

# DEPARTMENT OF CHEMISTRY AND BIOSCIENCE

DEPARTMENT STRATEGY 2025-2029



DEPARTMENT OF  
CHEMISTRY AND BIOSCIENCE

AALBORG  
UNIVERSITY





## Content

Preamble	04
A Note of Thanks	06
Organisation chart	07
Mission	10
Vision	11
Values	12
Strategic Focus Areas	14



## Preamble

At the Department of Chemistry and Bioscience (BIO), our high-level research spans from basic to applied within both natural sciences and engineering. With approx. 150 employees, 75 PhD students, and 775 bachelor and master's students at our campuses in Aalborg (main campus) and Esbjerg, we are a vital research and educational institution when it comes to creating new basic knowledge as well as contributing to solving the world's challenges within biology, chemistry, biotechnology, bioengineering, environmental science, and chemical engineering.

We contribute through collaborations, by conducting research-based educations, and by sharing our research findings both within the research community and the broader public.

Over the recent years, we have experienced a rapid growth in research activities, largely supported by external funding. Teaching activities and student uptake is expected to stabilise or even decline, which poses challenges to our financial sustainability. This strategy aims to address these challenges by adapting to the evolving composition of our tasks and ensuring economic robustness.

While we generally enjoy strong well-being, there is always room to improve work-life balance and our work environment. We will address broader challenges related to diversity and changing demographics.

This strategy outlines the steps we will take to address these issues and secure a sustainable and thriving future for our organisation, students, and staff.



# A Note of Thanks

The department's strategy for 2025-2029 builds upon our previous strategy 2020-2024. A big thank you to the Department Council (Institutråd) and the Consultation Committee (Samarbejdsudvalg) for contributing to the strategy and to all employees who shared their perspectives. The strategy may be based in the management, however, there will be no results without all of our esteemed colleagues in both Aalborg and Esbjerg – academic as well as technical and administrative staff. Together we are BIO, and together we create knowledge for our world.

On behalf of the management,  
*Kim Lambertsen Larsen, Head of Department*  
 12 December 2024



LinkedIn



DK website



EN website

## CONTACT US

Follow us on LinkedIn and our webpage, and contact us to explore the possibilities for collaborating!

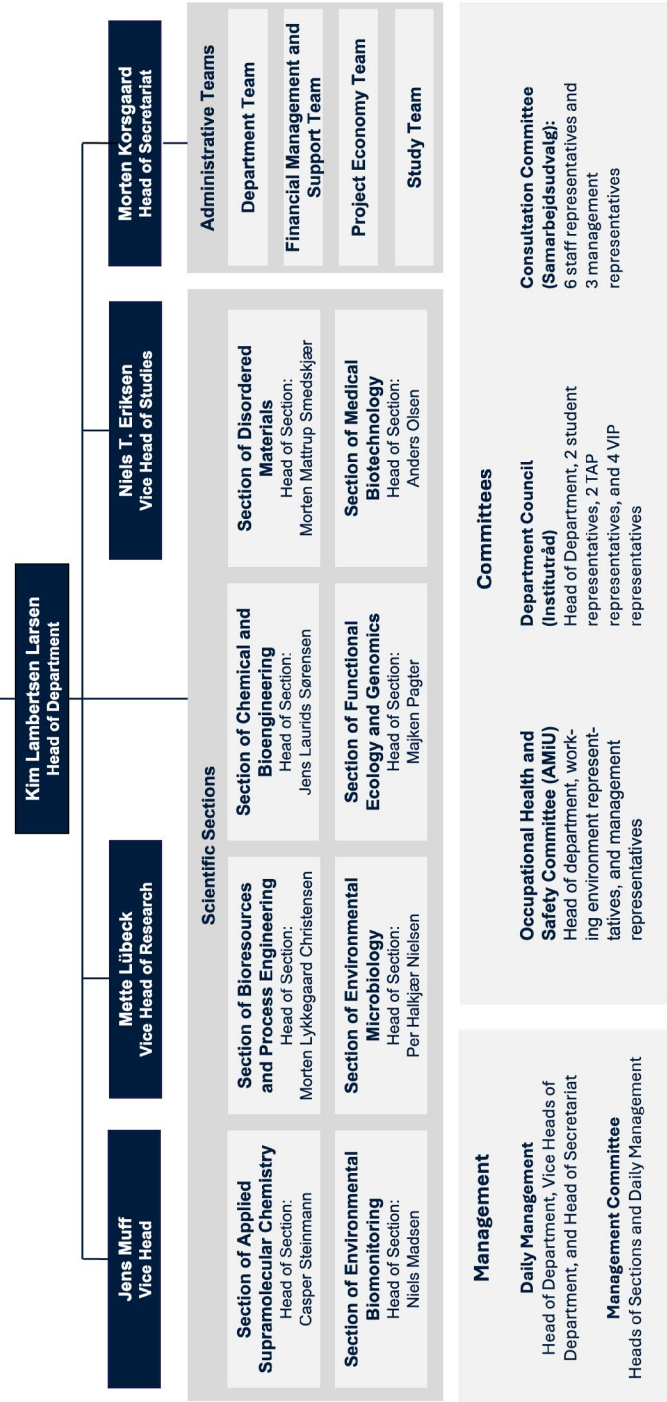
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# DEPARTMENT ORGANISATION

## Department of Chemistry and Bioscience









## Mission

At the Department of Chemistry and Bioscience, our mission is to conduct research-based teaching as well as world-class fundamental and applied research, at regional, national, and international levels. We generate knowledge for the world and educate bachelors, masters, and PhDs in biology, chemistry, biotechnology, bioengineering, environmental science, and chemical engineering.



## Vision

Our research generates fundamental and applied knowledge that contributes to solving important and critical challenges, and benefits society on regional, national, and international scales. Our contributions help to achieve United Nations' Sustainable Development Goals, and we align with AAU's overall strategy for generating Knowledge for the World. By bridging engineering and natural sciences, we create results and synergies in research, problem-based learning, and knowledge collaborations. We incorporate the latest research in our problem-based educations, and we are committed to provide our graduates and PhD's with independent, collaborative, and solution-oriented mindsets, founded on deep knowledge, understanding, and competencies within their fields of expertise.

We have a strong position as an international research and teaching environment with a committed focus on excellence within innovation and fundamental knowledge generation and sharing, as well as interdisciplinary collaboration.

Our staff deliver world-class basic and applied research as well as teaching through curiosity-driven, problem-based, and mission-driven approaches. Our technical and administrative staff contribute to value creation at the department by being proactive, relevant, and service- and solution-oriented in their processes and support functions and have a focus on the department's core activities.

We continuously improve our department as an attractive place of work and study.

## Values

Together, we create a professional, dynamic, and diverse place of work and study. We strive to promote creative and innovative thinking in research and teaching. We value being an attractive and trustworthy partner for external collaborators. We are inclusive and have respect for individuals, communities, and cultures. Our work culture is founded on openness, curiosity, transparency, and involvement.

We share the responsibility to stay committed to always having a constructive, open-minded, and proactive approach to improving our work culture. We offer each other constructive feedback based in mutual respect and integrity, and we celebrate each other's big and small achievements.





# Strategic Focus Areas

In this strategy period we will have a special focus on

## ATTRACTIVE PLACE OF WORK AND STUDY

### A UNIFIED DEPARTMENT

Enhancing the sense of community within our diverse department. We work to enhance the possibility to specialise and diversify as well as come together as one department across sections and job categories.

### A DIVERSE WORKPLACE

Supporting a wide range of careers and career paths to secure and promote development and diversification of our staff on all levels. We will focus on clear career paths, clear expectations, and flexible organisation of research groups.

### WORK-LIFE BALANCE AND HEALTH

Continuously improving and strengthening individualised work-life balances while securing a vibrant academic environment at the department. We wish to provide clear routes to support work-related needs regarding mental and physical health.

## COLLABORATIVE AND SUPPORTIVE CULTURE

### INVOLVEMENT

Strengthening and developing the possibilities for formal and informal involvement – from local research groups to international collaborations. This includes increasing awareness about the department’s organisation and representatives in councils and committees.

### SUPPORT AND KNOWLEDGE SHARING

Strengthening coherent support and knowledge-sharing opportunities regarding administration, management, teaching, funding, and research within the organisational structure as well as with AAU support units and other relevant collaborators.

### OPENNESS

Ensuring an open and accessible management with transparent communication, as well as encouraging a general open-door culture that enhances both formal and informal collaborations, unity, and inclusion within the department.





## TALENT AND COMPETENCY DEVELOPMENT

### DEVELOPMENT OPPORTUNITIES

Ensuring a systematic approach to talent and competency development for all employees to meet the demands of a changing world regarding soft and technical skills.

### CAREER CLARIFICATION

Increasing the focus on career clarification for all employees and especially for non-tenured staff and master students. We wish to support individualised, realistic, and transparent career plans whether at the department or elsewhere.

### COMPETENCY DEVELOPMENT ACTIVITIES

Developing a systematic approach to promoting relevant competency development activities. We look into both external, AAUs, and internal activities to address the diversity of needed skills.

## RELEVANT EDUCATIONS IN A CHANGING WORLD

### STUDY DEVELOPMENT AND EFFICIENCY

Continuous development of educational programmes and the competencies of employees, in accordance with the future needs and interests of our candidates, the latest research, and resource efficiency. We will focus on changes (demographic, motivational, behavioural, etc.) in student populations as well as students' well-being and completion. We will secure our competitiveness in attracting both national and international students.

### ENGAGEMENT AND INVOLVEMENT

Securing involvement of scientific staff in study development, quality of studies, and engagement in teaching activities via interesting, balanced, and appropriate teaching tasks.

### ADAPTING TO A CHANGING EDUCATIONAL LANDSCAPE

Implementing and adapting to upcoming educational reforms and declining populations of potential students while ensuring relevant competencies and employability of our graduates.





## RESEARCH WITH IMPACT

### ORGANISATION AND INFRASTRUCTURE

Securing a collaborative culture and relevant infrastructure (or access to such) to support research-based educations, high-level research, and innovation through knowledge collaboration, interdisciplinary idea generation, and optimised funding processes.

### CLEAR RESEARCH STRATEGIES

Developing coherent research strategies, which are shaped and sharpened in collaborations between research groups, sections, and management. The strategies are developed with focus on strongholds, academic diversity, and individual freedom of research. We engage actively in the relevant missions, mission platforms, and other research initiatives.

### CLEAR COMMUNICATION STRATEGIES

Developing an operational structure at the department that supports and promotes a disseminating culture with transparent and timely communication strategies.





Art work by Kaspar Bonnén



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