

Aarhus University is seeking a head of the Department of Physics and Astronomy at the Faculty of Natural Sciences

Now you have an exciting opportunity to shape the future of the Department of Physics and Astronomy at Aarhus University. You will have the responsibility to secure optimal conditions for our research and education.

We are looking for a head of department and a leader who can ensure a strong focus on securing high quality and coherence in research, teaching, talent development, collaboration and innovation at the department. The department has recently undergone a restructuring, and our new head of department should find motivation in building an inspiring workplace for all employees.

Aarhus University (AU) is a research-intensive university with a substantial impact at national and international level. Moreover, AU supports study programs and research-based consultancies of high academic quality, and AU has a focus on close collaborations with start-up activities, the industrial community, the public sector, and internally between researchers across AU departments.

Your responsibilities

You will be the internal and external representative for the department at AU. Referring to the AU rector and the dean of the Faculty of Natural Sciences, you will be in charge of academic, financial and personnel-related matters, including the planning and allocation of job responsibilities, and careful attention to the well-being of people and the department as a whole.

You will be responsible for drawing up strategy and action plans for research and education at the department, with a particular focus on active contributions to interdisciplinary research across traditional academic boundaries, both within the department, and with the other departments and centres at the faculty and beyond.

All departments at AU are subject to external evaluations every 5 years, and you will be responsible for this process at Physics and Astronomy in 2025 in close collaboration with the employees. Along with the strategy for AU (new strategy to be published in 2024), the evaluation will form the foundation of a new department strategy towards 2030, and you will be central in leading an involving process that will guide the department of Physics and Astronomy in being a sustainable, attractive and visionary working place for research, teaching and outreach.

You will implement the visions of the department to shape a university of the future through further development of the department's profile as an attractive and inspiring environment for research and studies of physics, astronomy and interdisciplinary approaches. In doing so, you will help attract the best employees, PhD students, students and interaction partners from Denmark and abroad.

You will maintain a focus on strategic management, financial responsibility, and good HR management. For this, you will be supported by professional and specialized administrative support functions at both department and faculty levels. We expect that our new head of department will show attention to both student and employee satisfaction and the professional motivation of the academic staff, as well as to challenge frontiers and explore new opportunities. We are looking for a head of department that continuously works on translating the department's pioneering basic research to societal impact – e.g. through dissemination of new knowledge and methods or through encouragement to participating in start-up companies.

You will refer to the dean of the Faculty of Natural Sciences and you will be a member of the faculty management board which has the overall responsibility of the Faculty of Natural Sciences' departments and centres. You are expected to contribute to the overall development of the faculty and support and lead the faculty in achieving its goals as a coherent and well-functioning organization. You are expected to represent the full faculty in some instances.

You are expected to be able to read and understand Danish within 2 years.

Your leadership style and personality

- You are a motivating and unifying leader and can manage a complex

Application Deadline:
27 October 2024

Faculty:
Faculty of Natural Sciences

Institute/Faculty:
Department of Physics and Astronomy

Academic contact person:
Birgit Schjøtt
Dekan, professor
dean.nat@au.dk
+4529826882
+4529826882

Vacant positions:
1

Hours per week:
37

Expected date of accession:
01/02/2025

organization with many stakeholders.

- You have the authority to secure organizational cohesion between academic environments.
- You are visionary and strategic, with an eye for the future needs of our society for research and education.
- You generate synergy and you can build bridges across disciplines and in close collaboration with the outside world.
- You show personal authority and integrity.
- You are skilled at creating welcoming and collaborative environments and strengthening collaborations across the organization, both within the department, and towards other relevant departments as well as within the faculty management board.
- You communicate clearly and credibly (in both Danish and English) with respect for others and with propriety.
- You are a loyal management colleague and team player, and you are aware of your personal responsibilities and authority.
- You value a healthy physical and psychological working environment and know how to work to secure these.
- You have a focus on competence development among the personnel.
- You value contributing to the university broadly, both as a member of the faculty management board and the full university

Your experience and academic competences

- You have solid experience within the university sector and academic environments.
- You have several years of management experience, and you have a genuine interest in personnel management of scientific, technical, and administrative staff.
- You are an internationally recognized researcher within physics and astronomy
- You have a profound interest and experience in teaching and education.
- You have shown strategic management skills, e.g. via fundraising and recruitment.
- You have insight into national and international trends in the research areas at the department.

AU has active focus on gender diversity, equity and inclusion, and applicants are expected to have an interest in working with this part of the culture and to have constructive suggestions for how to attract, include and develop talents from underrepresented groups.

The Department of Physics and Astronomy

The Department of Physics and Astronomy offers research-based degree programs at the BSc, MSc and PhD levels and conducts high-impact research at an international level. The department exchanges knowledge with businesses and industries and disseminates research activities and results to the public.

Research ranges from fundamental to applied projects and programs within Physics and Astronomy, and the educational programs cover the core fields of classical and contemporary physics as well as specialized courses matching the active research at the department. The department is presently organized as one unit without sections, and with a leadership team that includes two deputy heads of department and the head of the secretariat. The department has a culture to involve all research groups in central discussions and decisions. Departmental research is often collaborative between local laboratories as well as with other research groups within Denmark and abroad.

The Department of Physics and Astronomy strives to ensure that new knowledge generated by its researchers is efficiently communicated to a wider group of our society and also guided to the development of new products and technologies. This is for example reflected in the collaboration of the department with companies, the filing of patents, the stimulation of start-up entrepreneurship, industrial PhD projects and the active interaction with secondary schools and the public.

The department consists of approximately 95 academic staff, of which 34 are tenured, in addition to 37 technical and administrative staff members, around 50 PhD students and 290 bachelor and master's students.

The department's activities are located at Ny Munkegade 120, 8000 Aarhus C and the place of employment will be in Aarhus, Denmark.

Read more about the Department of Physics and Astronomy [here](#).

Faculty of Natural Sciences

Aarhus University is recognized as a top-100 university and the Faculty of Natural Sciences has several internationally leading research environments. The ambition is to enhance the faculty's position of strength as well as to develop new ones – in interaction with the outside world and across disciplines. The faculty's primary activities cover research, education and industrial collaboration within the fields of biology, physics, chemistry, geology, mathematics, computer science, molecular biology and nanoscience.

The Faculty of Natural Sciences has strong and international basic research environments that address major societal challenges. There is also a proud tradition of communicating scientific contexts and insights to policymakers and the public. The faculty comprises seven departments, a department-like center, a graduate school, and several research centers. There is also a number of interdisciplinary centers and initiatives across Aarhus University. The Faculty of Natural Sciences is one of five faculties at Aarhus University and has approx. 3,300 students and 1,400 employees. Learn more at: www.nat.au.dk

Appointment procedure

If you have any questions regarding the position, you are welcome to contact: The Dean of the Faculty of Natural Sciences, Birgit Schjøtt at email: dean.nat@au.dk or mobile: +45 2982 6882 or Senior Recruitment Consultant from Curia Lone Vestergaard at e-mail: lv@curia.dk or mobile: +45 20941653.

You are welcome to send your thoughts and ideas regarding the department's development over the next few years in your application, along with your CV and a list of your publications.

The recruitment takes place in collaboration with Curia, and preliminary interviews with the senior recruitment consultant are held in week 46. Interviews with the appointment committee are planned for week 47 (1st interview) and possibly in week 49 (2nd interview).

Applicants invited for a second interview will be expected to participate in a leadership profile test after the first interview.

According to the University Act and the university's by-laws, the employment procedure must ensure that the head of department has academic and managerial legitimacy. Therefore, an advisory committee has been set up to advise the Dean on which candidates are to be invited to an interview. The advisory committee consists of academic staff, technical/ administrative staff, and students.

Application deadline: 27 October 2024

Expected start date: 1 February 2025

Formalities and salary range

Employment is on terms under the collective agreements and subject to the collective bargaining agreement for academics employed by the state concluded between the Danish Ministry of Taxation and the Danish Confederation of Professional Associations (AC), including the circular on heads of department and deans at the universities.

The employment is a fixed-term appointment in accordance with the principles in the circular on limited tenure in the Danish state. The contract will be between three and six years and with the option of extension for up to a further three years.

An agreement on a scientific fallback employment option is possible.

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 all interested candidates are encouraged to apply, regardless of their personal backgrounds. Aarhus University is a signatory of the Danish government's charter regarding the appointment of more women in management. Both women and men are encouraged to apply. No one will have priority, and all applicants will be assessed in accordance with the requirement profile for the position.

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 38,000 students (FTEs) and 8,300 employees, and has an annual revenues of EUR 935 million. Learn more at www.international.au.dk/