



Carrier structure and barriers for
young researchers in
Scandinavia

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- Researchers in Denmark, Sweden and Norway – in numbers
- Barriers for researchers
- Theory & Reality
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Scandinavia

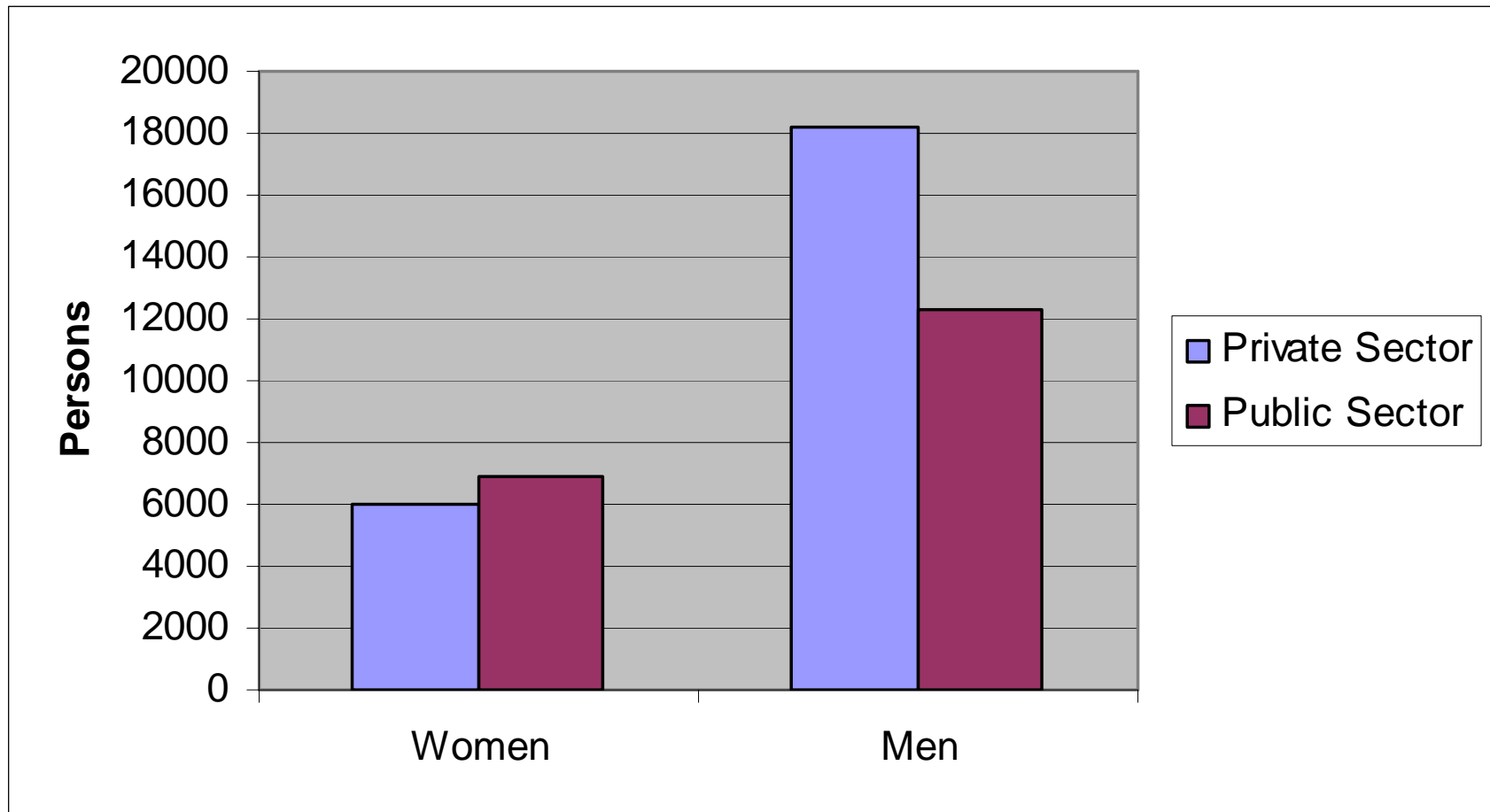


Why choose Scandinavia?

- If you have children - Kinder gardens are available – also for the youngest
- Some research environments are excellent
- But taxation is high (tax reduction is possible for specialists i.e. older researchers)

Researchers in Denmark

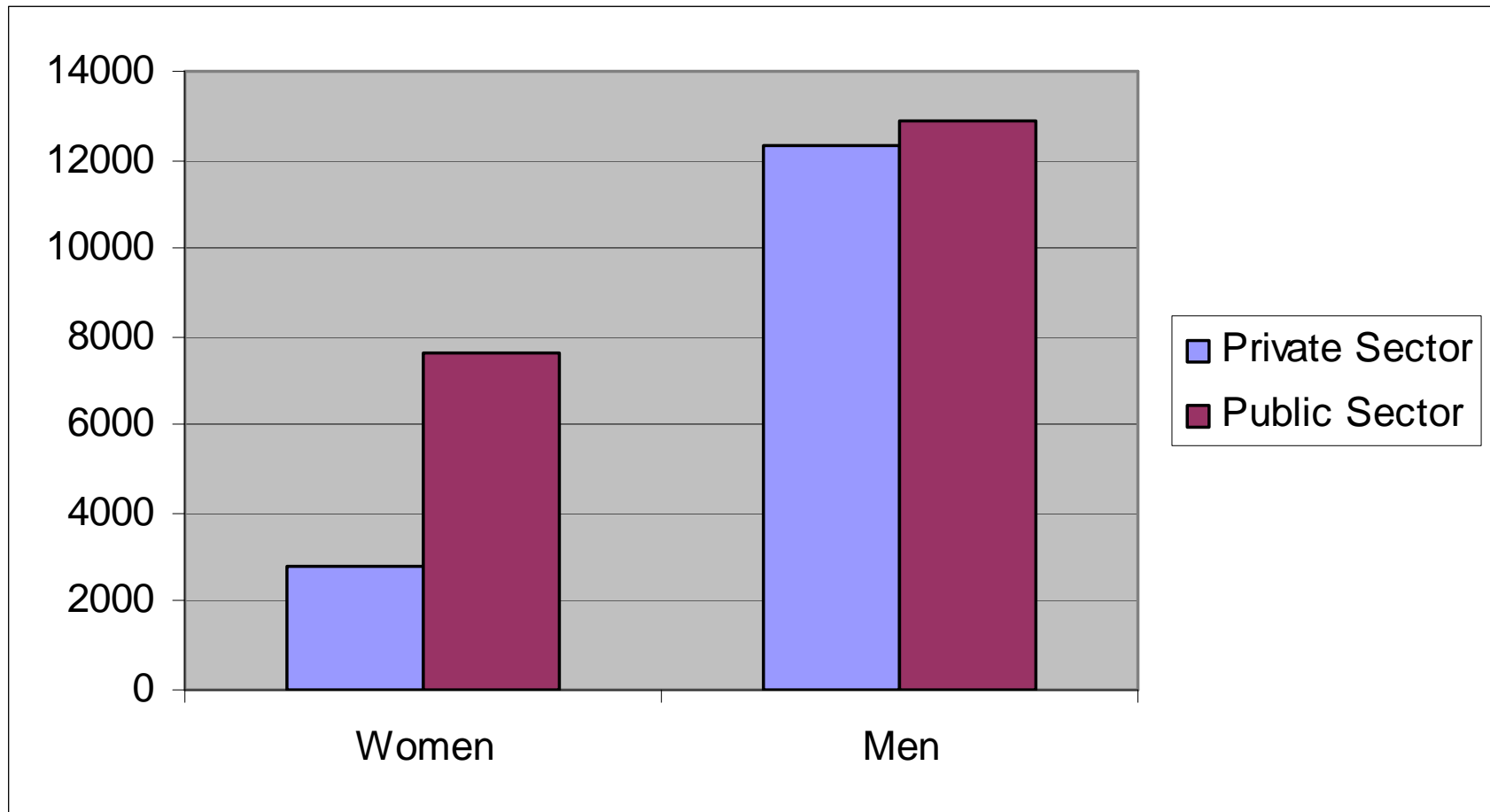
31.12.2005



Source: The Danish R&D statistics, CFA

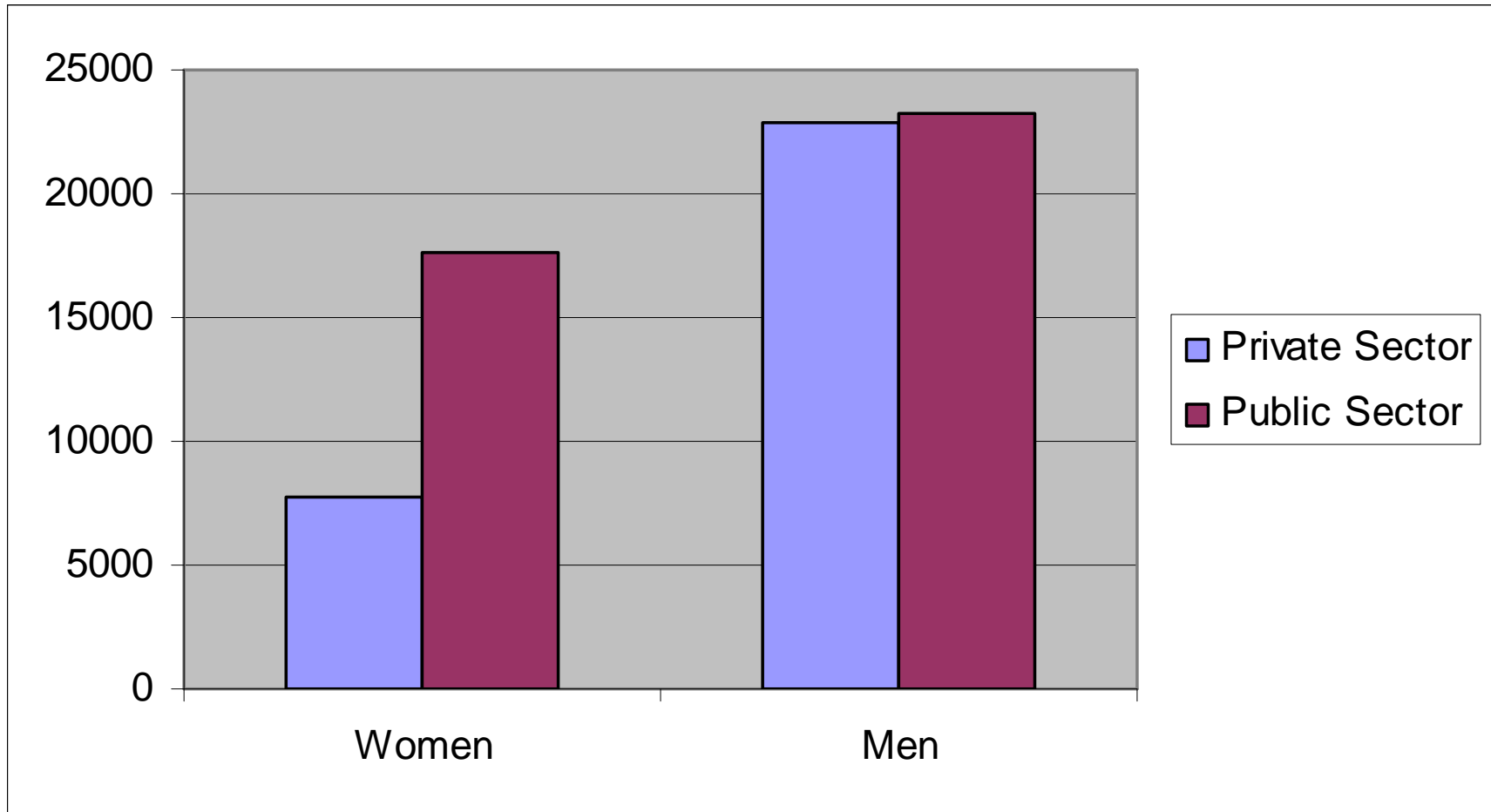
Researchers in Norway

31.12.2003



Researchers in Sweden

31.12.2003



Barriers for researchers within Humanities and Social Science

- The languages:
 - in Denmark Danish
 - in Sweden Swedish
 - in Norway Norwegian
 - but in some cases a foreign language might be an advantage....
- The system
 - short time positions
 - problems with tenure (time limited positions)

Theory & Reality I

- Most appointments in Scandinavia are made after open advisements at the university homepage and at other homepages as well as in relevant (international) journals
- Since the overall policy is to support internationalization, a growing number of international advisements are found
- In theory this should support the competition – and secure that the ‘best’ applicant are appointed



UNIVERSITY OF COPENHAGEN



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Vacancies at the University of Copenhagen

Here you can see the matching vacancies at the University of Copenhagen.

Job	Deadline
4 PhD scholarships within Medical Image Analysis	07/01/2008
Announcement of PhD scholarships in economics at Department of Economics, University of Copenhagen.	14/12/2007
Assistant Professor (Adjunkt) in Southeast Asian Studies / Thai	12/12/2007
Assistant Professor / Associate Professor in Companion Animal Surgery	02/01/2008
Assistant Professor in Statistics , Department of Psychology, Faculty of Social Sciences	04/01/2008
Assistant Professor/Associate Professor in Animal Nutrition	02/01/2008
Assistant Professor/Associate Professor in Veterinary Biochemistry, Faculty of Life Sciences (Life)	03/12/2007
Assistant professorship in Jurisprudence, The Faculty of Law	02/01/2008
Assistant Professorship in New Testament Exegesis	04/02/2008
Associate professor in Applied Zoology, Faculty of Life Sciences	03/12/2007
Associate Professor/Assistant Professor in Immunology, Faculty of Life Sciences	03/12/2007

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Research in Sweden

Research and development have had a high priority in Sweden in recent decades. Sweden is one of the countries investing the largest percentage of its Gross Domestic Product in R&D. The high standard of Swedish research is internationally recognised. Independent evaluations consistently give high marks to Swedish researchers and show that Swedish research pursued as part of European Union common programs is of high scientific quality.

On average, Swedish R&D expenditure totals about 4% of GDP, putting the country number one among the 29 countries of the Organisation for Economic Cooperation and Development (OECD) in terms of R&D investments as a percentage of GDP. The business sector accounts for 78% of R&D expenditure, the higher education sector 19%, other public sector institutions and the private non-profit sector the remaining 3%. As for research financed by the State (central government), R&D appropriations for the 2003 budget year were SEK 23.7 billion.

Nobel Prize

The Nobel Prize is an award given yearly since 1901 for achievements in physics, chemistry, medicine, literature and for peace. In 1968, the Bank of Sweden instituted the Prize in Economic Sciences in Memory of Alfred Nobel, founder of the Nobel Prize. They receive their awards on December 10, the anniversary of Nobel's death. Further information about the [Nobel Prize](#).



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- [New mechanism of insulin release discovered \(Nov 22\)](#)
- [Karolinska Institutet opens new science park \(Nov 20\)](#)
- [New discoveries about nitric oxide can provide drugs for schizophrenia \(Nov 20\)](#)
- [International migration experts gather in Stockholm for Social Policy and Migration in Developing Countries Workshop in Stockholm 22-23 November 2007, Venue: Scandic Hotel, Hasselbacken, Djurgården, Stockholm \(Nov 20\)](#)
- [Possible new Alzheimer's gene identified \(Nov 19\)](#)

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Research jobs

- [Marie Curie Fellow \(Nov 22, Other\)](#)



Welcome to Stockholm University

Stockholm University, located in the capital of Sweden, is the region's centre for higher education and research in humanities, law, the natural and social sciences and several world-renowned international researchers are based here. With its 39,000 students and 5,600 employees, Stockholm University is one of the largest universities in Sweden and one of the largest employers in the capital.



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Spaces for a new generation – a new international website

The team at University Relations at Stockholm University has been working on a brand new website for international students and researchers. We've recently received a new layout from our designers with a whole new look, built around the comments we have received from international students and researchers. Now we want to share our new designs with a wider audience! Have a good look around the designs and leave us your comments. The new designs are available via our blog. suinternational2008.wordpress.com

News & events

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Vacancies

Position as Postdoc in Psychology

at Department of Psychology. Reference number: SU 618-2492-07.
Deadline: January 15, 2008.
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Senior lecturer in Theoretical Chemical Physics

at the department of Physics (ref.no. 612-2438-07). Dead-line for applications: February 1, 2008
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Senior Social Scientist

At Stockholm Resilience Centre on Research for Governance of Social-Ecological Systems (Ref no 616-2387-07). Deadline for applications: December 17, 2007
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Senior lecturer in Business Administration - particularly Finance (full time).

two positions at the School of Business. Closing date: December 3,

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The University of Oslo is Norway's largest and best institution of higher education. It was founded in 1811 when Norway was still under Danish rule. Today the University of Oslo has approx. 30,000 students and 4,600 employees. Four Nobel Prize winners indicate the quality of the research at the university.

[News from the independent student newspaper Universitas](#)



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Vacant positions at the University of Oslo

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The University of Oslo is Norway's largest university with 6300 employees and 30000 students. We offer interesting career opportunities and a good work environment. Based on our commitment to equal opportunity, we positively encourage applications from people of all backgrounds.

Advertisements

- [Academic positions recently posted on the European Researcher's Mobility Portal](#)
- [Academic positions](#) *
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* Advertisements for academic positions relevant to an international audience are published in English.

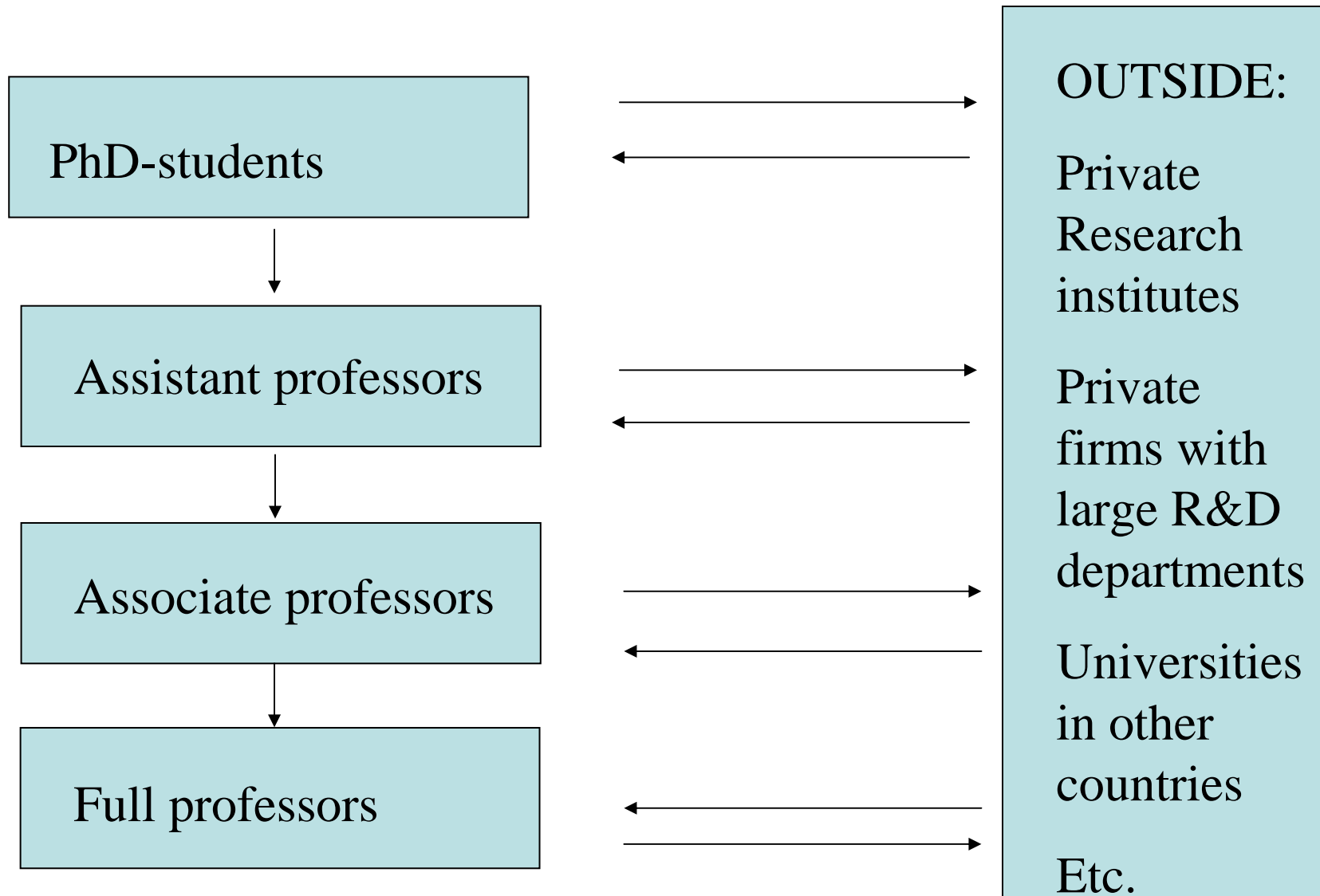
Applicant Information

The University does not have a central recruitment office. Each job vacancy published gives details of where and how to apply. Please read the advertisement to establish the recruitment process. Any enquiries about the job vacancy should be addressed to the department recruiting for that position.

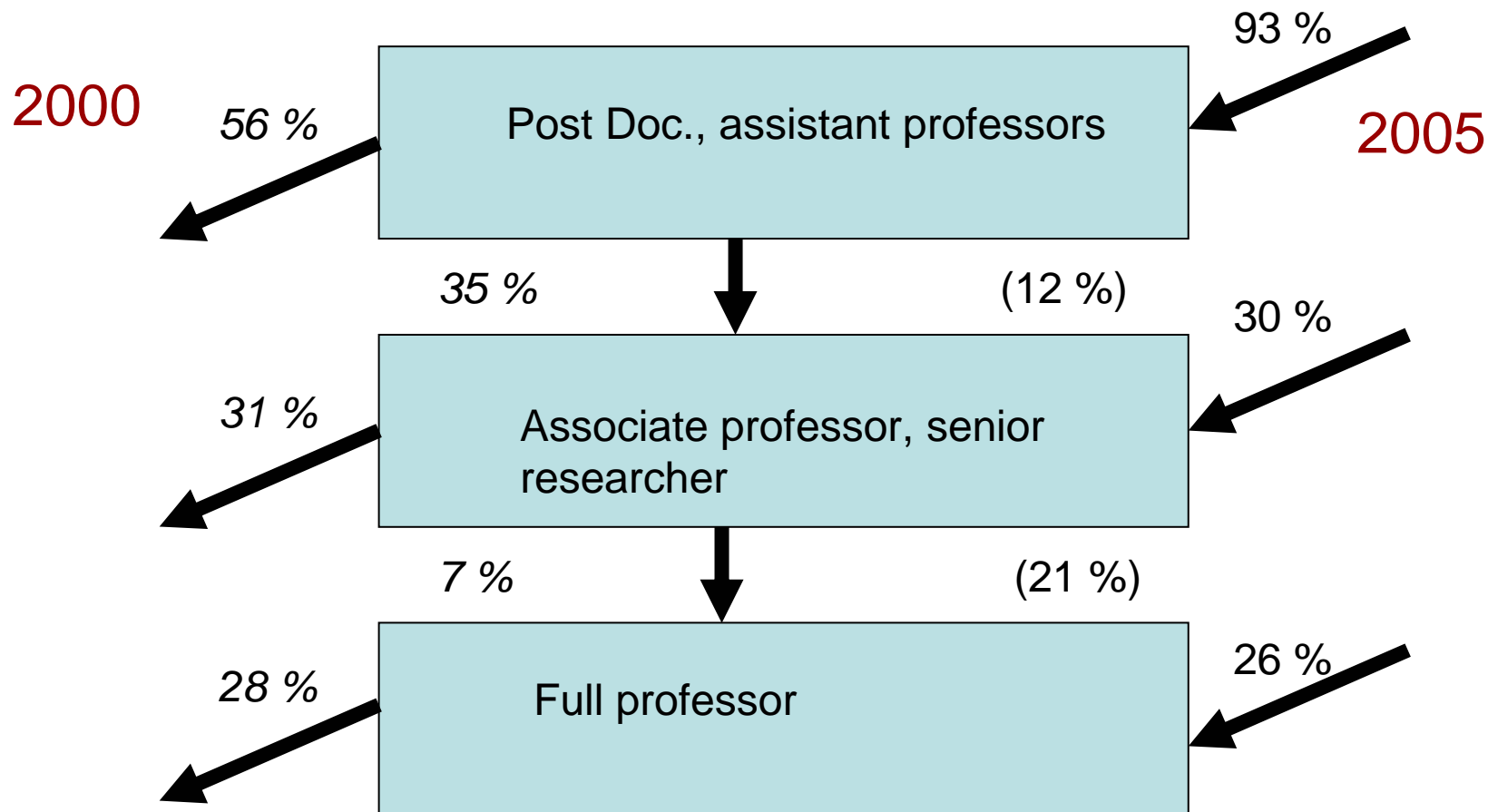
For some vacancies you may be asked to complete an expanded applicant form:

- [Expanded applicant form](#) (rtf)
- [Guide to completing the expanded applicant form](#) (rtf)

The actual Pipeline



Researchers movements within and in and out of Danish public sector 2000 - 2005 in %



Source: The Government payroll system/CFA

Theory & Reality II

- Very often reality is that the process of hiring researchers starts long before the advisement :
 - When application for research grants are made research managers (professors) have already contacted other researchers to inform them about the research project and in reality found possible candidates
 - Young researchers already at the university/research institute have time limited contracts, some advisements are made in order to provide them with a new contract

Appointment in 2004-2006 at Danish universities of non-Danes recruited abroad

	Full professor	Associate professor	Assistant professor/ PostDoc	Total
Humanities	6.2 % (2)	4.3 % (6)	6.1 % (8)	5.3 % (16)
Social Science	5.3 % (5)	6.3 % (10)	4.8 % (7)	5.5 % (22)

Source: Ståhle (2007) table 4.9

Appointment in 2004-2006 at Danish universities of non-Danes

	Full professor	Associate professor	Assistant professor/ PostDoc	Total
Humanities	19 % (6)	14 % (20)	14 % (18)	15 % (44)
Social Science	15 % (14)	6.3 % (10)	10 % (15)	16 % (62)

Source: Ståhle (2007) table 4.8

What to do if....

- Use your network (at home)
- Identify research environments of interests and contact them
- Join seminars and conferences – and present papers and posters
- Contact researchers at conferences
- Use the university homepages
- Use ‘guest researcher’ possibilities

More info:

<http://www.eui.eu/MaxWeberProgramme/AcademicCareers/>

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