

## JOB AND PERSONAL PROFILE FOR HEAD OF THE DEPARTMENT FOR THE NIELS BOHR INSTITUTE

We are looking for a head of department for the Niels Bohr Institute (NBI) at the Faculty of Science (SCIENCE), University of Copenhagen, who – together with the staff and students – can ensure the continued development of NBI at a high international level.

The position commences on 1 January 2024.

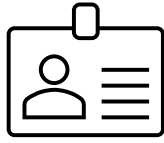
In addition to the information contained in this job and personal profile, you can read more about the faculty and the department at [www.science.ku.dk/english](http://www.science.ku.dk/english) and <https://nbi.ku.dk/english/>.

If you have any questions about the position, please contact Dean Katrine Krogh Andersen on +45 3533 2010.



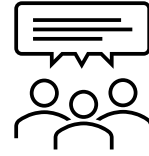
Photos: Ola Jakup Joensen, NBI

## About the Niels Bohr Institute



### Employees

Approx. 430 academic staff (including 70 permanent employments and 140 PhD students).  
Approx. 100 technical/administrative staff



### Students

approx. 750 at physics  
approx. 150 at nanoscience  
approx. 135 at climate change



**Bachelor's degree programmes: 2**  
**Master's degree programmes: 4**



**Budget**  
DKK 421 million



**External funding**  
> 60 %

The Niels Bohr Institute (NBI) conducts research and provides research-based education within a broad spectrum of fields of physics at the highest international level. In recent years, NBI has undergone a number of positive developments – it is attracting an increasing level of external funding, not least in the field of quantum technologies, and is seeing an increasing student intake.

NBI was inaugurated on 3 March 1921 by Professor Niels Bohr. NBI's strong cultural heritage has been built up through 100 years of conducting research and offering education at a high international level. Our students, staff and partners are the source of our success, and they are also our main ambassadors. Our ambition is to offer an inspiring and challenging working environment, and we strive to ensure a good work-life balance. We want our staff and students to be proud and happy of working and studying at NBI, and we want NBI to be perceived as a preferred collaboration partner.

NBI's vision is to be an internationally leading institute in research and education and to create value that is of benefit to society and the private sector. Our view is that openness, inclusion and diversity are key for people to realise their full potential in a competitive global research environment. We want to develop a diverse workforce in a committed, innovative and open-minded culture, in which all employees are valued for their individual and unique qualities.

The European Physical Society has declared NBI a *Historic Site* of great international importance for developments in physics and research. NBI has a lively exchange of staff and

guests with leading research groups worldwide and is engaged in broad international scientific collaborations.

### **Research at NBI**

NBI's researchers want to create and maintain a diverse environment of expertise in which ideas can flourish. True to Niels Bohr's original spirit, NBI wants to stimulate the creation of new knowledge and explore new research opportunities that may lead to discoveries with the potential to change our world. Research at NBI currently covers astrophysics (including planetary science and cosmology); biophysics and biocomplexity; solid state physics; ice physics, climate physics and geophysics; computational physics; quantum optics as well as particle and astroparticle physics.

The research is based on observations, fieldwork, laboratory experiments and theoretical and numerical models with the purpose of increasing our understanding of basic laws and complex correlations. NBI has a strong position in basic research, but also works with more applied perspectives and innovation. NBI is involved in a number of strong business partnerships, ranging from long-term basic research projects to the development of ideas ready for commercialisation and offers of scientific analyses.

Much of the research is conducted at or in collaboration with Danish or international research infrastructures such as CERN, ESA, ESO and ESS. NBI is working with Danish public and private partners to host a new NATO Center for Quantum Technologies, and in 2023 has started up a large quantum computing centre supported by the Novo Nordisk Foundation.

### **About the degree programmes**

NBI offers Denmark's largest degree programme in physics, which is extremely popular and fully subscribed. Our students can specialise in a number of fields, including quantum physics, astrophysics, computer physics, geophysics and climate physics, biophysics, meteorology and combined physics-mathematics. NBI is also part of a Bachelor's programme and Master's programme in Nanoscience, a Master's programme in Climate Change and a Master's programme in Quantum Information Science. In addition, we offer a PhD programme, further and continuing education as well as single subject courses and courses that can be taken by credit students. Our graduates are in high demand both in Denmark and abroad.

The study environment at NBI is characterised by positive relations between lecturers and students and among the students. Students and staff work together in a vibrant and engaging environment. Our researchers' doors are always open to students who come along with their questions or suggestions, or who may be in need of supervision and guidance. We take the objective of *research-based education* seriously, and, throughout their studies, students work directly in the research laboratories, for example on projects or their Bachelor project or Master's thesis.

## **Organisation of NBI**

NBI is located on the University of Copenhagen's North Campus and consists of an administration and 11 sections, one of which is a research centre supported by the Novo Nordisk Foundation with a grant of approx. DKK 1.1 billion.

NBI's management team consists of the head of department, the head of administration, the deputy directors for research and education and the heads of section. The NBI management works to promote good cooperation between management and staff and systematically involves the employees through committees for research, teaching, working environment, collaboration, communication, IT and information security.

Permanent academic staff members also organise a 'Senior Faculty Committee', where the members themselves manage, organise and set the agenda and, on specific requests, invite the management to discuss key issues.

## **Head of department's areas of responsibility and tasks**

The head of department reports to the dean for SCIENCE and

- is responsible for managing and developing NBI in line with the positive development achieved so far. This happens in close collaboration with the deputy heads of institute for research and for teaching as well as the head of administration, and together with the heads of section and with the involvement of the rest of the employees;
- manages NBI in accordance with the spirit of the place, safeguards academic freedom and works to maintain NBI's leading position both nationally and internationally;
- drives the strategic development of NBI's research and education based on their vision for NBI and in collaboration with staff, and also contributes to the implementation of UCPH's policies and strategy via goals and action plans;
- opens doors, builds networks and represents NBI in a wide range of contexts at the Faculty, as well as nationally and internationally, and promotes the value of NBI's research and degree programmes;
- forms part of the SCIENCE management team together with the dean, vice-deans, faculty director and other heads of department;
- is responsible – supported by the head of administration – for NBI's budget and resource allocation, and for supporting initiatives aimed at attracting external funding, both nationally and internationally;
- has overall personnel responsibility for NBI staff and their professional and academic development, and must work for an attractive working, research and study environment, characterised by multiplicity, gender balance, diversity and inclusion, through an open and trusting dialogue with staff and students;
- will have the overall responsibility for NBI's move to the new Niels Bohr Building, which is expected to take place in the coming years.

## **Ideal profile**

We are looking for a head of department whose experience and visions for NBI as a whole are aligned with a number of the characteristics listed below. The right candidate:

- is interested in management and organisation and preferably holds a degree in management;
- has successful experience as a research and personnel manager in a large unit and has built up good organisational understanding through this;
- has documented experience as an internationally recognised researcher at minimum associate professor level in one of the disciplines covered by NBI;
- has documented experience as a successful lecturer at university level and has contributed to the development of university education;
- has strong analytical skills, is an experienced negotiator and has experience with financial management of large units;
- is good at communicating visions, values and views and at implementing decisions by proactively involving staff and students in the development of a unified institute;
- thrives where research, education, innovation, communication, management and administration meet, and understands the value of the considerable academic breadth of NBI's activities;
- has a strong network and is passionate about developing NBI and its academic environments and degree programmes together with the surrounding world and about creating results across departments, faculties and universities;
- has a good track record in terms of attracting external funding from both national and international funders and grant donors;
- has insight into the complexity involved in moving and establishing laboratories;
- is highly proficient in English and Danish/Scandinavian;
- is visible, empathetic, committed and welcoming, with a high level of integrity and a transparent management style.

## **About SCIENCE – Faculty of Science**

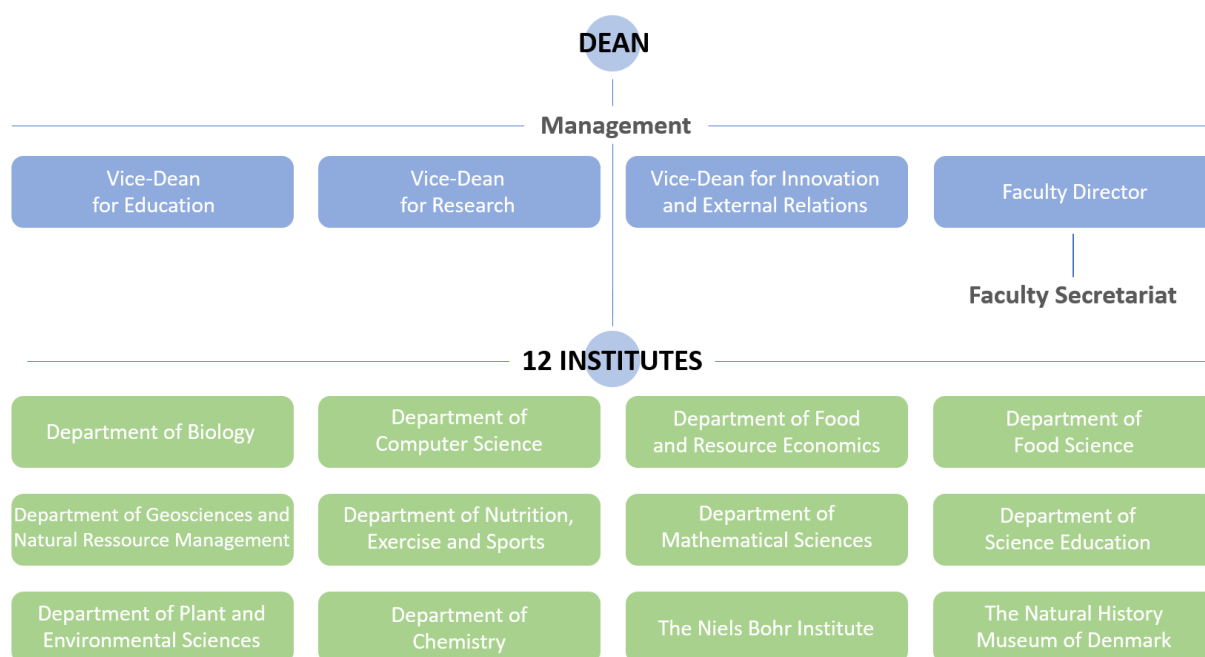
Through research, education, innovation and communication, the Faculty of Science aims to bring people from universities, companies, public authorities and other organizations together to generate and apply scientific knowledge at the highest level, for the benefit of society and industry.

SCIENCE collaborates nationally and internationally on global challenges and the UN sustainable development goals. Our vision is for SCIENCE to be experienced by its students, staff and partners as a research and educational institution which, in a range of areas, offers the best possibilities for solving the national and global challenges we face.

The strong research and learning environments are primarily based on dedicated individuals who, each with their own individual academic background, competencies, commitment and job profile, together create and develop SCIENCE as a faculty at the absolute top of the international league. Lecturers, researchers, students, technical and administrative staff

and managers who support each other with confidence and courage across disciplines and with an ever-increasing focus on diversity. A marked international outlook is of key importance to SCIENCE, and an inviting and inclusive culture paves the way for strong collaborations and supports the realisation 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 of the faculty’s many tasks. SCIENCE wants to continue to focus strongly on sustainability, digital development and innovation aimed at creating groundbreaking results, and contribute to social development and to even greater cohesion across SCIENCE and UCPH via interdisciplinary collaborations. SCIENCE will – both at faculty level and at a number of departments – focus increasingly on prevention and health in the clear expectation that a number of SCIENCE disciplines will be able to contribute significantly to preventing and addressing a number of the major challenges facing society in the areas of well-being, health and disease prevention.



### 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 Sune Olander Rasmussen, Niels Bohr Institute
- Administrative staff member and Coordinator for occupational health and safety, Henriette Lerche, Niels Bohr Institute
- Student Sune Halkjær, Physics at Niels Bohr Institute
- Head of Department Niels Kroer, Department of Biology
- Professor Anders Søndberg Sørensen, Niels Bohr Institute

The application deadline is **8 October 2023**. 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 NBI, including the key elements of a strategy for the development of NBI and for the performance of the management task.

The identities of applicants will be kept completely confidential.

<b>Activity</b>	<b>Date</b>
<b>Deadline for applications</b>	8 October 2023
<b>Preliminary interviews</b>	23 October 2023
<b>Profile analysis, interview</b>	30 October 2023
<b>Second round of interviews</b>	2 November 2023
<b>Expected commencement</b>	1 January 2024