

life-changing careers in Denmark

“Where your skills benefit you,
and millions of others.”



Novo Nordisk, a healthcare company with headquarters in Denmark, operates out of 76 countries and has over 29,000 employees around the world. Novo Nordisk is the global leader in diabetes care, and holds a leading position in haemostasis, growth hormone and hormone preparations.

life in Denmark

Values

The Danes value equality, individuality and democracy and are known to be very liberal. At the same time, they cherish their long history and traditions, including the Danish monarchy. "Hygge" (pronounced hoo guh) has a central place in everyday life. Difficult to translate, the term is associated with cosy good times – eating and drinking among family and friends.

Working culture

The Danish workplace is less hierarchical than in many other countries, with opportunities for taking on new responsibilities and influencing outcomes. Open dialogue and mutual respect between employees and managers are common. Teamwork plays a key role. Relationships among colleagues are easy and relaxed, and a sense of humour is appreciated. Despite their informality, the Danes take their jobs very seriously. They are committed and productive during work hours so that they can go home to their families on time.

Special tax scheme for research scientists and specialists

Denmark offers a special reduced tax scheme for expatriate research scientists and specialists who have salaries above a certain threshold. The scheme is valid for a certain period of time, after which time eligible expatriates pay the same tax rates as Danish nationals. Though standard tax rates are high, they fund a strong social welfare system that includes free education from primary school to university and free health care.

Safe environment for families and children

Denmark offers a very safe and serene living environment. It has a long record of political stability and its crime rate is among the lowest in the world. Public health and safety standards are high, including environmental standards. Danes trust each other and feel at ease in their society.

Transportation

Denmark has a highly developed

infrastructure and a good public transport system. Traffic levels and commuting times in the greater Copenhagen area are low compared to other metropolitan centres around the world. Many people enjoy bicycling.

Leisure

Much of the Danes' leisure time focuses on family life and the home. However, they also take a keen interest in developing hobbies and skills. There are a wide variety of activities for children and adults to choose from. A cosmopolitan yet liveable city, Copenhagen has many attractions, such as museums, performing arts, shopping, historic buildings, a scenic coast and harbour, and festivals.

Overall quality of life

Denmark ranks high in independent international research on living standards and quality of life. In the annual global survey of cities conducted by Mercer Human Resources Consulting, for example, Copenhagen ranked #11 for quality of life in 2006 and 2007.

life at novo nordisk

Company reputation and culture

Highly respected in Denmark, Novo Nordisk is known for:

- Being #1 globally in diabetes prevention, detection and care
- Quality products
- Impressive financial results
- A pioneering role in corporate social responsibility or the "triple bottom line," which is anchored in
- The Novo Nordisk Way of Management, the cornerstone of its unique company culture
- Enlightened practices as an employer, such as employee-driven individual development plans
- A dynamic, innovative culture

The company has won many prestigious prizes over the years and is considered a very attractive place to work in Denmark.

Compensation and benefits

The Danish headquarters of Novo

Nordisk offers a competitive remuneration package including salary, pension, life insurance, and bonuses. Five weeks of paid leave and flexible working hours are standard. To help ensure a smooth transition, the company also provides a support package to all foreign employees moving to Denmark. Among other things, the package includes relocation services, tax advice, and language training. The company also invests generously in staff development or training.

Leisure

Day-to-day, social life at work focuses on the lunch break. Healthy, appetizing, and very modestly priced meals are served in company canteens. In the annual calendar, there are two high-profile events. Individual departments organise gourmet Christmas lunches in December. In the summer, Novo

Nordisk hosts a lavish party for all employees that includes dinner, live music by top local bands, stand-up comedians and more.

As part of its global employee health program, Novo Health, all employees can join an on-site leisure and fitness centre for a nominal annual fee. The International Social Club was established to help expatriate staff and their families settle in and establish social networks. In addition, the company has many other clubs that create communities around special interests such as sports, wine-tasting, film, and bridge.

Global careers

The Novo Nordisk Group consists of more than 45 affiliates. There are real opportunities for international assignments or transfers.