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CLASSICS IN A DIGITAL WORLD

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**GLOBAL MIND, DANISH MISSION:
THE INTERNATIONAL SHAPING DENMARK'S FUTURE.**

EASTER IN DENMARK: RECHARGE AND RECONNECT

As the country slows for Easter, internationals are offered something rare - a chance to step back, reconnect with others, and, just as importantly, with themselves, all while navigating a changing Denmark.

DEAR READERS,

THERE'S A NOTICEABLE shift in Denmark at Easter. The pace drops, offices empty, and supermarkets close earlier - or sometimes not at all. Streets that are usually full of cyclists and commuters take on a quieter rhythm. It's not dramatic, but it's enough to feel it. For many Danes, this is a time set aside for family, traditions, and retreats to summer houses. Long lunches stretch into evenings, phones are put away, and there's an unspoken understanding that things can wait.

For internationals, though, Easter can feel slightly out of sync. You may not have established traditions here yet, and your family might be elsewhere. Invitations might be fewer, or simply different from what you're used to. While the country pauses, you're left figuring out what that pause means for you. But perhaps that's where the opportunity lies - not in trying to replicate what you know, but in creating something that fits your life here.

LIVING BETWEEN SYSTEMS

Being an international in Denmark often means operating in two modes at once. On the surface, life runs as normal: work, routines, errands, and social plans. Underneath that, there's a constant process of adjusting - learning how things work, picking up on social cues, and navigating systems that aren't always intuitive. It takes energy, often more than we acknowledge.

During holidays like Easter, that contrast becomes clearer. While many around you slip into familiar patterns, you're still building yours. That can feel isolating at times, but it can also be freeing. Without fixed expectations, you can shape this time in a way that genuinely suits you.



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“TAKE TIME FOR OTHERS THIS EASTER - BUT DON'T FORGET TO TAKE TIME THAT'S ENTIRELY YOUR OWN.”

Easter doesn't come with a single template, especially not when you're living abroad. For some, it becomes a social holiday, bringing together friends from different cultures around the same table. Traditions may be improvised, but the connection is real and meaningful. For others, it's a chance to step outside the usual routine - travelling, exploring quieter corners of Denmark, or simply enjoying a slower pace. There is also value in doing less, in allowing the days to unfold without pressure or the need to recreate something from home.

TIME TO RECHARGE - TOGETHER AND ALONE

There is, of course, value in spending time with others. Holidays can be an important reminder to reach out, to connect, and to nurture the relationships that make life abroad feel richer. But living internationally can also be quietly demanding. You are constantly adapting, often holding yourself to a high standard to maintain momentum. Even small, everyday tasks can require more effort than they would elsewhere, and over time, that effort builds.

Easter offers a rare window to step back from that pace. It's an opportunity to properly switch off - not halfway, not while checking emails, but fully. Denmark, at this time of year, almost encourages it. The stillness is built into the rhythm of the country, and rather than resisting it, there is something to be gained from leaning into it. Taking time for yourself is not indulgent; it's necessary for maintaining energy and clarity.

DENMARK AFTER THE MARCH ELECTIONS

This year, Easter also arrives at a moment when Denmark is recalibrating. The March elections have sparked renewed discussions about the country's direction, both socially and economically. For internationals, these conversations are not abstract. They shape everyday realities, from work opportunities and policies to the broader experience of building a life here.

There is clear recognition of the role internationals play, but also continued discussion about expectations, integration, and access. The atmosphere that follows is neither entirely optimistic nor entirely uncertain - it sits somewhere in between. Many internationals find themselves observing closely, aware that decisions made now may influence their future here. It can feel like a period of waiting, of taking stock, and of trying to understand what lies ahead.

SLOWING DOWN AND MOVING FORWARD

Living in Denmark as an international often involves accepting a degree of unpredictability. Policies shift, opportunities evolve, and what feels stable one year can look different the next. And yet, life continues in the middle of that. You still build routines, invest in relationships, and make plans, even if parts of the bigger picture remain unclear.

Over time, most internationals realise there is no single way to build a life here. Instead, it becomes about finding what works for you - creating routines

that support you, prioritising relationships that matter, and allowing flexibility where needed. Easter can be one of those moments to pause and reassess in small, practical ways, considering what feels right and what might need to shift.

Denmark is often associated with balance, but for many internationals, that balance takes time to access. There can be an internal pressure to keep moving, to prove yourself, and to make the most of every opportunity. Slowing down can feel unfamiliar, even uncomfortable. And yet, this is exactly what Easter offers: a natural pause that doesn't require justification.

Instead of filling every moment, there is value in leaving some space open. A walk without a destination, a day without plans, or simply time spent without an agenda can offer a different kind of reset. It may not feel productive in the traditional sense, but it creates room for clarity and renewed energy.

AN EASTER RESET

As Denmark moves forward following the elections, there will continue to be conversations and changes that affect life as an international. Staying informed is important, but maintaining perspective is equally important. You don't need to have everything figured out at once, and progress does not always come from constant motion.

So this Easter, take the time to reach out to friends, strengthen the connections that support you, and enjoy the moments of togetherness the season brings. But also take time that is entirely your own - time without expectations or pressure, to rest and reset.

Easter in Denmark may be quieter than in other parts of the world, but that quietness is precisely what makes it valuable. It creates space to connect, reflect, and recharge. And in a life that often involves constant adjustment and planning, that kind of space is not just welcome, it is essential.

God Påske!

Love,

Lyndsay Jensen

Editor-in-Chief & Founder



UNSPLASH: FREDERIK FALINSKI



CONTACT US

THE INTERNATIONAL

+45 42407624

info@the-intl.com

www.the-intl.com

EDITORIAL

EDITOR-IN-CHIEF & FOUNDER

Lyndsay Jensen - lyndsay@the-intl.com

MANAGING DIRECTOR & PARTNER

Kenneth Macalpine - kenneth@the-intl.com

DEPUTY EDITOR, CONTENT & PARTNERSHIPS

Ophelia Wu - ophelia@the-intl.com

ADVERTISING SALES

lyndsay@the-intl.com

THE INTERNATIONAL WRITERS TEAM

Ophelia Wu; Alexandra Beck; Fiona L Smith; Natasha Liviero; Leslea Petersen; Jess Hearne; Aamna Tauheed; Brooke Taylor Fossey; Diana Medrea-Mogensen; Kelly Draper Rasmussen; Maja de Silva; Makoda Gascon; Thorbern Alexander Pangilinan Klingert; Maja Christiansen Cawthra

CREATIVE

COVER PHOTOGRAPHER

[Maja de Silva](#)

LAYOUT

The International

SOCIAL MEDIA TEAM

Helena Parkinson; Shirsha Chakraborty; Eléonore White; Bettina Lázár; Kiran Kurani; Robin Mørensøn; Makoda Gascon

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RAISED GLOBAL CONNECTING BORDERS



Having grown up across six countries, Thorbern Alexander Pangilinan Klingert has always lived within an intersection of cultures and international politics. Now, Klingert works as a senior consultant while also pursuing a political career, including running for the Danish Parliament in the 2026 election.

Writer: **Maja Cawthra** / Photography: [Maja de Silva](#)

WITH A DANISH father and a Filipino mother, born in Switzerland and spending his adolescence in Greece, Thorbern Alexander Pangilinan Klingert has never viewed the world through a single national lens. Instead, he describes himself as a ‘third-culture kid’. This term refers to groups of children who spend the majority of their formative years in a culture and environment different from those of their parents, a growing phenomenon in the globalised world. For this reason, ‘home’ for Klingert was less a place than something more emotional.

“Because we moved and lived in different countries, home became the feeling of being with family, the values you carry with you, and the relationships you build. Looking back, I think that experience shaped how I see the world: not as separate national boxes, but as a network of cultures that can coexist and enrich each other.” This mindset remains at the forefront of Klingert’s life. Growing up across borders and cultures meant Klingert was constantly exposed to different ways of thinking, living and relating to people.

“It taught me early on that people can have very different perspectives depending on their history,

economic circumstances, and cultural traditions,” he explains. “At the same time, it also made me appreciate how interconnected we all are.” This also applied to his own identity, while he ‘feels’ Danish and Filipino, Klingert is also shaped by the communities and places he has been a part of.

LIVING IN THE ‘IN-BETWEEN’

Yet this layered identity has not always been straightforward. Like many who grow up internationally, Klingert lives in these ‘in-between’ spaces, existing between cultures rather than fully inside one.

“You sometimes feel slightly different wherever you are - not entirely local, but also not entirely foreign.” This uncertainty, while at first can be viewed as a hindrance or isolating, Klingert began to view it as an asset.

Living between cultures taught him how to adapt and navigate different perspectives with care. Over time, what once felt like an in-between space transformed into something far more valuable. “You can belong to more than one place,” he reflects. “And that can be a powerful bridge between cultures. It

has made me strongly value openness, cooperation, and dialogue between countries and cultures.”

FROM PERSPECTIVE TO PRACTICE

As he moved between countries, this sense of in-betweenness began to play out in everyday life - whether it was navigating different school systems, adjusting to new social norms, or hearing debates discussed in completely different ways - Klingert began to view them as something constructive. His background taught him how to listen carefully, ask questions, and find common ground across perspectives.

“When you grow up across borders, you see firsthand how interconnected societies are, economically, politically, and culturally. That experience has shaped my belief that international cooperation is not just an abstract political idea, but something very practical that improves people’s lives.”

CRISES THAT MADE IT REAL

Spending his adolescence in Greece during the height of the euro crisis brought these ideas into sharp focus. “Living in Greece during the euro crisis





was a formative experience. I remember the public conversations about austerity, unemployment, and the future of the European project. There was a sense that people were grappling with very real economic pressures while also questioning broader political structures. What stayed with me most was how deeply economic decisions at a European level could affect people's everyday lives. It gave me a much more human understanding of economic policy and of the importance of solidarity and cooperation within Europe."

After Greece, Klingert moved to London to study, drawn to the cultural hub and the international environment. "London is a city where people from all over the world come together, and it was an exciting place to continue growing academically and professionally. For someone with an international background, it felt like a natural next step." In London, he also experienced the Brexit referendum from within.

"The debate was everywhere - in universities, workplaces, and everyday conversations. For many people with international backgrounds, including myself, the vote felt deeply personal because it raised questions about openness, identity, and Europe's future. I fundamentally disagreed with the decision to leave the European Union, and witnessing that shift firsthand reinforced my belief that our future lies in cooperation, not isolation."

FROM AWARENESS TO ACTION

It was his childhood and these crucial experiences that transformed his awareness into an evolved interest in politics. While Klingert jokes that the singular moment was when, as a young boy, he wanted to be president, it is more accurate to say that his interest stemmed from an increasing understanding of how politics shape everyone's everyday reality. Living in different countries meant being exposed to a range of political systems and societal challenges. "I became more interested in how political decisions affect communities, especially in an increasingly interconnected world," he explains. "That curiosity eventually grew into a desire not just to observe politics, but to participate in it actively."

After living abroad for many years, Klingert felt a strong responsibility to return to Denmark and contribute to the society that helped shape him. Believing also that if he were not to return, he would risk losing his connection with Denmark. These feelings were also amplified by personal reasons, such as his grandmother's health at the time and Brexit. "Having lived through that process in

England, I felt increasingly drawn toward being in a country that didn't question its commitment to European cooperation." It was here that Klingert's interest in participating in politics became a tangible reality.

AN INTERNATIONAL VOICE IN DANISH POLITICS

Being a member of the *Venstre* (Liberal Party) party since 2020 - including previously standing as a candidate in the 2024 European Parliament elections and currently running for the Danish Parliament - Klingert has a special focus on the international community in his campaigns.

He believes his experiences abroad have given him a broader understanding of how Denmark fits into the wider, global context, bringing different questions and ideas into the political conversation. Defining himself as an internationalist, Klingert believes that countries are stronger when they cooperate rather than isolate themselves. For him, being an internationalist means: "Supporting institutions and policies that encourage dialogue, shared solutions, and cross-border collaboration. In practical terms, it also means advocating for policies that recognise the realities of a globalised world - where people, ideas, and economies are interconnected."

Klingert deeply respects Denmark's strong tradition of civic participation and trust in democratic institutions. "There is a sense that citizens can engage with politics and that their voices matter. That culture of participation inspired me to become more involved myself." But not everyone is aware they have a voice.

"The international community is an increasingly important part of Danish society. Many internationals live, work, study, and build families here, yet they are sometimes not fully aware of their rights or opportunities to participate in civic life."

BRIDGING THE LOCAL AND THE GLOBAL

Advocating for greater awareness of voting rights for internationals in the local Danish elections is something Klingert spends a lot of time on, such as hosting events and participating in ones, like the International Citizens' Days (an event in the heart of Copenhagen that provides guidance and meaningful connections for new and old internationals). "For me, democracy works best when everyone eligible to vote is made aware that they have a voice."

Focusing on the international community comes with its own set of unique



“THE REAL STRENGTH OF A SOCIETY LIES IN ITS ABILITY TO WELCOME DIFFERENT PERSPECTIVES AND TURN THEM INTO SOMETHING SHARED.”

challenges, namely the challenge of relatability. “International perspectives can sometimes feel abstract in domestic political debates. It takes effort to connect global issues with the everyday concerns people experience locally.” However, it can also be rewarding to build bridges and help people understand how international cooperation benefits Denmark.

THE STEPS FORWARD

As Klingert continues his path into politics, his focus remains shaped by the experiences that defined his upbringing: living across countries, adapting to new environments, and seeing how decisions made at one level affect people on the ground.

“Denmark is a remarkable country, but like any society, it can sometimes take time for newcomers to find their place fully. My message to the international community is to stay engaged, participate, and help shape the society you are part of.” These steps can be taken concretely, such as voting when eligible, taking part in local discussions, and spreading awareness.

At the same time, he stresses that responsibility and connection do not lie solely with internationals. “To Danes, I would say that openness and international cooperation have long been strengths of our country. In an increasingly interconnected world, continuing to embrace those values will help ensure that the best is still yet to come. Having grown up between cultures, I’ve learned that identity doesn’t have to be confined to one place,” he says. “The real strength of a society comes from its ability to welcome different perspectives and turn them into something shared.”

As he looks ahead to the next stage of his political career, that approach remains central: making international perspectives more understandable in a Danish context, and encouraging more people - both Danish and international - to take part in the society they are already a part of.

To follow Klingert's work, connect with him on [LinkedIn](#), [Instagram](#), [Facebook](#) and [X](#).

ABOUT THE WRITER

Maja Cawthra is a Denmark-based recent graduate in Language and International Studies with a passion for exploring cultural differences and international relations. Focused on connecting people through words and ideas, she aims to build a career in journalism and communications.



STILL STANDING

In Snehal More's story, **Aamna Tauheed** highlights the perseverance and quiet struggles of skilled internationals navigating the Danish job market.

"I ARRIVED IN Denmark from India in 2024 with extensive experience in sales and business development. I put aside my ambition and hope of succeeding professionally, packing them in with my clothes in my suitcases. Since September 2024, I have been struggling to find a job in the tough Danish job market and have stayed determined despite the rejections and struggles," said Snehal More, a bachelor's degree holder in Electronics and Telecommunication Engineering from India. Her story is a true depiction of resilience and courage, and her untapped talent made her worthy of the #TheForgottenGold list - skilled, ready to contribute, yet invisible in the Scandinavian job market.

A PROMISING CAREER BACK HOME

"After the completion of my bachelor's degree, I followed my instinct to shift my career into sales and customer success. I did some relevant diplomas and certifications in sales and business development, and later got a job as a client acquisition manager in the finance sector in India", shared Snehal when I asked about her professional skillset and career back home.

She also shared what she accomplished during the three and a half years of her career in India. From earning three promotions in a short span of time to managing a team of 15 after transitioning into a leadership role, she was thriving professionally. Her work focused on investment campaigns, client acquisition, and customer relationship management. Despite facing client rejections in her career, she converted many prospects into loyal clients through her confidence and sharp business sense. Snehal was succeeding by every measurable standard.

THE SHIFT FROM INDIA TO DENMARK

When I asked her about her reasons for moving to Denmark, despite having a successful career in India, Snehal explained: "My husband is a researcher, and he received a post-doctoral opportunity in Denmark. I also read about Denmark in travel blogs, and I like its work-life balance, Danish culture, and social security, so I decided to move from India to Denmark with him."

Like many accompanying spouses, Snehal believed that finding a job in Denmark would take only a few months. This belief is common among many internationals who come to Denmark, whether alone or with their families. She explained that securing a relevant professional job in India within two to three months was realistic, and she felt the same about the Danish job market. However, Den-



SNEHAL MORE

mark exposed her to a completely different professional environment.

Her first few months in Denmark involved transitions as she explored the country by travelling, understanding the system, learning the language, and meeting people. She started applying for jobs on LinkedIn a few days after arriving in Denmark, primarily sales roles. A long silence followed!

THE DANISH WAY OF JOB SEEKING AND THE IMPORTANCE OF NETWORKING

Sending a generic resume for a job in Denmark

will never get you the position. The job application culture in Denmark is entirely different from that of my home country. Through the Copenhagen University dual career network group (a support group for partners of university employees), I discovered that Danish CVs need to be tailored to each job based on the job description. A single generic resume with minimal changes, which is quite common in many parts of Asia, isn't the Danish way of applying for jobs," shared Snehal as one of her realisations at the beginning of her job search in Denmark.

“MANY OF US ARE JUST LOOKING FOR A STANDING GROUND - AN OPPORTUNITY TO PROVE OUR WORTH.”

She also learned the importance of networking because the phrase “networking is the key and helps you in understanding the Danish job market” is repeated frequently in Denmark. Walking into rooms full of strangers in an unfamiliar country and introducing herself without context was a little intimidating for Snehal at first. Still, gradually, she got used to attending the networking events. The networking events give her motivation and an opportunity to integrate into the Danish society.

INTERNAL HIRING AND TRANSPARENCY

Sharing more of her job-seeking challenges, she mentioned Denmark's internal hiring culture in companies. “Some companies advertise roles publicly while keeping internal candidates in mind, and this is something new for me. Although I understand that organisational policies may require public postings, it can be discouraging for external applicants who have spent time customising their CVs and writing cover letters. What adds to this frustration is that even after applying, we often receive no response at all - not even a rejection.

She also observed differences among companies in their application formats. From including or excluding pictures in a CV to combining or separating technical and soft skills, the recruiting process varies. Some companies consider only the first 50 applicants, regardless of the deadline. For internationals still decoding the system, this variability adds another layer of uncertainty.

THE PSYCHOLOGICAL IMPACT

Perhaps the most unnoticed part of Snehal's journey is the emotional toll.

“I am an extrovert and a confident individual. I had a successful career in India and moved to Denmark, driven by a passion for professional growth and integration into Danish society. I admit that the continuous job rejections over the past 1.5 years have affected my mental health. It creates a strong sense of self-doubt and undermines my confidence in my professional skills. Sometimes I also think, should I wait for some more time or go back to my home country to restart my career before it's too late,” said Snehal when I asked about the psychological impact of the challenges she is facing in the Scandinavian job market.

From the previous #forgottengold participants to Snehal, everyone shared their experiences of how ghosting, automated rejections, and a tight-fisted approach toward internationals have impacted them in the tough job markets of Denmark and Sweden. Despite having a 12 to 13% international workforce, so many internationals are struggling in the Danish job market, calling it an enigma or a jigsaw puzzle for them.

AN EFFORT TO STAY MOTIVATED

Despite continuous rejections and the mental toll, Snehal continues to try. She continues to attend networking events and tailors her CV for each applica-



SNEHAL MORE

tion. She actively seeks feedback after submitting applications and also contacts companies to share her experience in business development and client management. She no longer waits passively for responses from hiring managers. When one application closes, she prepares the next. She is also taking courses and upgrading her professional skills to stay relevant in her field. In short, Snehal is making every effort to remain motivated and visible in the Danish job market. Her message to other accompanying spouses and internationals is clear: “Don't sit back and wait for someone else to help you. The current market situation is challenging, and the massive layoffs at Danish companies add fuel to the fire. I would still say don't lose hope and keep on trying. It's a matter of time, and sooner or later, a chance will come.”

A MESSAGE TO EMPLOYERS

“We Internationals are ready to integrate and contribute to the Danish companies. Many of us are just looking for a standing ground and an opportunity relevant to our fields of study. Don't consider us as ‘others’ or temporary outsiders in your country. Danish companies are known for their innovation, inclusion, and a diverse approach, so following these norms would help internationals feel included in the Danish job market,” said Snehal in her message to employers or talent management companies.

#THEFORGOTTENGOLD

Snehal More's story highlights why this movement, initiated by The International Denmark, is called #TheForgottenGold. Skilled professionals who come to Scandinavia with extensive experience, hope, and cultural adaptability often find themselves stuck in the maze of the Scandinavian job market. Internationals are navigating a society that takes time to understand and assimilate. Many internationals, like Snehal, believe it's just a matter of time, and eventually they will get a chance. Companies need international talent just as much as international talent needs them. There will be a company that recognises international talent and values their worth; until then, they keep showing up.

ABOUT THE WRITER

Aamna Tauheed is a Denmark-based copywriter and communications specialist with a strong background in business communications. Passionate about storytelling, she writes compelling content that amplifies brands and drives positive change.



A RECRUITER'S VIEW: WHY IT MATTERS

Leslea Petersen breaks down how recruiter insight reveals the unwritten rules of the Danish hiring process - and why it can make all the difference.



PEXELS: COTTONBRO STUDIO

IF YOU'VE BEEN sending out dozens of job applications in Denmark and heard nothing back, you're not alone. Many internationals find job seeking in Denmark challenging, to say the least, especially when they're new to the country or still learning the 'unwritten rules'. This is why it's super important to get professional feedback on your application from someone who knows exactly what recruiters look for.

Getting a recruiter or hiring manager's view on your application or a career coach working in the Danish labour market can genuinely make all the difference.

UNDERSTANDING THE DANISH HIRING MINDSET HELPS

Do some research on the Danish labour market before you ask for advice or send off your next application. You need to understand how hiring works in Denmark and why it differs from what you have previously encountered in your home country. For example, Danish employers value trust, teamwork, and cultural fit just as much as skills and experience. They often look for signs that you'll integrate well into the workplace, communicate clearly, and take initiative.

This means your CV and cover letter need to do more than list what you have done. They need to tell a story about who you are, what you delivered in previous roles, and why you'd fit into the team.

Unfortunately, many internationals launch into the job search without finding out the cultural dif-

ferences. They end up frustrated after sending out very complicated, long CVs and 'bragging' about their accomplishments, which really don't fit with the Danish preference for simplicity and clarity.

That's why getting a professional perspective is so valuable.

WHAT A RECRUITER SEES THAT WILL HELP YOU

Recruiters review hundreds of applications every week. They can instantly spot what works and what doesn't. When you ask a recruiter to review your application, you're getting insight into how your application will be perceived in real hiring situations.

Here's what they often notice:

- **Formatting and structure:** Is your CV easy to scan? Danish recruiters prefer short, clear layouts with bullet points and concise descriptions.

- **Relevance:** Are you tailoring your application to the specific job? Generic applications rarely make it to the first round. If your CV does not fit any role you are applying for, then it's not good enough.

- **Tone and language:** Does your cover letter sound confident but not overly formal? Recruiters can help you strike the right balance.

- **Cultural cues:** Are you showing that you understand the Danish workplace culture and values, such as collaboration and teamwork?

CONNECTING CAN BE A CHALLENGE, THOUGH

If you are new to Denmark, your first step is to connect on LinkedIn with hiring managers or recruiters, send them your CV, and ask for advice. You will probably get zero response as they don't have time. Plus, each organisation has clearly stated how to apply for a job, and they want you to follow the rules.

HERE'S HOW TO DO IT EFFECTIVELY

Use networking opportunities, such as job fairs and career events, to gain face-to-face access to hiring teams. Sign up or follow all the organisations where you think you would be a great fit, and go to any events or gatherings where their team will be available. Here's your opportunity to gain feedback. A recruiter might suggest reordering your CV, simplifying your language, or guiding you in your personal summary that highlights your motivation in working for them specifically.

At English Job Denmark, we have many recruiters and hiring managers in our network who understand both the Danish job market and the challenges of being new to the country. We listen to what they advise, and they often come to our events to talk. Networking on these occasions really does help you get answers to some of those difficult questions. You are left with a clearer understanding of what Danish employers expect and how to present yourself more effectively.

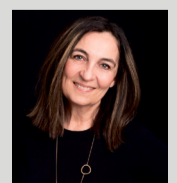
LAST PLEA!

I speak to so many internationals who have been job searching for 6+ months, some for years, and have never asked for professional guidance. I can't stress it enough: get help at the beginning so you start your job hunt with confidence and well-trusted knowledge from professionals who will help you get to an interview.

ABOUT THE WRITER

Leslea Petersen is the CEO of English Job Denmark, helping professionals and businesses retain international talent.

With 20+ years in communications, she is passionate about diversity, recruitment, and supporting inclusive workplaces.



THE QUIET REALITY OF AUTISM IN DENMARK

For many families in Denmark, Autism shapes daily life – but navigating the system remains a complex journey. **Lyndsay Jensen** examines the reality behind the statistics.

APRIL IS AUTISM Awareness Month, but in Denmark, where awareness is already relatively high, the question is no longer whether people know about autism. It's whether they truly understand it.

Autism spectrum disorder (ASD) is a neurodevelopmental condition that shapes how people communicate, process information, and experience the world. It exists on a spectrum, meaning no two individuals are alike. Some require daily support; others live independently, often navigating invisible challenges.

In Denmark, autism is more common than many realise. Around 1–2% of the population is estimated to be on the spectrum - equivalent to roughly 35,000 to 55,000 people nationwide. Among children, prevalence rates are slightly higher, hovering around 1.5–1.65% in recent years, with boys still diagnosed more frequently than girls.

The rise in diagnoses has prompted concern in some circles, but researchers point to a more nuanced explanation. A major Danish study found that as much as 60% of the increase can be attributed to broader diagnostic criteria and improved reporting systems. In short, autism isn't necessarily increasing - our ability to recognise it is.

A STRONG SYSTEM - WITH FRICTION POINTS

Denmark's welfare model is often held up as a gold standard, and in many ways, it delivers. Children can be referred for assessment through the public healthcare system, and municipalities are responsible for providing support ranging from special education to family counselling.

Yet behind the reputation lies a more complicated reality.

Parents frequently encounter long waitlists for diagnosis, and once they enter the system, they face a patchwork of municipal policies that can vary significantly by where they live. What is available in Aarhus may not be offered in Næstved. For families already navigating uncertainty, the process can feel fragmented and exhausting.

The system, in other words, works - but not always smoothly.

THE RISE OF PEER SUPPORT

In that gap between policy and practice, communities have stepped in.

For many parents, the most immediate and meaningful support comes not from institutions, but from each other. Online networks - particularly Facebook groups such as "*Forældre til børn med autisme (Danmark)*" and "*Autisme netværk Danmark*" - have become essential spaces for sharing advice, experiences, and emotional support.

Formal organisations also play a critical role. *Autismeforeningen*, Denmark's national autism association, offers guidance, local events, and advocacy. Meanwhile, *Socialstyrelsen* provides practical information about rights, services, and navigating municipal systems.

For international families, organisations like Autism Europe can help bridge language and system gaps, offering a broader context and resources.

WHAT ACTUALLY HELPS

For families at the beginning of the journey, the advice is often both simple and difficult to follow: act early, but be patient.

Early intervention can make a meaningful difference, but the path to diagnosis is rarely linear. Trusting parental instinct is often the first step - many parents report sensing differences long before professionals confirm them.

Building a support network is equally crucial. In Denmark, this typically includes a general practitioner, psychologists, pedagogues, and municipal caseworkers. Coordination between these actors can be uneven, making advocacy an im-

portant skill for parents to develop.

Understanding legal rights is another key piece of the puzzle. Danish legislation provides for additional support in schools and, in some cases, financial assistance. However, accessing these benefits often requires persistence and knowledge - resources that not all families have equally.

And then there is the perspective shift that many parents describe as transformative: focusing not only on challenges, but on strengths.

Initiatives like *Specialisterne*, a Danish company that employs people with autism in specialised roles, highlight a different narrative - one that sees autism not purely as a limitation, but as a different way of thinking, often with unique advantages.

BEYOND AWARENESS

If awareness was the goal of earlier decades, inclusion is the challenge of today.

That means rethinking classrooms to accommodate different learning styles. It means workplaces that value neurodiversity rather than merely tolerate it. And it means listening to autistic individuals themselves - whose voices have historically been underrepresented in policy and public discourse.

Denmark, for all its strengths, is still in transition. The structures are there, but the experience of navigating them remains uneven. The conversation has moved forward - but not far enough.

Autism Awareness Month, then, is less about raising flags and more about asking harder questions.

Not: do we know autism exists? But are we building a society that truly understands it? Because awareness, on its own, is quiet. Understanding is what changes things.

WHERE TO TURN FOR HELP IN DENMARK

For families seeking guidance, Denmark does offer support - though knowing where to start can make all the difference.

[Autismeforeningen \(The Danish Autism Association\)](#)

[Autisme- og Aspergerforeningen \(Autistic-led organisation\)](#)

Your local municipality (*kommune*):

First point of contact for assessments, school support, and financial assistance.

In addition, many parents find immediate, informal help through Danish Facebook groups such as "*Forældre til børn med autisme (Danmark)*", where advice is often practical, honest, and rooted in lived experience.



PEXELS: TARA WINSTEAD

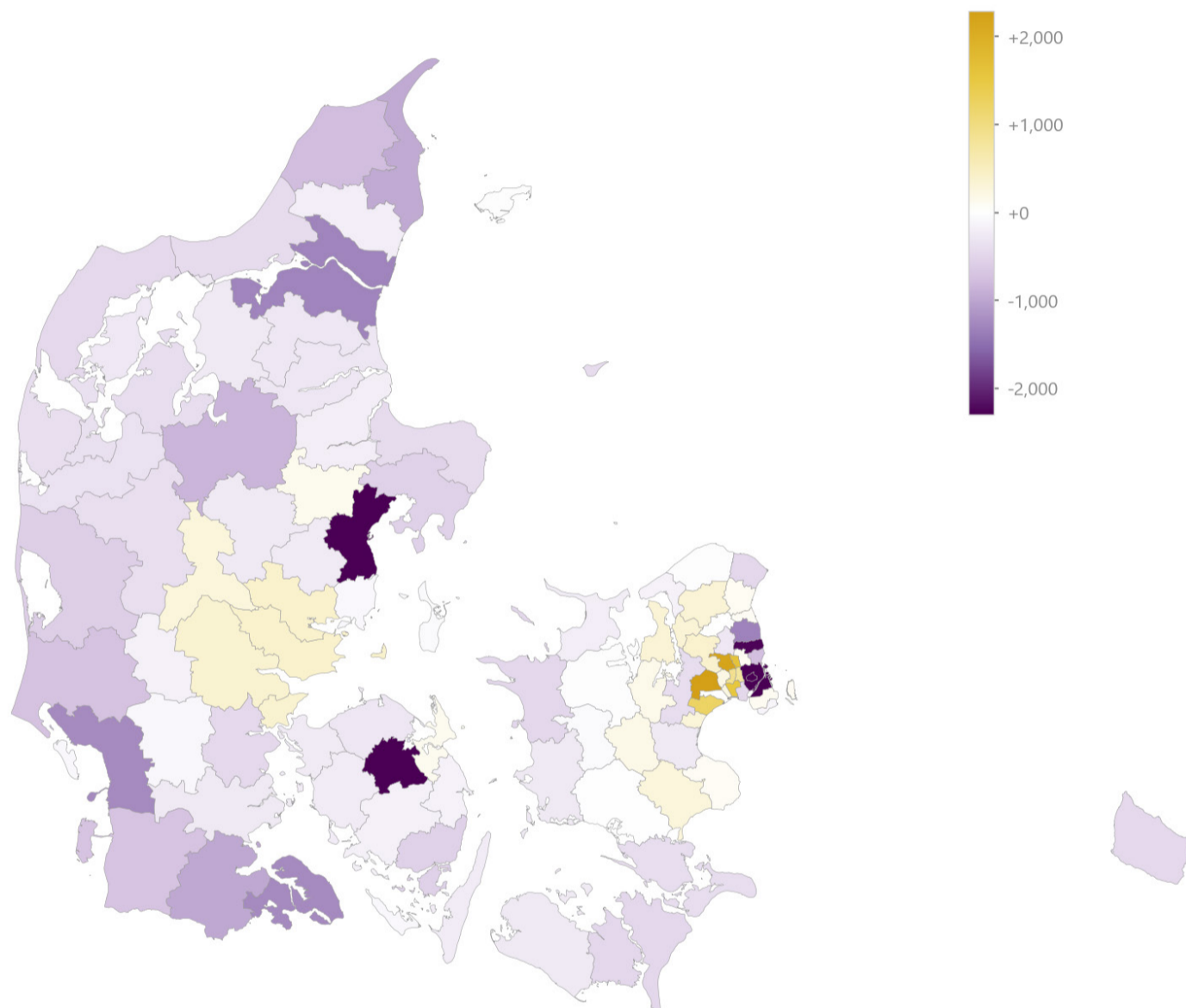
ABOUT THE WRITER

Lyndsay Jensen is the Project Lead at Changing Places Denmark, an NGO advocating for disability inclusion in public bathrooms. Inspired by her son's disability, she is passionate about creating accessible environments that enable dignity, independence, and full participation.



THE QUIET SHIFT OF INTERNATIONALS

As *kommuner* invest in attracting global talent, Kelly Draper Rasmussen explores where internationals go after they arrive.



A CURIOUS PATTERN of international migration in Denmark has been hidden beneath the surface. We know the headline figures of net migration and population figures for different *kommuner*, but what do we know about the internal migration of internationals? This is one data gap - *Danmark Statistik* does not publish figures for this, so we have to infer it from other data sources.

BIG CITIES ATTRACT - BUT DON'T RETAIN

Let's take Copenhagen to start with. Between 2020 and 2025, there was a net migration of internationals of just over 36 thousand, but the international population grew by only 32 thousand. While some of them might have died or become citizens, the majority of them moved to other *kommuner*.

The effect is accelerating: 2,000 left for other Danish destinations in 2020, compared to 3.5 thousand the year before. The other big cities have a similar situation, though less pronounced.

Frederiksberg lost an estimated 3,000 internationals in the past five years. So did Odense and Aarhus. Aalborg and Esbjerg lost a thousand.

Internationals are being successfully attracted to the big cities, but they are not staying. We already know many people relocate internationally, but now we can also see that they are not settling in the first place they arrive.

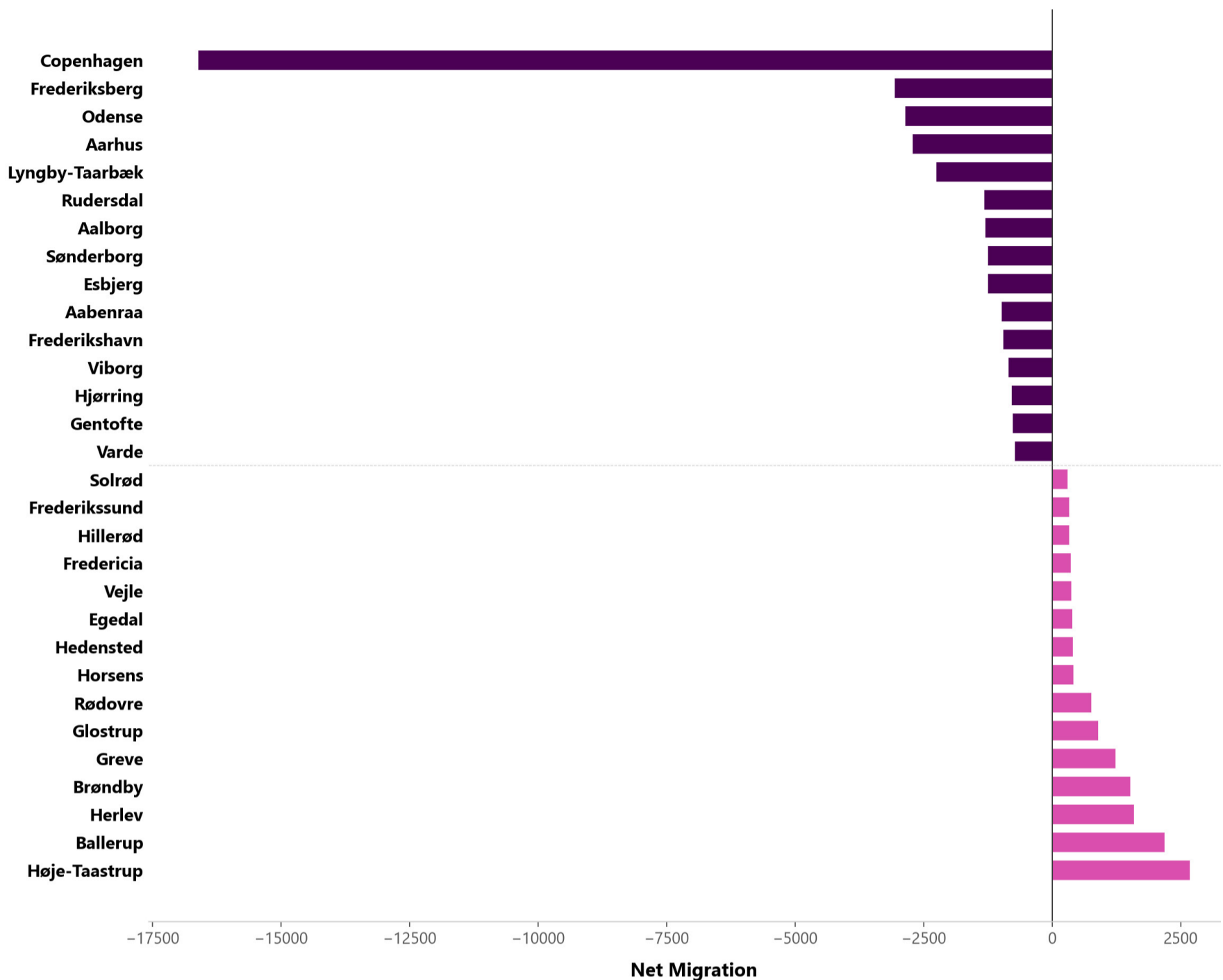
SUBURBS AND CORRIDORS: WHERE INTERNATIONALS ARE MOVING

Where are they going? Remember, there is a data gap, so we cannot comment on how many from Aarhus move to Copenhagen, or how many from Aalborg move to Vejle, or anything like that. Still, we can see which *kommuner* have a net gain compared to what you would expect given their international net migration figures. Births to foreign women are recorded at the municipal level so that we can untangle birth rates from this effect.

Nine Copenhagen-suburb *kommuner* have gained a combined 11,000 international internal migrants. That's about two-thirds of Copenhagen's loss, so perhaps people are commuting to jobs in the city but need to find somewhere more affordable or with more space. Relative to their size, the gains are not small adjustments. Herlev's increase in internationals due to internal movement was 29% of its 2020 population. Ballerup's is 26%. This pattern is reshaping communities. This suburbanisation is spreading.

Looking at Jutland, we can see an interesting, similar effect around the E45 motorway. Cities like Kolding and Billund are losing internationals to other towns while Horsens, Hedensted, Vejle and Fredericia are gaining internal migrants. The effect is more subtle: a few hundred over the five years, but it is something to keep an eye on, since internationals of working age are so important to the

WHERE FOREIGNERS MOVED INTERNALLY



economies of these communities (both those that are gaining and those that are losing).

THE POLICY BLIND SPOT: WHY THIS MOVEMENT MATTERS

As we have noted before, Danish *kommuner* have invested heavily in their budg-

ets to attract an international workforce. People are arriving and finding Denmark to their liking, but they are not always staying in the place that attracted them in the first place. Is it something to do with house prices, or could it be the availability of jobs for partners or schools for their children? Could there be something about students studying in the big cities and then moving out to the suburbs for their first job after graduation?

At the risk of sounding like a stuck record, this is something we ought to know and could know, but since the data are not published at a usable level, we can only guess. This is a somewhat unforced error. If Kolding could see what Vejle and Fredericia have, maybe they could keep more of their taxpaying internationals.

Sources: Statbank VAR1AAR, VAR2AAR, FODIE, FOLK1C

ABOUT THE WRITER

Kelly Draper Rasmussen is a Denmark-based data analyst who makes complex immigration and labour data accessible through her Data in Denmark newsletter. Her research has informed national policies and supports international communities.



CLASSICS IN A DIGITAL WORLD

As reading habits evolve in the digital age, **Makoda Gascon** examines how teachers can make classical works relevant, engaging, and accessible.



PIXELS: WWW.KABOOMPICT.COM

AS TIME GOES on, there is a growing challenge in teaching students content about classical texts: how can you help them connect to information they can never experience firsthand?

WHAT IS A CLASSICAL TEXT?

When the words 'classical text' come up in conversation, many people think of old, almost ancient-feeling texts, mostly from Greece and Rome. While this is true, the term can also be used to describe texts notable for specific periods of human history. Depending on the school's curriculum or requirements, this could range from works like Homer's *Iliad*, said to have been written around the 8th or 9th century BCE (Before Common Era), to a modern classical text like Harper Lee's *To Kill a Mockingbird*, written in 1960. With this knowledge and the range of texts that can be considered classical, one of the best ways students can connect with such media is to bring the story into a medium they understand. In most cases, these classical pieces have been retold time and time again to maintain their relevance; knowing this, a teacher must choose a method that suits their students' needs and desires to help them learn each classical text properly.

DON'T DOUBT THE POWER OF RETELLINGS

Before fully relying on technology, if you still want to keep your students reading, it could be benefi-

cial to suggest they retell classic texts. A number of authors have retold Homer's epic poem *The Odyssey* with their own twists, such as Madeline Miller's *Circe*, Stephen Fry's *Odyssey*, Margaret Atwood's *The Penelopiad*, and the graphic novel by Gareth Hinds, which retains the original title. In these retellings, each author can put their spin on the piece, making the reading process perhaps more digestible while offering more context for a classic that may be hard to understand in its own right for school-aged readers.

EXPANDING TO NEW MEDIA

If your students aren't inclined to read more, you may be able to further their understanding and engagement in another way. Many classical texts have since been adapted into movies, plays, musicals, or audiobooks. These differing methods can serve as a bridge between classical texts and the digitally focused students of today. While it doesn't and shouldn't fully replace the original, having experienceable versions of texts they may otherwise not interact with lends to a better, deeper appreciation for comprehension. A popular example is *The Tragedy of Romeo and Juliet*, often shortened to *Romeo and Juliet*, by William Shakespeare, which has been retold in a variety of new media. For movies alone, there are more than a dozen renditions, sometimes sporting completely different names and genres,

such as Joseph Bologna and Renée Taylor's rom-com *Love Is All There Is* or Jonathan Levine's horror-comedy *Warm Bodies*. These movie versions offer a chance for classical texts to stay fresh, which is only possible when directors know the source material.

BRINGING IT TO THE REAL WORLD

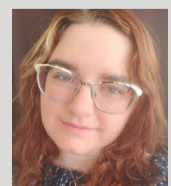
Overall, the purpose of showing classical texts to students may be driven by curriculum requirements. However, any teacher will realise that it is much more impactful to make it meaningful to students if it is real to them. When I was in 11th grade, we were tasked with reading a modern classic, *Lord of the Flies* by William Golding. Though we did a deep dive into the book and watched both movies to further that knowledge, our last step was unconventional. As a final test of our knowledge of the book, our English teacher, Mrs Lammle, asked us to conduct a mock trial for the crimes committed by many of the characters throughout the book. Some of us had to play the characters from the book, some lawyers, while everyone else played parts in the courtroom. For us, this allowed us to fully visualise and method-act the personifications of these young boys from the story we had been studying. The fact that I can still remember being a jury member so vividly, and the speeches my classmates performed, showcases how powerful and unforgettable that learning experience was.

QUICK DIGITAL FIXES

Finally, if you're looking for simpler ways to help students use technology to better connect with a classical book, there are many auxiliary resources available. Students can also use their digital prowess to look up summaries, watch video explainers, or look at study explainer websites such as CliffNotes. All of these pieces mentioned, and more, can only help enhance your students' understanding of classical texts while engaging them in a way that they comprehend best.

ABOUT THE WRITER

Makoda Gascon is a Canadian-American educator who will be relocating to Denmark. She has a strong background in writing and education, and loves to share her passion for knowledge to better connect people from all over the world.



WHO GETS A VOICE IN DANISH DEMOCRACY?

Thorbern Alexander Pangilinan Klingert explores how international residents are challenging the boundaries of Danish democracy.



PEXELS: EDMOND DANTÈS

DENMARK'S DEMOCRACY IS often praised for its stability, transparency, and high levels of trust. Yet, like many mature democracies, it occasionally encounters questions that test not its strength, but its scope. One such question has resurfaced in recent weeks: what role, if any, should international residents play in national elections?

The debate was reignited by the case of an Italian resident in Denmark who publicly criticised his inability to vote in parliamentary elections, despite having lived and worked in the country for years. His argument is intuitively appealing. If one contributes to society - economically, socially, and culturally - should one not also have a say in how it is governed?

CITIZENSHIP, CONTRIBUTION, AND THE LIMITS OF POLITICAL VOICE

At first glance, Denmark's position is clear and consistent with most nation-states. Voting in national elections is tied to citizenship, not residency. This reflects a long-standing democratic principle: that political sovereignty rests with a defined people, bound not only by laws and institutions, but by a shared civic identity. Citizenship, in this sense, is not merely administrative; it is constitutive.

Yet the counterargument has gained traction in an increasingly globalised world. Denmark, like many European countries, relies on international talent. Skilled workers, researchers, and entrepreneurs are actively encouraged to settle, integrate, and contribute. Many do so successfully, learning the language, paying taxes, and raising families. For this group, the absence of political representation can feel less like a technicality and more like a democratic deficit.

The tension, then, lies between two legitimate concerns: preserving the integrity of national self-determination, and recognising the lived reality of long-term residents who are, in many ways, already part of the national fabric.

Citizenship is often presented as the bridge between these positions. Denmark's naturalisation process is deliberately rigorous, reflecting both political consensus and public expectations. Requirements around language proficiency, economic self-sufficiency, and knowledge of Danish society are intended to ensure that new citizens are well-equipped to participate fully in civic life.

Critics argue that the process can be excessively slow and, at times, inflexible. For highly mobile professionals accustomed to moving between countries for work, the prospect of waiting many years for political inclusion may seem disproportionate. Others point out that integration is not always a linear process; individuals may be deeply embedded in Danish society without neatly satisfying every formal criterion.

RETHINKING INCLUSION IN A GLOBALISED DENMARK

This raises a broader question: Is citizenship the only meaningful threshold for political participation? Some have suggested that permanent residency could, under certain conditions, carry expanded rights, potentially including the right to vote in national elections. Such proposals aim to reflect the realities of modern migration while preserving the symbolic importance of citizenship.

However, this approach is not without risks. Expanding voting rights beyond citizens could dilute the link between political authority and national belonging, a link that remains central to democratic legitimacy. It may also create unintended incentives that blur the distinction between temporary and permanent settlement.

There is also a more delicate, often unspoken dimension to the debate: integration and assimilation. Denmark has historically placed a strong emphasis on cohesion - on the idea that newcomers should not only participate in society, but also adapt to its norms and values. While many internationals embrace this, others may retain stronger ties to their countries of origin, particularly if their stay is expected to be temporary.

This is not a question of loyalty, but of orientation. Democratic participation presupposes a degree of long-term commitment to the polity in question. Determining when that threshold is met is inherently complex, and any attempt to formalise it risks either excluding those who are meaningfully integrated or including those who are not.

DEMOCRACY AT THE BOUNDARY: INCLUSION, IDENTITY, AND THE FUTURE

For international residents themselves, the current system - while imperfect - does offer avenues for engagement. Local elections, in which many non-citizens can vote, provide an important platform for influencing policies that directly affect daily life. Civil society, professional networks, and public debate are other channels through which internationals already shape Denmark's trajectory, often in ways that extend beyond formal political rights.

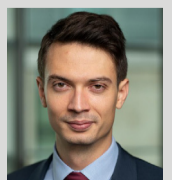
Ultimately, the question is not whether internationals should matter in Danish democracy - they already do. The question is how their role should be recognised within a framework that balances openness with cohesion, and pragmatism with principle.

Denmark is not unique in grappling with this issue, and there are no easy answers. But the debate itself is a sign of a healthy democracy: one that is willing to reflect on who "the people" are, and how that definition evolves in a changing world.

In navigating this question, caution is warranted - but so is curiosity. The challenge is not simply to defend existing boundaries, nor to dissolve them, but to understand whether they still serve the purposes for which they were drawn.

ABOUT THE WRITER

Thorbern Alexander Pangilinan Klingert is a professional with analytical, communication, and problem-solving skills. With a natural curiosity and a drive to master complex concepts, he engages in challenging projects and strategic proposition development, while pursuing his candidacy for parliament with Venstre.



BEYOND THE MOODBOARD

With moodboards dictating desire and image replacing essence, **Ophelia Wu** considers why alignment - not aesthetic - defines personal style.

THE INTERNET HAS rediscovered the 90s power couple JFK Jr and Carolyn Bessette-Kennedy through the latest TV series. Every media outlet and social media account is loaded with tips and guides on how to dress like them, where to find the exact pieces, and how to channel their "aesthetic". Emulate as much as you want; the truth is, there was and only ever will be one JFK Jr and one Carolyn Bessette-Kennedy.

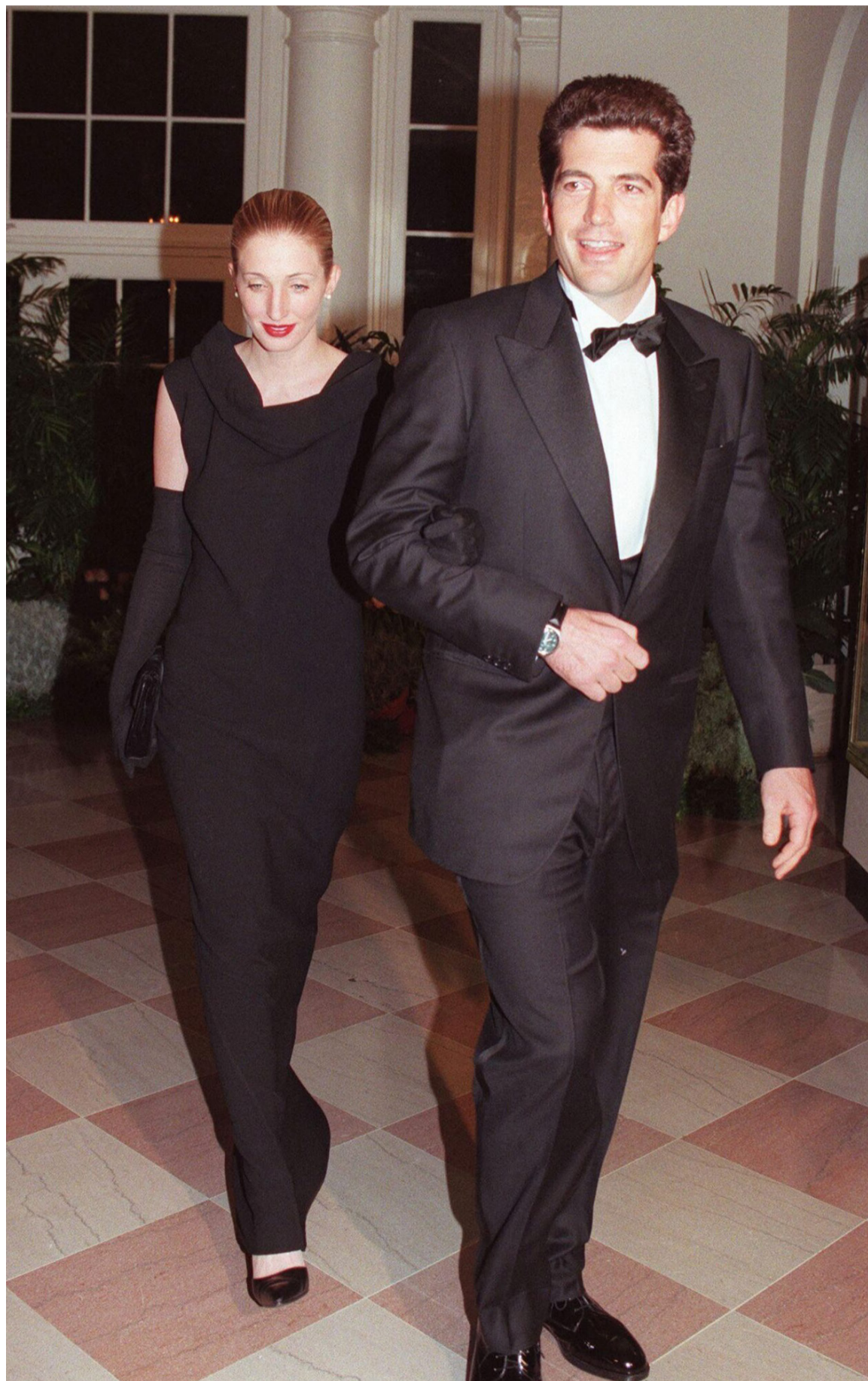
STYLE VS TREND

This is an interesting phenomenon because here we see a distinct difference (or confusion) between style and trend. The Kennedys' style embodied a trend that encapsulated the 90s zeitgeist and their lifestyle. There were no categories for what that trend was, because a trend is often manufactured before it becomes the norm, only being articulated once it is seen in the wild.

What we now call "90s minimalism," "quiet luxury," or "clean girl aesthetics" was not a trend CBK was leading or following. She was a private citizen with a successful career and a fully formed identity long before she became the most famous woman in America through marriage. CBK adapted her wardrobe choices according to her career at Calvin Klein, her lifestyle, her personality, and her preferences - elements which then became the style we now label.

Was she intentionally dressed? Maybe. Was she intuitively dressed? Highly possible. No one knows for sure why she dressed the way she did, but looking at her photos and videos, one thing is very clear: her personality shines through. Her energy and her style were in such total alignment that there was no sense of misplacement, no misalignment, and no forced performative curation for the cameras. There was no ego in her style; rather, the presence of someone fully aware of what she was wearing. While she knew cameras were everywhere, this was the analogue 90s - a period when people actually lived in the present and were more in tune with themselves than constantly seeking attention from strangers on a digital platform.

Similarly, men today find inspiration in JFK Jr's habit of wearing suits with a backwards cap. Is it a stylish look? It depends on who you ask. Is it trendy? Not a chance. It was simply a man who needed to wear suits for work but likely wanted a cap to conceal messy hair while biking through the city. That was the energy, and that is how it translated into style. Lookalikes can dress, talk, and walk like him, but there is only one JFK Jr. It was never about what he wore, but who he was and what he represents.



SOURCE: ELLE.DK / PHOTO: MEGA

WHY ENERGY ALIGNMENT MATTERS

Pinterest boards and social media accounts claim you can "dress like who you want to become" - that if you dress like your aspiration, you will think yourself into becoming them. What they miss is that you can rarely trick yourself into a new identity through dressing alone; without an internal shift, that is a style misalignment - it is cosplay at most.

The key lies in the source of the power. Is the clothing a source of power (the costume) or a reflection of power (the style)?

Consider a little boy who becomes hyped to be Spider-Man. Once he puts on the costume, he feels powerful and invincible. This isn't just because he thinks he is a superhero; he genuinely feels he has transformed, and his energy shifts to match that internal reality. He did not "borrow" the costume; he already feels like he is a superhero before he even puts it on. He isn't seeking external validation; he doesn't care if you think he is Spider-Man - he just is.

When an executive woman puts on a blazer, "alignment" only occurs if she already possesses the competence and authority the blazer represents. If she is using the blazer to hide her insecurity or to "fake it," there is a leak - it feels like a costume. The adult "cosplayer" is almost always looking for the world to confirm that they look like the person they are emulating. Whether it is dressing head-to-toe as Audrey Hepburn or mimicking a corporate titan, if the intent is to seek validation for a status you haven't yet embodied, the result is a shallow, performative image. It is soulless.

What CBK and JFK Jr wore was never about the clothes; it was about their energy. It was not that they viewed themselves as royalty; rather, it was a society and a media landscape that projected that "royal" status onto them. They had a glorious aura because they were living full lives - careers, interests, and a lifestyle they genuinely enjoyed. CBK's taste was heavily influenced by her years at Calvin Klein; she was good at her work and naturally aligned with the brand's aesthetic, which made her style appear effortless. JFK Jr, born into the public eye and raised amongst the best tailors, made choices that were a direct extension of his unique environment.

This is what Roland Barthes explored through the lens of semiotics: the relationship between the signifier and the signified. In the world of style, the clothes are the signifier - the physical textures, cuts, and items we see. The signified is the internal concept, the energy, and the essence that those clothes represent. The Kennedys radiated an aura impossible to ignore, and their outfits became the perfect signifiers of that internal state. When you try to reverse this process - using their signifiers to "buy" a signified essence that isn't yours - the meaning gets lost. You do not share their lived experience, their specific lifestyle, or their personal preferences. Consequently, the "sign" is broken. Style is personal; trend is seasonal. If you take inspiration from a moodboard just to "put on" an outfit, you will only feel the disconnection more acutely.

FINDING YOUR OWN ALIGNMENT

How do you align your energy with your style, and how do you know when it is working? That is something everyone needs to work on. With the right guidance, it is helpful to see from another perspective. But without help, you must be extremely clear and consistent at all times, remaining deeply aware of every decision you make and how you present yourself.

The reason why CBK and JFK Jr remain hard to ignore is that they were never cosplaying. They weren't desperately trying to become someone they weren't, nor were they dressing to please the crowd or the papers. They were loyal to themselves. True style comes from within - a profound understanding of yourself and your environment.



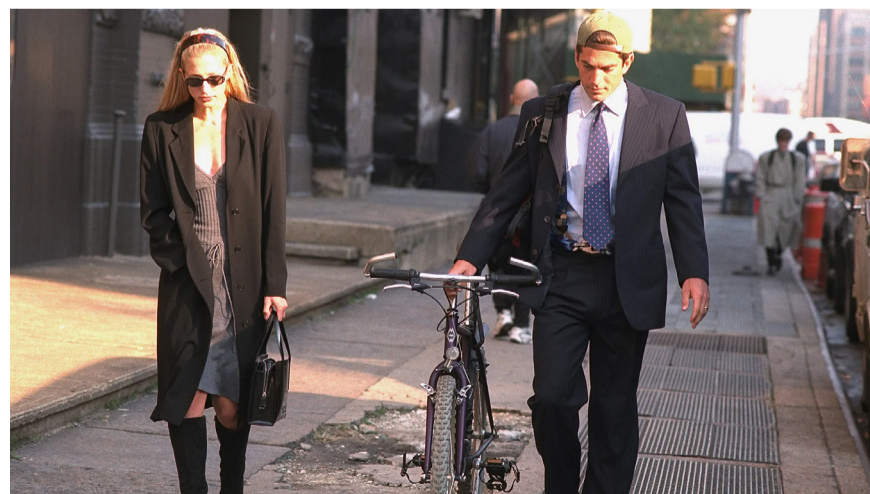
SOURCE: VOGUE.COM / PHOTO: GETTY IMAGES



SOURCE: BBC / PHOTO: GETTY IMAGES



SOURCE: VOGUE.COM / PHOTO: GETTY IMAGES



SOURCE: BBC / PHOTO: GETTY IMAGES

ABOUT THE WRITER

Ophelia Wu is a Copenhagen-based fashion consultant, journalist, with a career spanning Hong Kong, London, and beyond. She brings her passion for fashion, beauty, and interiors to brands worldwide while embracing the Scandinavian lifestyle.



WHEN YOUR BODY CHANGES THE RULES

Alexandra Beck explores how hormonal changes reshape the way we respond to training.



PEXELS: DARINA BELONOGOVA

AT SOME POINT in your forties, your body starts replying to emails you never sent.

You do the same workout, eat the same breakfast, sleep roughly the same hours, and yet the result is different. Recovery is slower, motivation fluctuates, energy feels unpredictable, and you occasionally sweat in a perfectly reasonable Danish temperature. It can feel as if your body has changed personality without first informing you.

This is usually the moment people assume they are doing something wrong. They are not.

A HORMONAL RENOVATION

For women, oestrogen and progesterone begin fluctuating long before menopause officially arrives. For men, testosterone declines gradually but steadily. These changes influence far more than body composition. They affect sleep, temperature regulation, joint stability, mood, motivation, and the nervous system's response to stress. In other words, the body you trained for 20 years is now under different management.

The mistake many people make is training as if nothing has changed - or reacting by doing less altogether. Both create frustration.

Hormonal changes do not remove your ability to adapt. They change how you need to apply stress.

Oestrogen supports muscle repair, tendon elasticity, and glucose regulation. As levels fluctuate, recovery becomes less predictable. Some days you feel strong, other days the same weight feels unusually heavy. This is not an inconsistency in effort - it is variability in physiology. Progesterone influences sleep and body

temperature, which explains restless nights and why late, intense workouts can suddenly feel like a bad idea.

In men, declining testosterone reduces the efficiency of muscle building. Progress still happens, but random training stops working well. The body responds best to clear signals rather than occasional heroic efforts.

The common reaction is to increase intensity. More HIIT, more sweat, more determination. Ironically, this often worsens fatigue because the nervous system is already working harder to maintain internal balance. When baseline stress tolerance decreases, aggressive training becomes additional noise rather than a useful signal.

MIDLIFE TRAINING GOALS

Strength training becomes the anchor as it directly counters many hormonal effects. Regular resistance work improves insulin sensitivity, maintains bone density, preserves muscle mass, and stabilises metabolism. It also supports joint integrity, which becomes increasingly important as connective tissue loses elasticity.

Consistency matters more than novelty. The body now adapts best to repeated patterns it can predict. When exercises are familiar, the nervous system spends less energy on learning and more on adaptation. This reduces fatigue while still creating progress. The relief of knowing what to do when you arrive becomes more valuable than constant variation.

Recovery also changes the role. It is no longer passive time between workouts, but part of the result. Sleep, lower-intensity movement, and rest days are not signs of reduced ambition. They are what allow the body to respond positively rather than survive the session. Many people discover that three well-structured sessions per week produce better results than five unpredictable ones.

Cardio still matters, but dosage matters more. Moderate intensity improves cardiovascular health, mood regulation, and cognitive function without overwhelming the system. Extremely frequent high-intensity sessions, especially late in the day, often interfere with sleep and amplify fatigue. The aim is to leave sessions feeling worked, not wired.

Perhaps the biggest shift is psychological. Midlife training requires abandoning the idea that progress comes from pushing harder every week. It comes from sending the right signal repeatedly and allowing the body time to respond. You are no longer trying to prove capacity; you are building resilience.

Interestingly, motivation often returns here. When workouts stop feeling like punishment for a changing body and start feeling like cooperation with it, adherence improves dramatically. People feel capable again because the rules make sense.

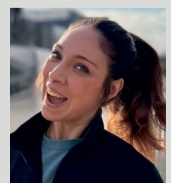
Hormones are not obstacles to fitness. They are instructions. They ask for a clearer structure, slightly more patience, and a little less chaos.

The body in midlife is not fragile. It is responsive, provided we speak its language.

Train regularly, lift with intention, recover properly, and allow predictability to do its quiet work. The changes are real, but so is adaptation.

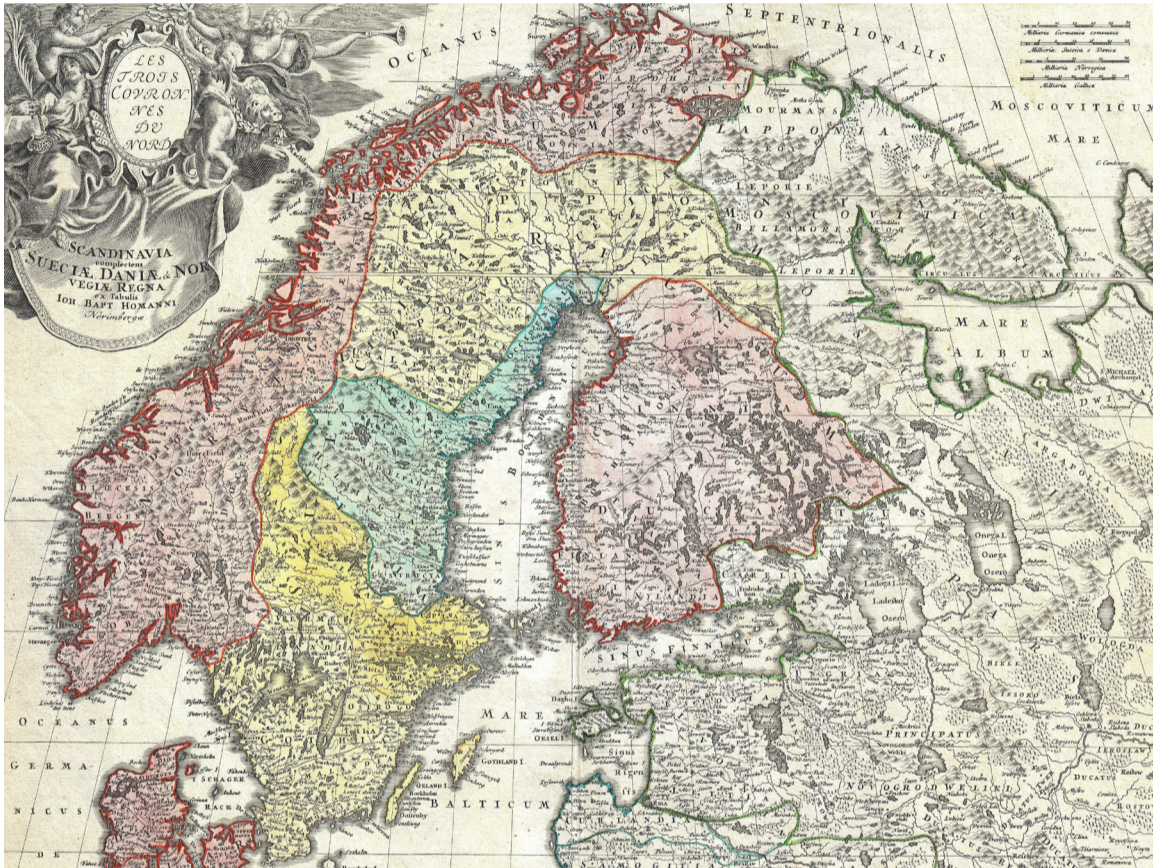
ABOUT THE WRITER

Alexandra Beck is a Swiss/Brit personal trainer and nutrition coach in Copenhagen, helping people of all ages find fun and consistency in fitness. A former communications professional, she now brings energy, and community magic to every workout.



DENMARK: A REALM OF MOVING BORDERS

Jess Hearne traces Denmark's transformation from a vast Scandinavian power to the compact nation we know today.



PIXABAY: WIKIMAGES

A SMALL COUNTRY tucked away in northern Europe, the peninsula and islands that make up Denmark appear at first glance to be a quiet and unassuming part of the world. Yet the country we know today was once the centre of a far-reaching kingdom that stretched from the Arctic Circle into modern-day Germany. Through expansion, shrinkage, and reshaping, Denmark's map is ever-changing.

THE EPICENTRE OF AN EMPIRE

In 811 AD, Denmark's southern border lay far below the one we know today. The 'official' frontier between the Danish kingdom and the Frankish Empire was marked by the River Eider, but the actual border was more complex. Schleswig and Holstein, the respective regions north and south of the river, were both ruled by the king of Denmark, even though Holstein had closer political and cultural ties to Germany. Surprisingly, this strange arrangement worked quite well, with the region being relatively peaceful for hundreds of years.

In 1397, the kingdoms of Denmark, Sweden and Norway were united under the Kalmar Union. Arranged by Queen Margrethe I in the hope that a united Scandinavia would offer stronger defences against invasions, the union wasn't met with the same enthusiasm across the region. Swedish nobles often resisted Danish influence, with the conflict

coming to a head during the Stockholm Bloodbath of 1520. Dozens of Swedish nobles were executed after a failed rebellion, which in turn mobilised Sweden to lead a final revolt three years later. They left the union, and Scandinavia was divided once more.

Norway, however, remained tied to Denmark for another three centuries. With Copenhagen as the centre of government for both kingdoms, the Danish crown ruled lands that stretched as far north as the Arctic.

Yet by the dawn of the 19th century, geopolitical sentiment across Europe was changing. History often shows how something built over centuries, no matter how solid it appears, can unravel in only a few years. Denmark was about to learn this lesson the hard way.

THE FALL OF THE 19TH CENTURY

This unravelling began with Denmark's fatal decision to ally with Napoleon in 1807. Perhaps the term 'decision' is unfair, since their initial neutrality was compromised when the British invaded Copenhagen in that same year. Yet Napoleon's eventual defeat in 1814 led to Denmark ceding Norway to Sweden under the Treaty of Kiel, meaning that one of the largest parts of her kingdom had disappeared almost overnight.

Meanwhile, Denmark's southern border was fac-

ing the threat of nationalism. Schleswig and Holstein became the subject of fierce debate, with both Denmark and Germany claiming ownership: Danes believed Schleswig belonged to Denmark, whereas Germans saw both territories as German. In 1848, the debate erupted into war. Supported by German forces, rebels in the regions revolted against Danish rule, but without success. Denmark had managed to survive, but not for much longer.

When Prussia and Austria joined forces against Denmark in 1864, the shrunken kingdom stood little chance against its invaders. In a war that was short yet brutal, Danish defences collapsed and the country was forced to surrender Schleswig and Holstein, triggering a sense of national trauma across Denmark.

In just a few decades, areas that had been linked to Denmark were now under the rule of others. Families had been divided; Danish speakers had become citizens of another country, and Denmark had been reduced to a fraction of its former size.

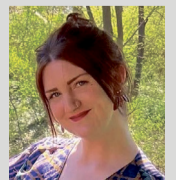
THE DENMARK WE KNOW TODAY

The lost territory of Schleswig remained part of Germany for over fifty years. However, the Treaty of Versailles forced the German Empire to renegotiate its borders. In 1920, the people of Schleswig were asked to decide which country they would like to belong to, leading to northern Schleswig being returned to Denmark by popular vote. This event became known as the reunification of Sønderjylland, and the border remains in place to this day.

So, the Denmark we know today is merely the latest version. Beneath the calm surface lies a history of redrawn maps, divided kingdoms and the tales of people who emigrated without stepping outside their doors. Have the borders of Denmark now settled for good, or will they shift again in the centuries to come?

ABOUT THE WRITER

Jess Hearne is an Irish Content & Communications Specialist based in Copenhagen. With a background in history and socio-political studies, she works with clients across many areas, while pursuing passion projects in feminist history and film psychology.



A SPACE OF MY OWN

In her own home, **Maja de Silva** shows how thoughtful choices can create a space that feels personal, balanced, and enduring.



ALL IMAGES: DESIGNER/PHOTOGRAPHER: MAJA DE SILVA / LOCATION: PRIVATE HOME, CPH, DK

IT'S A QUIET Sunday morning. I'm sitting comfortably, a warm cup of tea in my hands, letting my thoughts wander and gently gather into something I'd like to share with you.

I've moved many times in my life - across countries, across seas, through countless apartments and temporary spaces. Each place held a fragment of me, a chapter, a feeling. And now, I find myself here. For the moment, at least, I've landed. This place has become one of my favourites - not just because of where it is, but because of how it feels. It's peaceful, inspiring, and deeply comforting. I truly love my home.

It's a space that welcomes others as warmly as it holds me - friends, loved ones, guests who pass through and leave a little of themselves behind. It's stable, safe, beautiful, and cosy. But more than that, it's intentional. It has been created with hope, shaped by passion, and grounded in trust. Every piece within it has been chosen with care - soft nuances, tactile textures, objects that feel right rather than simply look right.

I don't follow trends. As an artist and designer, I follow my heart, my intuition, and my vision. And that often leads to a more personal, more honest kind of beauty.

A HOME THAT REFLECTS YOU

So what does it really take to create a beautiful home? How do you know what feels right?

The answer, I believe, lies within. Your home is, in many ways, an extension of you. It should reflect your contrasts - your softness and your boldness, your calm

“YOUR HOME IS, IN MANY WAYS, AN EXTENSION OF YOU - IT SHOULD REFLECT YOUR CONTRASTS, YOUR CALM, AND YOUR ENERGY.”

and your energy. Trends will always come and go, but when you stay true to yourself, your space naturally begins to feel aligned. The colours, the atmosphere, the details - they fall into place.

It's a process of exploration. Try things. Experiment. Rearrange. Add, remove, adjust. Creating a home is not so different from cooking, dressing, or even travelling - it evolves with you. And unlike many other things, we live in our homes for years. Even when we move, we carry pieces of our lives with us.

COLLECTING PIECES WITH MEANING

That has certainly been my experience. I've brought furniture with me from one home to another, holding onto pieces that continue to feel meaningful. Over time, I've only replaced a few things, usually to adapt to a new layout or possibility. And still, I love what I've kept. There's something deeply satisfying about that continuity.

I also enjoy adding new elements now and then - small accessories, subtle changes. I'm especially drawn to second-hand finds. Many of my furniture and décor pieces are vintage, and I treasure them for their character. They carry stories, a sense of history, a quiet soul that new objects sometimes lack.

CREATING ATMOSPHERE THROUGH DETAIL

My current home is an attic apartment, and I feel incredibly lucky to have found it. It's just a short ride from the city centre, yet surrounded by greenery. There's even a garden - a rare and beautiful bonus. The space itself is open, allowing the kitchen, dining, and living areas to coexist naturally. I love this kind of layout; it feels connected, never isolating.

The sloped ceilings and exposed wooden beams, with their small imperfections and cracks, bring charm and authenticity. They remind me that beauty doesn't need to be flawless.

Inside, I've chosen a palette of soft tones and neutral colours. The living and dining areas are subtly defined, yet connected. I unified them by painting a large wall in a warm beige tone - transforming what once felt plain into something grounding and cohesive.

At the centre of the dining space is a vintage round table from Paris, made of washed wood, surrounded by classic bentwood chairs. These chairs have a long history - the technique dates back to the 1850s, when a cabinetmaker named Michael Thonet pioneered the method in Vienna. I love how design carries stories across time.

Comfort is essential to me. My sofa is incredibly soft, paired with a viscose rug in gentle beige tones that adds warmth and texture underfoot. And lighting - lighting is everything. It shapes the atmosphere more than we often realise. I've placed several lamps throughout the space, both on tables and on the floor, creating layers of light that shift with the time of day and mood.

Art is another deeply personal element. I create my own pieces - paintings and small watercolour sketches - that hang throughout the home. They bring a sense

of intimacy and expression that no store-bought piece could replicate.

There are also a few special corners I cherish. An old Swedish desk where ideas take shape. And my swing chair - a small sanctuary of its own. Sometimes I sit there with my tea. Sometimes in the evening, listening to soft jazz. And sometimes, simply being still, appreciating the quiet beauty of the space around me.

In the colder months, I light candles, filling the home with a soft, flickering warmth. In the warmer seasons, I open the windows wide, letting in fresh air and the gentle sound of birdsong. Each season brings its own rhythm, its own atmosphere.

Living here brings me a deep sense of joy. It feels personal, comforting, and inspiring - a place that truly reflects me.

And that is something I value greatly, not only for myself but also in my work. When I design interiors for others, my goal is to help them uncover their own preferences - their own sense of beauty. Together, we bring in the right colours, textures, and warmth to create spaces that feel balanced, practical, and deeply personal.

I hope this little story inspires you to look at your own home with fresh eyes. To give it a bit more attention, a bit more care. And perhaps to make a few beautiful changes that bring it closer to who you truly are.

“I DON'T FOLLOW TRENDS. I FOLLOW MY INTUITION - AND THAT LEADS TO A MORE PERSONAL, MORE HONEST KIND OF BEAUTY.”



ALL IMAGES: DESIGNER/PHOTOGRAPHER: MAJJA DE SILVA / LOCATION: PRIVATE HOME, CPH, DK

ABOUT THE WRITER

Maja de Silva is a Copenhagen-based interior architect and photographer with an international background spanning Switzerland, the US, and Poland. She blends design expertise and visual storytelling to create intimate, thoughtful interiors while embracing a modern Scandinavian lifestyle.



PÅSKE PRIMER: EASTER BASICS

Brooke Taylor Fossey's guide to Danish Easter traditions, language, and seasonal customs.



PHOTO: TAIS TULLIN, TV SYD

FOR MANY DANES, Easter is primarily a cultural holiday - a celebration of spring, a time to be with family, and a welcome break from everyday life. As a newcomer, you will quickly notice the number of public holidays that arrive with the season, beginning with the Easter period.

There are four during Easter: Maundy Thursday (*skærtorsdag*), Good Friday (*langfredag*), Easter Sunday (*påskedag*), and Easter Monday (*anden påskedag*).

For many people, this stretch of holidays means time off work, family gatherings, and the first real sense that spring has arrived after a long winter. Cafés fill up, spring flowers begin to pop up everywhere out of winter's greyness, and the days become noticeably longer.

EASTER LUNCH

If you've been reading along for a few months, you might remember the *julefrokost* (Christmas lunch). At Easter, Danes gather for the *påskefrokost* (Easter lunch).

A traditional Danish Easter lunch typically consists of a variety of *smørrebrød* (open-face sandwich) toppings served on *rugbrød* (rye bread), ranging from marinated herring with curry salad (*karrysild*), eggs with shrimp (*æg med rejer*), fish fillet (*fiskefilet*) with remoulade, tartlets with chicken in asparagus (*tardeletter med høns i asparges*), leg of lamb (*lammekølle*), meatballs (*frikadeller*), and liver pâté with bacon. Everything gets washed down with special *påskebryg* (Easter beer) and snaps.

Like its Christmas counterpart, a *påskefrokost* is usually a long, social meal. People linger at the table, talk for hours, and enjoy the chance to gather with family and friends.

THE LANGUAGE OF TRADITION

Learning some Danish words about Easter is a great way to explore the culture at this time of year. Here are a few to get you started, and so many of them stem from the word for Easter itself - *påske* (which generally is not capitalised in Danish):

påskefrokost - Easter lunch: long, festive meals featuring traditional Danish dishes

påskeæg - Easter eggs

påskelilje - daffodil (literally "Easter lily")

påskeharen - the Easter Bunny

påskeferie - Easter holiday

påskeøsten - a cold eastern wind that sometimes blows in Denmark in spring

påskejagt / *æggejagt* / *påskeægjagt* - all ways to say Easter egg hunt

One fun thing about Danish is how easily words can be combined. During holidays like Easter, you'll often see *påske* attached to other nouns to create new meanings. Once you notice the pattern, it becomes much easier to understand new words as you encounter them.

A QUIRKY DANISH EASTER TRADITION

One particularly Danish Easter tradition is the *gækkebreve*. These are playful, decorative letters cut from folded paper in intricate patterns - a bit like snowflakes. Inside, the sender writes a short rhyming verse and signs it with a series of dots instead of their name.

The recipient must guess who sent the letter. If they guess correctly, the sender owes them a chocolate egg. If they guess wrong, they owe the sender

one instead. Children often send them to family members, but adults sometimes join the fun too.

You may also notice *påskepynt* (Easter decorations) in Danish homes. Small branches are cut and brought indoors to symbolise the arrival of spring. They are placed in a vase and are often decorated with small eggs and other ornaments that celebrate the arrival of spring.

WISHING SOMEONE A GOOD EASTER

As with Christmas, Danes often wish each other a good Easter. And they will probably wish you one too - whether or not you celebrate. It's an accepted moment for a pause from the busyness of everyday life and a chance to welcome the arrival of spring.

If you'd like to wish them back, you can say:

God påske! - Happy Easter. This is the most common greeting and is used in the days leading up to and during the holiday. Pronounced, "go poska."

Glædelig påske! - A slightly more festive version, similar to saying "Merry Easter." Pronounced "gleh-the-lee poska" and usually reserved for Easter Day.

So when someone wishes you "*God påske*," you'll know exactly what they mean - and you'll be ready to name the *karrysild* if you feel adventurous enough to try it at a *påskefrokost*!



PEXELS: ANASTASIA SHURAEVA

ABOUT THE WRITER

Brooke Taylor Fossey is a Danish language coach and content creator based in Copenhagen. With a background spanning city planning, craft beer, and bagel-making, she now helps learners explore Danish language and culture on [@nearlydanishdame](https://www.instagram.com/nearlydanishdame)



GET YOUR OFFER SUMMER-READY

Diana-Medrea Mogensen reframes summer as a natural business condition rather than an exception.

SUMMER CHANGES THE rhythm of business in Denmark: offices empty, decision cycles slow, and many customers shift their attention from work to travel, family, and outdoor life. Entrepreneurs feel this change quickly. Some see a surge in activity before the holidays begin, while others experience a sharp slowdown once July arrives.

Instead of reacting to these shifts when they happen, it helps to prepare your offer in advance. Summer demand rarely requires a completely new business idea. In most cases, it requires small adjustments in timing, packaging, and communication.

The first step is understanding how your business model interacts with seasonal behaviour.

PRODUCT-BASED BUSINESSES

If you sell physical products, summer often changes both what people buy and when they buy it. Danish customers tend to plan holidays early and reduce discretionary purchases while they are travelling.

Review your product mix. Are you promoting items that fit summer life? Lightweight products, outdoor accessories, travel-friendly items, or seasonal experiences usually perform better than complex or high-commitment purchases.

For example, a ceramics maker might promote smaller pieces or summer tableware instead of large custom orders. A food producer might focus on picnic or barbecue products rather than elaborate catering.

Logistics also matter. Shipping and production slow down during holiday periods, and suppliers may close for weeks. Producing a small buffer of inventory in June can prevent stress in July when customers still expect fast delivery, but your supply chain moves more slowly.

SERVICE-BASED BUSINESSES

Service businesses often experience the biggest seasonal fluctuation. Many companies pause projects during employees' holidays, which can reduce demand for consultants, designers, or trainers.

Instead of waiting for business to return in August, consider adjusting how you package your work.

Shorter offers often work better in summer. A consultant might offer a two-week strategy sprint instead of a three-month engagement. A photographer might schedule mini-sessions for families during the long evenings. A language teacher could run an intensive summer course instead of weekly lessons.

Scheduling also plays a role. If July is typically quiet, use June to secure work earlier. Some entrepreneurs deliberately front-load their calendar before



“MANY SEASONAL PROBLEMS DISAPPEAR WHEN ENTREPRENEURS MAKE SMALL ADJUSTMENTS EARLY.”

the holiday period so they enter summer with fewer financial uncertainties.

CONTENT AND EDUCATION BUSINESSES

Entrepreneurs who rely on content, online courses, or digital products often see lower engagement during the summer. People spend less time online and more time outside.

This does not mean you should produce more content. It usually means simplifying your message.

Instead of publishing frequently, focus on a single, clear offer that directly addresses a need. For example, a business coach might promote a short “summer reset” session for entrepreneurs reviewing the first half of the year. An online educator might highlight one practical workshop rather than an entire catalogue.

Another useful strategy is preparation. Summer can be a good moment to create materials that support the busier autumn months, such as guides, templates, or recorded workshops.

HYBRID BUSINESSES

Many small businesses combine products, services,

and digital resources. In these cases, preparing for summer often means shifting emphasis rather than redesigning everything.

A fitness trainer might reduce regular classes and offer outdoor group sessions. A marketing consultant might dedicate the quieter weeks to building resources or refining offers for September. A café owner might focus on takeaway products and outdoor seating instead of long indoor experiences.

The key question is simple: how do your customers behave during summer, and how can your offer meet them where they are?

A simple preparation exercise

Set aside 1 hour to review 3 questions.

- First, what happened in your business last summer? Look at your calendar, sales, and work load.
- Second, which part of your offer could become simpler or more flexible for the next two months?
- Third, what can you prepare now so that July and August require fewer reactive decisions?

Many seasonal problems disappear when entrepreneurs make small adjustments early.

STRATEGIC SUMMER TAKEAWAYS

Danish customers change their routines during the holiday months, and businesses that recognise this shift can respond with calm preparation rather than last-minute adaptation.

Review your offer, adjust your timing, and simplify where possible. When the rhythm of summer arrives, the goal is not to chase demand but to be ready for the version of it that actually appears.

Finally, remember to plan some time off. Summer is not only a season for adjusting your offer, but also for recharging. A few days away from the business can bring the energy and perspective that the next part of the year will require.

ABOUT THE WRITER

Diana Medrea-Mogensen is a Denmark-based entrepreneur, funding strategist, and educator working at the intersection of self-employment, learning, and inclusion. She founded We Are Entrepreneurs to support expats and underrepresented groups in building sustainable businesses.



EASTER CUPCAKES

Natasha Liviero brings effortless indulgence to your Easter table with these chocolate celebration cupcakes, soft and delicious for days.



CHOCOLATE CUPCAKES (Makes 14)

CHOCOLATE CUPCAKES INGREDIENTS:

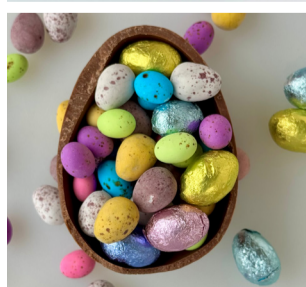
130g flour
45g cocoa powder
½ tsp baking powder
½ tsp bicarbonate of soda
½ tsp salt
200g granulated sugar
1 XL egg
126g full cream milk
62g canola oil/neutral oil
5g vanilla extract
125g freshly brewed coffee

CHOCOLATE NESTS INGREDIENTS:

150g 70% dark chocolate
22g butter
22g syrup
150g feuilletine/finely crushed corn flakes
Easter eggs for decorating

CHOCOLATE ICING/FROSTING INGREDIENTS:

250g unsalted butter, room temperature
10g vanilla extract/5g coffee extract
½ tsp salt
200g icing sugar, sifted
30g cocoa powder
100g 70% dark chocolate
10g - 15g milk/cold coffee



METHOD:

- FOR THE CUPCAKES:** Preheat the oven to 180° (fan) and prepare a 12-cup muffin/cupcake tin with paper liners.
- In the bowl of a stand mixer, sift the flour, cocoa, baking powder, bicarbonate of soda, salt and granulated sugar. With a paddle attachment, mix on low speed for 20 seconds.
- In a jug, whisk the egg, milk, oil and vanilla.
- Pour the wet ingredients into the dry and mix on low speed until just combined (do not overmix).
- Scrape down the sides of the bowl and add the coffee while mixing on low speed.
- Increase the speed to medium and beat for 30 seconds. Scrape down the bowl again and continue mixing until you have a smooth, liquid batter — around 30-40 seconds (do not over mix).
- Pour the batter into a jug and fill each cupcake with 46-48g of batter. Do not fill more than 2/3 or the cupcakes will rise and overflow whilst baking.
- Bake for 15 minutes or until a skewer inserted into one of the centre cupcakes comes out clean.
- Rest in the tin for 5 minutes before removing the cupcakes and placing them onto a cooling rack. Be gentle, as the cupcakes will be very soft.

- FOR THE CHOCOLATE NESTS:** melt the chocolate, then add the butter and syrup, and rest for 2 minutes before whisking to combine.
- Stir in the feuilletine and mix until fully combined.
- Grease a 12-cup mini cupcake pan, then spoon 10g/12g of the mixture into each cavity. With a spoon or with your fingers, gently press into the centre of each cavity and push the filling up the sides. You are creating a 'birds nest', so it's okay if it's messy and uneven! If you prefer thicker nests, just double the recipe.
- Place in the fridge to set.

- FOR THE ICING/FROSTING:** Begin by melting the chocolate and setting it aside to cool while preparing the remaining ingredients.
- Place the butter in the bowl of a stand mixer and mix on medium speed with a paddle attachment until soft and pale in colour.
- Add the vanilla and salt. Scrape down the bowl with a spatula and continue beating until well combined.
- Add the icing sugar and cocoa, in three batches, while mixing on a low speed. Scrape down the bowl again, then mix on medium speed for 5-6 minutes, or until light and fluffy.
- Add the melted chocolate and mix for 30 seconds, then scrape down the sides of the bowl. Continue mixing for 1-2 minutes. If the icing is too stiff, add just enough milk/coffee until you achieve your ideal piping consistency.

- ASSEMBLY:** Place the icing into a piping bag fitted with your desired tip, and pipe swirls on top of the cupcakes.
- Unmould the nests by gently nudging them out of the cupcake tin with a palette or blunt knife. Work carefully, as they will break if pushed too hard.
- Place a nest on top of each swirl of icing, then fill it with decorative Easter eggs.

NOTES:

- * Store iced cupcakes in an airtight container at room temperature for up to three days. Top with nests and easter eggs just before serving.
- * Create an Easter wreath by placing the cupcakes in a snug circle and filling the centre with a variety of Easter eggs.
- * The cupcakes can be served plain with just a swirl of icing.

ABOUT THE WRITER

Natasha Liviero is a South African pastry chef with Croatian heritage and a passion for European patisserie. She spends her days crafting recipes, sparing with her cats, and sharing her pastry journey on Instagram [@natashaliviero](https://www.instagram.com/natashaliviero).





RECRUITMENT ANNOUNCEMENTS

PRIMARY ENGLISH TEACHER, SKT. JOSEF'S INTERNATIONAL SCHOOL

Seeking an experienced, skilled and committed Early Primary teacher to join our dynamic team. This is a full-time position starting in June or August 2026 (depending on availability).

Location: Roskilde

Deadline: 17 April 2026

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Deadline: When filled

Contact: N/A

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Location: Kolding

Deadline: When filled

Contact: milena.magdonova@trademarktex.com
or +45 25 60 66 14

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RESEARCH ANALYST

You're responsibility of identifying, developing, and maintaining a network of contacts and relationships in the pharmaceutical and biotech industry and organizations. Conducting telephone interviews with industry stakeholders across all tiers, attending events, conferences, and trade shows with the purpose of networking, collecting data, getting and exchanging knowledge.

Location: Copenhagen

Deadline: When filled

Contact: Applications in English are to be sent by e-mail to:
job-uam@jakobandpartners.com

GLOBAL COORDINATOR – MATERNITY COVER

We are seeking a highly organized and proactive Global Coordinator to join our international marine service support team. You will be responsible for coordinating attendance across Europe, working closely with Global Technical Specialists and other Global Coordinators

Location: Aalborg

Deadline: When filled

Contact: Kasper Juul Kristensen,
Field Service Manager
+45 20 42 66 38
kasperjuul.kristensen@alfalaval.com

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Location: Kalundborg

Deadline: 13 April 2026

Contact: Hanne Schmidt, Skoleleder
+45 20 36 69 61

SUPPORT ENGINEER FOR KEY ACCOUNTS

You have a relevant technical background that enables you to collaborate with technicians and engineers to find effective solutions. Your experience may come from technical support, customer success management, or similar role.

Location: Odense

Deadline: When filled

Contact: Hanne Hansen
Hanne.hansen@makin3d.com

IT OPERATIONS ASSET SPECIALIST

You will play a key role in securing accurate and complete IT asset data that supports operations, lifecycle management, security, and compliance requirements.

Location: Flensburg & Fredericia

Deadline: 21 April 2026

Contact: Roland Lorenzen
+45 51 26 26 31 or rolalo@dlg.dk

COMMERCIAL PROJECT MANAGER

Ideally someone early in their career or recently graduated, who wants to help grow our business and strengthen our commercial efforts.

Location: Holstebro

Deadline: When filled

Contact: COO Peter K. Overgaard
+45 22 37 04 96

LEAD SOFTWARE ARCHITECT

Do you want to define and drive our software product vision? Do you aspire to play a central role in transforming our software products into a modular, upgradeable and scalable product suite, built on stable and well-designed interfaces?

Location: Aarhus

Deadline: When filled

Contact: Anders Riisgaard Nádházi, Director,
Software Product Supply and
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