

#jobsQ Live Video Hangout PhD Research Opportunities in Denmark

TIME	SPEAKER	AUDIO
0:00:04.3	Mark de Vos	Okay, I think we're live right now so I would like to welcome everybody. I just would like to look at the panel first. Can you hear me, all of you? Great. So I would like to welcome all of you, of course the panellists, but more importantly all the people who join us today. I would welcome you from jobs.ac.uk to join this Google hangout.
0:00:31.5		The topic today is going to be PhDs and research opportunities in Denmark. Some of you might think it's a big step starting a PhD, or it's a big step to move to another country, but fortunately the theme of today is Denmark, which is a fantastic place to move to. And why? We all know about the great work life balance. All of the international research like...
0:00:59.6		... the Danish culture and they like their fabulous research opportunities. This is my sales pitch, right? So welcome all of you. To start telling you who I am, my name is Mark de Vos. I'm Dutch, but I'm living in Denmark. I've been here for the last eleven years and I'm working for Copenhagen University International Staff Mobility. We are helping and assisting all international researchers at this university. We have nine thousand people working...
0:01:29.6		... here and we have around two thousand international people working. What do we do? We help them with the working contract, with pension, with residence and working permit. We organise events. We do career programmes and a lot of things. So that was me. We have in total six people, so we have five more panellists to introduce. So I would like to start with Vibeke Broe. Here you are.
0:01:56.8	Vibeke Broe	Thank you. Hi, my name is Vibeke and I'm Danish. I can see I'm the only one who's actually Danish on the board. I'm PhD Career Consultant at (unclear 00:02:06) University and I run the careers service AU Career PhD. In the

		careers service, we offer career guidance to PhD students and post-ups as well, and actually half of the people who come in and see me are internationals who have questions about working in Denmark, building a career in Denmark and how you...
0:02:26.5		... can approach it; how you go by it. The focus is very much on careers in the industry, rather than academia. I do a lot of events where PhDs can attract businesses or where they can meet different profiles, working in different kinds of jobs, hopefully helping them to get an idea of what job is right for them and how they get it. So that's what I do.
0:02:52.1	Mark de Vos	Thank you very much, Vibeke. And the next person who is going to introduce himself will be Pedro.
0:02:58.2	Pedro Parraguez	Hi, everyone. My name is Pedro Parraguez. I come from Chile and I have been in Denmark doing first my PhD and now my postdoc for the last five years. So if you have a specific in the area of management or engineering questions I could help you a bit, and also in coming from for example America to a place like Denmark.
0:03:26.7	Mark de Vos	Thank you, Pedro. And the next person I would like to introduce herself is Shivani. Shivani, here you are.
0:03:36.5	Shivani Joshi	Hello. I'm Shivani Joshi. I come from India from Mumbai. And I came to Denmark in two thousand and ten because I was awarded International Mobility PhD (unclear 00:03:51) from the government of Denmark to pursue my PhD in Ogas University. I defended my PhD in two thousand and fourteen and I'm a postdoc since then. Moving to Denmark has been extremely...
0:04:06.3		... rewarding, professionally and personally, and I look forward to sharing my experiences with you. Thank you.
0:04:13.9	Mark de Vos	Thank you very much, Silvani. Now I would like to ask Josh to introduce himself.
0:04:19.7	Josh Jenkins	Yeah hi, I'm Josh. I'm a current PhD student at

	Shaw	the University of Copenhagen and the Natural History Museum of Denmark. I mostly work on beetle evolution and phylogenetic. I completed my Bachelor's and my Master's in the UK and I moved here to Denmark in September two thousand and fifteen. So I've been here one year now.
0:04:45.1	Mark de Vos	Thank you very much, Josh. And then last but not least, Ileana.
0:04:53.2	Ileana Rodriguez	Yes, I'm Ileana. I'm coming from (unclear 00:54:00). I got my PhD here in two thousand and nine so I have been here in Denmark for seven years now. And now I'm a research scientist in (unclear speech 00:05:12) but we have centres in all of five different countries. We want to change...
0:05:22.7		... (unclear speech 00:05:08). I'm a biochemist. That's my background. And I really like being here in Denmark.
0:05:37.6	Mark de Vos	Thank you very much. We have a whole hour to talk more about Denmark and the opportunities here in Denmark. We are going to talk maybe about funding; about living and working in Denmark; moving here with your family; writing applications; your career progress while working in Denmark and a lot of options. Most important is that the people – you, who are there today – get an answer in some of your questions. So basically...
0:06:06.7		... you are welcome to send some questions and you can do that through... I wrote it down here. If you are watching today, then you can use the chat box on the side of your screen to ask a question. But then you need to be signed in through YouTube. If you're not on YouTube, you can use the @jobsacuk, but you must use the hashtag #jobsq. So we already have a few questions coming...
0:06:36.4		... in so let's start. The first question is a general question. It's about how to find a postdoc or a PhD in Denmark when you're not living there and don't speak the language. So my first question is to Pedro because he did a PhD and a

		postdoc in Denmark. So Pedro...
0:06:59.3	Pedro Parraguez	Yeah, so starting with the PhD I actually was doing my Master's in the UK, and while doing my Master's thesis I interviewed a number of researchers abroad, in the context of putting together the Master's these. And in a way because I wanted to make the Master's thesis a bit better and have feedback from researchers abroad, but also because I knew that that was part of building a network. And indeed it worked out so I interviewed...
0:07:28.7		... my future supervisor in that context. I then told her at the end of that interview that if there were opportunities to do a PhD with her, I would be happy to consider it because I was looking actively for a PhD. A year after that, I had an offer to come here and do my PhD here. And for the postdoc I stayed in the same group...
0:07:58.0		... but I had to go out and look for funding. So I applied for a project with industry and I have a postdoc that is funded by industries fund, in part at least, by a large organisation here in Denmark that funds all sorts of research related with the industry. That's the short story.
0:08:17.9	Mark de Vos	And could you name that organisation because some people would be interested in that, I think.
0:08:22.5	Pedro Parraguez	Yeah. So the organisation is Industries Fund and for postdocs and PhD projects they can fund very specific groups that as a part will cover salary. And then for my PhD, that was funded by the department. So they had a position and they let me know that the position existed. I was looking for that in different places in each of...
0:08:51.9		... the universities. I applied through the regular route but with the advantage that they already knew me. So when it came to sorting out all the candidates, I had a bit of an advantage. But half an advantage, I will say, because how it is perceived here... all this idea of using your networks is a positive. In some places like in America, you think you use your

		network and that's like an unfair advantage, but here because of equality if you go and...
0:09:20.9		...use your network, because you are all equals to start with, that's fair game.
0:09:28.0	Mark de Vos	Thank you very much. Networking is a very key element in Denmark. We will come back to that one. I would like to ask Shivani because you also did a PhD and a postdoc in Denmark. How did you get access to this country?
0:09:41.2	Shivani Joshi	I applied just by education and just after I finished my Master's at the University of Mumbai in biotechnology I worked in a genetic diagnostic lab where I realised that I want to do my PhD in translational molecular medicine. I was so fortunate in two thousand and ten, the university had International Mobility PhD (unclear 00:10:04) so I qualified for that and Graduate School of Health has a very specific programme – GP10 – called...
0:10:11.0		... translational molecular medicine. And in that there were ten positions and we have to make statement of purpose and CV and I was invited for four-day interviews in Denmark. I got selected and I moved here for good. How I found out about that position was through academic vacancies at the university website. There is also a portal for European research-related...
0:10:41.0		... positions. I have an account in that and I had created my preferences, so I received the same advert through that at Nature Jobs. So it was three sources telling me about the same position and that's how I landed my PhD. I defended my PhD in two thousand and ten. But in two thousand and thirteen, we started up a new project from scratch and it won a second place in a...
0:11:10.6		... competition which was a good leverage to convince the head of department to give a salary and we can work on it. There were internal positions and like Pedro mentioned I applied for them. I had an advantage because it's my baby and I got selected. I had salary for my postdoc but I had to apply for a lot of grants

		for operating costs. So that is my journey...
0:11:40.4		...for PhD and postdoc, but before I finish, I'd like to add a point to please look up for academic positions at the university websites for PhD and postdoc positions. URSS, Nature jobs and Science Jobs are good places to see because most of the Danish Universities advertise their positions over there. In Denmark, they emphasise a lot on creating relations and network. So try to create relations...
0:12:09.1		... and take interest in people's research. Meet them in networking events like conferences or workshops or wherever or when they are visiting you and stuff like that. A lot of my colleagues, especially this girl from Turkey, she's got this little grants where she comes to our lab and does a Master's project and a Bachelor's project. Over there she's created a niche and relation with the team and now we are looking for grants for her PhD. So those are...
0:12:39.5		... little steps also, and networking and LinkedIn helps a lot.
0:12:45.5	Mark de Vos	Thank you very much. Again, networking is coming back on the table. It's networking, networking, networking in Denmark. LinkedIn is a very good suggestion. Let's go over to Josh. How did you find your PhD position in Denmark?
0:13:02.5	Josh Jenkins Shaw	Yes, so also quite a networking-focused opportunity. During my Bachelor's, I became very interested in a particular topic. I contacted the world expert who happened to be in Copenhagen in Denmark, and he invited me here for a week a couple of years ago. So I came and spent some time working with him, and then eventually there were PhD positions advertised just towards the end of my...
0:13:32.2		... Master's. They were advertised in quite a strange way actually by a lot of social media, Facebook and Twitter, and also on the University of Copenhagen website for jobs. I applied and I had to obviously go through the

		usual application process like everyone else but I got an interview. He obviously knew me already so I'm sure that may have helped with his decision.
0:13:59.2	Mark de Vos	Thank you very much. It sounds reasonable and interesting. Again, networking... let me ask Vibeke. Vibeke, you're the only Dane around today. What is that about networking? Could you elaborate a little bit more about that?
0:14:15.0	Vibeke Broe	I think it's important to realise that it's not networking in the sense of giving your friends and family benefits, but it's actually about knowing people and creating contacts that you can then furthermore use to get more information or get the right sort of information, so people can guide you in the right direction. But definitely personal relations do matter quite a lot because it also signals in interest in what you want to do. So if...
0:14:45.0		... you're already, either as Josh has done who has been collaborating for a week or something with his collaborators already, it just makes an advantage when they look at the different profiles for hiring. So yes, networking is essential and it's definitely something to think about.
0:15:08.0	Mark de Vos	Thank you very much. And what about getting a job in the private sector? Ileana? It's hard to pronounce your name, I'm sorry. So what about you networking and getting a job?
0:15:21.2	Ileana Rodriguez	Well it was also networking that brought me to Denmark because I was doing my Master's in Brazil and we had some professional visiting us for some courses. The first thing is not to be shy and go and talk and build up your network. So that was what brought me to them. I make my network and then at the first opportunity they had the PhD...
0:15:51.0		... positions and I applied for it. After I finished my PhD, I did my postdoc in the (unclear 00:16:00) of Denmark. And then the options in industry here are posted in the careers websites, so you have the ordinary career website or the company has the career website.

		And then you can see all the jobs are posted there.
0:16:21.0		They post in English so you get all the information, and the English is the international language we use in our company. I applied for it.
0:16:35.4	Mark de Vos	That's a good point about the language. I get a lot of questions now also via Twitter asking, so what about Danish and English? Do you need to speak Danish to get a position? For example, in your case.
0:16:47.6	Ileana Rodriguez	No. I have lived here in seven years and I am starting to understand it but I cannot talk it. So all the documentation is in English. All the meetings are in English. Everything is in English. So of course you might miss the coffee breaks conversations. It's normal. But you can do it in English.
0:17:13.7	Mark de Vos	Thank you. Vibeke, a question to you about language. How important is speaking Danish or not speaking Danish? Vibeke...
0:17:22.6	Vibeke Broe	I think for a career in academia you don't need Danish. I think most people can get by without any Danish whatsoever. I meet a lot of international students who don't speak Danish and get by just fine because it's a very international environment. If you leave academia and start looking for jobs, there are certain companies where language is not an issue. As Ileana says, it's not a problem not knowing Danish. However, if you're looking at smaller and middle-sized companies then the...
0:17:52.3		... lack of Danish becomes a problem. Most Danes, if not all Danes, actually speak English. But if your work is related to the public sector, for example, or in relation to farmers or other people, then Danish is a necessity.
0:18:08.2	Mark de Vos	Thank you. I can add at Copenhagen University in some departments we have the possibility to actually learn the language while doing your PhD or your postdoc. So in your working time you can do your language courses. In Denmark, it is basically free to learn the language for

		three, four or five years, depending on the manageability. So there's no excuse not to learn the language. But for a lot of people it's extremely hard.
0:18:37.3		And I would like to ask Josh, what about your Danish?
0:18:43.3	Josh Jenkins Shaw	My Danish is fairly non-existent, apart from ordering a beer, for example. But...
0:18:51.9	Mark de Vos	Which is important.
0:18:53.2	Josh Jenkins Shaw	It's important in Denmark, yes! Where I work, I work in a museum. I'm based in the zoological museum here and the working language is English. Everyone speaks English and I think it's good because science as a discipline and a career is in English. To be able to write in publications it needs to be in English. It's fine, I think. But I think if people are moving here with their family, for example...
0:19:23.3		... and they're looking to settle, then in that circumstance it might be more important to learn Danish to integrate into school life or something like that.
0:19:36.0	Mark de Vos	Thank you. What about you, Pedro? How is your Danish doing?
0:19:39.9	Pedro Parraguez	Non-existent for the most part and I'm not proud because it has been like five years here. But the truth is that essentially you don't need it. It is an option that you take and I think people that really like to learn your languages and are up to the challenge, they can do it. As you say, there are the resources and people allow you to do it and it's usually very well received. But it's like a bonus and it's a decision that you need to take. And for me, English is the second...
0:20:09.1		... language anyway. Sometimes I prefer to keep improving my English, rather than going for a third language that I will find very hard to master.
0:20:22.8	Mark de Vos	Thank you very much. The last language question I have to ask you, Shivani. Any Danish

		skills over there?
0:20:30.1	Shivani Joshi	For the last six months I'm investing significant amount of time to learn it, so I can speak a little bit better now. General stuff. But science happens in English and it's my native language. So I stick to English and can pretty much get by with English. But if you decide to live longer and you have other contracts and stuff coming up, it will be clever to pick up Danish at some point.
0:20:56.7	Mark de Vos	So thank you.
0:20:58.4	Ileana Rodriguez	Sorry, the company also offers a Danish course for me. So once a week, I learn two hours of Danish. If you want to do it, you can do it.
0:21:13.3	Mark de Vos	Yes. So basically to sum it up, you don't need to speak Danish when you would like to do your PhD or a postdoc in Denmark. When you come here, it is free to learn the language - both in administration but also in a private company. It's a good thing to do because socially you can get closer to the people. That's kind of the bottom line. I would like to continue with another topic which is the funding. And then you just chip in because I'm not really sure who has most knowledge about this.
0:21:42.9		But a lot of questions are about how do I get funding for a PhD position. How do I get funding for a postdoc posting? So anybody have any knowledge about that? Please come forward.
0:21:56.1	Pedro Parraguez	I guess that. Oh sorry. Ileana, you want to go first?
0:21:59.6	Ileana Rodriguez	No, you can go first.
0:22:00.5	Pedro Parraguez	Okay. No, I was just thinking that one important thing for people from outside Denmark to understand is that a PhD is a bit different here than in places like the UK or the US. It is a job, so you are not really getting... well, you can get a scholarship from abroad and that exists, but in reality they see it as a job. And you get your salary every year... every

		month, sorry. And it's...
0:22:29.9		... either funded because there is a project going on and that pays your salary, or its because you bring your own funding for the project, and then the project pays your salary. So that's how it works and there are, in my head, two big distinctions. One is that there is a position here in our department where they have the money and they are recruiting. And that's one option where you apply to something that already exists. And then there are things like industrial PhDs...
0:22:59.7		... where you sometimes kind of generate the opportunity. And in that case, there might be a company looking forward to work with a PhD within the company, so they pay part of the salary and they create this project with the university where you get funding from different sources. And there is a subsidy from the government for those industrial PhDs. So there are all these alternatives but in your mind you need to understand that there is a project that pays a salary, and you need to create a way for...
0:23:28.6		... which that project can be funded and sometimes you join it in or you create it. And that's kind of the overall frame and of course there are countries like Brazil and Chile and other countries that have their own scholarship schemes, and in those contexts you bring your money – so you pay for the project – and then that is much easier, of course, because the universities are really happy to take money from the outside to run the project. But that's an extra route in a way.
0:23:58.6	Ileana Rodriguez	I used to see it. The professors are the ones getting some grants and for this grant they might have one position – one PhD, one postdoc or two PhDs. And then they will announce the position. They might know which ones to recruit, or the position is open to anyone to apply for it. But it's like Pedro said.
0:24:27.3	Mark de Vos	Anything else on funding? Any suggestions? Shivani?

0:24:30.2	Shivani Joshi	Yeah. It depends if you've got your salary through the government like I came, because it was a government programme. These were star fellowships for PhDs that you can apply together with a Danish professor. There are postdoc fellowships when Novanotis, (unclear 00:24:50), Carlsberg and Danish Council of Independent Research. These websites are in English. You can read about it, collaborate with...
0:25:00.1		... the existing professor and you can start applying for money. You need a strong CV for that. There are European grants, the Horizon 2020 Grants, if you can be part of the big project. Marie Curie projects bring in funding too. And then there is the question of operation costs. You also have to apply for those grants but that is once you are here. A lot of Danish funding is agencies. They are okay with when the applicant is not Danish. You can...
0:25:29.1		... make applications in English. You can get by with that. The only catch over there is you have to write the layman's description in Danish, but you can pay by beer to one of your colleagues or your boss can write it for you.
0:25:46.0	Mark de Vos	Thank you. What I can add with Marie Curie is at our university- University of Copenhagen – is that we also help people to write the proposal. So if you are working on a topic, I think also coming back to networking in Denmark, it's a very smart thing to do to just look at the websites of the university. You check if there's a department which has your interests. You got there if you find a contact person and you can just as well either call them or email them. For...
0:26:15.9		... a lot of other people, it's sometimes strange because can't I just call a professor? If it's very relevant, you can just do it. Don't waste their time. So ask a very concrete question, tell them what you want, and maybe you can get something out of it. And from this I would like to ask Vibeke because Vibeke you're also helping a lot of PhD students at your university in trying to find jobs. But you also must get a

		lot of questions about funding, right?
0:26:44.2	Vibeke	Not often. Once in a while, but mostly in relation to the move from PhD to postdoc. And I'd basically say the same things as Shivani and Pedro has mentioned. It is very much about looking into the different funding opportunities, looking at the possibility of industrial postdocs, for example. And again, networking. Making sure that the professor that you work with actually knows that you are interested in doing a postdoc, so that it sounds good and you can...
0:27:14.2		... prepare for it quite early on, before you actually finish the PhD. But can I just say in relation to the funding of PhD projects that in the majority of cases, each university will typically post a different number of open PhDs every year. So you have individual projects where a certain department can say, "We have two individual projects" and you can basically write up your own project proposal and see if you can get money for that. And...
0:27:44.0		... that will typically be already funded. So if your PhD proposal is accepted, it's the funding. And also there is also so-called open calls where there are expenses projects where there is a certain department that has maybe laid out ten or fifteen different PhD projects. And these are all funded as well. So then you basically just apply for the PhD and get it with funding. So everything is taken care of. And as also mentioned, it is a job in Denmark and you get a fairly good salary...
0:28:14.2		... for it, compared to many other European countries, definitely on that one.
0:28:19.9	Mark de Vos	Thank you. So, Josh. What kind of PhD position did you get then? Did you just apply or did you get funding? How does it work?
0:28:26.7	Josh Jenkins Shaw	So my supervisor got the funding already. We have European Union Horizon 2020 funding. Then I applied for the position, so in my case I didn't have to search for funding at all, which was nice.

0:28:43.8	Mark de Vos	So what about your next step? Vibeke is also helping PhDs in their next step. What are you going to do? Do you think about that?
0:28:54.9	Josh Jenkins Shaw	Yeah, I've been thinking already and I think my plan will be to probably leave Denmark.
0:29:02.2	Mark de Vos	Oh no!
0:29:02.5	Josh Jenkins Shaw	Yeah, unfortunately. I think for the area I want to pursue, the best opportunities will be probably abroad in the US maybe. So I think...
0:29:14.9	Mark de Vos	Have you got any help for that? Are people assisting you with that?
0:29:19.1	Josh Jenkins Shaw	As far as I'm aware, there are people that will help you write grant applications and stuff like that for postdocs. And established professors can also give help, like you said, with writing grants.
0:29:34.2	Mark de Vos	Thank you very much. Is there anything else to say on funding from Denmark? No? So then we're going to our next topic. A lot of people and Josh we continue with you, a lot of people also ask about the PhD structure in Denmark. Is that different than in other countries?
0:29:52.5	Josh Jenkins Shaw	As far as I'm aware, it's very different compared to the UK. In the UK, as far as I know, you focus on doing your research and writing a large thesis to hand in at the end, comprising perhaps four or five chapters. Whereas here, the focus from the very beginning really is to publish papers throughout the PhD, and then bind them up with any extra chapters which may be unpublished...
0:30:21.9		... and then hand that in. I think it's a great system because you come out at the end with the qualification of a PhD and you have hopefully a good set of publications to help you move onto the postdoc level.
0:30:37.4	Mark de Vos	Thank you. Shivani?
0:30:40.1	Shivani Joshi	Can you repeat the question please?

0:30:43.7	Mark de Vos	Yeah. A lot of people ask questions about the PhD structure. Is there something specific...?
0:30:49.8	Shivani Joshi	It was very interesting for me because I worked in a work culture where it was very hierarchical and I'd like to stress this about Denmark. There's flat hierarchy and there's lack of power (unclear 00:31:00) and that was really good for me professionally to get the freedom and responsibility and work with a lot of independents. So you'll be left alone and thrown out there. There will be a safety net but you have to survive through that. I was board member of...
0:31:18.4		... the PhD Association in Faculty of Health at (unclear 00:31:21) University and I'm extremely proud to say that our structure is followed by the European Society for Medical and Health-Related PhDs. It's fairly structured. We have to fill in a portfolio every six months, so graduate school is also monitoring the progress of your PhD. And as Josh said, there's a lot of...
0:31:46.6		... stress and focus on publishing your articles and keeping to the point.
0:31:55.4	Mark de Vos	Thank you. Pedro, anything to add?
0:31:57.9	Pedro Parraguez	Yeah, I think that something that is used to explain these differences in the structures and such is like on a spectrum that goes from the extreme guided side in the US and most of Latin America that I know, where the PhD is often five or six years. You start without a Master's and you go really much more like a student. You have a cohort which you start with and you take a lot of mandatory courses. That's...
0:32:27.1		... normal in the US and in most of Latin America. Then you have them all in the UK where it is a bit of a hybrid. You still have in the beginning quite a few courses and a bit more of a structure, but it tends to be probably four years. That's somewhere in between what you see here in Denmark where you often have three years and for them it's really important that in these three years you can ask for

		extensions and...
0:32:56.5		... perhaps two years and a half, but mostly three years. There you need to be very autonomous; you have very little structure in the sense of mandatory courses. You need to look for your own course. So it is very interesting because, at least when I arrived, I had my operational budget and I could select courses from the university and abroad – several of my courses were in the European countries. Sometimes you don't pay a fee; sometimes you pay a fee from your operational budget. And it's a very interesting structure because...
0:33:26.5		... it's much more like executive location. You take a course that you need for maybe one or two weeks and you get your ECTS points. Then you move on and you do your research. So the idea is that you can produce papers earlier on. You could in some cases go for a thesis-based PhD but most go to the article-based one. It's a totally different ballgame from the US, for sure.
0:33:54.7	Mark de Vos	Thank you very much. Ileana?
0:33:57.7	Ileana Rodriguez	We have a similar structure. It's three years and you might get six months, but it is mostly three years. But you have a number of credits you do at the beginning in receiving courses, but also teaching. So we have a number of hours we should teach, and of course if your advantage is you can get a Bachelor or related teaching in Danish. But you will do more...
0:34:27.1		...work-based courses and practical courses and so on. But you also need to choose which credit of courses you'd like to take. You are free to choose. They are not mandatory but you need to fill up that number of credits and they use it to motivate to have at least (unclear speech 00:34:48) and it will be funded. If you want to spend three months in Norway or...
0:34:56.5		... in Australia or anywhere. So if you are not a student with too much experience abroad, these three months will give you the opportunity to have this larger picture. And then you have two more years to do your thesis

		right.
0:35:21.6	Mark de Vos	Thank you. I like to add that in Denmark also doing the PhD is that you get a working contract and it actually means that you are an employee, and you're not necessarily a student. That's what I can hear from a lot of international PhDs. They are happily surprised that they have a working contract. They get salary, pension, and also all the other perks employees will get in this country. I like the fact that...
0:35:51.6		... Shivani you were talking about the hierarchy here in Denmark, right?
0:35:58.3	Shivani Joshi	Right.
0:36:00.7	Mark de Vos	It's such... a lot of people know, when you come to Denmark the talk about Danish culture is, "There's no hierarchy" and that's what I know from a lot of PhD students. They are also surprised. It can be positive or negative, depending on how you are as a person. You can actually talk to your professor and call him by his first name.
0:36:25.2	Shivani Joshi	Absolutely. It's normal to say no or disagree with your professor, and state your viewpoints and have a fair discussion and stuff like that. It's fantastic. Even the Vice Dean – you can approach the Vice Dean and talk to them. They are very approachable.
0:36:41.7	Mark de Vos	Thank you. Josh?
0:36:42.5	Josh Jenkins Shaw	Yeah, I completely agree with that. I have very good relationships with all professors in the department. You can talk to them as if they are your colleagues and friends in a lot of cases. There's no barrier at all.
0:37:01.8	Mark de Vos	Thank you very much. I have the same question for Vibeke because it's always good to check with the real Dane, right? What about this hierarchy? How do you experience that? How do internationals experience that in Denmark?
0:37:15.0	Vibeke Broe	Personally I don't think very much about it but I

		<p>know that many internationals actually are surprised about it, and sometimes they have difficulties getting used to it because they find it difficult. They don't know how to navigate in it. So I've met some that say that they don't know whether they should wait for the professor to go home in the evening because they're used to where they come from that you don't leave the office before your professor leaves the office. And I have to say, "Your professor doesn't care whether you leave at three o'clock because he knows that you're going to work at some other..."</p>
0:37:45.0		<p>... point." So I thin for some internationals, I think it can be very confusing to start with because it's very different from what they're used to. But that is the way it works here. Because you're an employee, you are responsible for your own time. So if you have to leave early one day that's fine because they know you'll work late another day. So it brings a lot of freedom because you're only responsible to yourself basically.</p>
0:38:14.9	Mark de Vos	<p>Thank you. Pedro, can you relate to that?</p>
0:38:21.4	Pedro Parraguez	<p>Yeah. One point that I think is very important when you are applying to a position in Denmark, and I will say to a point to other Scandinavian countries is fairly similar, is it's a high commitment for a PhD supervisor the selection of a PhD student. Try to put yourself in his or her place. You are selecting somebody that you will be working very closely with for three years. It will be very intense because you don't have a lot time and because...</p>
0:38:50.9		<p>... you don't have a lot of structure; you really depend on your supervisor or supervisors. Therefore, for them to make a wrong decision with a person that might not be proactive enough, that might not be sufficiently motivated, or that might not have the skills, that's a real problem for them. So in a way, for you it's important for sure, but for your PhD supervisor it's a really high commitment thing. You need to make them feel...</p>

0:39:19.1		... safe with you – that you have the skills and that you are also the person that will sort out things on their own. I think that's very important to remember because the relationship is really different. You are not a student and they want somebody they can rely on, and that they can work with. So the personal aspect... and that's why these connections through your Master's thesis supervisor, or if you're going through a PhD supervisor, that they connect you with your possible future boss, in a way...
0:39:50.0		... or your supervisor. That's very important.
0:39:55.9	Mark de Vos	Thank you very much. Now we're touching upon Danish working culture. I would like to ask Ileana anything you can share about Danish working culture? You're working for very much a Danish company.
0:40:11.9	Ileana Rodriguez	I think it was interesting that you said at the beginning that it's well-balanced in personal and work life. I like that very much. You have a seven and a half hour day contract to work, and then you can do your job in that time. Then after this when the time comes to...
0:40:41.3		... go home, you go home and enjoy your family. So I like that balance very much.
0:40:49.1	Mark de Vos	Thank you. And Josh is it very different in Denmark as in the UK?
0:40:54.2	Josh Jenkins Shaw	Yeah, I think so. A lot of people here work nine until five or eight until four, especially senior staff, and a lot of PhD students. I find it hard to do that because I think I'm so interested in my topic, so I spend probably more time maybe than a lot of Danish PhD students. But it's certainly nice that people are able to do that and not feel the guilt that probably a lot of academics feel if they were to just work...
0:41:24.1		... nine until five.
0:41:27.1	Mark de Vos	Thank you. Maybe I can add that I'm originally from Holland and I came here eleven years ago. Holland and Denmark... people think it's the same kind of working culture; the same kind of

		countries. But I have some differences and especially on working hours. When I got my first job here, I thought I would impress everybody by staying late and after a few months, the people thought I was a very bad father because...
0:41:56.0		... I went home so late! And that's actually a thing a lot of people experience here. I talk to international researchers and I tell them, "Maybe you need to find a hobby" and people laugh and think, 'Yeah, right. We are researchers so we all love our work and we work nine until nine.' But then after a few years, they come back to me and they say, "You're actually right. I needed to find a hobby." And it's not that people work less hours; it's more they work in a different way. Maybe more flexible.
0:42:25.3		Ileana, you're raising your hand.
0:42:28.8	Ileana Rodriguez	Yes. I should say that when I came for my PhD I used to work from ten or eleven in the morning until midnight maybe. But then I had my son through the PhD and the building opened at six but it closed at four o'clock. So I had to change my way of working. But I realise that before I used to spend a lot of time drinking coffee and talking with my friends and going to the lab. But...
0:42:58.7	 after I had my son, I needed to do the same job with the same quality in seven and a half hours. So it just makes you more efficient because at four o'clock you should go and pick up your son. So...
0:43:13.4	Mark de Vos	Yes. So you need to be more hardworking, basically. Yeah, exactly. So anything else on Danish working culture? A lot of people ask these questions because they said you can't really read it from books. That's why they ask you. How does it feel to be in Denmark? Shivani...
0:43:31.7	Shivani Joshi	Along with the independence, what I really love about Danish work culture is the trust. If you call in and say you're sick, nobody's going to really disturb you. When you're on vacation,

		they're not going to disturb you. And there's an immense amount of trust. And also among your collaborators. You don't have to stand on their shoulders and poke them all the time to do their job. So I really appreciate trust in Danish work culture, including work life balance and other things.
0:44:00.4	Mark de Vos	Thank you very much. Vibeke, anything to add?
0:44:06.2	Vibeke Broe	Not a whole lot. I just want to say that I don't personally meet many PhD students who only work seven and a half hours a day, but I think you have the freedom to because of the trust issue. You can go home at three and you work again in the evenings. So I think it's more that there's not an expectancy that you're expected to stay until late every day. Of course if you have rats in the lab and you need to feed them or whatever, you need to take care of that.
0:44:34.8		But in general, there is a big focus on the necessity of having a life outside of your PhD. If you move out of academia and into industry afterwards, they also value the fact that you have done other things than just doing your PhD. Being part of extra-curricular activities or joining associations or unions or anything like that, sports clubs gives quite a lot of credit for Danish employers...
0:45:04.0		... so that you can show that you are not just a working bee.
0:45:09.7	Mark de Vos	Thank you very much. Let's continue to another topic. I just got a question in and the question is can you talk about the possibilities to continue working in research after a postdoc position? So let's start with Nova (unclear 00:45:25). How is that?
0:45:28.1	Ileana Rodriguez	As part of your research you will only need to have a PhD, so you don't have to have a 6 year postdoc to get the position. And once in position you will start as a scientist or senior scientist. Having a PhD level is enough to apply for this position. So that could be one of the options.

0:45:57.6		There are postdocs opportunities as well so that will be a way.
0:46:04.8	Mark de Vos	Thank you. And Pedro, you are doing your postdoc right? How many years do you have left?
0:46:12.6	Pedro Parraguez	My postdoc is in total two years and my contract is finishing in March. I'm already working on new funding. The normal for postdoc is it goes anywhere between one year and three years. That's kind of the usual situation. When you are approaching from a PhD to a postdoc when you go in that transition, you're expected to be much more proactive in getting funding. When you're applying to your PhD, yes you might bring...
0:46:41.0		... a scholarship from your own country or you might have a fellowship, but there is no expectation right away of coming with funding most of the time. But when you move from PhD to postdoc, there is an expectation about trying to fund because that also shows that you are academic material. For any future career in academia, you need to show that you're able to raise funding. And it's highly competitive but it's part...
0:47:10.8		... of the game. So you need to have some track record and it's always good to bring, even if it's not the full money of the postdoc, to show that you are applying for funding and you are getting something.
0:47:23.8	Mark de Vos	Thank you very much. And what about companies in Denmark, Vibeke? Where could people work after a postdoc? Do you know?
0:47:31.5	Vibeke Broe	I think they can work in many of the large companies, for example the pharmaceutical industry readily hire people with a PhD and postdoc background. But I think in most companies... I started four years ago and back then some companies were a bit nervous about hiring researchers because they thought we were a strange type of people. And this has changed over the last four years because the number of PhDs and postdocs leaving academia

		is so big.
0:48:01.2		So now a lot of companies happily employ PhDs and postdocs. They might not necessarily write it in the job descriptions that they are requesting somebody with a PhD background, but they don't deselect them anymore than they might have done earlier. They can see the value of people with a PhD or research background because of the skills that you develop during your PhD.
0:48:26.9	Mark de Vos	Thank you very much. I can add that at our university there are a lot of miss about being a postdoc, for example. Some people say they start doing their postdoc and then suddenly they realise they have only two years and left and want to work in industry, and could just have well have done it after the PhD because they still earn the same. We did a big...
0:48:56.9		... research to find out all the PhDs who finished working at our university and all our postdocs, and we compared the two groups. We realised that most of the miss, especially postdocs have – for example, we earn less than PhD students in the first job, or it takes a long time to get a job – they were actually not true. So we have a report on our website, both PhD report and a postdoc report, which says that...
0:49:26.1		... doing a postdoc, they get a job immediately after. They also start working in industry. The salary is actually higher than most of the people ending their PhD. So I think it's a nice way to know that here in Denmark there are actually possibilities, also after your postdoc position. Coming back to Nova Nordisk, there is a huge percentage of our researchers at the university that end up there. And for some...
0:49:55.5		... departments, it's still a taboo because you should not talk to your supervisor about wanting to leave academia, because then nobody cares about you anymore. But that is also changing because most of us know that 90% of all the people end up in industry and they leave academia. So Ileana, how many researchers do you have working there?

0:50:20.8	Ileana	In my department we are six scientists and five of course are coming from the same academic group. So in the research, over 90% are PhD or postdocs graduated to scientist. I was only doing my first six months of postdoc when I got the position so I was fresh from postdoc...
0:50:49.2		... at the time I applied for the job.
0:50:53.8	Mark de Vos	Thank you very much. Vibeke?
0:50:57.9	Vibeke Broe	I just want to add because there's a lot of focus on science, but actually for other PhD profiles, maybe from the business and social science area and humanities, you can also get a job in Denmark afterwards with a PhD. In these areas, they don't necessarily specifically request for people with a PhD background. But as I said before, they still value the PhD skills. So you still have PhDs in economics and law and wherever in different kind of...
0:51:27.5		... company positions. So I think it's definitely possible to get jobs for everybody, and not just from the science area.
0:51:38.1	Mark de Vos	Thank you very much. I would like to react now on another question we just got from Jessica. She's writing, 'How are Danish PhDs viewed abroad? I would be interested in staying in Denmark, but would like to be able to find work again in the US, UK or Canada. I would like to ask Josh first.' What do you say?
0:51:59.1	Josh Jenkins Shaw	Okay. As far as I know, they're not viewed any differently to any other country. If you get a PhD in Denmark, you're still highly qualified and can apply and successfully get postdoc and other positions like anywhere. I know people in the US and in Canada that got their PhDs here, so I think it's viewed in the same way as the UK, for example.
0:52:26.9	Mark de Vos	And do you have a network there? I think when you're doing a PhD and would like to leave and coming back to network, I think in the research world the network is extremely important. So in your case, is there a big enough network at Copenhagen University?

0:52:43.0	Josh Jenkins Shaw	Good question. Maybe for what I'm doing the network is very small. It's so specialised, which is why I think my best next step will be to look in the US and perhaps Australia, and look for my own postdoc funding, rather than joining another research group, for example. Unless I can stay in my current research place.
0:53:09.5	Mark de Vos	Thanks. It was also kind of a tricky question, or a rhetorical question, because we work for the same university, right? I know that we are a member of the ERU Network with Singapore University. So we have some collaborations which we can definitely easily step into.
0:53:27.0	Josh Jenkins Shaw	Yeah. That's good to know. I didn't know that.
0:53:30.5	Mark de Vos	See? So we can talk about it afterwards. What about (unclear 00:53:33) University? Vibeke...
0:53:37.4	Vibeke Broe	Sorry, can you give me the question again?
0:53:40.3	Mark de Vos	Yeah, the question is about when you're doing a PhD in Denmark, how easy is it to get another position abroad? How are PhDs from Denmark valued abroad? Do you know?
0:53:52.4	Vibeke Broe	I actually don't know. I haven't experienced anybody having problems with anything. I haven't met anybody who got critical comments about having done a PhD here. I have heard that people think that because there's so much autonomy in Denmark, and there's so much freedom and you really need to be responsible, many of the PhD students that leave Denmark are actually more mature PhDs than they might have been if they had done their PhD in other places. I...
0:54:22.2		...think for many places that's a benefit that they go out with the skills that they maybe not would have achieved in places where the structure of the PhD is different.
0:54:33.0	Mark de Vos	Thank you. And Pedro?
0:54:35.3	Pedro Parraguez	Yeah, I think that with a lot of these things, especially the PhD level, it is the area of the expertise in which you are working that might

		be strong or not in a particular institution and a particular country. So Denmark has some strengths in certain areas and if you are doing something in social sciences that is very specific to an issue that is Danish, for sure it will be hard to go out and say this is relevant also for this other country. But in a number of areas, this is very international and as long...
0:55:04.4		... as you're working with a good group, they will have the links to other groups that also work in that area anywhere in the world. And in particular, this idea of the research abroad for sometimes up to six months but more often something like three months, that is where you also build bridges with the institutions that you will like to connect with. Like in my case...
0:55:24.3		... I went to MIT and that was an incredible experience to really build those connections with the US and the institution that I thought in my field was the top in the world. And then you connect with all the researchers over there.
0:55:37.4	Mark de Vos	And that's a great opportunity to have this stay abroad so that you can decide where you would like to build up your network, and then you try to go there and you create your own network there. In our university, we also have a person dedicated to helping PhDs go abroad. So this person is sitting down with PhD students and asking where they would like to go to, and try to assist them to overcome some barriers where it is easier to go somewhere else...
0:56:07.2		... and get a network. So we have a few minutes left only unfortunately because we can talk for hours, I guess. Is there anything you would like to add? What should people be aware of when they come to Denmark? Research, culture-wise. Shivani, any last words?
0:56:26.0	Shivani Joshi	Speak up. Danish people are very polite and they will respect your space and they will not ask you many questions. This is not an open-arm culture. So speak up if you have anything or any questions in relation to any position. Don't be shy to write a direct email. Keep it short and enquire about that position. Even if once you are here, speak up if you need

		anything. That is my take-home message.
0:56:53.3	Mark de Vos	Thank you very much. It's a very nice message. Josh...
0:56:58.3	Josh Jenkins Shaw	I would say that PhDs here are paid quite well, which probably is also affected slightly by the higher tax. But you can still certainly live comfortably on a Danish salary. I think that's an important thing for people to know, that despite the tax you can still survive very well.
0:57:23.3	Mark de Vos	Thank you. Ileana...
0:57:25.1	Ileana Rodriguez	Yes, from the company side we say that the Danes appreciate the teambuilding spirit, so you are not a solo player; you are a team all the time. They really appreciate that. And honesty and being yourself, they appreciate that a lot.
0:57:42.3	Mark de Vos	Thank you very much. Pedro...
0:57:44.3	Pedro Parraguez	Yeah, I would say don't make the mistake that I have seen every now and then of just spamming everyone in a department with a standard kind of connection letter or something like that. Be very specific. Go to the websites of each institution. Look for researchers; make your homework and narrow down to a very few people that you think are highly relevant for what you want to do, and build some sort of connection there. Do not spam them and send messages that are very generic because...
0:58:14.2		... it just kills your options very early on and people realise because people talk with each other. So just go for very direct and when it's about networking, it's about being direct and building real relationships and not just touching a lot of contact points.
0:58:30.6	Mark de Vos	Thank you. Vibeke...
0:58:32.3	Vibeke Broe	I just want to agree with what everybody else has said because I think it's right. It's important to know to go out there and approach people, but do it in a nice way. As Pedro said, don't write generic mails because I receive them as well and they get trashed right away. So if you want something at the university try and find

		the right person. Take the time to actually get to know who you want to write to and why you approach that person. And do a good job so they can see the sincerity in what you're doing.
0:59:01.4		And I'd just say I think Denmark is a great place. It is a great place to work. The salary is fine. The weather is not so good but there are a lot of nice people here that you will get to know after a while. We might not be the most welcoming but we are nice; deep down we are actually quite nice. We are very interested in internationals as well. I can only say go for it.
0:59:25.6	Mark de Vos	Thank you very much. I think these words from a real Dane is the best way to say goodbye to everybody. I would like to say thank you so much for all the panellists from the different universities and organisations. Of course, remember if you're looking for PhD positions, also check jobs.ac.uk, the website. Check out our own websites from our universities. And in a few minutes from now this recording will be also uploaded on the website, so you can also see it there.
0:59:54.0		So thank you so much, everybody. Thank you for watching and maybe see you another time. Thank you. Bye bye.

END OF TRANSCRIPT