

JOB- AND PERSONAL PROFILE FOR HEAD OF DEPARTMENT AT THE DEPARTMENT OF FOOD AND RESOURCE ECONOMICS

We are looking for a Head of Department at the Department of Food and Resource Economics (IFRO), who, together with the department's staff and students, can ensure the continued development of the department and contribute to the resolution of national and global issues.

The position is advertised and commences on 1 August 2024.

The department possesses unique competencies in social science research, our educational programs, and conducts research-based consultancy for the public sector, enabling us to provide knowledge for solutions to many of today's important challenges, including environmental, climate, natural resource, food, global development, and consumer behavior issues.

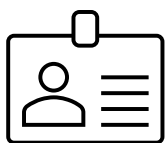
In addition to the information contained in this job and personal profile, you can read more about the faculty and the department at www.science.ku.dk/english and www.ifro.ku.dk/english. You can also read about the University of Copenhagen's 2030 strategy [here](#).

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.



Photos: ifro.ku.dk/English

About the Department of Food and Resource Economics



Employees

130 scientific hereof
70 permanent staff.
15 technical administrative



PhD students

60



Students

700



Educations

Bachelor's degree program 1
Master's degree programs 8



Budget

DKK 117 mio. kr.



External funding

DKK 50 mio. kr. in external grants
DKK 20 mio. kr. in public sector
agreements

IFRO is one of a total of 12 departments at SCIENCE, which is one of the 6 faculties at the University of Copenhagen (UCPH). IFRO has a social science and applied orientated focus within the natural and life sciences. The department's research themes include the use of and protection of the environment and natural resources, agriculture, forestry, fisheries, food, consumer behavior, innovation, and global development. The department's goal is to conduct independent research at the highest level and actively integrate research into our programs and in the public debate. This is being done as part of efforts to address society's sustainable development and transformation.

IFRO collaborates across the University of Copenhagen and extensively with external partners with expertise in both social and natural sciences. The employees are often members of councils and boards, through which they, based on their expertise, contribute insights and knowledge about specific societal issues and challenges.

Research at IFRO

[The department's social science research](#) contributes to an integrated understanding and insight into complex issues such as increased demands on food production (and supply thereof), increased pressure on natural resources, persistent negative impacts on the environment and climate, lack of access to healthy and safe food, welfare diseases and malnutrition, values and cultural conflicts, unequal income distribution, and the associated problems. This research is heavily reliant on external funding, which helps ensure that socially relevant, nationally and internationally leading research is conducted, but also requires ensuring independent research and financial management of the grants.

In a recent research evaluation, the department was assessed to be of high international standard, notably due to interdisciplinary excellence. IFRO's involvement in both national and international forums, which are at a high level, and the applied collective and solidarity-based budget model, that ensure the possibility of strategic prioritization, were also highlighted.

About the degree programmes

[The department educates Bachelor's, Master's, and PhD students](#) within the social sciences and interdisciplinary fields.

The department offers a bachelor's program in Environmental and Food Economics and furthermore we are highly involved in the bachelor's program in Natural Resources as well in the Specialisation in Global Environmental Governance. The students can specialise in Agricultural Economics, Environmental and Natural Resource Economics, Forest and Nature Management, Environment and Development, Global Environment and Development, and Sustainable Tropical Forestry. IFRO actively works to raise awareness about our programs, including society's need for candidates with the relevant skills.

The employees of the department often teach in other programs offered by SCIENCE and other faculties of the University of Copenhagen - especially at the Faculty of Health and Medical Sciences (SUND) in the veterinary field and at the Faculty of Social Sciences (SAMF) in areas such as global development. In addition, there is significant involvement in the education of PhD students at SCIENCE and SUND, particularly in relation to Responsible Conduct of Research.

Public-sector services and consultancy

[IFRO conducts research-based consultancy](#) regarding the department's research areas.

The main recipients of our advice are the Ministry of Environment and the Ministry of Food, Agriculture and Fisheries of Denmark, but also several other ministries and institutions request analyses from our department in connection with political decision-making processes. The consultancy is an integral part of the department's communication strategy and is provided through written analyses as well as participation in committees and working groups, conferences, and meetings. Thus, the department provides the best possible research-based knowledge base for policy making. The department has a strong focus on ensuring independent and research-based advice and therefore continuously seeks coherence between research and advice.

The department's organization

The department is located at Frederiksberg Campus and is organized with a department management team consisting of the Head of Department, Deputy Heads of Department for research and teaching, as well as the head of section for each of the four [research sections](#). The management team works towards fostering good collaboration between management and employees and systematically involves employees through committees for research, education, working environment, cooperation, communication, IT, and information security.

Collaboration across the research sections is central to the department's activities and occurs on a daily basis through both research, teaching, and public sector consultancy. This ensures that competencies and resources are utilized, while also enriching the activities performed in the best possible way. A central tool for ensuring coherence is the department's solidarity-based budget model, where everyone works for the collective, and where all the overarching financial decisions are made collectively by the management.

Responsibilities and Tasks of the Head of Department

As department head, you must thrive at the intersection of research, education, innovation, communication, leadership, administration, and various research groups, and fundamentally understand the value of the professional and cultural diversity that the department encompasses.

The Head of Department is responsible for developing the department. This is done in close collaboration with the department's management and section leaders, involving the department's Faculty Board and other employees. With their vision for the department, the Head of Department leads the strategic development of research and education while contributing to the implementation of KU's policies and strategy "[Creating benefit for more people](#)". Additionally, the department's degree programs must be continuously developed in line with political reforms.

The role of the Head of Department also involves efforts to open doors, build and nurture networks, and represent the department and faculty in a wide range of contexts. The Head of Department should promote and support collaboration across the department's academic areas, both in research and education.

Supported by the Head of Administration, the Head of Department is responsible for the department's budget and resource allocation and for supporting initiatives related to attracting external funding nationally and internationally. The Head of Department has overall personnel responsibility for the department's employees and their professional development, working to create an attractive work, research, and education environment

through open and trusting dialogue with staff and students. Thus, the Head of Department also leads the department's collaboration and work environment committees.

The Head of Department reports to the Dean of SCIENCE and, together with the Dean, Vice Deans, the Faculty Director, and other heads of department, forms part of the SCIENCE Leadership Team (SLT). In collaboration with the SLT, the Head of Department must contribute to developing the faculty's position as a leading research and educational institution in the natural and life sciences and ensure the implementation of the faculty's and university's strategies. The Head of Department must work with relevant councils and committees at the faculty to create the best framework for excellent research and education.

UCPH is in the process of developing a new administrative organization. It is expected that the Head of Department 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.

We emphasize that the Head of Department at IFRO:

- are motivated in the leadership role and have relevant experience as a research and personnel manager in a larger unit, preferably supplemented with a recognized leadership education.
- are an experienced and internationally recognized researcher at a minimum associate professor level within one of the department's subject areas
- has an understanding of, and preferably experience with, interdisciplinary research
- has experience as an educator, contributed to the development of university degree programmes, and has knowledge of and experience of navigating the educational policy system
- has experience in responsible financial management of a larger unit with multiple funding sources
- is skilled in communicating visions and implementing decisions transparently by involving employees and students in the development of the department
- has a solid national and international network and is motivated to develop academic environments and achieve results across departments, faculties, and universities, in collaboration with the surrounding community
- has experience in independent consulting and collaboration with businesses and authorities
- has achieved good results in attracting external funding from both national and international grantors

- is interested in and capable of communicating both their own research and the department's research, as well as other matters of significance for the department, in public discourse
- are proficient in English and Danish/Scandinavian at a high level
- thinks analytically and strategically
- is visible, empathetic, engaged, and approachable, with high integrity.

You can read more about what we emphasize in our leaders in [UCPH's leadership principles \(Danish only\)](#).

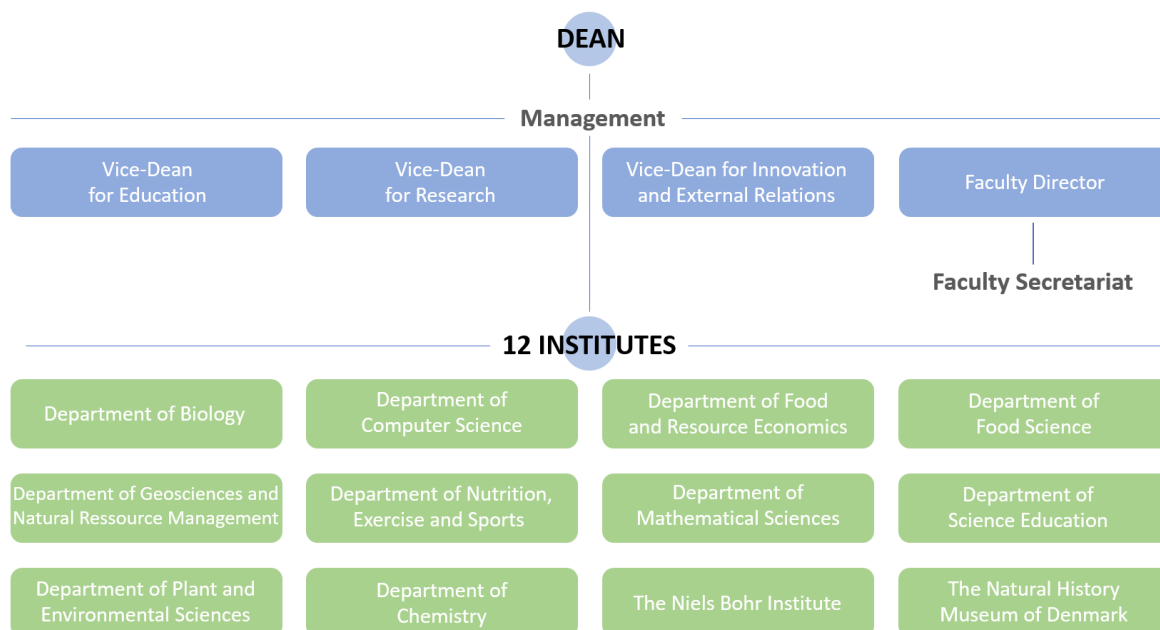
About SCIENCE – Faculty of Science

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.



Terms and conditions of employment

As a general rule, the position of head of department 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)
- Associate professor Mette Weinreich Hansen, IFRO
- Management consultant Sofie Braüner Kappelgaard, IFRO
- Student Anton Tiedt, IFRO
- Head of Department Mogens Steffensen, Department of Mathematical Sciences (MATH)
- Head of section Carsten Smith-Hall, IFRO

The application deadline is **Monday, 6 May 2024**. Applications must be received electronically via the [UCPH job portal](#).

The application must include:

- your CV
- a presentation in English (max. three pages) of your vision for IFRO, including the key elements of a strategy for the department's development, organization and for the performance of the management task.

The identities of applicants will be kept completely confidential.

Activity	Date
Deadline for applications	6 May 2024
Preliminary interviews	30 May 2024
Profile analysis, interview	6 June 2024
Second round of interviews	17 June 2024
Expected commencement	1 August 2024