

# Aarhus University is hiring Assistant and Associate Professors to contribute to the future of the Department of Computer Science

Aarhus University - an international top-100 University - has made an ambitious strategic investment in recruitment to expand the Department of Computer Science. We expect to hire four candidates in 2025. Therefore, the department invites applications from candidates in computer science that are driven by excellence in research and teaching as well as external collaboration on societal challenges.

The successful candidates will have the opportunity to contribute to and shape the research and teaching as well as the industrial and societal collaboration associated with the department expansion.

The department has world-class research groups within "Algorithms, Data Structures and Foundations of Machine Learning", "Data-Intensive Systems", "Cryptography and Cyber Security", "Computational Complexity and Game Theory", "Logic and Semantics", "Ubiquitous Computing and Interaction", "Collaboration and Computer-Human Interaction", and "Programming Languages".

We encourage applicants to strengthen the above groups. Additionally, we wish to expand competencies within topics like Machine Learning/Artificial Intelligence, NLP/Large Language Models, Quantum Computing, Quantum Cryptography, Economics and Computation, Tangible/Physical Computing, Systems and Networks, and Software Engineering.

We are looking for both tenure-track Assistant professors and Associate professors, and we generally encourage candidates within all areas of Computer Science – not restricted to the above – to apply.

As department we wish to build a computer science research and study environment with equality and diversity as a core value for recruitment as well as for daily study and work life. If you have visions for or experience with activities or initiatives to support such a core value in a computer science context, we encourage you to describe them in your application.

The positions are open from June 2025.

The place of employment is Aarhus University, and the place of work is Åbogade 34, DK-8200 Aarhus N, Denmark.

Further information on the position can be obtained from Head of Department, Professor Kaj Grønbaek [kgronbak@cs.au.dk](mailto:kgronbak@cs.au.dk).

## About Department of Computer Science at Aarhus University

[The Department of Computer Science](#) is located in a developing campus area called IT-City Katrinebjerg, where many institutions and companies working with information technology are located. The Department has a staff of approximately 160 people including 17 full professors (some on part time) and 21 associate professors, 8 tenure track assistant professors, 30 postdocs and 70 PhD students, as well as 20 Tech and Admin Staff members. The student population is approximately 800. The Department's ranking on CSRankings.org in the set of topics covered by the mentioned research groups is in top 35 in the World and top 5 in Europe.

Read more about the Department of Computer Science on [www.cs.au.dk](http://www.cs.au.dk)

## The benefits of working in Denmark

Denmark as a country offers the opportunity to pursue a career without compromising your family life and in general work-life balance in Denmark are among the best in Europe. In addition, Denmark is a safe place to live with a very low crime rate and is in general secure and equal. Denmark is considered in the top of the happiest countries in the world in [international surveys](#). The Danish society builds on a welfare system which means your taxes goes into welfare services such as free healthcare and education. Taxes in Denmark are high but international academic staff members can, under certain conditions, benefit from a special tax scheme to further improve working conditions. On top of this collective agreements guarantee you a safe workplace, fair wages, pay during sickness, paid paternity/-maternity leave, flexible workhours and much more. If you want to know more about the Danish way of living please visit: [Life in Denmark](#). Finally, Aarhus is locally in Denmark assessed as the [best study city](#).

**Application Deadline:**  
13 January 2025

**Faculty:**  
Faculty of Natural Sciences

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

**Academic contact person:**  
Ole Bækgaard Nielsen  
Prodekan,  
karriereudvikling og innovation  
[obn@au.dk](mailto:obn@au.dk)  
+4560202674  
+4587167714

**Vacant positions:**  
4

**Hours per week:**  
37

**Expected date of accession:**  
01/06/2025

## Natural Sciences Tenure Track

Aarhus University offers talented scientists from around the world attractive career perspectives via the Natural 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 position.

The aim of the Natural 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. Once the recruitment process is completed a final letter of rejection is sent to the deselected applicants.

## 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.

## Formalities and salary range

Natural 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.

At the Faculty of Natural Science at Aarhus University, we strive to support our scientific staff in their career development. We focus on competency development and career clarification and want to make your opportunities transparent. On [our website](#), you can find information on all types of scientific positions, as well as the entry criteria we use when assessing candidates. You can also read more about how we can assist you in your career planning and development.

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