

# Director at the Centre for Military Studies

Company:

**University of Copenhagen**

Location:

**Denmark / Copenhagen**

Discipline:

**Centre for Military Studies**

Employment Type:

**Permanent Full-time**

Posted:

**22/04/2025**

Contact Person:

**If you wish to apply for this position, please specify that you saw it on AKADEUS.**

## Director at the Centre for Military Studies

***Do you enjoy engaging in the strategic development of research communities or policy networks? Do you seek innovative solutions that combine an analytical approach with practical knowledge? If you also possess significant leadership competences from leading academic or knowledge-based institutions or larger milieus, then you might be our next director of the Centre for Military Studies (CMS).***

The Centre for Military Studies is an externally funded university-based research and policy centre within the Department of Political Science at the Faculty of Social Sciences, University of Copenhagen. The Centre has some 10-15 staff and a centre administrator.

The Centre conducts policy-relevant research and provides research-based information and innovation that identify and inform policy options for Denmark's defence and security policy. The Centre works closely with the Danish Ministry of Defence, the Danish Armed Forces and engages with Danish and international political environments. As a university centre, CMS also conducts academic research and seeks academic impact.

As an integrated part of the Department of Political Science, the scientific staff at the Centre for Military Studies take part in teaching and research activities at the Department. The Department has some 2,000 students in its BA and MA programmes. For more information about the Centre, please see <https://cms.polsci.ku.dk/english/about>. For more information on the Department, please consult <https://politicalscience.ku.dk/about/>

The position as Director is available from 1 September 2025 or as soon as possible thereafter. The appointment as Director is for 5 years with the possibility of extension.

## **Profile**

We seek a leader, who is committed to setting the Centre's strategic priorities for the next five years, while also considering everyday operational concerns. A key priority is to further develop and profile the Centre for Military Studies as a world-class university think tank and research centre, in cooperation with staff and key stakeholders. The director will ensure that the Centre's research and policy products are relevant for Danish decision-makers' responses to an uncertain, complex and interconnected security environment. Likewise, the director will ensure that the centre contributes to an informed research-based public debate about Danish defence and security policy and is visible vis-à-vis important stakeholders as well as the interested public.

The successful applicant must possess managerial, strategic and academic competences, of which the following *are required*:

- Experience with leading research milieus and/or think tanks, preferably in a university context
- Record of high academic impact and solid scientific publications
- Experience with securing external funding for research and outreach projects
- Ability to motivate staff to ensure the best possible output from the Centre
- Good communication skills and networking skills
- Record of high policy impact, knowledge exchange and impact work
- In-depth knowledge of NATO, European and Danish defense policy and knowledge of broader security policy
- Ability to engage with new agendas and milieus of relevance to the Centre

Applicants must submit a brief (2-3 pages) vision statement on how they will develop the Centre for Military Studies in their five-year period with a top three strategic priorities for output and effect, including how these should be realized. The vision statement should specifically describe how the candidate envisions the Centre engaging with the current and future security environment. Of particular importance are issues related to transatlantic and European security, such as NATO, Russia, including in relation to the Arctic and the Baltic Sea Region, military technology development, hybrid threats (including cyber), societal security (/resilience), increasing defense budgets, burden sharing and defence industrial capacity.

Qualifications in Danish or another Scandinavian language are an advantage.

Non-Danish speakers must acquire the necessary Danish language skills within a period of 3-6 years. The Department will provide and pay for the necessary language training

## Academic Qualifications

We seek applications from eminent candidates at the level of Associate Professor or Professor.

Information on qualification requirements as Associate Professor and Professor can be found in the Memorandum on Job Structure for Academic Staff at Danish Universities 2019 [here](#).

In order to be qualified at the level of Associate Professor or Professor at the University of Copenhagen, the candidate must meet the University's criteria of academic merit.

Six overall criteria at the University of Copenhagen (research, teaching, societal impact, organisational contribution, external funding and leadership) are considered a framework for the overall assessment of candidates. Furthermore, each candidate must be assessed according to the specific requirements stated in the job advertisement.

Find more information on the UCPH criteria for Associate Professors here:

[5b\\_Criteria\\_for\\_recognising\\_merit\\_-Associate\\_professors.pdf \(ku.dk\)](#)

Find more information on the UCPH criteria for Professors here:

[5c\\_Criteria\\_for\\_recognising\\_merit\\_-professors.pdf \(ku.dk\)](#)

## Job description

As director, you are responsible for:

- Setting the strategic direction of the Centre and providing results, in close dialogue with the Centre's staff and stakeholders
- Securing external funding for the Centre, primarily from the Ministry of Defense
- Liaising with the Ministry of Defense, Parliament and other stakeholders and interested parties in Denmark and abroad
- Communication of the Centre's research and policy-relevant analyses to Danish and international media
- Representing the Centre in external settings and building and maintaining policy and academic networks
- Managing the Centre and its employees on a daily basis
- Reporting to the Head of the Political Science Department and ensuring that the Centre's strategy and activities are aligned with the Department's strategy and policies.

## How to Apply

Submit a complete application at our online portal. Click on the "Apply now" icon at the

bottom of the page to apply. Your application must be written in English and include the following documents:

- **Motivated application.** A cover letter motivating your application and detailing how your profile matches the qualifications required for this post, and whether you wish to apply for the position at Associate Professor level or Professor level.
- **Curriculum vitae**
- **Certificates and Diplomas**
- **Publications.** The ten (six, if you apply at the associate professor level) most important publications must be uploaded as attachments, of which at least three must have been published within the five years immediately preceding the deadline for application.
- **Publication list.** A complete list with clearly marked publication dates. The uploaded publications must be named from 1 to 10/1 to 6 and marked with \* on the list to be assessed. Should any material submitted consist of work with named co-authors, or work that is otherwise the result of collective endeavors, the extent of the applicant's contribution to the work must be specified. The appointment committee may ask for a signed statement from the co-authors specifying the extent and nature of each individual's contribution.
- **Documentation of societal impact and information sharing.** Documentation of ability and/or experience with societal impact and communication.
- **Teaching portfolio.** Documentation of teaching qualifications in accordance with [the University guidelines for teaching portfolios when appointing academic staff at the University of Copenhagen](#).
- **Management.** Documentation of experience with managing research and/or knowledge milieus.
- **Vision statement (see above)**
- **Policy work portfolio.** Documenting and detailing competences in research- and/or knowledge-based think tank and policy-work.

## Conditions of employment

Salary and conditions of employment will be in accordance with the agreement between the Danish Ministry of Finance and the Danish Confederation of Professional Associations (AC). The salary is currently DKK 45,095 per month at the Associate Professor level and DKK 58,828 per month at the Professor level. In addition to the salary paid directly to you, the University will also pay a monthly contribution to your pension fund corresponding to 17.1 % of your salary. Negotiation for additional supplements will be possible. Especially about the Director supplement: A special duty supplement will be available for the position and will be paid for a period of 5 years. The special duty supplement will depend on qualifications.

## The recruitment process

Further information on the recruitment process at University of Copenhagen can be found here: <https://employment.ku.dk/faculty/recruitment-process/>

## An Equal Opportunity Workplace

The University of Copenhagen is committed in its pursuit of academic excellence to equality of opportunity and to creating an inclusive working environment and therefore encourages all qualified candidates to apply, regardless of personal background, gender, sexual orientation, age, disability, ethnicity etc. For more on the diverse working place environment at the University and the University's participation in the HRS4R HR Excellence in Research, see

<https://employment.ku.dk/working-at-ucph/eu-charter-for-researchers/>

## International applicant?

The University of Copenhagen offers a broad variety of services for international researchers and accompanying families, including support before and during your relocation and career counselling to expat partners. Please find more information about these services as well as information on entering and working in

Denmark: <https://ism.ku.dk/>

## Contact information

Information about the recruitment process is available from HR, e-mail: [hrsc@hrsc.ku.dk](mailto:hrsc@hrsc.ku.dk), please refer to ID number: 211-0312/25-2K

Additional information about the position can be obtained from the Head of Department, Professor Nina Græger – email [ng@ifs.ku.dk](mailto:ng@ifs.ku.dk) or mobile +45 93516018.

**The closing date for applications is 23:59 [\*CEST/CET] 21 April 2025.**

Applications or enclosures received thereafter will not be considered.

*\*(Centraleuropæisk sommertid=CEST/CET = normalt tid)*

**Application due** 4/21/2025

**Start date** 9/1/2025

**Category** Faculty and academic positions

**Workplace** Institut for Statskundskab

**Homepage** [samf.ku.dk](http://samf.ku.dk)

Part of the International Alliance of Research Universities (IARU), and among Europe's top-ranking universities, the University of Copenhagen promotes research and teaching of the

highest international standard. Rich in tradition and modern in outlook, the University gives students and staff the opportunity to cultivate their talent in an ambitious and informal environment. An effective organisation – with good working conditions and a collaborative work culture – creates the ideal framework for a successful academic career

### **[APPLY FOR POSITION](#)**

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