



Dual Career ~ Spouse Network

YOUR FUTURE
IN COPENHAGEN

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/ Welcome /

Dual Career Services

It is with great pleasure we welcome you to the Dual Career ~ Spouse Network!

This free of charge network is for partners and families of all international employees at the University of Copenhagen. It offers career counselling and informative job search meetings as well as networking events. Furthermore, there are monthly social events for children and their parents.

Relocating and living in another country can be both challenging and exciting. There are often many practical matters to figure out. Moreover finding a job in Denmark can be a completely new and foreign experience. Through our career counselling program we are able to assist you in

understanding this process so you gain the needed skills and knowledge in order to embark on your future career in Denmark. Our Dual Career services assist in building up a new social and professional network as well as additional knowledge on working and living conditions in Denmark.

Our services are individually tailored to suit each person's unique needs. We are also able to offer support via phone and Skype if you are unable to meet with us in person. We provide support and inspiration, and try to create excitement around your job search.

Welcome to Denmark!
Mark de Vos and Mary K. Kobia

What does it take to transition from academia to industry? Roberta Distante shares her interesting journey towards a job as an economist at Maersk Line.

How did you kick start your career in Denmark?

My journey in beautiful Copenhagen started a long time ago – in September 2008, where I pursued my PhD in economics at the University of Copenhagen. At that time, I chose Denmark for my post-graduate studies because of the perfect match between a good research environment and a high quality of life. My husband was hired at the same department as assistant professor. After my PhD I decided to switch to an industry job, as I felt it was about time to kick start my career.

What has been most challenging about your job search?

The most challenging and important part of the process was learning how to create an effective CV and an excellent cover letter for any job application in Denmark.

What surprised you the most about the Danish job interview?

I was positively surprised to realise how the Danes are less focused on mere formalities, while being truly interested in my personal qualities as much as in my professional skills.

What advice do you have to give to other spouses?

The best investment you can do is getting the support of career counsellors from the beginning, and to trust them. I was lucky to meet the team behind the Dual Career ~ Spouse Network at the University of Copenhagen, who supported me both practically and psychologically in every step with humbleness and professionalism. I really believe that this was my key to success.

*My story
can be
yours*



**Roberta Distante, Italian,
PhD in Economics**



It was crucial for me to have the support of expert counsellors, especially because this was my first job seeking experience outside academia.

What does it take to follow your passion and pursue a career in Denmark? Lucas Greze, now working for FedEx, shares his personal experiences.

How was it to find a job in Denmark?

I arrived in Denmark in November 2015. It took me about six months to find my current job as an associate industrial engineer. The first challenge when I arrived was to understand how the Danish job market is organised and what is expected of you. I have experienced that it is all about networking and that your personality is at least as important as your previous experiences or diplomas. It was a huge challenge to adapt my CV and cover letter according to these “rules”. As a previous quality engineer for the aerospace industry, my challenge was also to identify all the transferable skills that I can use to fit to the Danish job market.

What kept you going when things didn’t always turn out the way you expected?

I tried to organise my weeks as if I was working and went to the library and wrote my applications. I also made a to-do-list focusing on future things to do. It was really important for me to keep motivated and get energy from others e.g. through volunteering activities, attending all the events organised by the University of Copenhagen as well as going to various job fairs.

What is your advice to other spouses?

My advice is try to list all your transferable skills and identify jobs you could apply for without any restrictions. Be curious and open minded about new opportunities. By experience, I got more feedback on my applications that I wrote based on my transferable skills than those only focusing on my past position experience.

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The Dual Career services are quite impressive and crucial for spouses and one’s job search in Denmark. Thank you so much for providing this support!

Lucas Greze, French,
MA in mechanical
engineering



Individual Career Counselling

The free of charge individual career counselling sessions are ongoing, in-depth, and confidential meetings with a professional career consultant. The career consultant has received extensive training and is specialised in coaching and career development. During the first meeting, you will establish an overview of your job search process and evaluate your employment interests and needs.

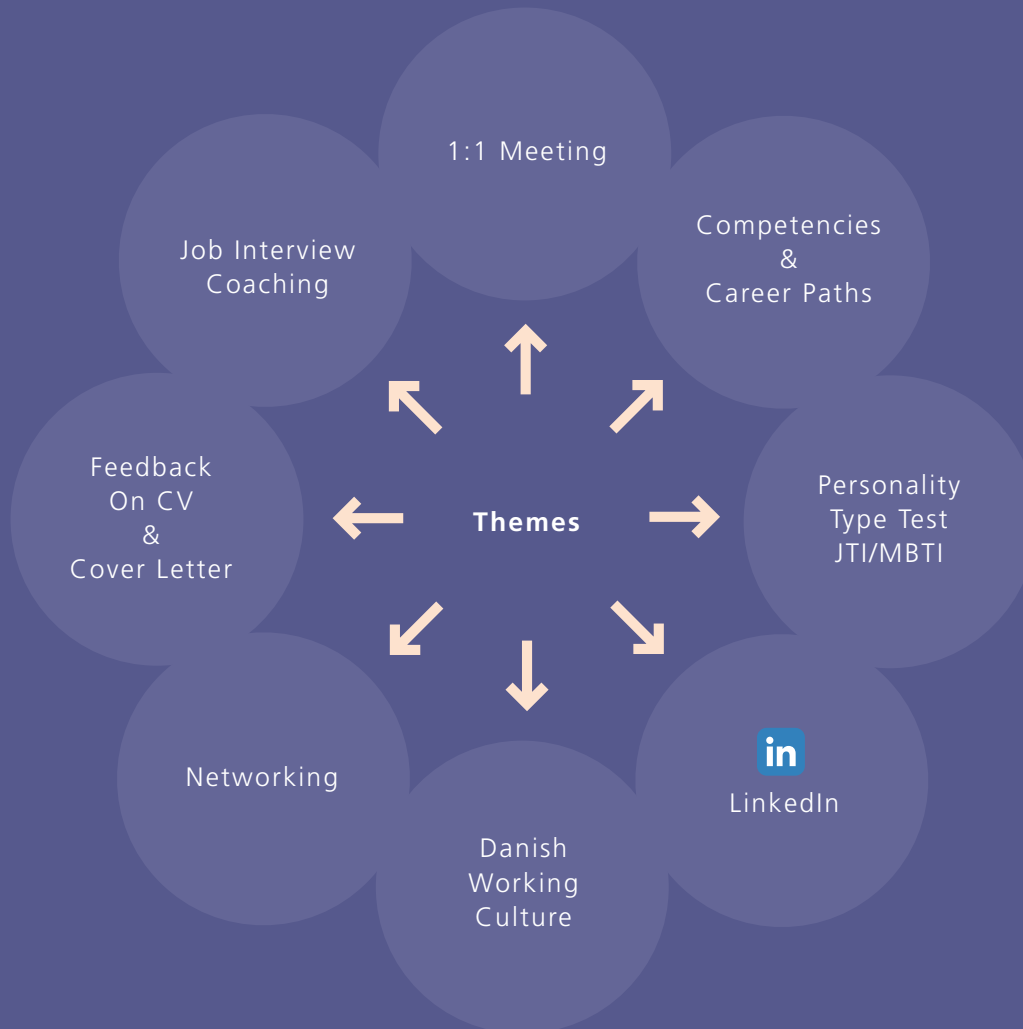
Together we will determine the strategy and objectives to help you reach your career goals. When your strategy and objectives are clarified, we will proceed by coaching you to create new perspectives, push past your mental barriers and blind spots to eventually achieve your personal goals.

Furthermore, we will provide you with input on how you can personalise your CV and cover letter as well as prepare for the job interview. Our professional career consultants can help you improve your verbal and nonverbal communication skills so you increase your chances of landing your ideal job in Denmark.

We are pleased to assist you with your job search in the following ways:

- Individual career counselling to evaluate your employment interests and needs
- Review of cover letter & CV and providing suggestions to strengthen your job application process
- Provide assistance in identifying appropriate employment opportunities
- Job interview coaching

Areas Within Career Counselling

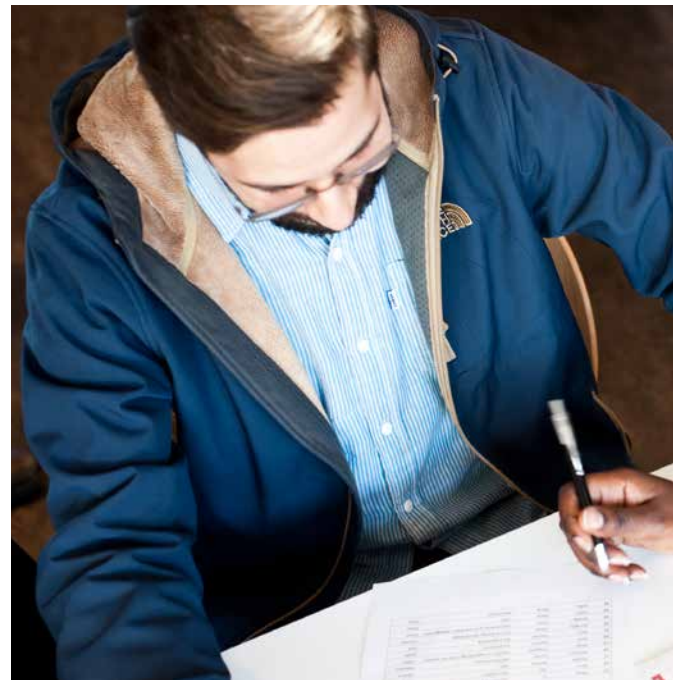


Feedback On Cover Letter & CV

Whether you wish to pursue a career in academia or industry, it is essential in your job search that your application material is personalised and targeted.

Your cover letter and CV are the first points of contact for an employer and it will help open doors for job interviews. The cover letter serves as an “appetiser” to entice the recruiter to be interested in meeting you in person and taking your application process a step further. Many candidates tend to send the same standard CV and cover letter to all companies when applying for different jobs. If you wish to increase your chances of being called for an interview in Denmark, it is advisable to target and personalise your material and to highlight why you are a perfect match for the specific job.

The Dual Career ~ Spouse Network provides free of charge assistance in reviewing your cover letter and CV as well as suggestions to strengthen your job application material.



Our services are individually tailored and include giving you input on:

- The different types of CVs
- The difference between an academic CV and a resume
- How to create a winning CV
- The dos & don'ts in Denmark for CVs and cover letters



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Danes are not only interested in your educational and career background, but they are also interested in your family and personal interests.

April Koskinen, American physiotherapist working at Sundhedshus Amager

Job Interview Coaching

Congratulations! You have been invited for a job interview but you would like some assistance in improving your verbal and nonverbal communication. Or you might like to learn how to overcome nervousness and stress before and during an interview.

The Dual Career ~ Spouse Network offers individual job interview coaching sessions to break down the interview process and to focus on the essentials when going for a job interview.

Our interview training approach includes:

- One-on-one mock interviews
- Comprehensive verbal and non-verbal analysis of your performance
- Guidance around how to respond more effectively to questions
- Support around how to rebrand yourself when transitioning to a new career
- Supplementary material to help you further improve your interview performance



Networking

In Denmark, it is said that a large percentage of jobs are never listed and usually filled through networking. Networking is about building relationships and connections in a meaningful and organised way.

The Dual Career ~ Spouse Network provides plenty of networking opportunities professionally and personally. We are

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I realised that getting a job through networking was the best way to succeed. Your network is much bigger than you think and will grow rapidly. I even got useful connections through my Danish landlord!

Kyra de Heer from the Netherlands
Senior Talent Manger working at the Carlsberg Group

pleased to introduce you to a broad range of unique and informative career and social events, cultural workshops, spouse lunches and events hosted by our partners in International House Copenhagen. These free of charge events are fun, dynamic and highly interactive. They provide you with the opportunity to network with other likeminded professionals and get new ideas on how you can optimise your job search. If you are a little hesitant to join, just give it a go - you might be surprised by what you can get out of it. You may also find that these network events open new opportunities, friendships and resources!

Depending on the kind of positions you are looking for, you need to decide which route is the best for you. Whether you are looking for an internship, your first job, or you are changing career paths, networking will provide you with valuable information at every stage of your job search process. We are able to guide you in this process and provide hands-on tools on how to network in Denmark.

Another great way to expand your professional and social network is through the International Dual Career Network (IDCN) Copenhagen. IDCN also provides the opportunity to volunteer and network with human resources professionals and corporate representatives through career events and workshops.

There are typically five ways of job seeking in Denmark:

1. Post your CV in a database (job portal or recruitment company)
2. Search for a specific job advert
3. Send an unsolicited application
4. Search via your network (LinkedIn)
5. Head hunting

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LinkedIn is your professional network – don't update with irrelevant private information (save that for Facebook). Join groups and company pages to keep you updated on jobs!

Søren Vester Kibsgaard
Senior Recruiter and LinkedIn Specialist, EY Denmark

LinkedIn



Denmark loves LinkedIn! LinkedIn is the leading online professional directory of individuals and companies with millions of members worldwide. But how does it work? What should you pay particular attention to in creating your personal online profile?

Our Dual Career ~ Spouse Network provides valuable input on these questions and how you can use LinkedIn to promote yourself professionally whether you are looking for a job, trying to expand your professional network in Denmark or seeking to start your own business.

Your LinkedIn page is a personal website that can be used to share your accomplishments with your connections. We offer individual counselling on how to use LinkedIn as a strategic tool for your job search.



Danish Working Culture

Usually one of the first things newcomers in Denmark mention about the Danish working culture is the work-life balance.

Expat families value the fact that many employees have a huge flexibility in when and where they work. Moreover they appreciate that they are able to return home to their families and take part in activities organised by some of the clubs and associations (*foreninger*).

Danish companies are known to have a flat hierarchical structure with a low power distance. People expect and accept power relations that are more consultative and democratic and they relate to one another as equals regardless of job titles and formal positions. Managers and employees address each other by their first names and most decisions are discussed in forums where all employees have an equal say. At lunch, you

will find managers and employees sitting at the same table talking openly about their private lives and pursuits. The conversation often revolves around family life, holidays and what people do in their spare time.

There is a high level of trust in Denmark. When one says ‘a deal is a deal’, we trust the other party will accept a mutual agreement. In fact, the flat structure is primarily built on trust. Most managers do not micromanage their employees and do not have to ensure that they are doing their job well as they trust that this is the case. Another keyword that can describe the Danish working culture is “independence.”

In Denmark, both employers and employees value individual responsibility and working independently.

Danish Cultural Customs

1.

Networking

Even though the Danes have a reputation for being reserved with strangers, they are good at organised and professional networking. Danes are famous for their *foreningsliv* (being a member of voluntary organisations, sports clubs, associations etc.). The easiest way to meet a Dane is through a sports club, parents association in school, or via an organised networking event. Networking is also the most common way to get a job in Denmark.

2.

Learn Danish

Even though Danes are taught English from a very young age and 86 % of all Danes speak English as a second language, it will help you if you invest time in learning Danish. It is important to know that Danish is still spoken and used by many of your colleagues, your neighbours, in the local supermarket and by the Danish authorities. During your first years in Denmark it is even free of charge to learn Danish at one of the many language schools.

3.

Hygge

The Danish word *hygge* is getting more known and even used in other parts of the world. Asking Danes what it means, often results in long explanations about candlelight, nice music, good food, meeting with friends with drinks and snacks, sitting warm inside when it is cold and rainy outside, and much more cosy stuff. It will help you, being in Denmark, to act like the Danes and create a *hyggelig* atmosphere around you.

4.

Janteloven

The term refers to a mentality that deemphasises individual effort and places all emphasis on the collective, while discouraging those who stand out as achievers. All Danes know this expression and many agree that it is also more important in Denmark what you do (without bragging about it) than who you are. Working together in a team and helping your colleagues is therefore highly appreciated at the work place.

5.

Hierarchy

There is a relatively flat hierarchical structure in Denmark. But this does not mean there is no hierarchy. In a work place it is expected that everybody will say his or her opinion (therefore there are a lot of meetings), but there is also a manager who will take the final decision. This decision is then expected to be accepted by the whole group, since the topic was discussed in plenary. To avoid misunderstandings and unpleasant situations, you need to observe and ask concrete questions about these subtle hierarchical processes.



Photographer: Ty Stange / Copenhagen Media Center

Skydebane playground, Copenhagen V.

Family

Copenhagen is one of the most child friendly cities in the world. Daycare and schooling is well organised, and there are many social activities for children of all ages.

The childcare system for children aged 0 to 5 years (preschool) is highly prioritised, as both parents usually work. This means that your child can be well looked after in a safe and stimulating environment, while you concentrate on your work. There are also many international schools in Denmark where teaching is carried out in either English, French or German, while still teaching Danish as a mandatory subject.

There are playgrounds all over Copenhagen, and hotels and restaurants always have special offers for children.

We organise free of charge monthly enjoyable and informal events where you are welcome to bring your family. The

meetups are for parents with children (babies, toddlers, preschoolers), pregnant spouses and everybody in our network who would like to know more about fun cultural family activities that are typically Danish.

The Dual Career ~ Spouse Network offers:

- Monthly kids and family events
- Information about childcare and schools
- Support in enrollment of your child in daycare and school

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I got the right place in daycare for my daughter. She is going to join there from tomorrow. I am very thankful to you for all your help, support and time. All things are settling down very fast, because of your help.

Pooja from India, Member of the Dual Career ~ Spouse Network



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I want to thank you for arranging a fantastic Christmas party for the international staff. You put so much effort into making us feel welcome and at home in Denmark. We are very lucky to be supported by you!

Kyoko from Japan, Associate Professor at the University of Copenhagen

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Thank you so very much for a lovely trip to Esrum Abbey. It gave us deeper insight into Danish culture and history from an unusual angle. I was also happy to be reunited with some of my old acquaintances through the trip.

Kyoko from Japan, Associate Professor at the University of Copenhagen



Esrum kloster, North Sealand

International Dual Career Network (IDCN)

The University of Copenhagen initiated the International Dual Career Network (IDCN) in Copenhagen, where partners of international employees have access to company networks and events in the Copenhagen area.

Today IDCN is a great accomplishment and we have numerous success stories of partners who have found jobs through the network. With approximately *four partners per month* currently finding a job. Currently, the University of Copenhagen acts as Steering Committee lead of IDCN Copenhagen as well as IDCN Global President.

The activities of IDCN are focused around bimonthly career events hosted by corporate members representing sectors within higher education, life science, biotech, shipping, finance, engineering, consumer products and consulting. The spouses

of the member companies play a key role in the existence of IDCN Copenhagen. Through popular voluntary jobs in the five teams (management, communication, membership, events, measurements) the spouses use and practice their competencies in collaboration with human resources professionals and corporate representatives.

Events are organised every second month throughout the year, providing opportunities to network with corporate members, service providers and other partners. Presentations and workshops related to host companies and job search topics are also conducted. Recent examples include: CV clinics, networking techniques, developing your elevator pitch, information on local job market and culture, and career fairs. As a member of the Dual Career ~ Spouse Network it is free to become a member.

International Dual Career Network





IDCN has been a confidence builder

Ayesha Hartlett from South Africa. Human Resources Business Partner working at Maersk Container Industries (MCI)



IDCN has been a confidence builder like no other. I've taken this confidence into every engagement and coffee meeting. The network has given me the opportunity to build a professional network as well as meet like-minded people to spar with, share experiences and approaches with on what works and what doesn't.

Rahul Oswal from India. Former Partner Member and IDCN Vice President, now a Business Credit & Compliance Specialist at Nordea Bank



Professionally I got a platform to network with IDCN corporate partners where I could ask questions and clarify my doubts. This helped me make an effective job-hunting strategy. Personally IDCN gave me an opportunity to meet new people who were in my position and could understand my thought process and relate to it.



I made some good friends for life

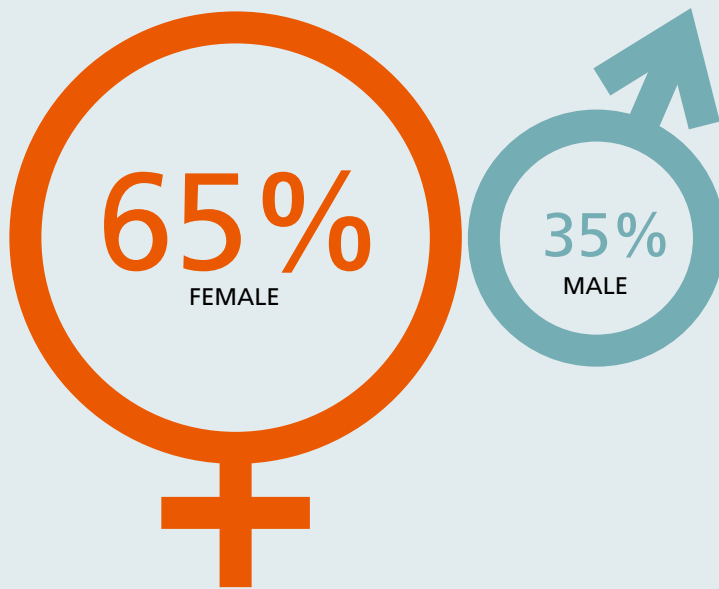
Where Do Our Spouses Come From?

Over the years, we have through our Dual Career ~ Spouse Network helped many individuals with various backgrounds find jobs, transition and settle in Denmark. Here is a graphic illustration and country overview showing where our international spouses currently are coming from.

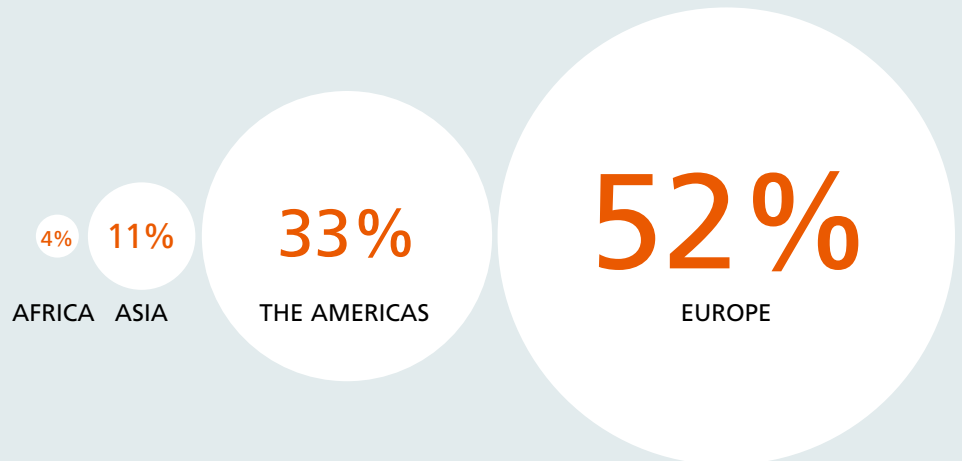
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| ARGENTINA | DENMARK | ICELAND | MEXICO | REPUBLIC OF | SWEDEN |
| ARMENIA | DOMINICA | INDIA | MONGOLIA | MOLDOVA | SWITZERLAND |
| AUSTRALIA | EGYPT | INDONESIA | MOROCCO | ROMANIA | TAIWAN |
| AUSTRIA | ETHIOPIA | IRAN | NEPAL | RUSSIA | TURKEY |
| BANGLADESH | ESTONIA | IRELAND | THE NETHERLANDS | SAUDI-ARABIA | UK |
| BELGIUM | FINLAND | ISRAEL | NIGERIA | SENEGAL | UKRAINE |
| BRAZIL | FRANCE | ITALY | NORWAY | SERBIA | USA |
| CANADA | GEORGIA | JAPAN | PAKISTAN | SINGAPORE | VIETNAM |
| CHILE | GERMANY | LATVIA | PERU | SLOVAKIA | ZIMBABWE |
| CHINA | GHANA | LITHUANIA | PHILIPPINES | SOUTH AFRICA | |
| COLOMBIA | GREECE | LUXEMBOURG | POLAND | SOUTH KOREA | |
| CZECH REPUBLIC | HUNGARY | MALAYSIA | PORTUGAL | SPAIN | |

Facts & Numbers About Our Members

Gender Division



Origin



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