

JOB AND PERSONAL PROFILE FOR

HEAD OF THE DEPARTMENT FOR the COMPUTER SCIENCE department (DIKU)

Head of the Department for the Computer Science Department (DIKU) at the Faculty of Science (SCIENCE), University of Copenhagen, expected start date: 1 August 2025.

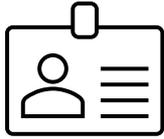
We are seeking a dynamic and visionary Head of Department, who can instill a shared vision and a sense of belonging for our department that has grown dramatically over the last decade. With a background in academia or industry, you will be working collaboratively with academic and administrative staff as well as with external partners to elevate DIKU to a world-leading Computer Science department where all staff and students thrive.

If you have any questions about the position as Head of Department, please contact Dean Bo Jellesmark Thorsen via email at dekan@science.ku.dk.



Photos: DIKU

About the department of Computer Science (DIKU)



Employees

Approx. 75 academic staff
(assistant-full professors)
25 technical/administrative
staff



PhD students & Post.Docs

Approx. 110 PhD
Approx. 60 Post.Docs



Students (on programmes anchored at SCIENCE)

1100 bachelor's
400 master's



Programmes

5 Master's degree programmes
where 3 are anchored at SCIENCE
7 Bachelor's degree programmes,
where 5 are anchored at SCIENCE



Budget

Approx. DKK 204 million



External funding

45 %

DIKU is one of a total of 12 departments at the SCIENCE faculty, at the University of Copenhagen.

DIKU is the first computer science department in Denmark, and was established by ACM Turing Award Winner Peter Naur in 1970. At DIKU, we believe in creating enabling conditions and structures which allow our researchers and students with different backgrounds to become successful ([how do you become a successful researcher at DIKU](#)). We are proud that our research environment and results have positioned DIKU as one of Europe's leading and most attractive computer science departments. We value academic freedom, time for immersion, and career development for all. We believe that diversity, curiosity, and synergies between research, education, and innovation create the best foundation for strong collaboration, world-class research, and quality education.

Research at DIKU

You will join a rapidly growing department with [eight strong research sections](#) in the areas of Human-Centred Computing; Algorithms and Complexity; Machine Learning; Natural Language Processing; Software, Data, People, and Society; Programming Languages and Theory of Computing; Artificial Intelligence; and Image Analysis, Computational Modeling, and Geometry. We are heading two centers within Artificial Intelligence: the [SCIENCE AI Center](#) and the [Pioneer Center for Artificial Intelligence](#).

Education at DIKU

We have five Master's Degree programmes and seven Bachelor's Degree programmes. Three BSc and five MSc degrees are anchored at the Faculty of SCIENCE, and our interdisciplinary degrees are in collaboration with the Faculty of Humanities, the Faculty of Health & Medical Sciences, and the Faculty of Social Sciences. Read more about our MSc degrees [here](#), and BSc degrees [here](#).

We also have a [PhD programme](#) under the Faculty of SCIENCE in all areas of Computer Science. Further, we have courses offered for credit students and guest students, continuing and professional education, and summer schools.

An inclusive and diverse study environment is essential for DIKU, which is why we have implemented several DEI initiatives directed at students. These include the Dialog forum, the student mentorship scheme and various student associations, PhD lunches, etc., all of which contribute to strengthening the community and well-being at DIKU.

The Department's Organization

DIKU is located at the North Campus. We have an Executive Management Team consisting of the Head of Department, Head of Department Secretariat, Deputy Head for Teaching and Deputy Head of Research. The Leadership Team (LT) includes Executive Management, the eight Heads of Scientific Sections, and the two Heads of the Administrative sections.

Responsibilities and Tasks of the Head of Department

The Head of Department reports to the Dean of SCIENCE and, together with the Dean, Vice Deans and other Heads of Department, forms part of the SCIENCE management team (SLT).

In collaboration with SLT, the Head of Department contributes to developing the faculty's position as a leading research and educational institution and ensures the implementation of the faculty's and the university's strategies.

The Head of Department works with relevant councils and committees at the faculty to create the best possible framework for excellent research and education.

The Head of Department is responsible for developing and leading the Department of Computer Science. This work is carried out in close collaboration with the department's Management Team (LT) and with the involvement of the department's [Faculty Board, Research Committee, Teaching Committee and other employees](#). The Head of Department is responsible for developing and implementing a shared vision and strategy for research and teaching in the department and at the same time contributing to the implementation of the UCPH's policies and strategy via goals and action plans.

The role as 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 at the university as well as nationally and internationally to companies, the public sector, research and educational institutions.

The Head of Department is responsible for the department's budget and resource allocation, and for supporting initiatives to attract 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 an open and trusting dialogue with employees and students. The department appreciates a good study environment between teachers and students and between students. The Head of Department is thus also in charge of the department's collaboration and [occupational health and safety committees](#).

As Head of Department you must thrive at the intersection of research, education, innovation, communication, leadership, administration, and fundamentally appreciate the value of the academic breadth that the department covers. The position requires that you master management and collaboration both internally and externally with companies and organizations. To ensure leadership excellence UCPH offers leadership training relating to management tasks for all academic leaders.

UCPH has implemented a new unified university administration which came into effect on March 1, 2025. At the departmental level, this means that a small, departmental staff group has been established to perform tasks such as support for department leadership, project management of local initiatives, and administrative support for tasks specific to DIKU. Additionally, administrative support for the department's activities, such as pre-award support for grant writing, PhD administration, and Teaching administration is provided by the central administration.

We emphasize that the Head of Department at DIKU

- Is a motivated and motivating leader with a background in research and experience with personnel management.
- Is an internationally recognized researcher with qualifications at least at the associate professor level within computer science
- Has experience in university-level teaching and educational development.
- Has experience with financial management.
- identifies with [DIKU's strategy](#) and is a skilled communicator
- Wants to contribute to DIKU's positioning and visibility in the surrounding society by engaging in political and societal agendas
- Has a solid national and international network
- Has experience in attracting and managing external funding.
- Master English and Danish/Scandinavian at a high level.
- Is visible, empathetic, engaged, and accommodating, with high integrity.
- has experience in attracting external funding from both national and international funders.

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

For more information please visit www.science.ku.dk/english and www.di.ku.dk/english. University of Copenhagen's 2030 strategy [here](#) and the Department of Computer Science's strategy [here](#).

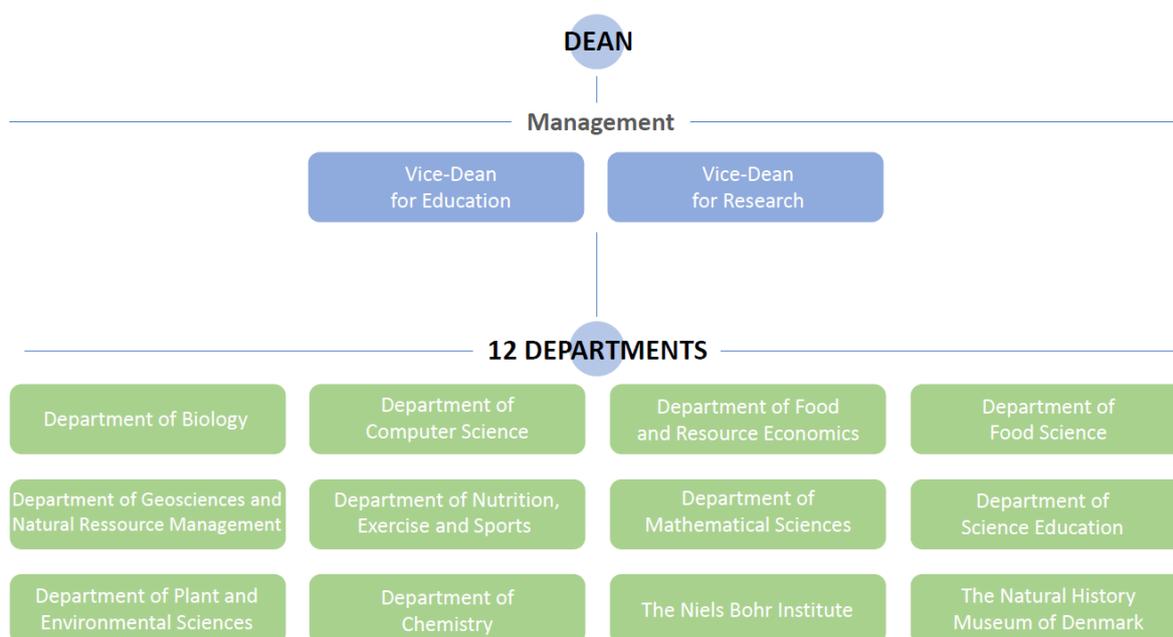
About SCIENCE – the Faculty of Science

SCIENCE is the largest scientific research and educational institution in Denmark with 4,000 employees and 10,000 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 Bo Jellesmark Thorsen (chair)
 - Professor, Irina Shklovski, DIKU
 - Occupational Health and Safety Representative, Christian Hindkjær, DIKU
 - Student, Andreas Nørgaard Holm, DIKU
 - Deputy Head of Department for Research, Pernille Bjørn, DIKU
 - Head of Department at Niels Bohr Institute, Joachim Mathiesen, NBI

The application deadline is **Monday, May 5 2025**. 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 DIKU.

The identities of applicants will be kept completely confidential.

Activity	Date
Deadline for applications	5 May
Preliminary interviews	15 May
Profile analysis, interview	28 May
Second round of interviews	2 June
Expected commencement	1 August