

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) at the Faculty of Science (SCIENCE), 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 2025.

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.

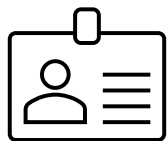
In addition to the information contained in this job and personal profile, you can read more about the faculty and the department at www.science.ku.dk/english and www.ifro.ku.dk/english. You can also read about the University of Copenhagen's 2030 strategy [here](#).

If you have any questions regarding the position, you are welcome to contact Dean Bo Jellesmark Thorsen at dekan@science.ku.dk.



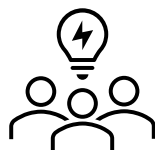
Photos: ifro.ku.dk/English

About the Department of Food and Resource Economics



Employees

130 scientific hereof
70 permanent staff.
5 technical administrative



PhD students

60



Students

700



Educations

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



Budget

DKK 140 mill.



External funding

DKK 65 mill. in external grants
DKK 20 mill. in public sector
agreements

IFRO is one of 12 departments at SCIENCE, which is one of the six 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 UCPH 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 carries out basic, applied, and business-oriented social science and humanities research in a multidisciplinary setting that, in addition to economics, includes disciplines like law, sociology, political science, development studies, and ethics. The 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, un-

equal income distribution, and associated problems. This research is based on both disciplinary and interdisciplinary research. To see more about the different disciplines, please visit [the homepage](#). The 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. IFRO also offers a range of master's degree programs: Agricultural Economics, Environmental and Natural Resource Economics, Forest and Nature Management, Environment and Development, Integrated Food Studies. On top of that, it offers a set of European collaborate programs: Global Environment and Development, Sustainable Tropical Forestry, European Environmental Economics and Policy and Global Environmental Governance. IFRO actively works to recruit for and raise awareness about our programs, including society's need for candidates with relevant skills.

The employees of the department often teach in other programs offered by SCIENCE and other faculties of the UCPH - 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](#) within several of the department's research areas. The main recipients of our advice are the Danish Ministry of Environment and Gender Equality, the Ministry of Food, Agriculture and Fisheries and the Ministry for Green Transition, but also several other ministries and institutions request analyses from our department in connection with political decision-making processes. The consultancy has a high impact on the discussions in Denmark bringing much of the Department's research into actual use. Therefore, it is also an integral part of the department's societal impact strategy and is provided through written analyses as well as participation in councils, committees, 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, the Head of Department Secretariat, the 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

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

In collaboration with 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 department's, faculty's and university's strategies.

The Head of Department must work with relevant councils and committees at the faculty to create the best possible framework for excellent research, education, and public sector consultancy.

The Head of Department is responsible for developing and leading the Department. This work is carried out in close collaboration with the department's Management Team and with the involvement of the department's Faculty Board and other employees. The Head of Department presents their vision for the department heading the development of research, public sector consultancy and teaching strategy 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 among other research and educational institutions and public, civil society, and private sector institutions.

The Head of Department is responsible for the department's budget and resource allocation, and for supporting initiatives in relation 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 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, public sector consultancy, education, innovation, communication, leadership, administration, and fundamentally understand the value of the academic breadth that the department covers. The position requires that you master management and collaboration both internally and externally with public, civil society, and private sector institutions and organizations.

UCPH has implemented a new unified university administration, which came into effect on March 1, 2025. At the departmental level, this means that a departmental staff has been established to perform tasks such as secretarial support, project management of academic and organizational projects, and administrative support for tasks specific to the department. Additionally, the administrative support for the department's activities is provided from a campus-based administration center.

Qualifications needed

You are an experienced, visible, empathetic, and engaged researcher at least at the associate professor level in one or more of the department's subject areas. You have strong visions about developing the department further. You must at a high level be proficient in English and Danish/Scandinavian.

Additionally, we are looking for a Head of Department who with their experience and visions fulfils a significant part of the following points:

- has experience in leading research and people in a larger unit, preferably supplemented with a recognized leadership education
- has an understanding of, and preferably experience with, cross-disciplinary research, and is willing to engage constructively with all disciplines at the department
- is an internationally recognized researcher
- has experience with research-based teaching, and has contributed to the development of university degree programs

- is skilled in communicating visions and implementing decisions in dialogue with employees and students regarding developing 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 an understanding of, and preferably experience with, public sector consultancy work and collaboration with businesses and authorities where securing independent counselling and protecting the integrity of research is key
- has experience in responsible financial management of a larger unit with multiple funding sources
- has achieved good results in attracting external funding from both national and international grantors by yourself, together with other researchers and/or by giving guidance to others
- is interested in and capable of communicating the department's research, as well as other matters of significance for the department, in public discourse

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

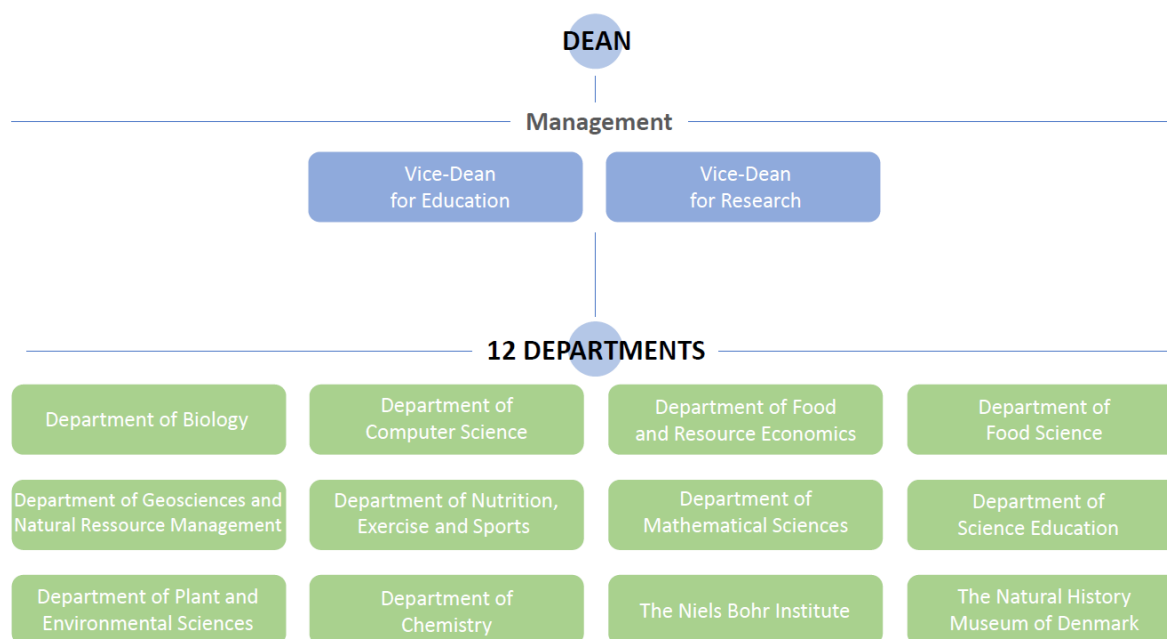
About SCIENCE – Faculty of Science

SCIENCE is the largest scientific research and educational institution in Denmark with 4,000 employees and 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, public authorities, civil society, companies, 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:

- Bo Jellesmark Thorsen, Dean (chair)
- Helle Tegner Anker, professor
- Karina Maria Gregersen, administrative officer
- Asbjørn Christoffersen, student Environmental and Food Economics
- Mogens Steffensen, Head of Department, Department of Mathematical Sciences

- Berit Hasler, Head of Section

The application deadline is Monday, 5 May 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 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	5 May
Preliminary interviews	16 May
Profile analysis, interview	16 June
Second round of interviews	19 June
Expected commencement	1 August