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## **Job specification and requirements for head of department candidates**

### **Aarhus University's vision**

“To belong to the elite of universities and to contribute to the development of national and global welfare via outstanding research and world-class degree programmes.”

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### **Competences:**

Aarhus University's vision requires that a head of department be able to fulfil the expectations listed below in the performance of his/her job.

He/she may already have acquired the competences over the course of his/her career to date, or he/she must be able to acquire them within a reasonable period of time after taking up the position.

### **Academic competences:**

*A head of department is expected to:*

Be in good professional standing, have an international outlook and have a high level of legitimacy within the faculty.

Have a research career with substantial international insight and experience.

Hold or have held an academic management position and have substantial teaching experience.

Have documented knowledge of university environments.



Display a thorough understanding of social conditions, both nationally and internationally.

**Management competences:**

*A head of department is expected to:*

Offer visionary and strategic thinking from a global perspective with the skills to convert visions into strategic goals and actions.

Be able to pursue these strategic goals in all his/her actions and achieve them intelligently by means of varied strategies using his/her problem-solving abilities and understanding of the big picture.

Demonstrate managerial authority to help ensure organisational cohesion between academic environments.

Be able to incorporate, listen to and build on the ideas of others.

Be capable of involving the entire organisation, respect a range of strong opinions, draw his/her own objective conclusions and take action in a professional and forward-looking manner.

Be a loyal and dedicated member of a management team while acting independently with a thorough understanding of his/her role and academic and strategic discretion.

Display an eye for creating synergies and deeper connections across disciplinary boundaries and in close cooperation with the surrounding world based on the academic depth and results achieved by the new departments.

Through appreciative, visible and developing staff management to consolidate the departments' profiles as workplaces with attractive and inspiring study and research environments able to attract the best and most talented employees, students and partners both in Denmark and abroad.

**Strategic competences:**

*A head of department is expected to:*

Be able to identify the future needs of society in terms of research and education, talent development and knowledge exchange.



Be a visionary committed to establishing a shared education and research profile for the new departments and thereby contribute to improving Aarhus University's standing among the best universities in the world.

Take a proactive approach to cultivating potential and undeveloped cooperative relations and projects, both public and private, and have the drive to bring them to fruition to the mutual satisfaction all concerned.

**Communicative competences:**

*A head of department is expected to:*

Be a strong, credible and direction-setting communicator both internally and externally and in both Danish and English.

Be good at building relations and carrying out appreciative communication internally, but also to a large extent with external partners such as the business community, public authorities and organisations, the political environment and the media.

**Personal competences:**

*A head of department is expected to:*

Possess personal integrity, credibility and display human decency.

Be proactive and staunch, and to have pronounced situational awareness and ability to empathise when it comes to both professional and personal relationships.

Have well-developed interpersonal skills and be a team player who is also conscious of his/her personal responsibilities and the authority that goes with it.