted in close collaboration with other academic environments within the university, as

well as external national and international partners. Additionally, the museum engages in various projects where the public actively contributes to research.

Exhibitions and Public Activities

Each year, the museum offers a wide range of public activities through exhibitions, lectures, guided tours, debate events, science events, and more. These activities aim to increase awareness of the natural world and scientific knowledge. The museum hosts both permanent and changing exhibitions, along with educational and outreach programs for children, youth, and adults. Since the Botanical Garden is also part of the museum, educational activities and school programs are also held there. In 2023, the museum had approximately 1.2 million visitors, including around 400,000 paying guests, while approximately 800,000 visited the Botanical Garden.

University teaching

The museum contributes to more than 20 courses at BA, MA and PhD level focusing on collection-based teaching. In addition, the museum's researchers act as supervisors for many students at the university in connection with projects at all level.

Organization and Finances

The museum is organized into [four departments](#) and a staff function. You can find the museum's organizational diagram [here](#). The museum has a portfolio of over 40 projects related to the new museum building and other development tasks. Additional information about tasks and organization can be found on the [museum's website](#).

The museum has a diverse workforce, and close collaboration across personnel groups is crucial for fulfilling its tasks.

As of 2019, the museum has undergone a financial recovery, and the museum is currently in a healthy financial situation. The museum's finances are complex, and it will still need the attention of the director.

Opening of the New Museum Building

In a few years, Natural History Museum and the University of Copenhagen will open the doors to the new museum building in the Botanical Garden. This represents the largest Danish museum initiative in recent times. The new Museum Director will lead the opening, strengthening the Natural History Museum's role as the national flagship museum for natural history in Denmark. Furthermore, it is expected that this will enhance the museum's international recognition. The combination of modern exhibitions, an expanded program of public activities, attractive facilities for visitors and businesses, and improved research infrastructure—including new modern laboratories and collection storage—will allow for the continuation of the positive development seen in recent years.

Responsibilities and Tasks of the Museum Director

With reference to the Dean of Faculty of Science (SCIENCE), the Museum Director is charged with the ongoing development of Natural History Museum to ensure that Museum continue to be recognised for their museological activities, including collections, outreach work, exhibitions, research, teaching, etc. The Museum Director is included together with the Dean, Vice Deans, the Faculty Director and the heads of department from the other departments in SCIENCE's Management Team.

The Museum Director has overall responsibility for the museum's finances and resource allocation. It is expected that the Museum Director actively seeks external funding for all museum activities. The role of the Museum Director also involves significant communication efforts, including networking and representing the museum in various national and international contexts, leading the strategic development of the museum, and contributing to the implementation of UCP's policies and strategies through goals and action plans.

The Museum Director is the manager of managers and has overall personnel responsibility for the museum's employees and responsibility for ensuring a good working environment. The Director continuously focuses on making the museum an attractive workplace, strengthening collaboration across the museum, including the synergy between the museum and the university. Additionally, the Museum Director leads the museum's Collaboration Committees and OHS Committees, promoting good dialogue between management, museum staff, and students, regardless of tasks and educational backgrounds.

The museum is approaching the opening of its new museum building. Subsequently, future sustainable storage solutions need to be identified. These extensive tasks in the coming years will require significant involvement, presence, and time prioritization from the Museum Director. In parallel, it is also the director's responsibility to ensure a sustainable future for the museum.

UCPH is in the process of developing a new administrative organization. It is expected that the Museum Director will contribute to the work on and subsequent implementation of the new common administrative organization. The administrative reform aims to ensure that UCPH's administration as a whole is oriented towards the needs of employees, leaders, and students for administrative support and that it operates according to a common service culture. The administration should support well-being and development opportunities for employees and leaders in the administration while ensuring proximity and accessibility in the delivery of administrative services. The reform is expected to release resources in the order of DKK 300 million annually, which can be invested in strengthening research, education, and innovation at UCPH.

Museum Director's Profile

The Museum Director must embrace the diversity of tasks and employees at the Natural History Museum. Therefore, we emphasize that the Museum Director:

- have top-level management experience from an internationally recognised museum or comparable organisation with extensive public activities and research tasks, and as a minimum have a PhD degree, preferably within one of the museum's disciplines.
- has solid experience with management of leaders and change management, and can ensure close collaboration across a large museum with many disciplines
- Prioritizes professional leadership and understands the importance of being a visible, engaged, and present leader who can build support through personal leadership, kindness, and integrity
- Is able to create results across museums, departments, faculties, universities, cultural institutions, and other collaborative partners in the surrounding community
- Has substantial experience in fundraising and attracting external funding from national and international grant providers
- possesses economic and commercial insight, with a clear understanding of the necessity of developing the museum's revenue-generating activities
- is able to create networks and has good communication skills internally and externally
- has a solid understanding of the task the museum performs by teaching the University's degree programmes.

Additionally, the Museum Director should be proficient in Danish/Norwegian/Swedish and English at an advanced level.

About SCIENCE – Faculty of Science

SCIENCE is the largest scientific research and educational institution in Denmark with 4,000 employees and 9,681 full-time bachelor's and master's students distributed across 12 departments. The faculty has an annual budget of approximately 3 billion DKK. Through research, education, innovation and communication, SCIENCE aims to bring people together from universities, companies, public authorities, and other organizations to create, develop, and apply scientific knowledge at the highest level for the benefit of the society and industry.

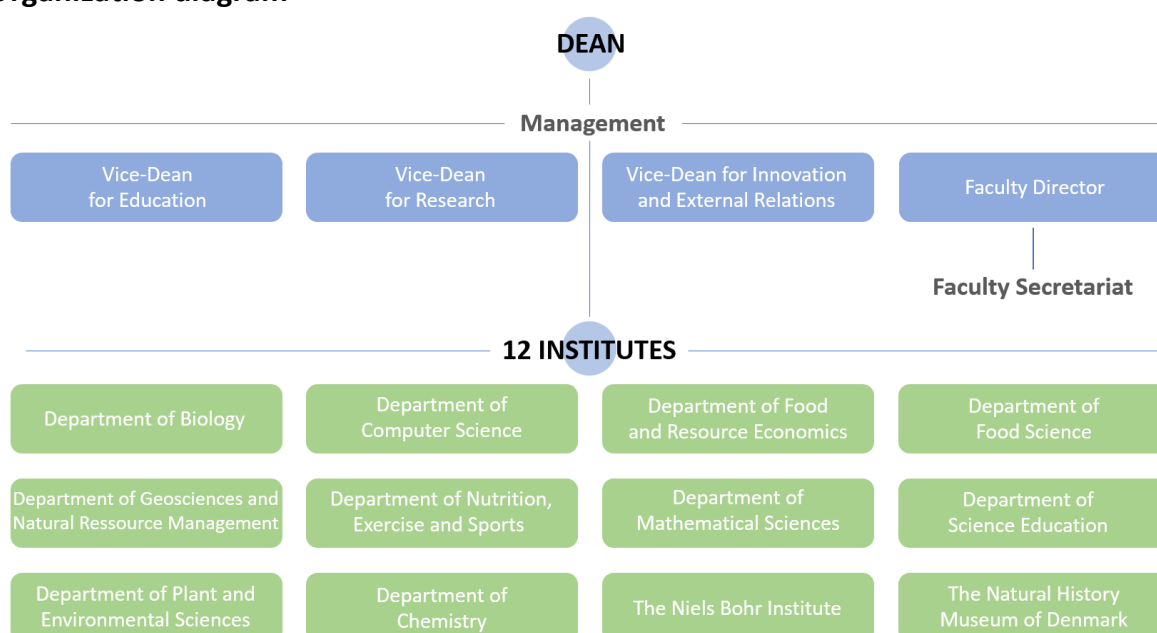
SCIENCE collaborates nationally and internationally to address global challenges and the UN's sustainability goals. Our vision is for students, staff, and collaborators to perceive us as the world's leading research and educational environment, across various fields, providing the best opportunities for solving both the national and global challenges we face.

The strong research and educational environments are primarily based on dedicated individuals who, with their diverse academic backgrounds, competencies, commitment, and job profiles, collectively shape and develop SCIENCE as a faculty at the absolute top of the

international league. Lecturers, researchers, students, technical and administrative staff, and managers support each other with confidence and courage across disciplines and with an ever-increasing focus on diversity. A significant international outlook is of key importance to SCIENCE, and an inviting and inclusive culture paves the way for strong collaborations and supports the realization of great potential. The foundation is the excellent research and high academic standards applied in appreciative collaborations – often across disciplines.

The values of diversity, an international outlook and respect for the individual’s unique contribution must be reflected in SCIENCE’s activities when we recruit students and employees. This is the case both in teaching and research, in our collaboration with the world around us and in all the faculty’s many tasks.

Organization diagram



Terms and condition of employment

As a general rule, the position of Museum Director will be on a fixed-term basis with a five-year period of employment and the possibility of an extension of up to three years. The appointment will be made in accordance with the collective agreement for academics employed by the state entered into between the Ministry of Taxation and the Danish Confederation of Professional Associations (AC), as well as in accordance with the protocol covered by the collective agreement for academics employed by the state relating to heads of department and deans at universities.

For external applicants, academic assessment may be required in line with the executive order on university appointments.

The scope of any research and teaching activities will be negotiated and agreed with the Dean.

Recruitment process

The appointment committee consists of:

- Dean Katrine Krogh Andersen (chair)
- Peter Rask Møller, Associate professor, SNM
- Signe Lutzau Pedersen, Special consultant, SNM
- Lisa Schønbech, Student, FOOD
- Nikolaj Scharff, Deputy Director, Collections, SNM
- Kristian Cedervall Lauta, Prorector for education

The application deadline is **17 September 2024**. Applications must be received electronically via the [UCPH job portal](#).

The application must be accompanied by:

- your CV
- a presentation in English (max. three pages) of your vision for the museum, including how to will cooperate with museum staff and other stakeholders on the continuation of the museum development.

The identities of applicants will be kept completely confidential.

Activities	Date
Deadline for applications	17 September 2024
Preliminary interviews	30 September / 4 October 2024
Profile analysis, interview	11 Oktober 2024
Second round of interviews	4 November 2024
Expected commencement	1 January 2025