

University of Copenhagen

International Staff Mobility

Mark de Vos

Mobility Consultant / Dual Career Consultant
International Staff Mobility/HR & O

6th of September 2013 Lucerne – Luzern – Lucerna



The largest university in Scandinavia

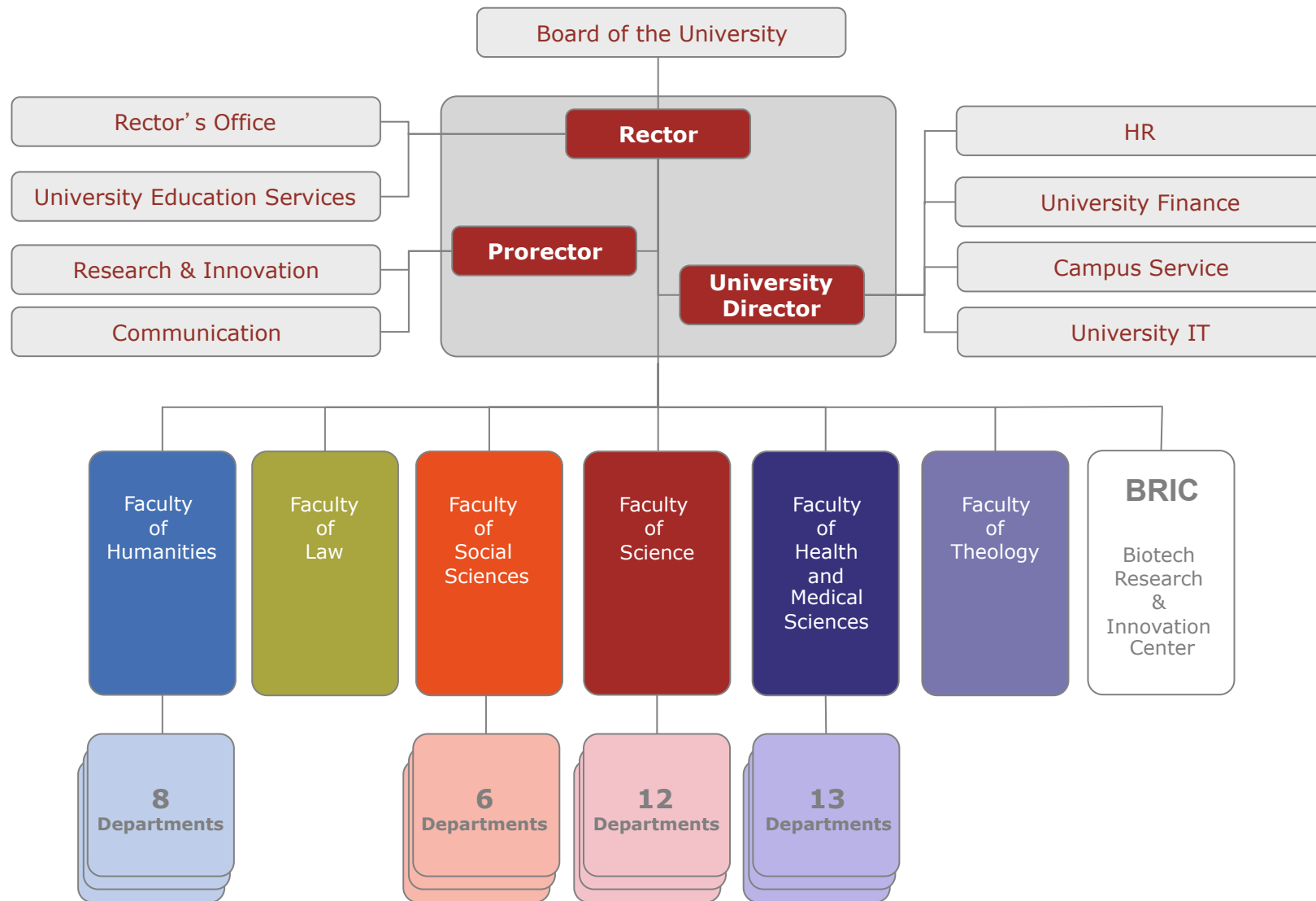
- Founded 1479 by Christian I as a Catholic Seminary
- Over 38,000 students
- Over 9,000 employees, including 5,000 scientists
- € 1 billion turnover
- 8 Nobel prize winners



Ranked:

- no. 11 in Europe and no. 44 in the world
(Academic Ranking of World Universities Shanghai, 2012)
- no. 52 in Europe and no. 135 in the world
(Times Higher Education - THE, 2011)





International Staff Mobility (ISM)



International Staff Mobility (ISM)



Head of Section

Vivian Tos Lindgaard

- Head of International Staff Mobility

Area Specialists

Ada Kramer

- EU Funded Contracts & Researcher's Tax

Ann Lee Berger Christensen

- Immigration & Pension

Anne Christine Brønnum

- Researcher's Tax

Christina Brit Thomassen

- Finance

Debra Devied-Clayton

- Website & Communications

Henriette Strand Nielsen

- Maternity & Paternity Leave

Jon Ask Jacobsen

- Communications and Translation

Mark de Vos

- Spouse Program & International Citizen Service

Sandra Krambs

- Social Security & Expatriation

Søren Kjærsgaard Høfler

- Immigration

Susanne Rimstad

- Talent Bridge & Admin Support

Services provided to International Researchers

- Processing
 - employment contracts
 - payroll
- Applying for special international researcher tax schemes
 - special agreement with tax offices
 - 26% taxation at once
 - no waiting for tax decision
- Applying for residence and work permit and EU-certificate
- Guidance to researchers coming to Denmark
- Guidance to Danish researchers going abroad



Networking with Danish Authorities

- International Citizen Service
- Contact to Danish Authorities
 - Tax meeting
 - Immigration services meeting



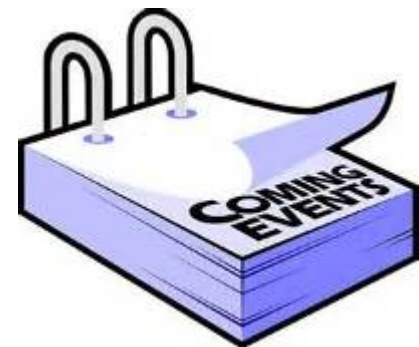
Activities provided for Internationals

- Monthly Information meeting
- Newsletter about international recruitment and activities
- Calendar of events
- Mentor Network
- Spouse Programme - Dual Career



Calendar of Events Autumn 2012 - 2013

September:	Christiania Tour
October:	Tax meeting on the preliminary tax assesment Visit to Viking Ship museum
November:	Danish Movie Night at Cinemateket Visit to Folketinget
December:	Family Christmas Party
January:	Tax Meeting Pension & Insurance Meeting
February:	Comedy Night
Upcoming:	Green Card Meeting Canal Tour



Mentor Network

- A network for both international and Danish researchers to expand their horizon and build new professional relationships
- 400 mentor/mentee relations were built
- Kick-off of a new mentor programme in collaboration with KVINFO in June 2013
- The focus will primarily be on career development
- Preferably colleagues with a different research area in order to avoid any conflict of interest



Spouse Programme



- Network for all spouses of international employees
- Dual Career
- Individual counselling and career planning
- Practical information
- Courses
- Social events



Spouse Programme UCPH - Partners

Municipality of Copenhagen

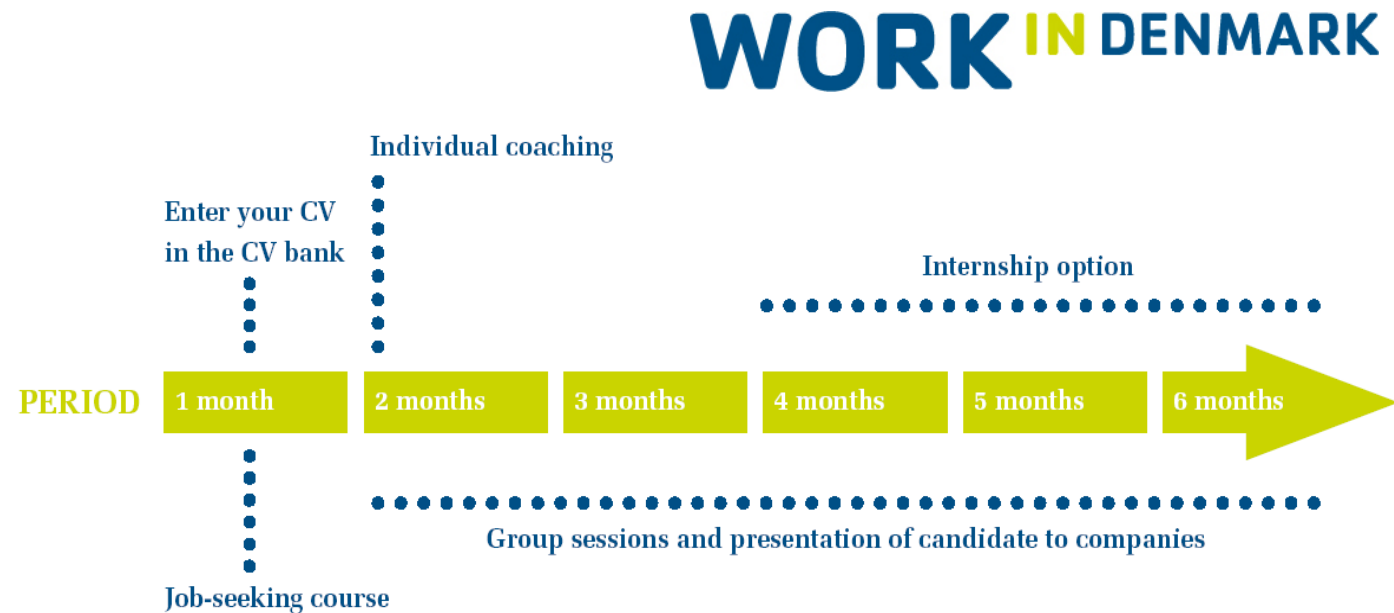
- Salary Subsidy Jobs – 6months to 1 year (Løntilskud)
- Information meetings
- Starting your own business



Spouse Programme UCPH - Partners

Workindenmark

- Job searching courses
- Spouse Programme



Spouse Programme – EURAXESS - TANDEM



- ETH Zurich, Switzerland
- CERTH, Greece
- SAIA, Slovak Republic
- University of Tartu, TARTU, Estonia
- University of Copenhagen, Denmark

- Analysing the basic requirements for the successful implementation of Dual Career and Integration Initiatives
- Developing a systematic and modular approach to these services
- Setting up a special focus on brain circulation and how Dual Career and Integration Initiatives could influence the brain circulation positively

<http://www.euraxess-tandem.eu/project/>

In addition... ISM offers

- VIP-service
- International House
 - International Club, Service Desk and Researcher Hotel
- International Campus Childcare
- Copenhagen Talent Bridge – courses and events







interstaff@adm.ku.dk

