Appointment of
Executive Director – Novo Nordisk Foundation Center for Stem Cell Biology (DanStem), Faculty of Health and Medical Sciences
March 2020
## Contents

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>03</td>
<td>Introduction</td>
</tr>
<tr>
<td>06</td>
<td>Role and function of the Executive Director</td>
</tr>
<tr>
<td>08</td>
<td>Faculty of Health and Medical Sciences, University of Copenhagen</td>
</tr>
<tr>
<td>09</td>
<td>The Novo Nordisk Foundation</td>
</tr>
<tr>
<td>10</td>
<td>Appointment process and how to apply</td>
</tr>
<tr>
<td>11</td>
<td>Danish Research Environment</td>
</tr>
<tr>
<td>12</td>
<td>Living in Copenhagen</td>
</tr>
</tbody>
</table>
The Novo Nordisk Foundation Center for Stem Cell Biology (DanStem) was founded in 2011 and has rapidly emerged as one of Europe’s leading centers for stem cell and developmental biology. Its unique culture of allowing basic science to flourish, while providing a platform for the translation of fundamental discoveries, has galvanized the creation of a focused international center.

Currently DanStem boasts one of the largest groupings worldwide working on specification, homeostasis and disease of the visceral organs, in addition to a large cluster in hematopoietic differentiation and disease. Within these and other new and expanding areas, DanStem seeks to address fundamental questions in stem cell and developmental biology with an overall aim to contribute to the development of new therapies for cancer and chronic diseases such as diabetes. Currently, the translational aspects are facilitated by two major strategic translational research programs in diabetes and hematological cancers.

DanStem is home to over 200 scientific and support staff recruited internationally. Work in DanStem seeks to provide increasingly quantitative descriptions of development, growth, and differentiation across discipline and model systems. Its unique synergistic and collaborative environment seamlessly integrates fundamental and translational research and provides an excellent environment to tackle some of the most ambitious questions in contemporary stem cell biology.

DanStem is dedicated to promoting research in stem cell and developmental biology within Denmark and throughout Europe. A part of this commitment involves the training of the next generation of stem cell scientists. To this end DanStem engage in pre-graduate training, operates a four-year PhD program, offers a broad spectrum of post-graduate teaching and a number of outreach activities. DanStem also engages in active postdoctoral training and mentorship programs. Together with its large post-graduate and post-doctoral population, DanStem represents a major European hub for training in contemporary stem cell biology.
Introduction

Research

DanStem research aims to solve complex problems in stem cell and developmental biology spanning early embryonic development and organogenesis through advanced disease development and cell and drug-based therapies. Currently, DanStem consists of 13 research groups organized into five themes. These groups span pluripotency and early embryogenesis, organogenesis in the intestine, liver and pancreas, and homeostasis and disease in the pancreas, skin, intestine and hematopoietic system. Further information on specific research groups can be found at www.danstem.ku.dk/research

Underpinning all research at DanStem are state of the art technology platforms, which enable access to cutting edge technologies including transgenics, stem cell culture, imaging, genomics (including single cell technologies), data analytics and storage as well as flow cytometry. DanStem also houses the University’s transgenic unit. For more information, please see: www.danstem.ku.dk/platforms
DanStem Research Areas

For more information on the individual research programmes, please see: https://danstem.ku.dk/research1/
The Executive Director will be head of DanStem and accountable for its strategic development, scientific direction, faculty recruitment, and long-term growth and success. The Executive Director will lead the overall research directions at the Center and promote the research carried out by DanStem’s faculty.

A management team and Scientific Advisory Board support the Executive Director.

The Executive Director will:

• Be responsible for development of the Center, including producing and implementing a vision for future scientific growth as well as the recruitment of a new generation of outstanding and highly interactive researchers
• Lead her/his own research group
• Develop new strategic initiatives and support existing and future translational programs
• Participate in fostering new collaborations
• Work closely with key scientific and administrative staff to develop a comprehensive research strategy and guide the future direction of DanStem’s research portfolio
• Collaborate with other centers supported by the Novo Nordisk Foundation, as well as other national and international research centers
• Cultivate the pre and post graduate teaching offering by DanStem, to insure a new generation of students understands the exciting questions and opportunities in contemporary stem cell and developmental biology
• Report to the Dean of the Faculty of Health and Medical Sciences and work closely with Dean’s office in a variety of joint efforts including educational activities.

Role and function of the Executive Director
Role and function of the Executive Director

Profile

The Executive Director will be a visionary scientific leader of international stature with a strong track record of innovative research in developmental and stem cell biology. She/he will have the vision to identify and support new translational programs aiming at clinical application. The Executive Director will also have a strong track record of collaboration and a history in building interdisciplinary academic research in a collaborative environment.

In addition, the following documented qualifications are mandatory:

• An appropriate doctoral degree
• An outstanding record of scientific discovery and accomplishment, including a track record of substantial external competitive funding and proven success in collaborations
• Proven management skills
• Present a clear vision of future directions in areas related to developmental and stem cell biology, including how fundamental science can provide technological innovation and clinical translation
• Demonstrate excellent interpersonal and leadership skills, especially with regard to successful leadership of international and diverse teams
• Show a commitment to foster and promote excellence in scientific research and education

Terms of employment

The Executive Director will be offered a full-time permanent professorship and a start-up package to establish an active research group.

As a researcher employed at the University of Copenhagen, you automatically fall under the Collective Agreement for Academics in the State (Danish). Your basic salary, number of holidays, pension and much more is determined by this agreement. The Danish labour market is characterised by strong trade unions and collective agreements, termed the Danish Model. It means that the general terms of employment are not regulated by the Government but by collective agreements made by the trade unions and employer associations.

For more information on salary, pension and tax, please see: [www.ism.ku.dk/salary-tax-pension](http://www.ism.ku.dk/salary-tax-pension)

Furthermore, all employees at the University of Copenhagen are entitled to six weeks of holidays per year. These holidays come on top of public holidays in Denmark.
Facts & Figures

- 4400 employees, including 1350 researchers & 1550 PhD students
- 7800 students, including 800 international students
- 5 schools; 13 departments; 5 centers, 3 hospitals
- €445m revenue

Further information can be found at: www.healthsciences.ku.dk/about/facts-figures

Strategic Goals

The Faculty of Health and Medical Sciences (SUND) is a large, ambitious knowledge organisation with a focus on the provision of excellent research and education. Our vision is to move the boundaries for insight and to create new health and medical science knowledge and insights for the benefit of continuing scientific development, society and individuals.

It is absolutely crucial for this vision to be supported by strategic partnerships, a professional organisation, advanced infrastructure and a culture that builds on international standards for good scientific practice, freedom of research, involvement of personnel and students and a focus on a good working life and studying environment.

SUND has a set of overarching strategic goals – all directly linked to The University of Copenhagen’s Strategy 2023 - Talent and Collaboration - found here: www.about.ku.dk/strategy2023/

SUND has established a high-end infrastructure and technological competences that will be available to the scientists at DanStem. The many different core facilities and platforms will enable the researchers to develop exciting research at a competitive international level. Furthermore, DanStem is part of the Novo Nordisk Foundation Center Cluster, with a close proximity to all of the other centers in the Cluster, which gives many opportunities for educational and research collaborations.
The Novo Nordisk Foundation was established in 1922, when Nobel laureate August Krogh returned home from the United States and Canada with permission to produce insulin in the Nordic countries. This marked the beginning of the development of world-class diabetes medicine business and export venture. It also led to the establishment of several foundations that, later merged into today’s Novo Nordisk Foundation with a vision to improve the lives of people through better health, education and the development of a knowledge-based sustainable society.
An executive search exercise is being undertaken by representatives from The Faculty of Health and Medical Science and with the assistance of Perrett Laver.

Application process

Please submit your letter of interest to Perrett Laver, including:

- Your curriculum vitae, detailing employment history, and academic and professional qualifications (max. four pages including bio sketch)
- A description of your vision for the future of developmental and stem cell biology and how you believe DanStem could contribute to this (max. five pages)
- A list of not more than ten selected publications
- A link or reference to a complete list of publications (e.g. ORCID).

The deadline for letters of interest is 11:59pm CET on Wednesday 15 April 2020.

Relevant candidates will be invited for a visit to The Faculty of Health and Medical Science and DanStem. If a suitable candidate is found during this process, the official recruitment process is initiated.

Contact opportunities

For informal inquiries and more information about the position, you are welcome to contact Dean Ulla Wewer (dekan@sund.ku.dk), Professor Tor Henrik Semb (semb@sund.ku.dk) or Perrett Laver (jack.bircher@perrettlander.com or +44 (0)20 7340 6275).
Denmark is a hub of research excellence. The country is among the best in the world in terms of its high academic impact, the number of students who go on to undertake a PhD, the monetary investments in research and development, and in its success in attaining research funding/grants.

The country has excellent funding opportunities from both public and private sources and, compared to the size of the country, these opportunities are amongst the most plentiful globally. A recent report from the Danish Ministry of Research, compiled from statistics from the OECD, has identified the following successes in Danish research. Compared against other members of the OECD, Denmark ranks:

- 1st for the share of publications co-authored with business partners;
- 1st for public R+D spending relative to GDP and within the top ten for private R+D spending;
- 2nd for the top 10% most cited scientific publications;
- 2nd for EU funding per capita;
- 4th for citations per publication;
- top five for PhD degrees per million capita;
- top five for field-weighted academic impact across science, technology, health, agricultural and veterinary sciences, community knowledge, and humanities;
- top ten for international co-publications (almost 60% of all Danish scientific publications are international co-publications);
- among the top EU countries for successfully receiving the most funding from the EU framework programme Horizon 2020, measured per capita.

Additionally, Copenhagen has placed 1st in the top ten European Regions for the Future by 2018/2019 FDI Intelligence, the largest FDI centre of excellence globally.

Living in one of the most livable cities

Copenhagen is a green city surrounded by water and parks. It is famous for its dedicated bike culture, but the city also has a very well-developed public transportation system. It is easy to get around in the city by bike, train or subway. Additionally, Copenhagen Airport is a gateway to Europe, so you can easily explore the rest of Europe during weekends and holidays.

An international working place

University of Copenhagen is a multicultural research environment. It aims to recruit highly qualified global talent, and in most parts of the University, you will work together with international colleagues from many different countries and backgrounds.

Informal working atmosphere

The working atmosphere is characterised by being free and informal. There is an open dialogue based on interaction between team members and team leaders, and the work culture at University of Copenhagen strongly encourages creativity and independent decision-making.

Focus on family life

Denmark is an appealing country for families - an excellent education system with public and private schools, attractive holiday schemes and low crime rates. All families in Denmark are offered public childcare and can choose between free state schools or private schools.
Living in Copenhagen

Work-life balance

University of Copenhagen respects the family life of its employees and believes that there should be a balance between family and friends, alongside having a career at the University. According to OECD’s Better Life Index (2017), Denmark ranks 2nd in terms of work-life balance.

A city filled with activities

Copenhagen is a vibrant city with a wide range of culture and leisure activities, with clubs, sport facilities and a wide range of associations. The work-life balance ensures that staff have enough time on weekends and holidays to refresh and come back to the workplace full of new energy.

Special tax implications

As an international professor recruited from abroad you will be eligible for researcher taxation. University of Copenhagen will apply for coverage by the researcher tax scheme on your behalf. Researcher taxation is set for a maximum period of seven years, regardless of whether you are employed full time or part time. Researcher taxation entails an 8% labour market tax and a subsequent flat rate tax rate of 27%, equating to a total tax rate of 32.84%.

Social security

Denmark provides a high level of social security provided by the government, including health insurance, child allowance, maternity benefit, holiday pay and sickness and disability benefits.

Relocating to Denmark

The University’s international staff mobility department can help the candidate before and during the employment in Denmark. They assist with housing, residence and work permits and general support on living and working in Denmark etc. They also have a highly recommended spouse network.

For more information, please visit www.ism.ku.dk