Copenhagen, May 2023

Job and personal profile

Head of Department (reposting)
Department of Anthropology
Faculty of Social Sciences
University of Copenhagen
Introduction

The University of Copenhagen is looking for a new Head of Department for the Department of Anthropology at the Faculty of Social Sciences.

This job and personal profile contains first a description of the main tasks and challenges facing the new Head of Department (job profile). Second, it outlines the competences the University of Copenhagen expects the new Head of Department to have (personal profile).

If you are motivated by the outlined tasks and challenges, we encourage you to apply for the position. If you do, we expect your application and CV to relate both to the job profile and the personal profile.

Towards the end of the profile, you will find more information about the recruitment process as well as a short list of sites and contacts that can provide you with more information about the Department, the Faculty of Social Sciences and the position.

Job profile

About the Department of Anthropology

The field of anthropology is based on curiosity and an interest in social and cultural worlds. It studies societies and cultures all over the world and is found at the intersection between the social sciences and the humanities.

The Department of Anthropology conducts international-level research and education from BA to PhD level. The Department has around 550 students and a staff of approx. 40, and it is housed in the Centre for Health and Society in Copenhagen.

The anthropological labour market is dynamic and constantly changing. Though a lot of anthropologists do research and teach, most find work outside academia.

The aim of the Department of Anthropology is to conduct basic research within the field of anthropology and research-based education at the highest international level and to contribute with new scientific knowledge in ongoing dialogue with the empirical material and the rest of academia.

Research and teaching should be mutually inspiring, and the Department should at any time be able to offer education at BA, MA and PhD levels matching the best international study programmes available.

The Department staff have a strong shared identity based on professional competences. Their curiosity and interest in others are reflected in strong ambitions for the
Department as a workplace characterised by a sense of community, cooperation and interdisciplinarity.

The Department of Anthropology is popular among applicants, and its students are among the most talented. In 2019, the Department had a turnover incl. external research funding of DKK 52 million.

Read more about the Department of Anthropology here: https://anthropology.ku.dk/

Both the Department, the Faculty and the University are expected to formulate new strategies in 2023.

Research

The Department of Anthropology seeks to make a significant contribution to the development of the field and to established as well as new areas of research. The Department has a pluralistic research profile, which means that it can in principle accommodate all areas of research within the field of anthropology. Researchers are able to profile and develop their research in accordance with changes in the world, society or personal interests.

All researchers at the Department of Anthropology are part of one or more research groups based at the Department: https://anthropology.ku.dk/research/researchgroups/. The groups are founded on shared areas of interest within research and teaching.

Read more about research at the Department of Anthropology here: https://anthropology.ku.dk/research/

Study programmes

The Department offers a bachelor’s degree programme in anthropology and a master’s degree programme in anthropology.

In addition, the Department contributes to two master’s degree programmes in global development and global health, respectively, and a new study programme in social data science, which received its first students in 2020.

The Department also contributes to the master’s degree programme in anthropology of health.

The Department offers a PhD programme in anthropology.

Read more about the study programmes here: https://anthropology.ku.dk/studies/
Faculty of Social Sciences, University of Copenhagen

The Department of Anthropology is part of the Faculty of Social Sciences, which is one of six faculties at the University of Copenhagen.

Read more about the University of Copenhagen here:

https://www.ku.dk/english/

The Faculty of Social Sciences offers a wide range of study programmes and courses. Each year, more than 2,000 new students are enrolled in the Faculty’s six bachelor’s degree programmes and 10 master’s degree programmes. The Faculty currently has a total of around 6,700 students and 165 PhD fellows.

The students enjoy relevant five-year programmes at the highest level within anthropology (https://anthropology.ku.dk/), psychology (https://psychology.ku.dk/), sociology (https://www.sociology.ku.dk), political science (including civics) (https://politicalscience.ku.dk) and economics (https://www.economics.ku.dk), respectively. In addition, the Faculty offers three international master’s degree programmes in social data science (https://studies.ku.dk/masters/social-data-science/), global development (https://studies.ku.dk/masters/global-development/) and security risk management (https://studies.ku.dk/masters/security-risk-management/).

In 2019, the Faculty awarded 30 PhD degrees and 1,065 master’s degrees.

Many leading members of the Danish society have trained at the Faculty, and the demand for the Faculty’s graduates is high both in the public and the private sector. A lot of graduates also hold qualified positions abroad, e.g. in the EU, NATO, the UN or the many third-world organisations.

Research and education are conducted within the Faculty’s five departments.

The Faculty has 295 academic staff members (VIP), 150 technical and administrative staff members (TAP) and 66 external academic staff members (DVIP).

The Faculty has an annual turnover of DKK 489 million (2020), DKK 158 million of which come from external funds.

In connection with the implementation of the University strategy, the Faculty of Social Sciences has identified four strategic priorities towards 2024:

**SAMFDigital:** Strengthening and further development of the interdisciplinary research and study environments within social data science (SODAS), creation of study programmes in social data science and computer science + economics, and ‘Digitisation of Study Programmes’ (digitisation strategy for all study programmes).
**SAMFPublic:** Strengthening of the Faculty’s impact efforts by involving staff and stakeholders in concrete collaborations on solving social issues, and establishing an interdisciplinary Centre of Public Policy.

**SAMFLearning:** Reform of programme management and programme administration, focus on interdisciplinary study patterns and development of continuing and further education. Furthermore, strengthening of the students’ mental health skills with a view to increasing their well-being and endowing them with the skills to face adversity and lower dropout rates.

**SAMFClimate:** Strengthening and further development of climate and sustainability research and development of climate courses focussing on interdisciplinary competences – both with a view to solving concrete social climate and sustainability issues, including continuing and further education, promoting a green study environment and strengthening the Faculty’s sustainability profile.

These four strategic priorities build on a foundation of excellent research, education and communication in the Faculty.

In recent years, the Faculty has changed from a largely decentralised organisation into a more centralised one with centralised administrative functions within programme administration, finances, communication, data administration etc. supporting the strong academic environments of departments and centres. At the same time, the Faculty has implemented the University’s budget model, which allocates funds in accordance with the strategic priorities and ensures timely use of these funds.

**Area of responsibility and tasks of the new Head of Department**

The Head of Department is responsible for the running of the Department, both with regard to research, education and administration. The Head of Department is also responsible for the Department finances.

The Head of Department is responsible to the Dean. Together with the Department Faculty Board (DFB), the Head of Department shall ensure broadly based management and efficient running of the Department. The Board is made up of representatives of the Department’s research groups as well as the Head of Studies and, as needed, the Head of the PhD School. The new Head of Department can choose to put together a management team that is represented on the DFB.

Furthermore, as part of the Faculty of Social Sciences Management Team, the Head of Department must seek to strengthen the Faculty’s position as a leading research and educational institution within the social sciences and ensure that the Faculty and University strategies are successfully implemented.
The Head of Department must cooperate with the rest of the management, staff and students on further developing and strengthening the following in particular (in random order):

Research and education

- Realise the Department’s potential to conduct strong and relevant research projects and thus increase its share of external research funding.
- Increase the employment rate of graduates.
- Strengthen the interplay between the study programmes and research environments at the Department with a view to maintaining and strengthening the Department’s strong position, nationally and globally.
- Strengthen educational cooperation across the Faculty’s departments and the rest of the University.
- Strengthen research-and practice-based elements in the Faculty’s study programmes.

Working and study environment

- Make an active contribution to ensuring that all members of staff consider the Department a good place to work, i.a. by supporting the implementation of values identified by the Department through Project Dignity as characterising positive collaboration.
- Cooperate with the students at the Department with a view to ensuring a positive, involving and academically stimulating study environment within the framework set out by the Faculty study environment strategy.

Interaction with the outside world

- Contribute to making the Department of Anthropology even more visible and known for its focus on employers, which should increase the employment opportunities of graduates.
- Attract more external funding – and influence research policy to the advantage of the Department and thus create a basis for external funding.
- Cooperate with relevant parties, nationally as well as globally.

Interaction with the Faculty and the University

- Focus on the Faculty’s development potential – through cooperation with the rest of the Faculty Management Team, the Dean’s Office and the other four heads of department – and within the framework of the University’s strategic objectives.
The Head of Department shall support the Department of Anthropology’s reputation as a good, well-run place of employment or study. It is important to the University of Copenhagen that the new Head of Department has the following professional and managerial qualifications and competences (in random order):

- You are a renowned researcher within anthropology or closely related field.
- You are a talented leader. You have documented experience with management of self-managing staff and are capable of leading through others. This experience may be from academia or a relevant environment of employment.
- You have experience with research management.
- You have insight into the educational sector and, preferably, experience with the development of study programmes and the introduction of new pedagogical and didactic initiatives, preferably anthropological study programmes in other countries.
• You have experience with attracting external funding.
• You have a desire and the ability to understand the characteristics of the study environment and enthusiastically cooperate with students on developing it.
• You have a national and international perspective – a good understanding of the University’s interaction with the outside world and experience with such interaction. You have strong national and international networks.
• You have a good appreciation of the structure of knowledge organisations, financial management and administration. You have good knowledge of academia.
• You have a good appreciation of how the academic and administrative staff cooperate on solving the Department’s main tasks.
• You can and wish to participate in the public debate and position the Department’s opinions and intentions in a clear and comprehensible manner.
• You have the ability to establish connections to the labour market of anthropologists – and understand which roles/niches in the labour market anthropologists are able to fill.
• You have strong social skills. You are empathic, and as a leader, you acknowledge, listen to and involve your staff – with a view to successfully managing and cooperating with all staff groups and students at the Department.
• You have personal and professional integrity. You are able to put your foot down and stand firm, also in relation to superiors.
• You have an eye for launching and completing involving processes.
• You have good communication skills – both in Danish (Scandinavian) and English – supporting the communication of the Department’s clear direction.
• You have strong analytical and strategic skills. You can manage complex situations and reduce the complexity.

Recruitment process

The University of Copenhagen has appointed a nomination committee who with the help of Genitor will be responsible for the recruitment process.

You can apply for the position through the University website: www.jobportal.ku.dk.

The closing date for applications is 24 August 2023.

The nomination committee will meet on 28 August to select candidates for the first round of interviews. If you are selected, you will be notified shortly afterwards.
The first round of interviews will be held on 4 September and the second round of interviews will be held on 15 September. In between the two rounds of interviews, candidates may contact the Dean for a personal interview.

Also in between the two rounds of interviews, Genitor will conduct tests of candidates and collect references. The tests include:

- The personality test NEO-PI-3, which is the most broadly based, well-documented personality test available.
- The IQ test IST-2000R, which is a thorough and varied test for assessing general intelligence.
- A follow-up interview based on the personality and IQ tests, where we will discuss your competences vis-à-vis the personal profile and you will receive oral feedback from the consultant.

References are collected in order to validate information and assessments. We typically collect three references per candidate, always by prior agreement with the candidates.

We then draw up a written candidate assessment constituting a final report of the tests and references. The assessment will contain:

- The results of the personality and IQ tests.
- An assessment of your competences vis-à-vis the personal profile.
- A general assessment of your leadership behaviour.
- An assessment of your strengths and weaknesses as a leader vis-à-vis this particular position.
- A conclusion concerning a match.

The assessment will be forwarded to you prior to the second round of interviews, where you will get a chance to comment on the assessment in front of the nomination committee. We will present the assessment to the nomination committee in connection with the second round of interviews.

The University of Copenhagen expects to choose a candidate by the end of September 2023. Expected job start is 1 November 2023.

Further information

For more information about the Department of Anthropology and its activities, please see the Department’s highly informative website: https://www.anthropology.ku.dk. We expect you to have consulted the website.
If you have any questions about the position, please contact the Dean, Professor Mikkel Vedby Rasmussen, at +45 2118 1048 or Partner at Genitor Martin Isenbecker at +45 2565 9231 or mi@genitor.dk.

For a confidential talk about your opportunities vis-à-vis the job, please contact Martin Isenbecker. All enquiries will be dealt with in confidence.