

# Tenure track position in digital monitoring of animal behaviour and welfare states.

Department of Animal and Veterinary Sciences, Aarhus University invites applications for a position as tenure track - assistant professor in digital monitoring of animal behaviour and welfare states.

The position is available from January 1, 2027, or soon thereafter and will be in the research unit [Behaviour, Stress and Welfare](#) (BSW).

## Position

The central focus of the position is to identify behavioural or acoustic patterns that signal affective states in animals, thereby strengthening our understanding of how husbandry practices influence welfare. This area holds substantial and largely unexplored innovation potential, particularly in linking continuous behavioural monitoring with practical levers to enhance welfare on farms, e.g. application of digital welfare monitoring tools.

The successful candidate will advance digital and sensor-based monitoring technologies by identifying behavioural patterns that indicate emerging welfare issues, evaluating and validating existing and emerging tools. A further priority is developing intervention strategies and decision-support approaches that enable effective follow-up on sensor-generated alerts and support farmers in improving welfare outcomes.

The overarching aim is to ensure that technological tools contribute meaningfully to better animal welfare and ensure their responsible use in commercial livestock systems to strengthen confidence in welfare monitoring on farms.

## Key responsibilities:

- Identify behavioural or acoustic patterns signalling affective states in animals and link these to husbandry factors influencing welfare.
- Develop and validate methods for early detection of welfare-related challenges.
- Conduct research on the applicability and performance of sensor-based technologies for monitoring animal welfare and behaviour in commercial livestock systems.
- Contribute to interdisciplinary research across animal welfare science, data science and engineering.
- Attract external funding to support research activities and collaborations.
- Publish in high-impact international journals and disseminate research to stakeholders and society.

## Teaching and supervision

- Contribute to teaching and developing courses at bachelor's, master's, and PhD levels within animal welfare and behaviour.
- Supervise student projects and contribute to talent development at all levels.

## Policy advice and knowledge exchange

- Contribute to research-based advice and dialogue with authorities, industry partners, and the animal production sector.
- Engage in public communication and contribute to the societal understanding of animal welfare in livestock production and responsible use of technology.

## Qualifications

- A PhD in animal welfare science or ethology with research experience within

**Application Deadline:**  
10 June 2026

**Institute/Faculty:**  
Department of Animal  
Science

**Faculty:**  
Faculty of Technical  
Sciences

**Academic contact  
person:**  
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**Vacant positions:**  
1

**Hours per week:**  
37

**Expected date of  
accession:**  
01/01/2027

digital monitoring tools

- Scientific papers with good citation numbers
- Clear potential to perform ground-breaking research
- Clear potential to provide scientific leadership and ability to attract external funding and manage research projects
- Ability to deliver high-quality teaching and policy advice
- Good communication skills (oral and written) and the ability to collaborate and build relationships.

#### **What we offer**

- A well-developed research infrastructure, laboratories and access to shared equipment and animal experimental facilities
- An informal and multicultural research environment with high professionalism and close collaboration and networking activities
- A workplace characterised by equality and a good work-life balance and an open discussion across different fields of research.

#### **Contact**

Further information on the position in the research unit BSW may be obtained from Head of Research Unit [Lene Juul Pedersen](#), phone: +45 5116 2822, email: [lene.juulpedersen@anivet.au.dk](mailto:lene.juulpedersen@anivet.au.dk)

#### **Place of work and area of employment**

The place of work is the Department of Animal and Veterinary Sciences, AU Viborg, Blichers Allé 20, DK-8830 Tjele, and the area of employment is Aarhus University (AU) with related departments.

#### **Who we are**

Department of Animal and Veterinary Sciences is well-known for its skilled and very innovative interdisciplinary research environments with high international impact. We perform world-class research, which contributes with solutions to solve essential societal challenges within the green transition: food production and veterinary medicine – nationally and globally.

The department generates novel research at the highest international level within sustainable food production, environment, climate, health and welfare for animals and humans. The activities form the basis for the research-based public sector consultancy and degree programs covering bachelor's, master's and PhD degree programs within animal science and veterinary medicine. We offer a lively, engaged and innovative learning and study environment, which is closely integrated in the research environment.

Our department has unique and advanced animal experimental research facilities and technologies, situated in close connection to the research environment, and a comprehensive national and international research network and good industrial and professional collaboration.

Please refer to Department of Animal and Veterinary Sciences (au.dk) for further information about the department: <https://anivet.au.dk/en>

#### **Living in Denmark**

Please visit the international staff website: <https://internationalstaff.au.dk/prearrival/> for information about arriving to and living in Denmark for both the applicants and their potential families.

#### **Technical Sciences Tenure Track**

Aarhus University offers talented scientists from around the world attractive career perspectives via the Technical Sciences Tenure Track Programme. Highly qualified candidates are appointed as Assistant Professors for a period of six years with the prospect of performance- based advancement to a tenured Associate Professorship.

The aim of the Technical Sciences Tenure Track Programme is to:

- attract outstanding talented individuals that are competitive at an international level
- to promote the early development of independent research success early in the career of scientists
- to create transparency in the academic career path

As part of the tenure track position, the candidate is offered:

- access to research infrastructure
- capability development, including postgraduate teacher training
- a mentoring programme
- support to develop scientific networks and to secure interdisciplinary research at the highest level

As part of the Aarhus University Tenure Track Programme, the University carries out a mid-way evaluation to review the progress of the tenure track candidate after three years, according to the same criteria used in the final tenure review. The final tenure review is conducted after five and a half years. If the review is positive, the candidate will be offered a tenured position as Associate Professor at Aarhus University.

Please refer to the [tenure track guidelines](#) for the tenure review criteria and for the tenure review process.

### **Application procedure**

Shortlisting is used. This means that after the deadline for applications – and with the assistance from the assessment committee chairman, and the assessment committee if necessary, – the head of department selects the candidates to be evaluated. The selection is made on the basis of an assessment of who of the candidates are most relevant considering the requirements of the advertisement. All applicants will be notified within 6 weeks whether or not their applications have been sent to an expert assessment committee for evaluation. The selected applicants will be informed about the composition of the committee and will receive his/her assessment.

### **Letter of reference**

If you want a referee to upload a letter of reference on your behalf, please state the referee's contact information when you submit your application. We strongly recommend that you make an agreement with the person in question before you enter the referee's contact information, and that you ensure that the referee has enough time to write the letter of reference before the application deadline.

Unfortunately, it is not possible to ensure that letters of reference received after the application deadline will be taken into consideration.

If you wish to add a referee **after** you have submitted your application, you must send this person's details (name, job title, place of work, and email address) as well as the name of the position you have applied for to: HR.Nattech@au.dk

### **Formalities and salary range**

Technical Sciences refers to the [Ministerial Order on the Appointment of Academic Staff at Danish Universities under the Danish Ministry of Science, Technology and Innovation](#).

The application must be in English and include a curriculum vitae, degree certificate, a complete list of publications, a statement of future research plans and information about research activities, teaching portfolio and verified information on previous teaching experience (if any). Guidelines for applicants can be found [here](#).

Appointment shall be in accordance with the collective labour agreement between the Danish Ministry of Taxation and the Danish Confederation of Professional Associations. Further information on qualification requirements and job content may be found in the [Memorandum on Job Structure for Academic Staff at Danish Universities](#).

Salary depends on seniority as agreed between the Danish Ministry of Taxation and the Confederation of Professional Associations.

Aarhus University's ambition is to be an attractive and inspiring workplace for all and to

foster a culture in which each individual has opportunities to thrive, achieve and develop. We view equality and diversity as assets, and we welcome all applicants.

Research activities will be evaluated in relation to actual research time. Thus, we encourage applicants to specify periods of leave without research activities, in order to be able to subtract these periods from the span of the scientific career during the evaluation of scientific productivity.

Aarhus University offers a broad variety of services for international researchers and accompanying families, including relocation service and career counselling to expat partners. Read more [here](#). Please find more information about entering and working in Denmark [here](#).

*The application must be submitted via Aarhus University's recruitment system, which can be accessed under the job advertisement on Aarhus University's website.*

### **Aarhus University**

*Aarhus University is an academically diverse and research-intensive university with a strong commitment to high-quality research and education and the development of society nationally and globally. The university offers an inspiring research and teaching environment to its 37,000 students (FTEs) and 8.700 employees and has an annual revenue of EUR 1.106 billion. Learn more at [www.international.au.dk/](http://www.international.au.dk/)*