

THE INTERNA TIO NAL

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VERDENS BESTE



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END-OF-SUMMER GETAWAYS



DENMARK'S DATA BLIND SPOT

AUGUST 2025 - WWW.THE-INTL.COM



**KIFAAX MALIN: A NEW VOICE FOR DENMARK
BUILDING A MORE INCLUSIVE FUTURE FOR DENMARK.**



LOST IN TRANSLATION:

WHEN AUGUST FEELS LIKE THAT ONE "CARRIE" EPISODE IN SEX AND THE CITY.

DEAR READERS

Every year, August arrives with the familiar rhythm of late summer in Denmark: light lingering in the evenings, students flooding into cities, and apartment move-ins echoing up stairwells. Beneath the surface of this seasonal shuffle, there's a quiet statistic: August is Denmark's busiest month for moving, with more than 85,000 (in 2023) relocations in a single year. A significant portion of these are internationals, individuals, families, and students, starting fresh chapters.

And with this wave comes a familiar sensation for many: isolation.

It's that disorienting mix of curiosity and confusion - when you're not quite sure how to say what you need at the pharmacy, or the buses seem to go the opposite direction of where you think you should be heading. The signs look familiar yet indecipherable. You miss small things, like your coffee order being said back to you in a voice that sounds like home.

"I'M IN PARIS. I'M SUPPOSED TO BE HAVING THE TIME OF MY LIFE." - CARRIE BRADSHAW, SEX AND THE CITY.

In the final episode of Sex and the City, Carrie Bradshaw moves to Paris for love. The city sparkles - at first. But soon the cracks appear: the language barrier, the cultural mismatch, the loneliness of walking beautiful streets without anyone to share them with. She loses her iconic "Carrie" necklace - a symbolic unravelling of identity. She questions whether she fits, or whether she's simply pretending.

It's a story many internationals know well. But here's the nuance: even though Carrie ultimately returns to New York, it's not failure. It's a choice. For others, it takes time, but they stay, adjust, and build something new.

"I HAD COME TO PARIS TO FIND LOVE. BUT I FOUND MYSELF." - CARRIE BRADSHAW, SEX AND THE CITY.

Moving abroad is both an adventure and an unravelling. You might feel like you're flailing through August, second-guessing every interaction, wondering if you're "doing Denmark right." But then, you find a favourite bakery. You learn

your CPR number by heart. You start understanding the signs on the train. Slowly, Denmark softens.

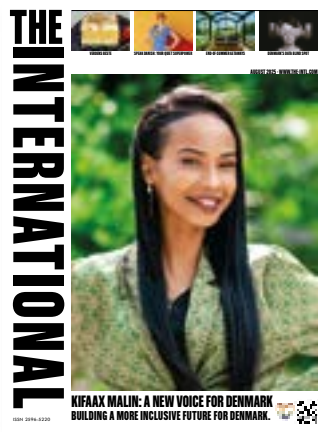
And while you're navigating all this, we want you to know: you're not doing it alone.

This is why we'll be at International Citizen Days on 19-20 September - a celebration and support hub for newcomers to Denmark. From cultural introductions to bureaucratic help to pure *hygge* (yep, you're going to hear that word a lot), you'll find it all under one roof. Our team will be there to meet and greet, so if you're attending, please come say hi. We'd love to hear about your journey so far, whether you're two weeks in, two years, or if you've been here forever.

Moving to Denmark might feel like stepping into your own Carrie-in-Paris episode. But remember: just because it's hard doesn't mean it's wrong. With time, community, and a little persistence, you might find that what feels foreign today will feel like home tomorrow.

Love

Lyndsay Jensen
EDITOR-IN-CHIEF & FOUNDER



CREDIT: HBO MAX



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INVITATION


INTERNATIONAL CITIZEN DAYS 2025

You are invited to a one-of-a-kind welcome event tailored specifically for the international community in Greater Copenhagen. Taking place in the heart of Copenhagen on 19 & 20 September, International Citizen Days brings together public authorities, private organisations and local communities for two days of help and guidance on everything from job and career to housing and social life. With an exciting programme offering insightful talks, debates, fun activities and a lively fair in a warm and 'hyggelig' atmosphere, we hope to make your transition from global to local citizen as smooth as possible.

icdays.kk.dk

FRIDAY


 **19 September 2025 / 12.00-16.00**


 **Øksnehallen
Halmtorvet 11, 1700 København**


 **Job & Career**

Friday is all about job and career, giving you the chance to meet interesting companies together with a broad range of organisations offering guidance on how to unfold your professional potential and kickstart your career in Denmark. You will be introduced to the Danish labour market including the inescapable codes of Danish workplace culture, recruitment processes, and collective agreements with plenty of opportunities to mingle and widen your network. There will be a CV photo booth, an exclusive career matchmaking for selected candidates and plenty of other relevant activities. Whether you are looking for your first job, next job, or dream job, Friday is the day for you.

SATURDAY

 **20 September 2025 / 10.00-15.00**

 **Øksnehallen
Halmtorvet 11, 1700 København**

 **Housing & Finance / Job & Career
/ Culture & Leisure**

Saturday is your gateway to settling in with ease, offering a family-friendly programme where internationals of all ages are welcome. You will be guided through the jungle of housing options, banking services, tax laws, childcare facilities, career opportunities and Danish culture – all under one roof – together with the city's culture houses, libraries, sports clubs and associations. There will be a playful LEGO workshop along with other creative activities to keep the little ones engaged while you explore the event. Whether you are new to the region or have been here for a while, Saturday is designed to help you and your family build a supportive community and feel at home.

A Digital Welcome



Whether you're seriously planning your move or simply curious, Denmark is just one click away. Step into our digital stage at International Citizen Days and discover life here before you even arrive.

FREE SIGN UP



INTERNATIONAL
HOUSE
COPENHAGEN



Akademikere

COPENHAGEN
CAPACITY

D
Danish Industry

3F København

FINANS
DANMARK

GREATER
COPENHAGEN

IDA

prosa
small IT-union

WORK IN
DENMARK

Interreg
Öresund-Kattegat-Skagerrak

Co-funded by
the European Union

Welcome
September

A STATE OF DENMARK
TALENT TO A
GREEN DENMARK

Danish Board of
Business Development

Co-funded by
the European Union

LEADERSHIP ROOTED IN EMPATHY AND INCLUSION.



KIFAAX MALIN DIDN'T SET OUT TO ENTER POLITICS - SHE SET OUT TO
MAKE PEOPLE FEEL SEEN. SHAPED BY HER SOMALI HERITAGE,
DANISH UPBRINGING, AND LIVED EXPERIENCE WITH ADHD,
SHE'S TURNING PERSONAL CHALLENGES INTO PUBLIC CHANGE.

PHOTOGRAPHS [ALEX FLUTUR](#)

TEXT **LYNDSAY JENSEN**

KIFAAX MALIN'S LIFE has always been a balancing act between cultures. Raised in Denmark, she feels most at home within Danish society, yet her Somali roots remain a strong and steady current in her life. Rather than choosing between these worlds, Kifaax has found a way to embody both. Her identity is not fragmented - it's whole, shaped by family traditions, cultural curiosity, and a deep appreciation for diversity. Her love for food and music, for example, reflects this blend. From cooking traditional Somali sambusa with her family to immersing herself in global and Danish music, Kifaax finds joy in cultural exchange. This openness has made her not only more curious but also more empathetic, especially in diverse social settings.

Navigating different cultural expectations has never caused Kifaax serious conflict, but there have been moments where societal norms and family values did not fully align. In such cases, she's learned to navigate her own path - one that honours both her heritage and her present. Through her work on international youth projects, she's seen firsthand how cultural exchange is a beautiful thing. Helping young people from different countries find internships in Aalborg, she's watched collaboration build

stronger, more engaging communities. To Kifaax, this work proves time and time again the importance of inclusion and kindness, especially toward those who choose Denmark as their new home.

Her personal and professional values were strongly shaped by her mother, who saw education as a critical opportunity. Having missed out on higher education herself, her mother supported her in pursuing university and made the most of every opportunity. That support became a source of motivation, one that shaped her drive to succeed and her belief in using success as a way to uplift others. Today, her approach to leadership is defined by empathy, listening, and curiosity. She leads by connecting, understanding, and valuing diverse perspectives.

A MULTICULTURAL VOICE FOR INCLUSION

Working on international projects has also sharpened her ability to thrive in multicultural environments. Kifaax has developed a nuanced understanding of how to collaborate across cultural lines. Diversity, in her eyes, is not just a value but an operation-





"I'VE NEVER HAD TO CHOOSE BETWEEN BEING SOMALI OR DANISH - MY IDENTITY IS NOT FRAGMENTED, IT'S WHOLE. IT'S SHAPED BY FAMILY TRADITIONS, CULTURAL CURIOSITY, AND A DEEP APPRECIATION FOR DIVERSITY, WHICH GUIDE HOW I LIVE, CONNECT WITH OTHERS, AND FIND JOY IN THE RICHNESS OF DIFFERENT CULTURES."

al strength - it helps teams think broadly and act with creativity. She has found that her ability to respect and understand different cultural contexts has been essential in building trust and developing meaningful partnerships.

Despite progress in many industries, Kifaax believes diversity and inclusion initiatives often fall short of making real change. Symbolic efforts are not enough, she argues. What's needed is meaningful action in recruitment, leadership, and decision-making spaces where diverse voices can shape outcomes. Without that, inclusion remains a surface-level goal rather than a systemic reality.

Language is another space where Kifaax's multiculturalism shines. She is fluent in Danish (her native language), speaks some Somali, and uses English daily at work. These languages have opened doors for her both socially and professionally, allowing her to connect with a wide range of people and perspectives. She has also noticed distinct communication styles - Somali conversations tend to be more direct and expressive, while Danish communication is often reserved and indirect. Kifaax has learned to navigate both styles with grace, adapting her approach based on context and, above all, listening first.

One of the things people often find surprising about her heritage is food-related, specifically sambusa. Many assume it's an Indian dish, but she enjoys introducing them to the Somali version, which has its own unique flavour and preparation. These small moments highlight how easy it is to make assumptions about culture, and how rewarding it can be to challenge them.

FROM PERSONAL STRUGGLES TO PUBLIC ADVOCACY

Over the years, Kifaax has watched a shift take place in Denmark. More young people with multicultural backgrounds are becoming visible in public life, stepping into leadership roles, and reshaping narratives. These role models are creating new patterns,

"INCLUSION ISN'T SYMBOLIC - IT'S ESSENTIAL. CHANGE HAPPENS WHEN DIVERSE VOICES SHAPE DECISIONS, NOT JUST SIT AT THE TABLE."

and she is proud to be part of this movement. Her contribution goes beyond cultural identity - she's also an advocate for mental health and neurodivergence, shaped by her own experiences living with ADHD and anxiety.

It was these challenges that pushed her toward politics. Kifaax knows first-hand how difficult it can be to access support and feel understood. She also knows the system often fails people like her, especially women and girls who are diagnosed too late or misdiagnosed altogether. These delays are particularly harmful to youth and young adults, whose education and employment prospects can be profoundly affected by late or inadequate support.

Kifaax is determined to change that. She believes that awareness is not enough; policy change must follow. Her advocacy centers on reducing wait times, increasing resources for youth mental health, and streamlining access to therapy, without endless referrals or bureaucratic barriers. She also wants to challenge harmful stigmas, especially those suggesting that ADHD or anxiety are simply a matter of personal discipline. Such misconceptions are not only wrong but damaging, and Kifaax is committed to normalising neurodivergence. Her message is clear: people can succeed and thrive while being different.

A POLITICAL PLATFORM OF REPRESENTATION

Running for office is her way of turning personal experience into public service. Her platform is built on authentic representation - not just for neurodivergent individuals, but also for people from mixed cultural backgrounds and marginalised communities. She believes representation means more than visibility; it means lifting others and making space for their voices. Her campaign is grounded in listening, openness, and an unwavering commitment to inclusion.

Kifaax argues that neurodivergent voices are essential in political spaces. People who think differently offer new ways of solving problems and seeing the world. Excluding them means designing systems for a narrow group, leaving many behind. Inclusion, she believes, is fundamental to democracy - not a bonus, but a necessity.

Since announcing her candidacy, she's been moved by the responses, especially from young people who feel seen and validated. Many have thanked her for being open about her mental health challenges, telling her that her vulnerability makes them feel less alone. While sharing her personal story publicly has been difficult at times, Kifaax believes it's worth it.

She plans to engage young people directly - visiting schools, community centres, and youth organisations. She'll use social media as a tool for dialogue and advocacy, providing practical ways for young people to get involved. Most importantly, she wants to create political spaces where youth voices are not just heard but taken seriously.

A NEW KIND OF LEADERSHIP

Kifaax Malin represents a new kind of leadership - one defined by empathy, cultural awareness, and lived experience. Her work in mental-health advocacy, her dedication to inclusion, and her commitment to representation are all part of a larger vision: a society that sees difference not as a challenge but as a strength. Through her political work, she speaks for a generation that refuses to be left out of the conversation. **THE-INTL**

DENMARK'S MENTAL-HEALTH CRISIS:

NEURODIVERGENT YOUTH FACE LONG WAITS AND LIMITED SUPPORT.

Across Denmark, a growing number of young people are struggling to access timely mental health care, especially those who are neurodivergent. Conditions such as ADHD, anxiety, and autism are increasingly recognised, yet the healthcare system is struggling to keep pace with demand.

ALARMING WAIT TIMES

Current wait times for specialist care are exceptionally long. On average, young people referred for neurodevelopmental evaluations face a wait of up to 92 weeks - nearly two years - before seeing a specialist. Even general mental-health services are overloaded, with waitlists ranging from 16 to 20 weeks, and in some municipalities, the wait for an initial consultation can stretch to 10 to 18 months.

IMPACT ON EDUCATION AND DAILY LIFE

These delays have real consequences. For youth and young adults, late diagnosis and limited support can disrupt school, work, and personal development. Many young people report feeling isolated or misunderstood, especially when their symptoms are dismissed as behavioural problems or poor self-discipline.

GENDER DISPARITIES IN DIAGNOSIS

Girls and women are particularly vulnerable to being misdiagnosed or diagnosed late. Traditional diagnostic models often reflect male presentations of conditions like ADHD, meaning many young women fall through the cracks or receive inaccurate assessments.

STIGMA AND MISCONCEPTIONS

Despite increased awareness, stigma around neurodivergence persists. ADHD is often trivialised or viewed as a lack of effort rather than a neurological condition. Such misconceptions not only delay treatment but also discourage young people from seeking help.

THE CALL FOR REFORM

Experts and advocates across Denmark are calling for systemic change. Key priorities include shorter wait times, increased funding for youth mental health services, and better training for educators and healthcare providers. Streamlining access to care by reducing bureaucratic barriers and excessive referrals is seen as essential to improving outcomes.

Beyond healthcare, there is a broader societal need for inclusion. Schools, workplaces, and communities must adapt to support neurodivergent individuals, recognising that diverse ways of thinking are not a problem to be fixed but a strength to be supported.

As mental health challenges rise among Denmark's youth, the pressure is on to modernise the system and ensure that no young person is left behind.

MENTAL HEALTH RESOURCES AND SUPPORT IN DENMARK:

Headspace Denmark

Free and anonymous mental-health support for young people.

Website: www.headspace.dk | Phone: 70 20 53 63

Landsforeningen Autisme (National Autism Association)

Resources and support for individuals with autism and related diagnoses.

Website: www.autismeforening.dk

ADHD-foreningen (ADHD Association Denmark)

Support and information for individuals with ADHD and their families.

Website: www.adhd.dk

Psykiatrifonden (The Mental Health Foundation)

Information, helplines, and mental-health resources.

Website: www.psykiatrifonden.dk | Phone: 39 25 25 25

If you or someone you know is struggling, don't hesitate to reach out. Help is available, and early support can make a critical difference.



LOST POTENTIAL:

THE OVERLOOKED CULTURAL ANALYST IN DENMARK.

PHOTOGRAPHS **GIADA OLIVA**

TEXT **AAMNA TAUHEED**



NOBODY KNOWS THAT a person handing a cup of coffee across the counter may be more than a café worker. They don't even realise that they are placing their small order to a multilingual researcher and cultural analyst with two University degrees. Giada doesn't shy away from work and respects all professions, but didn't come to Denmark to work as a waitress, especially after earning a Master's degree from one of Copenhagen's well-recognised universities.

Giada's story is similar to that of international students who come to Denmark to study at Danish Universities, eager to build successful careers in this country. Sadly, most of them end up stuck in jobs like cleaning, dishwashing, and café work after graduation due to a highly competitive job market, which makes it quite challenging for international graduates. The recruitment system fails to recognise their potential and skills, leaving them ghosted, ignored and unwelcome by the companies.

Giada's story deserves to be featured in our #TheForgottenGold series as her journey reflects the untapped human talent that Denmark risks losing. She is a skilled cultural analyst and researcher, yet remains unnoticed and underutilised in the Danish job market. In her words, shaking with emotions: "I was well-prepared before coming to Denmark, learnt the local language beforehand and researched as much as I could to know about the Danish culture and snippets of the job market. I found everything to be the opposite of what I expected after coming here. I have been thinking every day for the past three years about how someone so prepared still ends up like this."

FROM ROME TO COPENHAGEN: AN ITALIAN SUITCASE OF DREAMS

"The common view of Denmark is that it is one of the happiest countries in the world. The quality of life, social security, low crime rate, and free education are major factors attracting foreigners, especially those from Southern Europe. For me, free education, the desire of a successful career and a work-life balance approach are the appealing factors that led me from Rome to Copenhagen three years ago," says Giada while sharing the reason for moving to Denmark.

Born and raised in Rome, the Italian girl with a child-like smile sat in a café near Nørreport station with me to share her journey in Copenhagen, Denmark. "It is easier to talk face-to-face rather than in an online meeting. The physical meeting gives more time to share and exchange thoughts", Giada said with a smile, while sipping the iced-blue berry juice.

Giada studied Performing Arts in Rome and worked as an assistant director in a theatre. That experience enhanced her observational skills, enabling her to analyse human behaviours and understand diverse cultures. She also worked as a student researcher at the Central Institute for Sound and Audiovisual Heritage in Italy. That experience sparked her desire to understand how people function within diverse cultures, systems, and institutions. The cultural curiosity and the urge to analyse



"THE COMMON VIEW OF DENMARK IS THAT IT IS ONE OF THE HAPPIEST COUNTRIES IN THE WORLD. THE QUALITY OF LIFE, SOCIAL SECURITY, LOW CRIME RATE, AND FREE EDUCATION ARE MAJOR FACTORS ATTRACTING FOREIGNERS, ESPECIALLY THOSE FROM SOUTHERN EUROPE. FOR ME, FREE EDUCATION, THE DESIRE OF A SUCCESSFUL CAREER AND A WORK-LIFE BALANCE APPROACH ARE THE APPEALING FACTORS THAT LED ME FROM ROME TO COPENHAGEN THREE YEARS AGO."



the dimensions of human behaviour brought her to the University of Copenhagen to pursue a Master's degree in Applied Cultural Analysis. "I always wanted to study culture and work on its intersection and strategy. It is my dream to help businesses and institutions understand cultural dynamics so that they can make culturally sensitive and inclusive decisions, without relying solely on data points," said Giada as she described her academic and professional skillset. She also shared that she was drawn to Denmark's human-centred approach to innovation and considered it a place where she could make a meaningful impact with like-minded people.

Like many international students, Giada came to Denmark aiming to grow professionally. She believed that Denmark is a less crowded country with many opportunities for internationals, and that Danish society is well-integrated and welcoming to foreigners. Giada formed this perception of Denmark after reading travel blogs, social media public group pages, and listening to stories from fellow Italians. "Most people in Italy believe that life is broader outside their country, and our skills will be utilised and rewarded in a better way in other parts of Europe. Before coming here, I considered Denmark among those countries where internationals like me can embark on new experiences and a high-quality life. I am a little disappointed now after coming here, especially after completing my degree," said Giada, taking a deep breath during our conversation.

EXHAUSTION IN THE LAND OF OPPORTUNITIES

During her Master's, Giada did an internship at the Municipality of Copenhagen in the department for Sustainability and Internationalisation. She contributed to the project team, organising the city's largest event to welcome Foreigners to Denmark. She learned the Danish language simultaneously to build a strong network and integrate into the Danish society. After graduation, she served as a volunteer at an intercultural library to support cultural exchange activities and projects related to sustainability. She also joined Snakkeklub (Conversation Clubs) to improve her language further, but nothing has worked for her so far.

Sharing her efforts and challenges, she said in a dejected tone, "Despite my dedication and participation in the municipality's seven-month graduate program to understand Danish workplace culture, actively engaging in language exchange groups, and attending café meetings, I am still nowhere. I am struggling to access opportunities beyond the hospitality and cleaning sectors. I reach out directly to companies in my field, but I believe effort alone is insufficient. Sometimes, I feel exhausted and struggle to sustain my motivation here, which I considered a land of opportunities. I

hear many stories where people find jobs "by chance" through networking, but this type of networking feels elusive. You never know whether you'll get a job tomorrow or in the next years. It's disheartening to know that between one's dream job, there seem to be no intermediate opportunities available for international graduates like me."

SYSTEMIC FREEZE

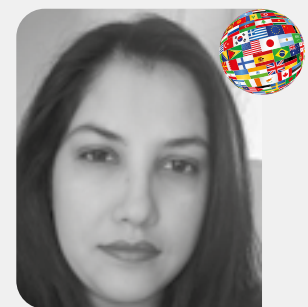
Giada's thoughts reveal a specific kind of fatigue that comes from constantly doing everything right but getting nowhere. It's the frustration that arises from carrying one's ambition alone in a new country, sending hundreds of tailored job applications, but receiving only silence or rejections. This is not just her story, but a situation shared by many international graduates living in Denmark who are silently witnessing their skills fade away due to a systemic freeze. The pain is mutually relatable for those who studied in Denmark to build a career but are now surviving through cleaning and dishwashing jobs.

"It's more about dignity rather than work. We are trained and educated professionals who are ready to contribute, so don't make us your backup workers. We are willing to demonstrate our skills and performance, so let us into the system. It's about not having to choose between doing what you're trained for and making it through another month", said Giada confidently.

Foreign talent in Denmark is not asking for favours but access to the Danish job market, where their professional competencies can be utilised. Many, like Giada, are looking for transparency, opportunity, and acknowledgement rather than special treatment. They expect the recruitment system to recognise international talent and their degrees. Their call extends beyond themselves to every talented graduate who is caught between a professional job and the mundane tasks of dishwashing or cleaning.

A PERSONAL YET NOT PRIVATE PROBLEM

Giada's story is personal yet relatable to many foreigners aiming for a better career in Denmark. The country is currently experiencing significant skill shortages in fields like research, innovation, and life sciences. Companies are reaching out and hiring people from outside Denmark, often overlooking the international talent already present in the country. Danish companies, as mentioned in their profiles, aim for diversity, inclusivity, and the hiring of individuals without cultural and social biases; however, they often overlook foreigners. As a result, the country's underutilised talent pool continues to grow—a phenomenon aptly called #TheForgottenGold. **THE-INT**



AAMNA TAUHEED
COPYWRITER &
COMMUNICATIONS SPECIALIST

Aamna is a writer and communications specialist who has called Denmark home since 2016. With a strong academic and professional background in Business communications, she has worked with non-profit organisations on several projects. She also worked as a copywriter for various companies, bringing a sharp eye for narrative flow, clarity, and crafting compelling content to enhance brand visibility and identity.

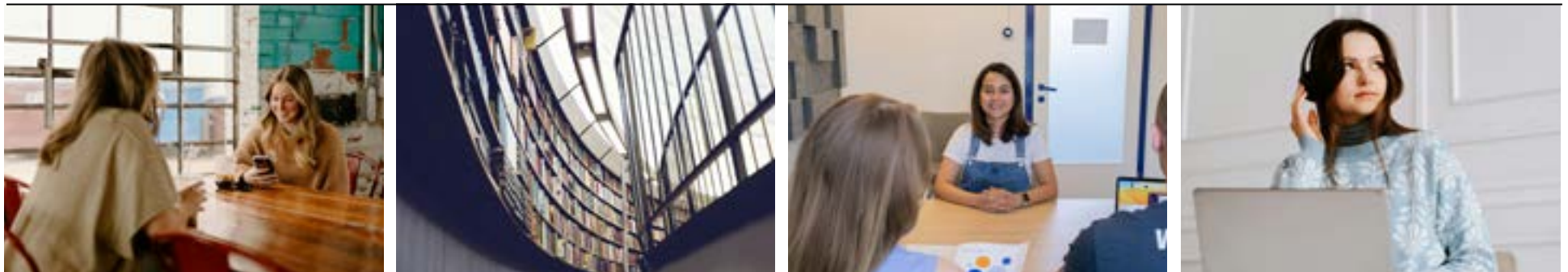
As a passionate storyteller with a purpose, Aamna enjoys engaging in writing projects that bring positive change. Aamna believes in using pen power to highlight, address and transform society. She has a special interest in topics related to human welfare, sustainability and innovation, and frequently contributes to mission-driven campaigns and strategic communication efforts.

In her free time, she can be found playing with her kids, getting lost in a good book, or listening to music while holding a cup of coffee.

 [Aamna Tauheed LI](#)

FROM CLASSROOM TO CAREER: MAKING DENMARK YOUR PROFESSIONAL HOME.

PHOTOGRAPHS PEXELS TEXT LESLEA PETERSEN



YOU HAVE GRADUATED - the celebrations have started, but what's next? For international students in Denmark, the end of university life often brings the big question: Can I stay and work here, and what are the possibilities? The good news is yes, you can, but it isn't always easy to find that first job after graduation.

HERE ARE MY TOP TIPS FOR TRANSITIONING FROM STUDENT LIFE TO A PROFESSIONAL CAREER IN DENMARK.

What conditions allow you to stay and apply for work in Denmark?

Do you need a job-seeking residence permit? When you complete a Danish degree program, you're eligible for a job-seeking residence permit that allows you to stay in Denmark for three years while you look for work.

Most graduates are automatically granted up to three years after completing a full-time degree (Bachelor's, Master's, or PhD) from a Danish higher education institution.

This gives you time to look full-time for an entry-level role (unless you also have previous experience) and affords you an extended period to find the right job. For full details of permits and sponsorship, I always recommend you look here via nyidanmark.dk for the latest rules and regulations.

If you find a job during this period (depending on your EU or non-EU status, of course, as the rules are different), you can transition to a work residence permit under schemes like: Fast-track Scheme/ Pay Limit Scheme or Positive List Scheme (for professions in high demand). All the details can be found in the link mentioned. Make sure you access the correct information; it is important for the future.

CREATE A GREAT CV AND COVER LETTER

Now you know you can stay and find a job; your first thought might be, what can you offer an organisation? What skills and experience do you bring? And how can you communicate this well?

With your CV: Keep it to one or two pages if you have previous experience. Focus on skills that you have learnt during your studies in a student role in your field (Perfect if you managed that) or even in a temporary role when you have been working in a bar or coffee shop. Highlight some of the core skills needed in any role, great communication, listening and working well in a team, and

what part you play to give an organisation an idea of what and who they will get if they hire you.

All experience counts, but tailor it now to the job you want. Summarise what you have studied, if that helps, and what experience will help in the job and company.

With your cover letter: Personalise and show how your skills match the job and why you want to work in that company.

YOU DON'T SEE MANY ENTRY-LEVEL ROLES IF YOU DON'T KNOW WHERE TO LOOK.

Some sectors in Denmark are booming, especially for international talent, such as engineering, IT and software development, biotech and life sciences, and business and finance. However, the competition is fierce, so leaving your job hunt until after you graduate will put you at a disadvantage! For those of you still studying, your job search starts now.

Check out job portals like [Graduateships](https://graduateships.com), a website and organisation tailored to graduates. So, whether you want to access a graduate program or an entry-level role, this is the best job portal for you.

LinkedIn is your buddy, not just for finding jobs but for networking and making those connections.

And don't underestimate the power of networking. Attend job fairs, alumni events, and professional meetups to connect with the right people.

GET YOUR DANISH ON. NOW IS THE TIME TO POLISH THOSE DIFFICULT WORDS!

While many workplaces operate in English, learning Danish is a huge asset. It shows commitment, helps with general chit chat when you get a job with Danish colleagues, and opens doors to more job opportunities. It also helps in the long term if you plan to stay in Denmark. You might want to go for permanent residency, so you will need to pass a Danish exam as part of the process. Keep upskilling in the local language.

And finally..

BE PATIENT, PERSISTENT, AND PROACTIVE - THE 3 P'S.

Landing your first job may take time. Don't be discouraged by rejections - they're part of the process. Use the time to volunteer or intern to gain Danish experience. You can also improve your language skills and connect with locals to learn more about Danish work culture and expectations.

Staying in Denmark after graduation is more than a practical choice. You have probably grown to love the Danish lifestyle, quirky foods, and life balance, even the long, dark winters! So, landing that first job is now a priority. There are career opportunities across industries, and Denmark isn't just a place to study. It can be the place where your career truly begins. **THE-INTL**



LESLEA PETERSEN
CEO OF ENGLISH
JOB DENMARK

Leslea Petersen is the CEO of English Job Denmark, an organization dedicated to coaching professionals and businesses in retaining international talent. Originally from Britain, Leslea moved to Denmark 16 years ago, marrying into Viking heritage. With over 20 years of communications experience in both business and not-for-profit sectors, she brings a wealth of knowledge and expertise to her role. Leslea is deeply passionate about helping organisations navigate the complexities of international recruitment and fostering a diverse workplace. Her commitment to excellence has made her a prominent figure in the Danish job market.

[Leslea Petersen LI](https://www.linkedin.com/in/leslea-petersen/)

englishjobdenmark.dk

info@englishjobdenmark.dk





PRODUCT SAFETY SPECIALIST, BESTSELLER

You will work closely with detailed regulatory requirements, contribute to robust processes, and play a key role in ensuring safe and compliant products across our global supply chain.

Location: Aarhus

Deadline: 1 September 2025

Contact: Jane Pors
+45 30 85 39 06

MATERIAL MANAGER, EVERLLENCE

You will get your own supplier portfolio and will take part in keeping price, quality and delivery up to specifications.

Location: Frederikshavn & Copenhagen

Deadline: 31 August 2025

Contact: Nicolas Kris Mogensen,
Head of Material Management
nicolas.mogensen@everllence.com

SHIPPING COORDINATOR, EET GROUP

You will help shape the role but experience from shipping, freight, logistics or supply chain would be ideal.

Location: Greve

Deadline: 15 August 2025

Contact: Jørn Rasmussen, Hiring Manager
jrn.rasmussen@eetgroup.com

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info@englishjobdenmark.dk
or call 60 70 22 98.

For more information
about what we can offer:

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RECRUITMENT ANNOUNCEMENTS

TECHNICAL WRITER, BÜHLER GROUP

You will be responsible for creating and updating clear, user-oriented documentation such as operating manuals, installation guides, maintenance and repair manuals, and spare parts catalogs for Bühler products.

Location: Skovlunde

Deadline: ASAP

Contact: Website

EMBEDDED SOFTWARE ENGINEER – POWER ELECTRONICS, OJ ELECTRONICS

You'll join an R&D team consisting of some 45 hardware and software engineers, UI/UX designers, testers, and compliance and project managers – all working together to develop products that meet our customers' exacting needs.

Location: Sønderborg

Deadline: ASAP

Contact: Website

CUSTOMER SERVICE ASSISTANT, MSC DENMARK A/S

Your key responsibilities include delivering outstanding and effective customer service by applying your industry knowledge and collaborating with your team to foster a high-performance culture, all in alignment with MSC's local guidelines and global strategy.

Location: Aarhus

Deadline: ASAP

Contact: Nicolai Gellert Pedersen,
Customer Service Director
+45 52 58 55 93

COMMERCIAL TEXT COORDINATOR (MATERNITY COVER), JYSK

Do you have a talent for writing compelling product descriptions that sell? Are you excited about shaping the future of product content in a collaborative, international team where AI, creativity and linguistic precision go hand in hand?

Location: Brabrand

Deadline: ASAP

Contact: Lars Ottesen, Team Manager,
Commercial Text and Localisation
+45 20 82 44 26

STRATEGY COORDINATOR, DEMANT

You will play a central role in driving strategic alignment and engagement across Demant's global Hearing Care organization by coordinating key leadership forums, crafting compelling communication, and supporting the execution of strategic initiatives.

Location: Smørum / hybrid

Deadline: 31 August 2025

Contact: Website

COMMUNICATIONS OFFICER, IMS

The ideal candidate will have a proven track record of creating compelling written and visual content for different digital platforms; in-depth knowledge about MENA with a focus on relevant human rights and political dynamics in the region; and hands-on experience with putting a variety of social media to effective use.

Location: Copenhagen

Deadline: ASAP – short-term contract

Contact: ASAP

DEVELOPER EXPERIENCE & RELATIONS LEAD, INTERHUMAN AI

We're looking for someone who lives at the intersection of dev and storytelling - you will own and grow the developer experience from the ground up. You'll take our powerful social intelligence API and make it feel like magic for devs building the next generation of conversational AI, EdTech, and training products.

Location: Copenhagen

Deadline: ASAP

Contact: frederik@interhuman.ai

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MIDLIFE METABOLISM MYTHS:

WHAT'S SLOWING DOWN, WHAT'S NOT, AND WHY IT'S NOT ALL DOOM.

PHOTOGRAPHS **PEXELS** TEXT **ALEXANDRA BECK**



SOMEWHERE BETWEEN YOUR 40s and 50s, you might have been told your metabolism packs up, moves to a villa in Spain, and leaves you with stubborn belly fat, constant fatigue, and zero chance of ever enjoying pasta again.

Sigh: that's not quite how it works.

Yes, your metabolism shifts as you age. No, it hasn't betrayed you. And no, you don't need to start surviving on kale and tears.

Let's bust a few myths, shall we?

MYTH #1: YOUR METABOLISM CRASHES AFTER 40

Let's start with the big one. Many people believe their metabolism takes a nosedive the minute they hit a milestone birthday. But according to recent research, metabolic rate stays relatively stable between ages 20 and 60. What does change is our behaviour.

We tend to move less. We may lose muscle mass. We might sleep worse, snack more, and find ourselves stress-scrolling at midnight with a glass of wine and half a baguette.

The fix isn't panic. It's consistency: strength training, walking more, managing stress, and sleeping like it's your side hustle.

MYTH #2: HORMONES MAKE FAT GAIN INEVITABLE

Perimenopause and andropause indeed bring hormonal shifts that can affect body composition. Lower oestrogen or testosterone can influence where fat is stored and how easily muscle is built or maintained.

But these changes don't mean "game over." They just mean the game has changed. And good news: there are tools for that.

Strength training is one of your most powerful allies, along with protein-rich meals, regular movement, and yes, learning how to rest. (No badge of honour for pushing through total burnout.)

MYTH #3: EATING LESS WILL "JUMP-START" YOUR METABOLISM

Midlife often brings a crash-diet reflex: eat less, exercise more, pray for miracles. But extreme calorie-cutting can backfire, especially if it leads to muscle loss. Since muscle mass is your body's metabolic engine, losing it means burning fewer calories at rest.

Instead of slashing intake, think protein-forward meals that actually satisfy you, paired with strength-focused training that helps you keep (or build) the muscle you've got.

And yes, you can eat carbs, especially if they're accompanied by fibre, colour, and something that brings joy. (Looking at you, sourdough.)

MYTH #4: CARDIO IS THE BEST WAY TO "BURN FAT"

Ah, cardio. The darling of the '90s fitness scene. It has a place - great for heart health, mental clarity, and those days when you just need to move. But relying on cardio alone to boost metabolism or shift stubborn fat isn't the most efficient route.

What does help? A combo of:

- Strength training (hello, muscle maintenance)
- NEAT (non-exercise activity like walking, cleaning, dancing in your kitchen)
- Enough food to fuel it all

Basically, train like you want to keep living energetically, not like you're trying to undo last weekend's pizza.

MYTH #5: IF YOU'RE NOT SHRINKING, YOU'RE FAILING

Let's gently challenge the belief that success = a shrinking body. Midlife can be a time of recalibration, not punishment. You might be building muscle and strength, improving your energy, reducing stress - all things that won't always show up on the scale.

Instead of obsessing over weight, ask:

- Am I sleeping better?
- Do I feel stronger or more energised?
- Are my clothes fitting more comfortably?
- Do I have more consistency, fewer crashes?

Those answers matter - a lot.

THE METABOLISM MINDSET SHIFT

Here's the truth: your metabolism isn't broken. It's just responding to the inputs you give it.

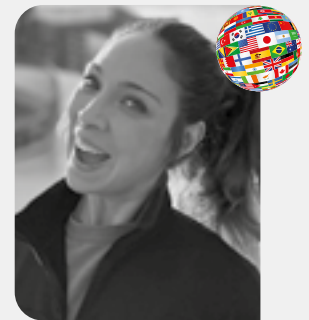
Midlife is a brilliant time to rethink your approach - not out of fear, but out of curiosity. What actually helps you feel good, strong, clear-headed, and stable in your energy? That's your absolute baseline, not some diet rule from 2004.

You're not doomed. You're adapting. And the tools that work now - progressive strength training, whole foods, sleep, stress management, and yes, fun - are the ones that build a body that lasts well into your 70s and 80s.

So ditch the panic. Keep the protein. Lift the weights. And walk like someone who's still got decades of dancing left in them. **THE-INTL**



"MIDLIFE IS A BRILLIANT TIME TO RE-THINK YOUR APPROACH - NOT OUT OF FEAR, BUT OUT OF CURIOSITY. WHAT ACTUALLY HELPS YOU FEEL GOOD, STRONG, CLEAR-HEADED, AND STABLE IN YOUR ENERGY? THAT'S YOUR ABSOLUTE BASELINE, NOT SOME DIET RULE FROM 2004."



ALEXANDRA BECK
PERSONAL TRAINER &
NUTRITION COACH

Alex is a Swiss/Brit mom and wife who has lived in Copenhagen since 2009. She switched from corporate life in communications to the independent life of an outdoor personal and group fitness trainer. She coaches people of all ages and fitness levels to find fun and consistency in movement through individual and group workouts. Delivering entertainment and spreading group fitness magic is her superpower. Alex encourages you to high-five her if you see her in the capital!

[Alex Beck FB](#)

[Alex Beck IG](#)

[alexbeck.fit](#)

ALEX BECK

WHAT I WISH I KNEW...

BEFORE STARTING A BUSINESS IN DENMARK.

PHOTOGRAPHS PEXELS

TEXT DIANA MEDREA-MOGENSEN

MANY NEW ENTREPRENEURS think of “starting a business” as a single step, a decision, a registration, or a website launch. I thought so too. But when I opened my first business in Denmark, an on-demand cake shop born from family blog requests, I discovered something else entirely: that entrepreneurship isn’t one thing, but it’s the ongoing alignment of who you are, where you are, and who you’re building with. In other words, business is never just business. It touches everything, and here’s what I wish I’d known sooner.

SELF: YOU ARE WHAT YOU PRACTICE

Years after I started, I heard Michelle Obama say, “You are what you practice.” It struck me, because that’s precisely what business is. You become the entrepreneur you practice being. Cold calls, marketing, logistics, and dealing with customers - these aren’t just tasks - they shape your daily identity.

The trap is doing what you see others do without asking: Is this aligned with me? You might love connecting with people, or you might find constant customer interaction draining. You might be energised by hustling, or you might need quieter, more strategic modes of working.

Every choice in your business becomes a kind of training. You’ll spend time, energy, and often money practising how to be, what to learn, and how to show up. Before you get too deep, pause and ask: Is this the kind of entrepreneur I want to become? Let your business support your strengths, not suppress them.

ENVIRONMENT: CONTEXT IS EVERYTHING

There’s the physical environment, like working with Danish regulations, registering your CVR number, or renting an approved kitchen, and then there’s the invisible one: the ecosystem around you.

I thought that if I followed the rules and worked hard, everything else would fall into place. But business isn’t linear in Denmark or anywhere else. There are two sides to your environment: the fixed (laws, taxes, systems), which you must understand well enough to avoid trouble; and the fluid (networks, relationships, trust), which you need in order to thrive.

Culture matters. Conversations matter. Showing up in local networks, even if just to listen and learn, is part of building a business here. You’re not just running a business in Denmark, you’re building a business with Denmark. It’s a shared space.

PEOPLE: THE CORE OF IT ALL

Every business is about people. Your customers, your collaborators, your family, your future team. Even yourself. And in the early days, it’s all incredibly personal.

When I started, I didn’t realise how much the business would spill into every relationship: my marriage, my friendships, even what I had to talk about at dinner. You’re immersed, and it’s ex-



hausting.

There’s a reason entrepreneurs often tie their identity to their work. At first, the lines blur. Eventually, you find ways to separate again, but not before you understand just how intertwined business and people really are. Your ability to communicate, listen, ask for help, and collaborate is not soft - it’s strategic.

And one thing I learned? People don’t separate you from your business, even if you try to. That can be overwhelming, but it’s also a reminder to build something you’re proud to stand beside.

A NOTE OF REALISM

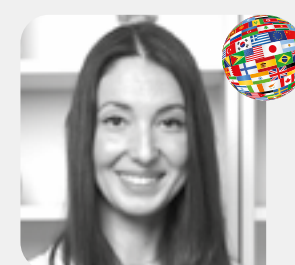
Does this mean that entrepreneurship is a “build your own adventure” story where everything flows as long as you’re aligned? Not quite. You won’t always get to choose your circumstances. Limitations (financial, cultural, emotional) will still shape your experience. The environment is what it is, and your fit within it doesn’t depend only on how hard you try. People are people. Things will be hard, and sometimes unfair. That’s life. That’s business.

But here’s the thing: that’s also true if you don’t build from alignment. Misalignment won’t shield you from hardship - it’ll just drain you faster. The challenges will come either way, but they’ll be more bearable and more meaningful if you’re not fighting yourself in the process.

I used to think “being in business” was a single action. It’s not. It’s the result of hundreds of small, interconnected choices involving who you are, where you work, and who you work with. If you’re thinking about starting a business in Denmark or anywhere, don’t just ask how to start. Ask what kind of life you want to build around it.

Because in the end, your business will shape your days, your energy, your relationships, and your future. That doesn’t have to be overwhelming. It just has to be intentional. **THE-INTL**

"IF YOU'RE THINKING ABOUT STARTING A BUSINESS IN DENMARK OR ANYWHERE, DON'T JUST ASK HOW TO START. ASK WHAT KIND OF LIFE YOU WANT TO BUILD AROUND IT."



DIANA MEDREA-MOGENSEN
ENTREPRENEUR

Diana is a Romanian-born entrepreneur, funding strategist, and educator based in Denmark. She is the founder of We Are Entrepreneurs, an initiative that supports expats and underrepresented groups in building sustainable businesses. With a background in EU-funded projects and a passion for financial literacy, Diana works at the intersection of education, innovation, and inclusion. She speaks five languages and brings a deeply human approach to entrepreneurship. When not designing learning programs, she can be found inline skating, writing, or parenting her two children in both Danish and Spanish.

[Diana Medrea-Mogensen FB](#)

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[Diana Medrea-Mogensen LI](#)



INVISIBLE INTERNATIONALS: DENMARK'S DATA BLIND SPOT.

PHOTOGRAPHS PEXELS TEXT KELLY DRAPER RASMUSSEN

DENMARK'S DATA SYSTEMS track almost everything but lack detailed information about its international residents. We reveal how bureaucratic blind spots shape priorities.

WHO GETS COUNTED AND WHO DOESN'T

Denmark has a vast open database of what goes on here, run by DST. Crime statistics, the economy, demographics - if you can count it, you can find out about it. Residence permit types define the internationals who live in Denmark, but there is a major data gap that has caused much frustration in my life.

If an immigrant from the EU has dependents, they have 'EU family' residence permits, whether they are partners or children. In some statistics, they are counted as 'other EU', lumping them in with other groups. You cannot tell who is here with a worker and who is here with a student. If the immigrant comes from outside the EU, the family members all get the same permit, which is why 1500 preschoolers in Denmark were granted non-EU work permits last year (Source: VAN-66KA from DST).

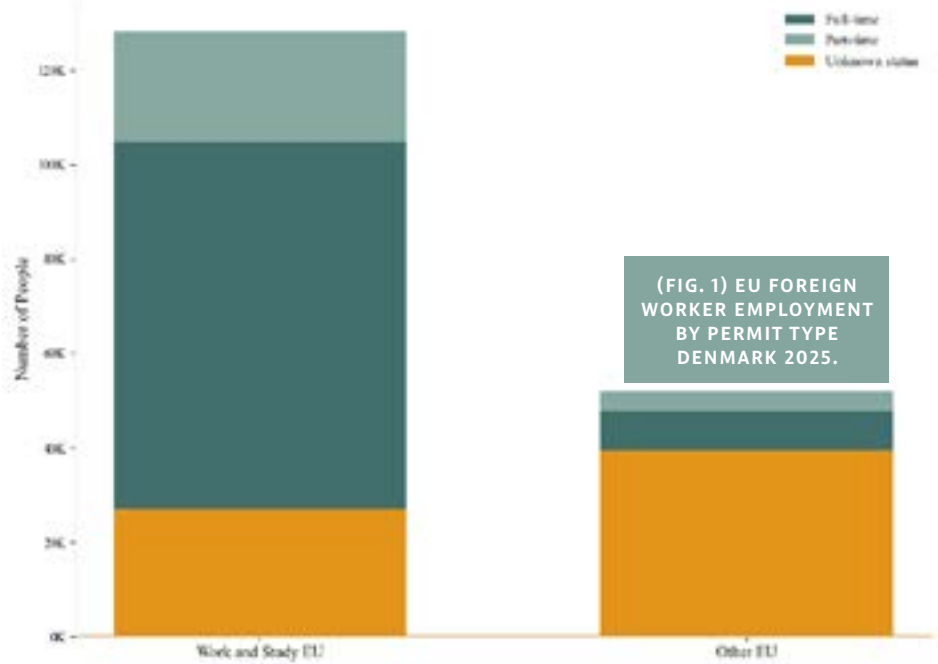
This means it is impossible to say with confidence how many accompanying partners there even are in Denmark. Their numbers are too jumbled up. Similarly, it is impossible to look up how many internationals are here because they married a local, since they might be here under work, family reunification or study permits. Organisations must pay for custom analysis to get anywhere near the question of accompanying partners, and even these are flawed as they do not always count same-sex relationships.

EMPLOYMENT PATTERNS TELL A STORY

Having populations invisible in the statistics means that policy makers have no idea they exist. If you don't know any foreigners, you might not know about the issue that has plagued the international community for decades: the struggle to get a job from inside the country.

The *Jobindsats* website, run by the government work department (STAR), disambiguates workers who are the 'primary' permit holder from family members, for all permit types. DST does not. Cross-referencing STAR and DST data, then crunching it together, leads me to this astonishing graph for EU adults (*Fig. 1*).

Do you see it? It looks like nearly 40,000



adult dependents are unemployed. I have estimated this number before, using a different method. I would love to estimate how many non-EU accompanying partners are in the same position, and even though STAR knows how many of these partners are working, DST does not have it broken down like that.

Let me try to show it another way. This is how employment breaks down by age and sex for every Danish immigrant (*Fig. 2*).

Foreign women are much more likely to work part-time compared to foreign men, where it is basically unheard of from their 30s. Women are also significantly more likely to be unemployed: they have a 33% unemployment rate compared to 24% for men.

THE COST OF INVISIBILITY

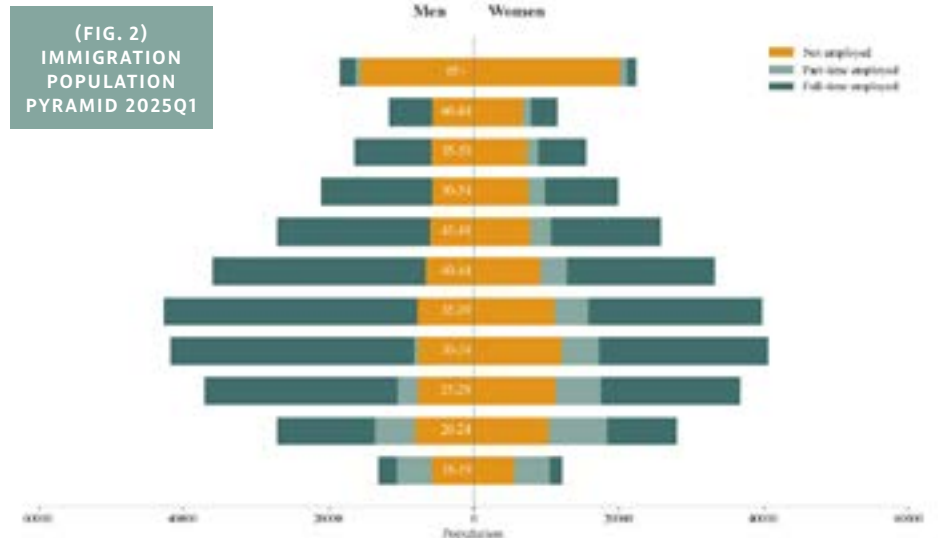
The invisibility of their circumstances allows for a lot of imaginative storytelling. In the absence of hard facts, people can hand-wave it away: "They choose not to work full time because of their culture or their lifestyle". For decades, this has been

the narrative. Now, a recent custom analysis by Copenhagen kommune showed that if the partner cannot get a job in the first year, the chances the family will stay five years decreases by ten percentage points. This has inspired the momentum to help them. The new interest in the plight of international accompanying partners is, of course, welcome. But many groups also struggle to find work who remain unheard: partners of locals, recent international graduates, repats and so on. They are invisible in the data and so suffer in silence.

POLICY FAILURE

Denmark prides itself on having the world's best administrative data. Yet tens of thousands of international residents remain statistically invisible. The system that tracks almost everything is somehow unable to track these people.

Where there is a vacuum of evidence, storytelling floods in. "Ok, there are accompanying partners who cannot find jobs, but that's because they all come from



professions that are not needed. Or their CV is formatted wrong. Or they just like being stay-at-home parents," and it is not for me to comment on whether any of those narratives are pure fantasy or 100% correct. We do not know. We could know! We do not have to guess.

Meanwhile, groups that no one wants to notice continue to be completely invisible to journalists, politicians, and industry. This invisibility is a policy failure that affects real lives. Until we can see all these populations clearly, how can we help them? **THE-INTL**



KELLY DRAPER RASMUSSEN
DATA ANALYST

Kelly is a data analyst who has lived in Denmark since 2008 and is now a dual citizen. She writes the "Data in Denmark" newsletter, analysing Danish immigration and labour policies through statistical analysis and interactive visualisations. Her research has influenced policy decisions, including protecting international schools during education reforms. A former teacher, Kelly creates tools that make complex bureaucratic data accessible to policymakers and the public. She focuses on evidence-based policy making and revealing systemic barriers facing international residents in Denmark.

 [Kelly Draper Rasmussen LI](#)

BEYOND RAMPS AND RIGHTS:

HOW CULTURE SHAPES OUR VIEW OF DISABILITY.

PHOTOGRAPHS SIF HOLST

TEXT ANNA PAWLOWICZ

DISABILITY IS OFTEN seen as a matter of access, of whether someone can access the train or workplace. But as Sif Holst reminds us, the real barriers are often cultural.

Sif Holst, vice president of Disabled People's Organisations Denmark (DH), has spent over 25 years advocating for the rights of disabled people in Denmark and internationally. A wheelchair user and activist with lived experience of multiple chronic conditions, Sif has an acute understanding of how different societies perceive and engage with disability - and how those perceptions shape everything from daily life to policy.

"We often talk about the social model of disability," she explains, "which says that disability doesn't just come from a diagnosis or condition, but from the environment and attitudes that fail to accommodate difference." Denmark, she notes, formally adheres to this model. But the reality is more complex.

"In Denmark, we have a strong culture of individual responsibility," Sif says. "Even when someone lives with a significant disability, there's a tendency to say: 'Can't you try harder? Be less of a burden?'" That mindset, she argues, reflects a quiet undercurrent: that needing help is shameful, and independence is the only acceptable goal.

This approach has concrete consequences. For example, someone shopping midday, while disabled and receiving benefits, might be shamed for "misusing" the welfare system. "There's this idea that if you're out during working hours, you must be gaming the system," Sif explains. "It's deeply stigmatising."

SYSTEMIC GAPS AND EVERYDAY INTERACTIONS

The Danish welfare model, while generous in theory, can also reinforce silos. Disability issues are seen as belonging to the "social sector," which creates a perception that only certain departments or experts need to engage. "We have 'sector responsibility' in Denmark, which means every part of society should ensure accessibility and inclusion," Sif points out. "But in practice, education departments or employers might say, 'That's not our issue - it's a job for social services.'"

This contrasts sharply with attitudes in other parts of the world. In Southern and Eastern Europe, for instance, disability is often seen as a family matter. "There, the whole family might take responsibility," Sif says. "It can mean more practical support, but also a lack of formal systems and a heavier burden on caregivers."

Interestingly, countries that embed disabled people more visibly in everyday life tend to have more inclusive attitudes. Sif cites the example of the U.S., where deinstitutionalisation policies led to more disabled people living in their local communities. "If you go to school with a classmate who uses a wheelchair or has a learning difference, you grow up seeing that as normal. That kind of exposure changes everything."

And yet, as Sif describes, inclusion is not just about systems - it's about the smallest social interactions. She recalls a recent moment on the Copenhagen Metro, navigating her wheelchair, fellow passengers pushing past her. "It was a foreign visitor - not a Dane - who stepped in and said, 'Wait, let the wheelchair user exit first.' That simple moment of advocacy was powerful."

In Denmark, she notes, people are often uncertain around disability - not unkind, but hesitant. "There's a tendency to look



away. People often avoid engagement because they're unsure what to say."

REFRAMING INCLUSION AND BUILDING BRIDGES

As someone running for president of DH this autumn, Sif hopes to shift those attitudes. Her goals include bringing intersectionality into the national conversation and encouraging Denmark to more actively use the UN Convention on the Rights of Persons with Disabilities. She also wants to see DH act as a convener, creating more collaboration between its members, and building new bridges with society.

"Many countries refer to the Convention to push for change," she says. "In Denmark, we've limited our conversation on disability to the welfare sector, and it's holding us back."

Part of Sif's vision is also about representation - bringing disabled voices into culture, media, and education. "In other countries, disability is more visible in public life: in universities, on stage, in literature. We need that in Denmark."

She also calls for a more nuanced understanding of identity. "There are differences between men and women with disabilities, between young and old, between visible and invisible disabilities. One-size-fits-all doesn't work." For example, women with conditions typically seen as "male" - like haemophilia - often receive inadequate care due to a lack of research. Meanwhile, men with "female" conditions such as fibromyalgia may face stigma and misdiagnosis.

And the intersectional lens doesn't stop at gender. Ethnicity, socioeconomic status, and age also shape how disability is experienced. "Right now, we treat all disabled people as one homogeneous group," Sif says. "But real inclusion means understanding those internal differences too."

Despite the challenges, Sif remains hopeful. "The solutions aren't always big. Sometimes it's as simple as being curious, being willing to help, or asking how you can be an ally." She encourages readers to get involved, whether through a disability organisation or simply by making sure the groups they're already part of - be it environmental, feminist, or local - are inclusive of disabled voices.

"Change doesn't happen in isolation," she says. "It's about connection - across communities, across countries, and experiences." **THE-INTL**

"PART OF SIF'S VISION IS ALSO ABOUT REPRESENTATION - BRINGING DISABLED VOICES INTO CULTURE, MEDIA, AND EDUCATION. "IN OTHER COUNTRIES, DISABILITY IS MORE VISIBLE IN PUBLIC LIFE: IN UNIVERSITIES, ON STAGE, IN LITERATURE. WE NEED THAT IN DENMARK."



ANNA PAWLOWICZ
FOUNDER AND CEO &
CO-FOUNDER OF HUMANKIND

Hailing from Poland and the UK, Anna is the Founder and CEO & co-founder of HumanKind, a consultancy focused on driving disability inclusion in the workplace and in our society. Anna's mission to foster disability inclusion started with the birth of her son, who lives with a physical disability and autism.

[Anna Pawlowicz LI](#)

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VERDENS BESTE

TRANSLATED TO 'WORLD'S BEST' CAKE AND AS VOTED FOR BY THE NORWEGIANS, THIS DELICIOUS REGIONAL CLASSIC IS AN IDEAL SUMMER TIME TREAT THAT COMBINES A BUTTERY CAKE WITH MERINGUE, ALMONDS AND PASTRY CREAM.

PHOTOGRAPHS & TEXT: NATASHA LIVIERO

VERDENS BESTE

MAKES 1 LARGE 25CM X 38CM CAKE

INGREDIENTS:

Pastry Cream:

500g full-cream milk
95g egg yolks
150g granulated sugar
55g corn flour
35g butter
15g vanilla extract or Rum to taste
Icing sugar/powdered sugar for serving

Sponge:

290g granulated sugar
2 lemons, zested

280g butter
160g egg yolks
10g vanilla extract
320g flour
10g baking powder
Pinch of salt
200g milk

Meringue Topping:

400g egg whites
1/2 tsp creme of tartar
400g caster sugar
100g slivered almonds

Assembly:

250g cream
seasonal berries

METHOD FOR THE PASTRY CREAM:

1. In a medium-sized pot, heat the milk to a scalding point.
2. While the milk is heating, in a separate bowl, whisk together the eggs, sugar and cornflour by hand (add a little of the milk if needed).
3. Slowly add the heated milk to the egg mixture, stirring continuously.
4. Pour the mixture back into the pot and continue whisking continuously over medium heat (to prevent lumps from forming) until a thick custard forms, then gently boil the mixture for a minute to cook out the flour.
5. Remove from the heat and whisk in the butter, followed by the vanilla/rum.
6. Transfer the pastry cream to a clean bowl, cover and refrigerate until ready to use.

METHOD FOR THE CAKE:

1. Preheat the oven to 160°C (fan).
2. Line 2 x baking trays (25cm x 38cm) with baking paper.
3. With your fingertips, rub the lemon zest into the sugar.
4. In a stand mixer fitted with a paddle attachment, beat the sugar and butter until light and creamy.
5. Add the yolks, one at a time, beating well after each addition.
6. Add the vanilla extract.
7. Sift the flour, baking powder and salt.
8. Add the flour in three batches, alternating with the milk and beat until just combined.
9. Spoon the mixture equally into the prepared cake pans and smooth the surface.
10. Next, prepare the meringue topping by placing the egg whites into the bowl of a stand mixer.
11. Whisk the egg whites until foamy, then add the creme of tartar.
12. Add the caster sugar, a tablespoon at a time, beating for 15 seconds after each addition. Once all the sugar is added, whisk on high for 5 minutes until all the sugar has dissolved and the meringue is thick and glossy.
13. Spread the meringue evenly over the surface of the cake batter and sprinkle the almonds over the top.
14. Bake for approximately 30-35 minutes or until golden brown and a skewer inserted into the centre comes out clean.
15. Cool the cakes in their trays for 5 minutes before removing and placing them onto cooling racks. Once cool, place another cooling rack/tray over the top of the cakes, flip them over so the meringue is facing downwards, remove the tray and peel off the baking paper.

ASSEMBLY:

1. Whisk together the pastry cream with 250g cream until stiff peaks form - it must be firm enough to hold its shape between the two layers of cake.
2. Place one cake layer, meringue side facing downwards, on to a large serving plate (once again, use two cooling racks/trays to assist in moving and flipping the cake onto the serving platter).
3. Spread the pastry cream over the centre of the cake.
4. Place the second cake, meringue side facing upwards, on top of the cream mixture.
5. Place in the fridge for an hour before serving.
6. Serve with seasonal berries (optional).
7. Store covered in the refrigerator.



NOTES:

* THIS RECIPE SERVES 15-18 SLICES AND IS IDEAL FOR ENTERTAINING.

* YOU CAN ALSO HALVE THE RECIPE AND BAKE JUST ONE CAKE. CUT THE CAKE IN HALF HORIZONTALLY AND THEN ASSEMBLE AS PER THE MAIN RECIPE. SIMILARLY, IF YOU FEEL THE LARGE CAKE IS TOO BIG TO HANDLE, SIMPLY CUT EACH CAKE IN HALF HORIZONTALLY AND ASSEMBLE TWO SEPARATE CAKES.



NATASHA LIVIERO
PASTRY CHEF

Natasha is a pastry chef who is South African by birth and Croatian by blood. She spent many years working for a wellness publication but did an about-turn at the beginning of 2020 when she joined a culinary school to fulfil a lifelong dream to study patisserie. She's passionate about European patisserie and loves spending time in the kitchen experimenting with recipes (while quibbling with her fe-line friends), and is always on the hunt for interesting new cookbooks.

 [Natasha Liviero IG](#)

IN PLAIN SIGHT

COPENHAGEN'S NOT-SO-HIDDEN GEMS.

PHOTOGRAPHS VISIT COPENHAGEN

TEXT JESS HEARNE



CREDIT: MELLANIE GANDØ



CREDIT: MELLANIE GANDØ



CREDIT: MELLANIE GANDØ



CREDIT: LASSE BRUHN @KOEENHAVNSK

A MODERN CITY BY HISTORICAL STANDARDS, COPENHAGEN REMAINS RICH IN HISTORY DESPITE ITS LACK OF AN ANCIENT LEGACY. IN PLAIN SIGHT ACQUAINTS COPENHAGEN'S EXPAT COMMUNITY WITH THE FASCINATING TALES OF THEIR ADOPTIVE HOME CITY.

ON THE EASTERN edge of Copenhagen lies one of the best-preserved fortresses in Europe. Today, trees line the path, ducks swim in the surrounding water, and grass adorns the old ramparts, but Copenhagen's Citadel, known in Danish as *Kastellet*, was once a formidable structure designed for war.

THE SHIELD OF COPENHAGEN

The construction of *Kastellet*, one of King Christian IV's many contributions to the capital, began in the early 1600s. The kingdoms of Denmark and Sweden had been at odds for over 150 years, often with little political motivation. The frequency of war meant that Copenhagen needed better defences, particularly in the east, where the city was most vulnerable to invasion by sea. Construction on a fortification near the harbour began in 1626, intended to guard the entrance to the port.

It wasn't until after Christian IV's death that the Citadel took the form we know today. Its need highlighted by the Swedish Siege of Copenhagen from 1658-1660, Dutch engineer Henrik Ruse was recruited to rebuild and extend the fortress, which was completed in 1662. Constructed in the Italian Bastion Fort style, *Kastellet* looked like a star from above, with five bastions (or "points") connected by high earth walls, a wide moat and two strong gates, known as the King's Gate and the Norway Gate. It followed the classic principles of Renaissance military architecture, protecting against cannon fire and attackers scaling the walls.

THE LIVING WALLS OF KASTELLET

The Citadel was designed with both defence and community in mind. A tunnel in the southern rampart wall leads to a cobbled street lined with neat red barracks known as the Rows. These six terraces once housed soldiers in simple dorms and are now named for their historic roles, such as Artillery Stock and General Stock. Nearby stands the Commander's House, a Baroque residence from 1725 with a decorated pediment and the monogram of Christian VII. Other notable buildings include the Powder House, built for storing explosives but later used as a jail after a city-centre blast in 1779 raised safety concerns, and the *Kastelskirken*, a heavy Baroque church with openings for prisoners to hear services. A walk along the ramparts leads to the windmill, rebuilt in 1847 and still working today.

Kastellet was pivotal in several conflicts after its completion. It played a key role in defending Copenhagen against Swedish forces in 1659 and again during the Battle of Copenhagen in 1807, when the British navy bombarded the city during the Napoleonic wars. Yet, its most important battles may have been the ones that never came, simply because the powerful structure served as such an ominous warning to potential invaders.

Military technology had come on leaps and bounds by the late nineteenth century, rendering the old cannons inadequate in hold-



CREDIT: MARC SKAFTE-VAABENGAARD

ing back a modern army. The structure remained under military control, but as the city grew around the Citadel, its role became more administrative and ceremonial. The buildings were still used, but the gunpowder stores were converted into offices, and the barracks housed fewer soldiers. *Kastellet* was taken over by German forces during the occupation of Denmark in WWII, but returned to Danish hands in 1945. Today, the structure is owned by the Danish Ministry of Defence and, despite still being an active military area, it serves primarily as a peaceful public space.

HISTORY AND HARMONY

Unlike many of the buildings in the *In Plain Sight* series, the Citadel has never had a period of disrepair. Despite changes in function and form, the glory of the structure has always been maintained. The doors are freshly painted, the hedges are neatly trimmed, and its gates are open every day. Visitors can book guided tours and explore the museums, the ramparts are a popular place for locals to jog, and the church still holds regular services. Soldiers in uniform still pass by, but so do cyclists, school children and tourists.

Today, *Kastellet* feels more like a park than a military base, but reminders of its past are located at every turn. Old cannons are placed on the bastions, and a monument near the church honours Danish soldiers who died in wars abroad. The structure itself has hardly changed in 350 years, but its function is shaped by both history and modernity. Ultimately, the Citadel is proof that, over time, a place of conflict can become a place of peace. **THE-INTL** To plan your visit to Copenhagen's Citadel, visit <https://www.for-svaret.dk/da/side/kastellet/> (in Danish)

"THE FREQUENCY OF WAR MEANT THAT COPENHAGEN NEEDED BETTER DEFENCES, PARTICULARLY IN THE EAST, WHERE THE CITY WAS MOST VULNERABLE TO INVASION BY SEA."



JESS HEARNE

NATIVE ENGLISH
COPYWRITER,
PROOFREADER & EDITOR

Jess is an Irish writer who has lived in Copenhagen since 2019. A life-time goal is to visit as many UNESCO World Heritage sites as she can - she's travelled extensively throughout Europe, Asia and the Americas. With a background in history, art history and socio-political frameworks, she works as a freelance copywriter, proofreader and editor. As well as working with healthcare industries, political publications and small businesses, Jess also puts time aside for passion projects, such as writing history books from the feminist perspective, advocating for social causes and researching the psychology of film. In her free time, Jess is either curled up with a good book, taking part in a pub quiz or the kitchen, competing with her chef boyfriend over who makes the best lasagne!

[Jess Hearne LI](#)

THE FLEGGAARD GROUP

A MAJOR PLAYER IN NORTHERN EUROPE'S
RETAIL AND WHOLESALE MARKET.

PHOTOGRAPHS **FLEGGAARD FB PG / UNSPLASH** TEXT **MARIANO ANTHONY DAVIES**



IN 1926, CPeter J. Fleggaard opened a small grocery store in the provincial town, Padborg, near the Danish/German border. Back then, the city was a small market town with a population of only a few thousand inhabitants. The grocery store called “Fleggaards Kolonialhandel” was located opposite the railway building, and made its revenue almost solely based on the travellers commuting to and from Padborg.

Fleggaard's Kolonialhandel did well in the following years, as Peter J. Fleggaard was a true businessman with solid business acumen. In the store business, acumen was enacted not only through good and personalised service based on customer needs, expert knowledge of the products sold in the store, the ability to purchase quality goods at reasonable prices, as well as diligence were just as important factors.

BORDER REGION EXPANSION

In the 1960s, Hans Frede Fleggaard took over the thriving grocery store after his father, who died at a young age. He knew how to keep the business up with the times, and development really took off as he expanded the store's assortment with new product categories such as domestic appliances and kitchens. He also moved the store to Industrivej in Padborg.

This decision was followed by the first expansion of many to come, as Hans Frede had inherited his father's business acumen. With diligence, creativity and great enthusiasm, he continued the expansion in the border region. Business acumen was still the starting point for the company, including the ability to make bulk purchases that enabled the company to sell goods cheaper than its competitors.

However, Hans Frede was not only a good businessman. He also dared to delegate responsibilities to both his children and senior executives. Therefore, when Hans Frede retired from the day-to-day management of the Fleggaard Group in the late 1990s, he transferred a very solid and well-run business to the next generation.

INTERNATIONAL GROUP

Today, almost 100 years after the founding of Fleggaard Kolonialhandel, the third-generation members of the family are active board members in the Fleggaard Group. The family forms a solid backbone for the Group's long-term strategy and development, and is active in several of the Group's boards.

The Group's scope has steadily grown as the activities have become increasingly internationalised - especially the Group's wholesale companies, which have interfaced all over the world.

The Fleggaard Group is still a family-owned company with its roots firmly planted on the southern Jutland soil, and the family continuously attaches great importance to business acumen at the centre of decision-making.

RETAIL SECTOR

Fleggaard Retail is a modern supermarket chain and the largest within the Danish/Scandinavian cross-border trade. It was founded in 1989, and today the chain consists of six border supermarkets, all located with easy access from Denmark. On average, Fleggaard supermarkets are 900 square meters in size, offering a wide assortment from the expected cross-border product range to fresh meat, wine, and a variety of non-food items. The range consists mainly of well-known and often Danish brands.

The Group also owns Calle, which is the largest supermarket chain within the Danish/Scandinavian cross-border trade, in terms of number of stores, with seven stores at the Danish/German border.

WHOLESALE SECTOR

Dangaard, headquartered in Padborg, is one of the largest wholesalers in Scandinavia. For almost 40 years, Dangaard has provided retailers throughout Europe with a variety of products within domestic appliances, TV/audio, small appliances, smartphones, tablets and living articles manufactured by all the large and well-

known brands.

Click Entertainment has no production facilities of its own but only acts as a wholesale link between the manufacturer/other wholesalers, and retailers. Click Entertainment primarily sells branded gaming products, i.e. hardware (game consoles), software (games) and accessories.

The Famobra Group consists of Famobra GmbH, Famobra Pte. and Calgros GmbH. Famobra specialises in global FM-CG trading and sells branded products primarily in the food (including beverages and alcoholic drinks) and non-food sectors. The main focus is on European-branded products. Still, Famobra has suppliers in most parts of the world and sources attractive products and brands for distribution to customers worldwide from warehouses in Germany and Singapore.

The ASWO Group, headquartered in Germany, has franchise partners in large parts of Europe. The Fleggaard Group holds the franchise rights for ASWO Nordic, and none of the companies have their own production or stock of the products.

LEASING

Fleggaard Leasing is headquartered in Padborg and is one of the most well-known and reputable leasing companies in Denmark. In 1998, Fleggaard Leasing started leasing cars to Danish companies and is set on a stronger foundation than ever before.

In 2010, Forza Leasing was founded with the aim of being the leading leasing company in Denmark within financial leasing.

Fleggaard Auto is a digital car dealership offering a wide selection of used leasing cars from Fleggaard Leasing. Customers have the option to reserve the car directly on the website and have it delivered to their home address or pick it up from a partner in Vejle. **THE-INTL**

The Fleggaard Group has 1.600 employees and an annual turnover of approx. EUR 935M.



MARIANO ANTHONY DAVIES
PRESIDENT & CEO OF
OXFORD BUSINESS
SERVICES APS

Mariano has over 40 years global experience as a business executive. He spent ten years with KPMG, so far thirty years with British Chambers of Commerce (while also running Oxford Business Services ApS). He is a British citizen, who grew up in Kent, went to boarding school in Sussex and has a British university education. He has been married to a Dane for over 45 years and has held over 150 official anti-Brexit speeches since 2016. He both speaks and writes Danish without difficulty.

 [Mariano Anthony Davies LI](#)

 [oxford-business.com](#)



TURNING WORRY INTO ACTION:

HOW TO MANAGE ECO-ANXIETY IN TODAY'S WORLD.

PHOTOGRAPHS UNSPLASH / PEXELS

TEXT NATALIA E.L. MADSEN

ONCE YOU'VE SEEN the true state of our world, you can't unsee it. Planetary boundaries keep being transgressed, genocide is allowed on a daily basis, and world leaders continue to make decisions that push us closer and closer to dystopia. Sadness, anger, helplessness - even guilt - are normal and natural reactions, but the negative effect of these feelings on our wellbeing shouldn't be ignored. Let's take a look at how to deal with eco-anxiety.

Eco-anxiety is defined by *The Climate Psychology Alliance* as "a heightened emotional, mental or somatic distress in response to dangerous changes in the climate system". It is a normal and completely rational response to the urgency of the current environmental crisis. Still, if left unchecked, it can lead to loneliness, depression and overall poorer life satisfaction.

Knowing this, how do we find strategies to cope with this complex emotional response?

FEEL YOUR FEELINGS

When engaging with climate change and sustainability in general, uncomfortable emotions are inevitable. Worry, fear, anger, grief, shame, guilt, hopelessness, and overwhelm are all valid feelings and an understandable response to the challenges we currently face.

While it might seem counter-intuitive, the best approach is to acknowledge and validate those feelings in a non-judgmental way (instead of dismissing them). Accept and approach those painful emotions with self-compassion. Balance action with reflection, be kind to yourself, and when eco-guilt and shame paralyse you, remember that it is not possible to be a "perfect activist".

FOCUS ON WHAT YOU CAN CONTROL

Climate change is a complex topic and a large-scale crisis, so fixating on the enormous amount of change needed to succeed can be very overwhelming. When that happens, remember that climate change cannot be solved by any one person, organisation or government alone - we all play a small part in a very big puzzle.

Narrow your focus, energy and effort to the things that are within your span of control. Change some of your own habits, engage in climate conversations with family and friends or donate to organisations that are fighting for change. There are many different ways to engage in climate action - find one that works for you right now and build upon it over time.

DIAL DOWN ON MEDIA AND NEWS CONSUMPTION

Regularly reading climate-driven news or endlessly scrolling through social media posts about climate change can exacerbate eco-anxiety.

Consider taking a break from climate news or at least curating your media feed to find respite from all the disheartening information. Set time boundaries or temporarily mute specific accounts to create balance between staying informed and constantly absorbing information, most of which you can't do anything about anyway.

TURN ECO-ANXIETY INTO ACTION

Engaging in climate action can move you from a state of helplessness into a place of empowerment and proactivity. Whether it is individual action, collective activism or climate advocacy in your community or workplace, taking action and creating change can help you process the negative emotions related to eco-anxiety and foster positivity and realistic hope.



Find a project or a role that aligns with your passion and skills, and remember that agency is like a muscle: the more you do, the more capable you feel of doing more. Motivation often follows action, and not the other way around.

FIND YOUR TRIBE

As humans, we yearn for belonging and connection with like-minded peers, but eco-anxiety can feel incredibly isolating.

We need safe, nurturing, compassionate communities that support us and which can pave the way for the cultural shifts that the world so desperately needs. Find a group that shares your values and surround yourself with people who can understand you and help you process your feelings.

PRACTICE SELF-CARE: BODY, MIND AND SOUL

As the saying goes, "You can't pour from an empty cup". In order to build a better world, you need to foster healthy routines that support your physical and mental health, like getting enough rest, exercising or prioritising healthy meals. Seek to connect to the world around you in ways that don't involve a screen. For example, spending time in nature is a great way to calm our nervous system and reduce stress. Meditation and mindfulness can bring you peace of mind. If you have tried to meditate before without success, remember it is a skill that needs to be trained - keep at it and you will eventually reap its benefits.

There is no exact recipe for coping with eco-anxiety, so you might have to experiment a little to find what works for you. And please bear in mind that the content in this article cannot replace clinical support from a qualified mental health practitioner. **THE-INTL**

Please seek professional help if you are suffering from severe anxiety, depression or stress that is significantly affecting your everyday life.

"CLIMATE CHANGE CANNOT BE SOLVED BY ANY ONE PERSON, ORGANISATION OR GOVERNMENT ALONE - WE ALL PLAY A SMALL PART IN A VERY BIG PUZZLE."



NATALIA E.L. MADSEN, PHD
SUSTAINABILITY SPECIALIST

Ever since she was small, Natalia wanted to "save the planet". Originally from Barcelona, she studied Biology aiming to become the next Dian Fossey, up until she realised she's not really an "outdoors person". After love brought her to Denmark, she earned a PhD in ecology and later pivoted into the world of corporate sustainability - after all, there is no saving the planet without changing the way we do business. When she's not working or being the proud mom of two amazing girls, Natalia writes about sustainability with the hope to drive action towards a more sustainable future.

The views and opinions expressed are solely my own and do not reflect the views or positions of my employer.

[Natalia E.L. Madsen LI](#)

HOW TO

LIVE WITH A DANISH PARTNER.

PHOTOGRAPHS **DANIEL DENGAKY** TEXT **NATÁLIA ŠEPITKOVÁ**

DANIEL DENGAKY IS originally from Brazzaville, the capital of the Republic of the Congo. He moved to Denmark around 16 years ago. At the time, he was transitioning from his professional football career and wanted to build a stable future for himself and his family. He has a bachelor's degree in sports and education, and he's worked as a professional goalkeeper in Congo, Benin, Algeria, Malta, Egypt, and coached and taught as a sport teacher and educator in Malta, Egypt and Denmark. Today, he is shifting his career toward logistics and transport management. He is married to a Danish woman.

Q: *How did you meet your wife?*

A: We met in Malta while I was playing professional football there. She was introduced to me by my sister at the time. And from the beginning, there was a strong connection between us.

Q: *Had you lived in Denmark before you met your wife?*

A: No, I had never been to Denmark before I met her. She introduced me to the country after our relationship grew more serious.

Q: *Was your initial plan to relocate to Denmark?*

A: No, not at all. My focus was still on football and travelling between countries. But when we decided to build a family, Denmark became the best option for stability and a future together.

Q: *Do you remember your first impression of Danes?*

A: Yes, I found them polite, calm, and a bit reserved. In Congo, people are more expressive and talkative. In Denmark, it takes time to get close to people, but when you do, the relationships are strong and last.

Q: *What are the main differences between women in your homeland and Danish women? What are Danish women like?*

A: The most significant differences lie in cultural expectations and how femininity is expressed. In Congo, women are raised with a strong focus on family, caregiving, and traditional roles. Femininity is often tied to softness, nurturing, and quiet strength.

Danish women grow up with a strong emphasis on independence, equality, and direct communication. They are encouraged to speak their mind, challenge power structures, and expect equal partnerships. Topics like patriarchy and gender roles are openly discussed, which can come across as confrontational if you're used to a more traditional dynamic. But I'm not shocked by it. I've lived in so many countries, and my character was shaped long ago, primarily through my football career. I don't need others to fit a specific mould; as long as we meet each other's expectations, we're good to go.

Q: *How was it to date a Danish woman?*

A: Dating a Danish woman was different, but in a good way. There's less pressure from outside (like from family), and everything is more direct. At first, I had to ad-



just to how straightforward she was. But I came to appreciate it because everything was honest and transparent. She is a blessing.

Q: *What did you have to get used to after you started living together with your wife?*

A: The weather was the hardest to get used to when we moved in together in Denmark. Other than that, everything was smooth.

Q: *How did the Danish family receive you? What are your relationships with your Danish relatives?*

A: They were kind and respectful from the beginning. Of course, we had to get used to each other, different languages, cultures, and ways of thinking, but over time, we built strong bonds. I have a good relationship with them.

Q: *How did your family react to your Danish wife?*

A: They were surprised at first but happy for me. They could see that she genuinely cared for me. In time, they welcomed her and now consider her fully part of the family.

Q: *What do you appreciate the most about your wife?*

A: Her strength and honesty. She's not afraid to speak her mind, and I always know where I stand with her. She's incredibly supportive, both as a partner and as a mother to our children. She brings stability and is a credible mum.

Q: *What do you most often argue about regarding cultural differences?*

A: Sometimes we have different views on parenting styles. She tends to be more protective and hands-on,



while I encourage more independence early on. But we always find a middle ground.

Q: *What has your wife learned from you, and conversely, what have you learned from her?*

A: She's learned to embrace spontaneity and emotional warmth, to enjoy the moment more. I've learned struc-

ture, patience, and the importance of clear, direct communication. We've both grown by learning to see the world through each other's eyes.

Q: *Are your children more Danish? Do you raise them in the Danish way?*

A: They are definitely more Danish in terms of language, schooling, and general lifestyle. But I make sure they also know where I come from. I teach them about Congolese values, respect for elders, and the importance of family and community. So it's a mix; they're growing up with the best of both cultures.

Q: *What do you think is the most enriching thing about mixed marriages?*

A: The richness comes from learning and growing through difference. You constantly have to listen, reflect, and adapt. It keeps the relationship dynamic and teaches you empathy. Plus, the children get to experience two worlds; that's a gift.

Q: *Is having a partner from another culture sometimes challenging?*

A: Yes, definitely. There are misunderstandings, assumptions, and moments where you feel like you come from different planets. But the key is communication and respect. If both people are willing to learn, the challenges become opportunities to grow.



Q: *What is your recipe for a good relationship?*

A: Mutual respect, communication, patience and a sense of humour. You have to be willing to learn from each other and accept that neither person is always right. It's a team effort.

Q: *Do you like life in Denmark?*

A: Yes, I do. It's a safe, well-organised country with strong values around equality and community. At times, I miss the warmth and spontaneity of my culture, but Denmark has become home in many ways.

Q: *Would you like to return to your homeland? Does your family consider it as a possible option in the future?*

A: I'll always have a deep connection to Congo, and I'd love to visit more often. But our life is here now, our children are settled, and we've built a future in Denmark. So, returning permanently isn't something we're planning at the moment, but staying connected to my roots remains vital to us. **THE-INTL**



NATÁLIA ŠEPITKOVÁ

FREELANCE JOURNALIST AND WRITER

Natalia is a Slovak journalist based in Aalborg, Denmark. She has around 15 years of experience in journalism. Her experiences as an editor and a reporter were founded in Slovak magazines and newspapers. She was also working as a TV reporter, a TV moderator and a host in radio broadcasting. Part of her career included working with PR and marketing. Natália is also a content creator on her social media. Follow her blog www.mamavdansku.com, where she writes about life in Denmark.

[Natália Šepitková LI](#)

[Natalia Sepitkova IG](#)

DANISH DELIGHTS

YOUR GUIDE TO AN END-OF-SUMMER GETAWAY.

PHOTOGRAPHS **VARIOUS**TEXT **OPHELIA WU**

CREDIT: LØVTAG BY NINA MALLING



CREDIT: THEGLASSHUTS.COM



CREDIT: WATERSLIDE AT CENTRE PARKS NORDBORO RESORT

SUMMER IN DENMARK truly is something special. Beyond the long days and pervasive joy, it's about the Danes' serious approach to their summer holidays. With out-of-office replies set and many establishments closing, the entire country embraces a distinct holiday atmosphere that everyone respects. Whether Danes are travelling abroad or exploring their own country, there's always a perfect balance between exploration and relaxation. For expats, discovering Denmark beyond the vibrant capital is both enjoyable and essential. Take a moment to step off the well-trodden paths and immerse yourself in a Denmark brimming with understated luxury, authentic experiences, and a profound connection to its very essence.

WHERE DO DANES GO WITHIN DENMARK?

Wondering where Danes spend their summer holidays? Booking.com data (May 24-31, 2025, for June 28-August 11, 2025 stays) reveals their top picks beyond Copenhagen. Topping the list, perhaps unsurprisingly, is [Aarhus](#). Jutland's capital is known for innovative architecture, world-class museums, and a burgeoning gastronomic scene. Further north, [Skagen](#), an artistic haven, is famed for its unique light and the convergence of the North and Baltic Seas. [Odense](#), Hans Christian Andersen's birthplace on Fyn, offers a fairytale escape with charming streets and cultural attractions.

On sun-drenched [Bornholm](#), [Allinge](#) and [Rønne](#) attract visitors with rugged coastlines, artistic communities, and a relaxed island atmosphere. On the Jutland peninsula, [Aalborg](#) impresses with its dynamic waterfront and historical charm, while [Sønderborg](#) boasts a blend of history and picturesque harbour views. For families, [Billund](#) is an undeniable draw, home to [LEGOLAND](#). Rounding out the top nine is [Svendborg](#), an idyllic harbour town in the South Fyn Archipelago, perfect for sailing and island-hopping.

These destinations offer a genuine insight into the nation's favourite getaways, inviting exploration of their unique charms.

REGIONAL DEEP DIVES & ACTIVITIES

While Denmark might be considered a small country, a closer look reveals a wealth of diverse destinations, each offering a distinct experience for a mini-break.

North Zealand, the Danish Riviera, offers a wealth of summer getaway options. Explore quaint beach towns, perfect for strolls or dips. Delve into royal history at [Frederiksborg Castle](#) or gain insight into royal life with a guided tour (July only). Art enthusiasts can immerse themselves at the renowned [Louisiana Museum of Art](#). Explore picturesque landscapes by bike or enjoy the region's culinary scene. For a classic seaside retreat, [Marienlyst](#) in Helsingør blends historic charm and modern comforts, ideal after a day in the city where Shakespeare's Hamlet is set in the medieval [Kronborg Castle](#).

If you've already been to Bornholm, try [Læsø](#). It offers an escape defined by serenity and unique natural beauty. Ideal for a day trip or long weekend, especially for walkers and cyclists, its distinct landscape was shaped by its rise from the seabed 4,000 to 5,000 years ago. Attractions tied to its UNESCO candidacy include the historic salt works at [Læsø Saltsyderi](#) and unique seaweed roofs. A must-visit is [Læsø Kur](#), an award-winning wellness centre in a disused church. Don't miss the [Rønnerbus](#), a unique tractor tour across the vast salt marsh, offering insights and anecdotes that live up to its slogan: "Rich in tranquillity and good experiences."

Returning to Aarhus, this dynamic city offers a wealth of experiences for a mini-break. Delve into its past at [Den Gamle By](#) (The Old Town), an open-air museum where you can easily spend a whole morning. Here, costumed interpreters bring Danish urban history



LÆSØ SALTSYDERI | CREDIT: KJETIL LØITE -
DESTINATION NORD



CREDIT: PHOTO/MEDIA DEPARTMENT - MOESGAARD



CREDIT: DEN GAMLE BY



CREDIT: NOVASOL



CREDIT: COMWELL KELLERS PARK



CREDIT: KONGERNES JELLING BY OPHELIA WU



CREDIT: COMWELL KELLERS PARK

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from various eras to life, allowing you to immerse yourself fully. Explore the history of Aarhus from the Viking Age to the modern day through the exhibition at Den Gamle By. For art lovers, [ARoS Aarhus Art Museum](#) is a must-visit, a beacon of international art. Ascend its iconic 'Your Rainbow Panorama' walkway for a breathtaking 360-degree view of the city bathed in a kaleidoscope of colours designed by Olafur Eliasson.

Continue your cultural journey at the striking [Moesgaard Museum](#), an architectural marvel built into the landscape south of the city. Named one of the World's Greatest Places, it's renowned not just for its architectural design and exhibitions, but also for its stunning location overlooking the forest and the sea. Its exhibitions blend scenography, storytelling, and extensive research, appealing to visitors of all ages and generations. Here, interactive exhibits bring prehistory and anthropology to life, allowing you to walk through human evolution and come face-to-face with the incredibly preserved Grauballe Man, a bog body from the Iron Age. Leave ample time to absorb everything the museum offers; the extensive research behind and curation truly warrant a full day's visit, offering a fascinating crash course in the history of mankind.

Beyond these city destinations, Jutland also boasts significant cultural landmarks. Explore the Viking heritage at [Kongernes Jelling](#), a UNESCO World Heritage site, where monumental runic stones carved from the 10th century tell tales of Denmark's formation. Around an hour's drive from Aarhus, Kongernes Jelling is a must-visit destination for anyone, locals or expats. This marks a significant point in Denmark's history, where the Kingdom of Denmark was officially mentioned and carved onto the stone for the first time. Often dubbed “the birthplace of Denmark,” it represents King Gorm the Old's official declaration of the kingdom's establishment, marking a transition from tribes to a unified realm. The other was raised by King Gorm's son, Harald Bluetooth, celebrating his conquest of Denmark and Norway, and his conversion of Denmark to Christianity. Don't miss the beautifully curated exhibition, which offers an extensively informative perspective on the area, the significance of the Jelling stone, and Denmark's early history and beliefs, brought to life with digital technology. Whether you're a history lover or not, this is a place not to be missed.

UNIQUE STAYS: BEYOND THE ORDINARY

To truly elevate a mini-break, Denmark offers accommodation experiences that are destinations in themselves. Imagine waking up surrounded by nature, in a space where design and tranquility intertwine.

Within the Trekantområde close to the Vejle Fjord, Jutland's natural beauty shines at [Comwell Kellers Park](#), a spa wellness hotel ideal for a relaxing escape. This hotel is nestled in historical buildings with a profound past. Originating as the Keller Institutions in 1865, founded by Johan Keller for the care of individuals with disabilities, the site's magnificent location by Brejning was, according to legend, chosen by his son, Dr. Christian Keller, after a sailing trip on Vejle Fjord. Pamper yourself with saunas and indoor and outdoor pools for a relaxing retreat close to the Fjord.

Around a 1.5-hour drive south lies [Nordborg Resort](#), a groundbreaking new family destination. As Scandinavia's first Cen-

tre Pares, it promises "quality park, quality experiences" with a strong emphasis on nature. Expect a wealth of activities rooted in nature, embracing play and learning by the sea in a unique natural area.

On the lush, often-overlooked island of [Lolland](#), just 1.5 hours south of Copenhagen, lies The [Glashytterne](#) (The Glass Hut): a single, minimalist, Danish design-led hideaway. This unique architectural marvel promises complete seclusion and an escape into nature. The vision of Danish-Spanish Michael Rubio and his Vietnamese-Danish partner Hoa Pham distils years of global travel into a sanctuary where stillness, privacy, and intentional design reign supreme. Glazed on three sides, it offers panoramic views of forest, meadow, and open sky, while an outdoor hot tub invites starlit soaks. Guests are treated to a locally sourced breakfast featuring Lolland's finest produce – an experience crafted for unparalleled tranquillity with no neighbours or distractions. Lolland itself, with landmarks like the [Dodekalitten](#) sculpture circle, rich food traditions, and peaceful coastlines, provides a serene backdrop. Be warned: The Glass Hut is in high demand, so plan your escape and transportation early.

This summer, nature lovers can look forward to an exclusive experience on Bornholm, as [Løvtag](#) opens three luxurious treetop cabins in a forest near Gudhjem. This new site brings Løvtag's unique blend of Nordic architecture, understated luxury, and natural tranquillity to the "sunshine island." Imagine waking to bird-song seven metres above the forest floor, with views into the canopy. Each cabin accommodates up to four, featuring a small kitchen, a toilet with an outdoor shower, and, uniquely, a living tree growing freely through the cabin. A rooftop terrace offers fantastic forest views. The cabins Gry, Myr, and Tre are located on the Birkelund property near Gudhjem and are set to open no later than 15 August 2025, but booking is already open.

For many Danes, owning a summer house is a cherished family tradition. For those without that luxury, there are plenty of ways to enjoy the season. Founded in Denmark in 1968, [NOVASOL](#) has grown into one of Europe's leading holiday home rental companies. With a broad portfolio of summer houses across the country, NOVASOL connects homeowners with travellers seeking unique Danish experiences.

PLANNING YOUR DANISH MINI-GETAWAY

When planning your Danish mini-getaway, remember that unique stays are in high demand, so early booking is essential. For rural areas or islands, renting a car is advisable, though Denmark's excellent public transport and ferry networks are largely seamless. A car offers door-to-door convenience, and countryside drives often reveal hidden gems. Whether seeking a tranquil retreat, active adventure, or cultural immersion, combining a city break with a nature escape is easily achievable. Most importantly, embrace the Danish concept of hygge, which permeates every summer escape here.

There's still time to discover the cherished corners of this enchanting Nordic nation, where every sun-drenched day invites you to slow down, breathe deeply, and create lasting memories.

THE-INTL



OPHELIA WU
FASHION CONSULTANT
AND JOURNALIST

Ophelia is a dynamic fashion professional with roots in Hong Kong, a decade in London, and a home in Copenhagen since 2019. With a profound background and passion for fashion, beauty, interiors, and travel, she balances the bustle of everyday life with spirituality, wellness, and mindfulness, embracing Scandinavian culture through a global lens.

Her fashion journey began in 2007 at ELLE Hong Kong as an editor and stylist, leading to roles at multiple publications and being a part of the global styling team at Net-A-Porter.com in the UK. She has worked with renowned brands such as Matches and Matas Beauty, styled icons including Michelle Yeoh and Victoria Beckham, and collaborated with esteemed names like De Beers, Chaumet, and the British Fashion Council to craft compelling campaigns.

Today, guided by a conscious approach to life, she channels her expertise in fashion, beauty, and interiors into social media and communications that transcends borders for brands, all while enjoying the charm of slow countryside living in Denmark.

[Ophelia Wu IG](#)

[Ophelia Wu LI](#)

BACK TO SCHOOL!

PHOTOGRAPHS PEXELS

TEXT MONIKA PEDERSEN



THE MONTH OF August heralds the start of a new academic year and another exciting chapter in a student's life. It also brings with it a new set of rules, routines, academic rigour, and adventure. It is both an exciting and anxious time for many students, as they need to re-climate themselves to a new teacher, some new classmates, and a new, tougher level of academic learning. It is not only a time of anticipation for students, but also for their parents, too, who need to become accustomed to the different ways and operations of a new class teacher, as in international schools, students do not tend to keep the same teacher each year as is the way in the Danish system, where they have the same teacher for several years and can build a rapport and long term relationship that comes with many benefits for both the students and their parents.

PREPARATION

To prepare for the coming year, it is an investment for a parent to start talking about the year ahead with their child, a few weeks before school begins. This gives a child time to shift from holiday mode to school mode slowly. It also allows a child to recall the experiences of the previous year and to consider the path ahead. Discussions regarding ways of behaving, friendship interactions, dealing with conflict and concern need to be vocalised and talked through, so a child has a road map and strategies for how to cope and navigate to go forward. It is unrealistic to think that a child can deal with a new school year without considerable preparation.

NEW ROUTINES

As it is a time of new beginnings and understanding that can cause some students anxiety and discomfort, it is crucial to invest time in discussing what's happening at school. It is a trying time for a young person, and this needs to be respected. Gone is all the familiarity of the former teacher and teacher assistant, and the



known procedures, and the classroom. Instead, it is all different, and as much as the previous teacher tries to prepare a student, the reality is always a little different for individuals. Thus, the onus is on the new teacher and parents to quickly form a working relationship to manage the transition for each child, as stability is key. A child needs a sense of familiarity, safety, and security to thrive, learn, and enjoy school. Therefore, the new teacher needs to work hard to establish the new routines and sense of stability quickly for children to feel happy and relaxed in their classroom. A welcoming environment and a warm smile each day also go a long way in nurturing this feeling of belonging.

CONNECTIONS

To establish a connection with parents, who are generally busy people holding down high-end jobs in an international school, regular, clear, and consistent communication is essential. Busy parents can not always follow a chain of emails; thus, frequent, personal interaction is a must. This closeness and accessibility help form positive and constructive relationships whereby parents feel a sense of security and have a trusting feel towards the teacher and their child's welfare each day. It is very important for parents with young children, who do not have experience of older children who have gone through the

system, to know their child's teacher, how s/he works, his or her routines and expectations, so they form a rapport, receive timely updates, and establish a successful working relationship which benefits the child, parent, and the teacher. This triangular relationship is integral to a harmonious and successful year ahead. As the academic year is short, there should be no time wasted in building all these bridges. It is a time-consuming activity and requires dedication from a teacher; however, a wise teacher will invest the time and energy, as this is the best means of ensuring a child strives, a parent works in collaboration, and the teacher has no parental conflict! When it is time to have parent-teacher conferences, the pre-work will pay off, as then the meeting is a natural and longer dialogue than the morning greeting, and it avoids any awkwardness or dissatisfaction from a parent. It ensures that a meeting is productive and pleasant, and this, again, helps to cement a healthy relationship that rewards all involved.

SIMPLE STEPS

So much of what takes place in school is the same as in any other business. It is down to communication, forming bonds, and being able to work another understand others and their needs in order to achieve the goal with as little stress and anxiety as possible. **THE-INTL**

"THE MONTH OF AUGUST HERALDS THE START OF A NEW ACADEMIC YEAR AND ANOTHER EXCITING CHAPTER IN A STUDENT'S LIFE."



MONIKA PEDERSEN
INTERNATIONAL EDUCATOR

Monika comes from the London area of the UK, where she worked in the state system and the international school system, as an English teacher of 11-18 students and then a high school principal. She has also worked in leadership roles in Germany and in Denmark. She has an overview of the British, International, American, and the Danish system. She has many years of experience and continues to enjoy the profession. She has relocated to Denmark with her Danish husband.

[Monika Pedersen IG](#)

[Monika Pedersen LI](#)

[Monika Pedersen T](#)

SPEAK DANISH: YOUR QUIET SUPERPOWER.

PHOTOGRAPHS UNSPLASH

TEXT BROOKE TAYLOR FOSSEY

ANYONE WHO KNOWS me knows I have gone all-in on Danish. It's been something that I have loved and really grown from. But I will be the first to say that that approach doesn't suit everybody. We all have different timelines in Denmark, different competing commitments, varied skills and comfort levels, and distinct goals.

There's a line of thinking that goes: you're either 100% fluent or you're nothing at all. But what if just a *little* Danish could start to change the dynamic? Real life lies between those two extremes. Real life lies in putting language together, *klods* (brick) by *klods* like a LEGO set.

DO YOU NEED DANISH IN DENMARK?

Nearly everyone will say you don't need Danish to get along in Denmark. And it's true, you don't – on a daily basis, really. But in my eyes, the Danish language is a tool – and a *big* one – in your tool-belt for belonging in Denmark long term. Not just for the practicalities: understanding what's happening at your kids' school, landing a job in a network-driven job market, but also for your own deep, personal sense of belonging and feeling of home. For deeper friendships. For an implicit understanding of what's going on around you and for having a say in it.

A big part of me doesn't want to say that language is *nøglen* – the key – to belonging because that implies a closed and locked door. Outsiders and Insiders. Them and Us. But the truth is that in Denmark, sameness is valued because it has been essential to their social cohesion and the success of their country for a long while. That's the reality of the past, and when you live here, Danish isn't just a tool – it can be an identity marker.

The trick is how to start, how to stay vulnerable through the process of learning, especially as an adult, and how to start actually using it. I'd like to frame it in a few ways that may help motivate you to start a small Danish habit today that will fall into place *klods* by *klods*.

A GIFT YOU GIVE SOCIETY

The Danish language isn't just et *krav* (a requirement) for residency, it signals openness, respect for the country you live in, and a desire to engage. Eyes soften and smiles come when Danes hear you trying – even with a thick accent, even with *en masse fejl* (a ton of mistakes), even with some Denglish thrown in. In a country where social cohesion is valued, speaking Danish isn't necessarily about assimilation, but about joining in and being part of the bigger picture.

A GIFT YOU GIVE YOUR FRIENDS

I have a Danish friend who said: when people get mad, they revert to their dialect – in his case, *sønderjysk* (South Jutlandic). What he meant by that was: when you have big feelings – anger, grief, elation – you want to express yourself sincerely, in what feels most natural, and that is often your native tongue (whether language or dialect). What I take that to mean is that learning Danish is also a gift you can give to Danes. Even though they speak fluent English, it's not always perfect – they can feel they lack nuance, and it's not what they always want to use to share their big feelings. The gift of reception and understanding is a gift you can also give, and sometimes framing it like that helps you want to keep learning.

A GIFT YOU GIVE YOURSELF

And what if it's not only about them – what if it's about you? Language influences not only our collective identity but also our sense of self.



Language is the tool we use to communicate our ideas, to understand expectations, to cry, laugh, and argue – in short, to connect with other people. But language is also how we belong to *ourselves* in a place. It's an integral part of how we see ourselves, how we interact in the world, and ultimately contributes to whether we feel part of or outside of a place. Learning Danish can be a tool to your own sense of belonging – not one where someone tells you you belong, but one where you feel it yourself in everyday interactions.

You don't have to be perfect – and honestly, you won't be. For a long time. It's a journey of a thousand *tusind tak's* – but it starts with deciding to try one day and starting small and building from there.

The goal is presence, not perfection. Mistakes are part of the charm. There is power of connection in vulnerability.

The power of 'a little Danish' isn't about mastering grammar – it's about inviting connection. Every *tak*, every *i lige måde*, every *jeg lærer dansk* is one brick...one by one they build, and soon you get a little braver. You try a new sentence in the wild. You ask a question in Danish instead of English. You dare to be vulnerable when you don't need to be.

You don't need to speak Danish to live in Denmark, but speaking a little can help you feel more at home.

Sayings and idioms are an amazing way to connect with people over culturally accepted, humorous sayings, and a great way to stay nerdy on your own language journey. Today I'm sharing the Danish equivalent to 'the icing on the cake' – the thing that puts something over the top and makes it just perfect. In Danish: *prikken over i'et*. The dot over the letter i. That first time you successfully manage an interaction in Danish can feel like 'prikken over i'et' to your sense of belonging in Denmark. **THE-INTL**

TIPS AND HINTS FROM THE NEARLY DANISH DAME:

- **LEARN LITTLE, OFTEN:** Add small doses of Danish into your daily life – consistency beats cramming.
- **ENJOY THE PROCESS:** Choose fun activities you already love – just do them in Danish.
- **WATCH & READ:** Watch Danish TV with Danish subtitles; read along with e-books and audiobooks.
- **LISTEN & SING:** Explore Danish podcasts and music; look up lyrics and try singing along.
- **SPEAK DAILY:** Leave Danish voice notes for friends – practice speaking and listen back.
- **COOK IN DANISH:** Follow recipes in Danish to mix learning with everyday tasks.
- **BE CURIOUS:** Look up words, notice patterns, and let curiosity guide you.

"YOU DON'T NEED TO SPEAK DANISH TO LIVE IN DENMARK, BUT SPEAKING A LITTLE CAN HELP YOU FEEL MORE AT HOME."



BROOKE TAYLOR FOSSEY

DANISH LANGUAGE COACH
& CONTENT CREATOR

Brooke Fossey's love affair with Denmark began in the US – with a bright-red, secondhand Christiania cargo bike – and in 2022, she pulled up stakes and moved to Copenhagen with her husband and two kids. Her career path has spanned city planning, craft beer, founding a bagel business, and most recently, founding a Danish language tutoring service. Who knew an old cargo bike would spark a midlife passion for linguistics? Find her @nearlydanishdame on Instagram for favourite Danish expressions and learning tips – and she'll be your *il-dsjæl* ("fire-soul") for all things Danish language here as well!

[Brooke Taylor Fossey IG](#)

[Brooke Taylor Fossey LI](#)