

THE MATTER AT TOMAL

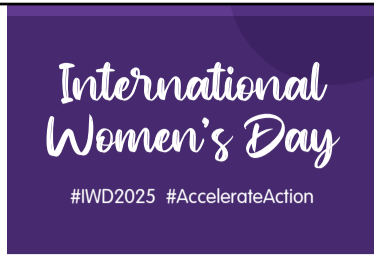
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WOMEN AT RISK



DENMARK'S #FORGOTTEN GOLD

MARCH 2025 - WWW.THE-INTL.COM



**CLAIRE TSANG THE CREATOR:
TURNING CHALLENGES INTO OPPORTUNITIES.**



HONOURING THE WOMEN WHO CAME BEFORE US...

DEAR READERS

As a woman, I am honored to reflect on the significance of International Women's Day. This March, we honour the women who paved the way for us — those who fought, led, and sacrificed so that we might stand a little taller, speak a little louder, and move a little freer in our pursuit of equal rights.

International Women's Day (IWD), celebrated annually on the 8th of March, is not just a date - it's a reminder of the resilience, determination, and contributions of women throughout history. The day originated in 1909 when the Socialist Party of America held the first National Women's Day in New York, inspired by the struggles of working-class women demanding better pay, shorter hours, and the right to vote. The movement gained global momentum in 1911 when over a million people rallied across Europe for women's rights. Since then, IWD has grown into a worldwide call to action — a day to celebrate achievements, demand justice, and continue the push for the gender equality that still eludes us.

Despite undeniable progress, we must examine the facts: Women are still not equal. In business, politics, the arts, science, and communities worldwide, the gender gap is still very much there. Women remain underrepresented in leadership roles, are often unpaid or underpaid for their labour, and face discrimination, violence, and systemic barriers that limit their full participation in society. The fight for equality is far from over.

PROGRESS AND GAPS IN DENMARK

Denmark is often hailed as a leader in gender equality, and significant strides have been made. Danish women enjoy high levels of education and workforce participation; however, gaps remain. Women are underrepresented in top leadership positions in both the private and public sectors. While Denmark has a relatively small gender pay gap compared to the rest of the world, women still earn less than men on average, highlighting the need for continued efforts to achieve full equality.

But change is happening. We see it in the growing number of women-led businesses, policies addressing pay gaps and workplace harassment, and the increasing visibility of women's voices in boardrooms and parliaments. Movements like #MeToo continue to challenge the silence surrounding gender-based violence, and many young women are stepping up as activists, entrepreneurs, and change-makers. Across the world, countries are enacting laws that protect and empower women, and corporations are recog-

nising the necessity of gender diversity not only as a moral imperative but also as a driver of innovation and success.

However, while some women break through barriers, others continue to struggle under oppression, particularly those in marginalised communities, women of color, LGBTQ+ women, and women in conflict zones. Our fight for gender equality must be intersectional, ensuring that progress is not just for the privileged few but for all women everywhere.

LOOKING BACK, MOVING FORWARD

As we stand on the threshold of International Women's Day, let us remember the women who came before us — the suffragettes who fought for our right to vote, the labour activists who demanded fair working conditions, and the mothers, sisters, and daughters who defied expectations to chase their dreams. But it's important to recognise the women leading, inspiring, and creating change today. Let's uplift them, celebrate their successes, and support their journeys.

It's crucial that women empower and support each other rather than pulling each other down. There is enough space for all of us to succeed, and when we lift each other, we amplify our collective strength. Whether through mentorship, collaboration, or simply acknowledging the achievements of those around us, we must make a conscious effort to develop a culture of support and solidarity.

At The International, we are committed to amplifying women's voices. We believe storytelling is a powerful tool for change, and we will continue to shine a light on the achievements, struggles, and aspirations of women everywhere. History is not just something we inherit - it's something we create.

So, here's my question to you: What will you do to honour the women who came before us? How will you contribute to the world they fought to build? Let's move forward with purpose, solidarity, and an unwavering belief in a future where equality is not a dream, but a reality.

Here's to the women who dared, the women who dream and the women who demand more. The fight is not over, but together, we will win!

Love,

Lyndsay

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International Women's Day

#IWD2025 #AccelerateAction

March 8

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CLAIRE THE CREATOR

NAVIGATING CULTURE, CAREER, AND COMMUNITY.



CREDIT: WILFRED GACHAU

MOVING FROM HONG KONG TO DENMARK, CLAIRE'S JOURNEY HAS BEEN ONE OF ADAPTATION, REINVENTION, AND RESILIENCE. FROM CULTURAL CONTRASTS AND CAREER SHIFTS TO NAVIGATING DENMARK'S SOCIAL AND DATING SCENES, SHE HAS EMBRACED THE CHALLENGES OF EXPAT LIFE WITH HUMOUR AND DETERMINATION.

PHOTOGRAPHS **VARIOUS** TEXT **LYNDSAY JENSEN**

BORN AND RAISED in Hong Kong, Claire grew up in a city that uniquely blends Eastern and Western cultures. Hong Kong's historical ties to Britain, which ruled for over a century before its return to China in 1997, contributed to its diverse and international atmosphere. English was widely spoken, and the city functioned as a crucial financial bridge between East and West. Fast-paced and food-obsessed, Hong Kong instilled in Claire a deep appreciation for efficiency, innovation, and, of course, exceptional cuisine.

However, Claire's life took a turn when she moved to Denmark, a country that, at first glance, seemed vastly different from the bustling metropolis she once called home.

ADJUSTING TO LIFE IN DENMARK

Claire arrived in Denmark in 2001 after living in the UK. The move was motivated by a long-distance relationship with a Danish partner. When she gained admission to the Denmark Design School, she took it as a sign to embrace Copenhagen as her new home.

Her first year in Denmark was relatively smooth, thanks to the welcoming environ-

ment at her school. An extrovert by nature, Claire quickly found her footing, making friends and adapting to Danish society. But no transition is without challenges. The notorious Scandinavian winters were a stark contrast to Hong Kong's humid climate, and Claire was taken aback by Denmark's nationalistic pride—particularly the emphasis on speaking Danish.

CULTURAL CONTRASTS: HONG KONG VS. DENMARK

Denmark's patriotic traditions were one of Claire's biggest cultural shocks. The Danish flag is a symbol of celebration, and newcomers often feel pressured to learn the language quickly. Claire, like many internationals, found this frustrating. "Every party I went to, the first conversation was always about how long I'd been in Denmark and why I wasn't fluent yet," she recalls. In Hong Kong, on the other hand, foreigners were encouraged and praised even if they only knew a couple of words in Cantonese.

Social etiquette was another area of stark contrast. In Hong Kong, children are taught civic responsibility from a young age—giving up seats for the elderly, queuing in an orderly manner, and respecting public spaces. In Denmark, Claire was surprised to see people putting their feet on seats and skipping lines for public transport.



CREDIT: PABLO EZEB



CREDIT: PABLO EZEB

The food culture in Denmark was also quite different. In Hong Kong, food is central to social life, with people frequently gathering over meals. The city's fast-paced lifestyle means there's always an abundance of food options available at all hours. Denmark, however, has a more structured meal culture, with a strong emphasis on home-cooked meals and early dinner times. While Claire enjoys Danish cuisine, she deeply misses the variety and vibrancy of Hong Kong's food scene.

BUILDING A CAREER IN DENMARK

Claire's professional journey in Denmark has been anything but conventional. Initially trained as a graphic designer, she spent years freelancing and working part-time in cafes, restaurants, and retail while seeking full-time positions in her field. However, the rigid 9-to-5 office culture never appealed to her. During the COVID-19 pandemic, she pivoted her career, shifting her focus to social media strategy and branding.

This change felt natural. Claire found fulfillment in helping solopreneurs, particularly those unfamiliar with social media, boost their visibility and grow their brands. With a knack for creativity and an entrepreneurial spirit, she became known as "Claire the Creator"—a social media cheerleader empowering businesses to shine online.

ENTREPRENEURSHIP VS. THE DANISH JOB MARKET

Has Claire fully integrated into the Danish workplace? Not quite. Most of her clients come from the international community in Copenhagen, and she's found that working independently suits her personality and skills. For those seeking traditional employment in Denmark, Claire advises persistence, networking, and, above all, embracing the local mindset.

Starting a business, however, is not for everyone. While some people prefer the stability of a full-time job, Claire enjoys the freedom that entrepreneurship offers. She emphasises the importance of networking—not just for business opportunities but for genuine connections. "You never know who you'll run into or how they might help you down the road," she says.

In addition to running her own business, Claire has collaborated with numerous international and local communities in Denmark. She regularly attends networking events and believes that integrating into Danish society requires a proactive approach. "You have to put yourself out there and engage with different groups," she says.

THE DANISH DATING SCENE: A ROLLERCOASTER RIDE

Dating in Denmark has been a mixed experience for Claire. She had been in long-term relationships with Danes but has also found many to be emotionally distant and uncommunicative. "Ghosting is a real problem here," she says. "People are comfortable being single and often just looking for short-term fun or casual 'situationships.' It's not my thing at all."

She also notes that some Danish men seem particularly interested in dating foreign-



CREDIT: PABLO EZEB

CLAIRE ENJOYS THE FREEDOM THAT ENTREPRENEURSHIP OFFERS. SHE EMPHASISES THE IMPORTANCE OF NETWORKING - NOT JUST FOR BUSINESS OPPORTUNITIES BUT FOR GENUINE CONNECTIONS. "YOU NEVER KNOW WHO YOU'LL MEET OR HOW THEY MIGHT HELP YOU IN THE FUTURE," SHE SAYS.

ers, as if they are collecting nationalities. This has made Claire more cautious when entering new relationships. "If dating doesn't work out, I just see it as networking now!" she laughs.

FINDING JOY IN COMMUNITY AND CREATIVITY

Despite the challenges, Claire has carved out a fulfilling life in Denmark. Teaching Zumba brings her immense joy, both as a physical workout and as a mental health booster. Her pug, Mogwai Boyboy, is her constant companion, and she credits her close friendships for helping her navigate life abroad.

Claire is also deeply involved in community building. She has worked with Career Club DK, a network for international women in Denmark, and recently founded Copenhagen Connectors, a platform for international freelancers and entrepreneurs. Through social media and events, Copenhagen Connectors promotes collaboration and support among self-employed professionals.

ADVICE FOR NEW INTERNATIONALS: MINDSET IS EVERYTHING

For newcomers to Denmark, Claire's advice is simple but powerful: mindset is everything.

"If you believe it's hard to make friends, it will be. If you tell yourself opportunities are scarce, they will be. But if you step out of your comfort zone, attend events, and proactively engage in conversations, you will meet people."

She encourages expats to view networking as a chance to build relationships rather than just a way to find work. "Older guys are often more forward about asking women out because they have nothing to lose. Adopt the same mindset with social interactions—just put yourself out there!"

Claire also advises new internationals to take advantage of Denmark's growing international community. "There are so many social activities and groups now, it's impossible not to meet people if you make an effort."

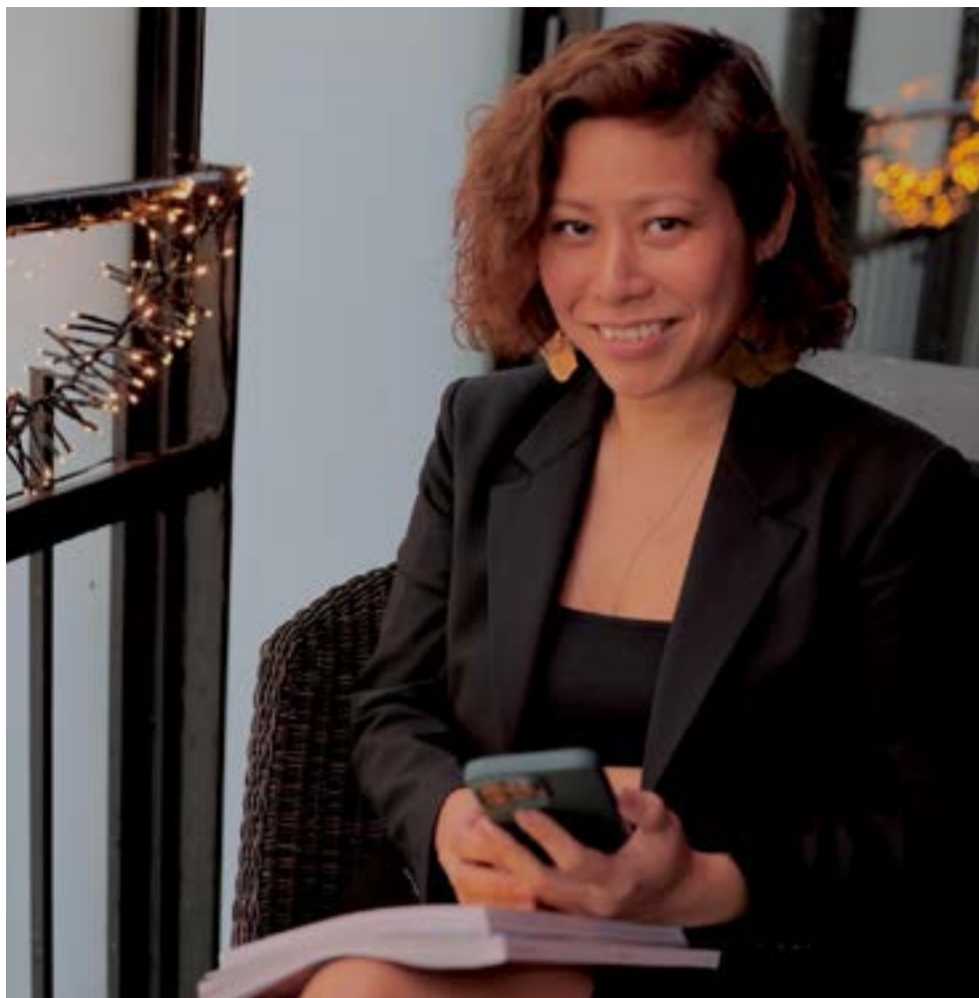
Claire's journey from Hong Kong to Denmark is proof that resilience, adaptability, and the power of community really pays off. Whether navigating cultural differences, building a business, or redefining success, she has managed to embrace the challenges and opportunities that come with life abroad. And through it all, she continues to create, connect, and inspire others to do the same - one Zumba step at a time. **THE-INTL**

Stay connected with Claire's world by following her two distinct ventures! For a behind-the-scenes look at her creative journey, projects, and business insights, follow [@claire_the_creator](#). To engage with her community-driven initiatives that bring people together in Copenhagen, check out [@copenhagenconnectors](#). *Whether you're interested in creativity or community, there's a space for you to connect and be inspired!*

#ClaireTheCreator #CPHConnectors



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CREDIT: OLIVIA KUTUZOVA

"IF YOU BELIEVE IT'S HARD TO MAKE FRIENDS, IT WILL BE. IF YOU TELL YOURSELF OPPORTUNITIES ARE SCARCE, THEY WILL BE. BUT IF YOU STEP OUT OF YOUR COMFORT ZONE, ATTEND EVENTS, AND PROACTIVELY EN-GAGE IN CONVERSATIONS, YOU WILL MEET PEOPLE."



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DENMARK'S FORGOTTEN GOLD: THE STRUGGLE OF INTERNATIONAL TALENT ALREADY HERE.

PHOTOGRAPHS **PEXELS** TEXT **GREG MCQUEEN**



EVERY SO OFTEN, I play an odd little game with my sons. Even though they're standing right in front of me, I'll act like they're invisible, as though I can't see or even hear them. As you can imagine, even though we're playing, being ignored quickly becomes annoying for a child. And as the game continues, doubt creeps in, making them wonder if they might actually be invisible.

This quirky little game reminds me of what many internationals say about building a life in Denmark. Once the excitement of moving here fades, they begin to feel ignored and unwelcome.

And it seems Dank Industri (Danish Industry) agrees, as according to figures published by them in 2018, Denmark ranks almost bottom of a list of 68 countries for 'ease of settling in' for internationals: 'That's just not good enough,' the article states, 'because international employees make an essential contribution—both to Danish companies, which are in dire need of labour, and to public finances.'

THE CHALLENGE OF SETTLING IN

This challenge is particularly relevant as cities like Aarhus are now investing in initiatives to attract more international talent. However, as we will explore in this article, an important question arises from these efforts: What about the highly qualified internationals already living in Denmark who struggle to find meaningful work and build careers?

Aarhus is putting money and resources into bringing new international workers to the city over the next five years. The goal? According to the strategy published by the City of Aarhus, the aim is to grow the foreign workforce from 12% to over 15% by 2030, adding 7,500 new jobs for foreign workers.

To highlight the plight of internationals already in Denmark, Lyndsay Jensen, the editor and founder of this publication, shared a LinkedIn post about a friend with 15 years of experience who, despite meeting all job requirements, received yet another rejection email. This personal story sparked a broader conversation about the experiences of in-

'I WANTED TO GIVE BACK TO DENMARK FOR MY EDUCATION,' SHE SAYS, TALKING ABOUT THE FREE EDUCATION AND STATE GRANT (SU) SHE RECEIVED. BUT DESPITE HER MASTER'S IN ECONOMICS AND BUSINESS ADMINISTRATION AND EXPERIENCE AT THE EUROPEAN COMMISSION, SHE'S SPENT 18 MONTHS LOOKING FOR WORK IN HER FIELD.

ternational professionals in Denmark. The post reached over 74,000 views and drew hundreds of comments from internationals sharing similar stories.

Following the post, Lyndsay created the hashtag #TheForgottenGold to highlight these overlooked professionals—people who have lived in Denmark for years, learned the language and adapted to the culture yet still face significant barriers to employment.

'Denmark is investing millions to attract global talent,' Lyndsay wrote, 'but often overlook the pool of skilled internationals already settled here.' Her observation points out a puzzling mismatch: While Danish companies say they welcome diversity and need international talent, many qualified foreign professionals already in Denmark remain unemployed and unnoticed.

PERSONAL STORIES AND STRUGGLE

While it is impossible to share all the stories and experiences in the comments of Lyndsay's LinkedIn post, here are a few that highlight many of the challenges, frustrations, and difficult choices internationals face.

Take Veronica, who came to Denmark from the Czech Republic to study and stayed after graduating. 'I wanted to give back to Denmark for my education,' she says, talking about the free education and state grant (SU) she received. But despite her Master's in Economics and Business Administration and experience at the European Commission,



THE ANSWER TO THE TALENT SHORTAGE MANY DANISH COMPANIES FACE IS RIGHT HERE—HIGHLY SKILLED INTERNATIONALS WHO'VE ALREADY MADE DENMARK THEIR HOME AND WANT TO SHOW WHAT THEY CAN DO. IT'S TIME TO SPOT THE INVISIBLE TREASURE THAT'S RIGHT IN FRONT OF US, #THEFORGOTTENGOLD THAT DENMARK CHOOSES NOT TO SEE.

she's spent 18 months looking for work in her field.

Veronica's story is not unique. Many international professionals in Denmark face similar challenges in finding meaningful work. Ditte's experience, for example, highlights another aspect of the issue. She left Ukraine when the war started in 2022 and picked Denmark because one employer showed genuine warmth. But after leaving that first job, she hit an unexpected wall: her name. 'As Daryna, I received no responses to job applications,' she says. 'But when I started using "Ditte" instead, the interviews began coming in.' This subtle yet significant barrier proves the difficulties internationals face in navigating cultural differences.

These stories are not isolated incidents. Fuad's experience, as a father of three thinking about leaving Denmark due to lack of job opportunities, illustrates the human cost of this issue. 'I can survive here, but I can't thrive,' he says. Though he speaks Danish well and has strong qualifications, he faces a tough decision: find work in three months or leave his family to look for jobs back in the UK.

The cumulative effect of these stories reveals a disturbing pattern: qualified international professionals are being overlooked and underutilised in Denmark. This means that they often find themselves stuck in a cycle of short jobs, work below their skill level, or no work at all, despite having the skills Danish companies say they urgently need.

THE BIGGER PICTURE: STATISTICS AND TRENDS

Danish business leaders widely acknowledge the urgent need for foreign labour. As Jørn Neergaard Larsen, CEO of Dansk Arbejdsgiverforening, told another English newspaper back in 2015: 'We can under no circumstances do without foreign labour'.

However, as research by Dr Julia Jones suggests, Danish cultural values can create barriers for international professionals trying to integrate into the workforce. Dr. Jones studies how foreign workers settle in Denmark and found the challenges internationals face in Denmark run deeper than just learning the language. Her recent publication, 'The Dark Side of Hygge,' sheds light on how these cultural values can affect foreign workers. Hygge, a Danish concept that roughly translates to a feeling of cosy contentment and well-being, is deeply rooted in Danish culture and refers to the practice of creating a warm and welcoming atmosphere, often with good food, company, and comfort. But as Dr. Jones's work points out, this cultural quirk typically excludes outsiders.

CULTURAL BARRIERS AND SOLUTIONS

'Denmark has a remarkably tight and homogeneous culture,' Dr. Jones explains. 'What creates a strong sense of belonging among Danes can feel like an invisible wall to outsiders.' She points to three key cultural factors that impact internationals: the high value placed on cultural similarity, a strong emphasis

on equality, and a sharp divide between public and private life.

Nanna Hauch, a Danish repat who works with internationals as a psychotherapist, adds a practical view: 'When people talk about changing Danish culture to be more welcoming, I tell them "good luck with that,"' she says with a knowing smile. 'Cultural change takes generations. Just look at the UK—it took 50 to 60 years to develop its current level of multiculturalism.'

This cultural context helps explain why even internationals who speak Danish fluently still struggle to build professional networks. 'Danes tend to have well-established, closed friendship groups,' says Dr. Jones. 'While they're often friendly in public settings like work, breaking into their private social circles—where many professional opportunities arise—can feel nearly impossible for outsiders'

Other professionals working to connect foreign talent with Danish companies see more profound issues at play.

Maria Madsen, originally from Mexico and now in her 15th year in Denmark, works with the International Community in Aarhus and watches this pattern unfold daily. 'We're great at attracting international talent, but there's a back door that's wide open,' she says. 'About 30% leave within three years, and by year six, we've lost half of them. The top reasons? Difficulty finding work and building social connections.'

Copenhagen Business School (CBS) is another example of this trend. Despite attracting a large number of international students, 42% of its international graduates leave Denmark within two years, according to a study by Aterini and Guldhammer Wolff (2020). Furthermore, this represents a significant loss—each international graduate who stays adds between 100,000 and 350,000 DKK annually to Danish public finances, with internationals contributing around 322 billion to Denmark's economy overall (Copenhagen Post, 2023).

Beyond the economic impact, the human cost is clear. Nanna Hauch sees the mental health toll in her work with internationals: 'The constant rejection, the feeling of not belonging—it creates a cycle of stress that affects both the job search and personal life,' she explains. She encourages internationals to focus on what they can control and build support networks with other internationals while gradually working to connect with Danes.

Some internationals, like Chandre Torpet, have found success by starting a company. 'I decided to speak English in professional settings because my Danish, while fluent, often became a novelty rather than a tool for communication,' she shares. Now, she helps European companies improve their diversity and inclusion practices, turning her perspective as an African-American foreign female to her advantage.

MAKING THE INVISIBLE VISIBLE

As a Brit who moved to Denmark in 2001, I've watched these same issues play out year after year. But like Nanna Hauch

suggests, I've seen slow but steady improvement. Maybe Aarhus' plan to bring in more international talent over the next five years will help all foreigners in Denmark. As they say, 'a rising tide lifts all boats.' The stronger focus on international workers might help Danish companies notice what's right in front of them—skilled, motivated international professionals ready to share their knowledge and fresh ideas.

But we can't just wait and hope. Through LinkedIn and publications like The International, we need to keep sharing stories of #TheForgottenGold. You probably know an international who's trying to build a career and find meaningful work in Denmark. By talking about their experiences and skills, highlighting what they have to offer, we can help more Danish companies see this invisible resource.

The answer to the talent shortage many Danish companies face is right here—highly skilled internationals who've already made Denmark their home and want to show what they can do. It's time to spot the invisible treasure that's right in front of us, #TheForgottenGold that Denmark chooses not to see. **THE-INTL**



GREG MCQUEEN
AUTHOR AND GHOSTWRITER

Greg McQueen is a former TV writer turned AI-savvy author and ghostwriter, helping others share their knowledge through clear writing, particularly in nonfiction, self-help, and mental health. He combines his background in storytelling and teaching experience to make complex topics clear and engaging, while using his know-how of AI tools to support his creative writing process and keep readers hooked. He moved to Denmark from the UK back in 2001 and lives with his Danish wife and three children in Aarhus, where he has worked as a freelance creative for several years.

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GHOSTED AFTER AN INTERVIEW? HERE'S HOW TO RESPOND.

PHOTOGRAPHS **PEXELS** TEXT **LESLEA PETERSEN**



IN DENMARK, INTERVIEWS are often more like a conversation over coffee and clients can leave feeling that the job is in the bag. The conversation went well, you answered all the questions, and it was relaxed and dare you say it, a fun experience.

Then, tumbleweed. Nothing. No response and no follow-up from the hiring manager. You feel demotivated and wonder what happened.

Did I say the wrong thing? What did I miss out? Did I ask the right questions? Did I offend the recruiter? All these questions are running through your head wondering why you can't get a response after what felt like the perfect interview.

Sadly, ghosting candidates is alive and well in the land of the Vikings.

Over 61% of job candidates have been ghosted after the first interview ([According to the hiring platform Greenhouse](#)). That's a lot of hopeful job seekers being treated in an appalling manner by any organisation. Recruiters, it takes no effort to send out a follow-up email saying they won't be taken further in the hiring process, even if it is that informal, at least let the candidate know so they can move on.

So, what can you do as a job seeker to gain the best response and follow-up?

HERE ARE A FEW RULES TO FOLLOW IN ANY INTERVIEW PROCESS:

BE POLITE

I always tell my clients to follow up after an interview where possible and thank the panel for their time. Even if you don't want the job, you never know if something else will come up in the future, and you want to leave a good impression. This also shows your desire to work for the organisation and your appreciation for the opportunity. If you want the job and don't hear back within a week, send a further email enquiring about how the interview process is going.

EVALUATE YOUR PERFORMANCE

Were you prepared? Nothing worse than turning up to an interview without spending time researching everything you can about the role and company. Even better if you know who will be interviewing you! Find common ground or a mutual contact if that will help. It's a perfect scenario if you have an old colleague or connection who can put in a good word for you with the interviewer.

How did you answer the questions? Were you concise, or did you take too long and add irrelevant information? Practise questions and examples from your work experience so you are ready for any eventuality. If you need a few ideas about what to ask at your interview, read my previous article, [How to nail that interview](#).



Always finish by asking about the next steps in the interview process (If they don't clarify). This gives you an idea if you will go to the next stage and be able to follow up if you don't hear back. Try and ask for an exact date when you should receive confirmation, and will it be a call or email?

KEEP APPLYING

Don't wait after what feels like a successful interview and not apply for other jobs. Until you have signed that contract, it isn't yours, even after a verbal agreement. Keep looking for the right roles, send off applications while you are waiting to hear back. Maximise every opportunity and maintain the momentum. Just getting to an interview can feel like success in Denmark, so use that excitement, as it will show in your next application.

BUT I WAS STILL GHOSTED

And after following the rules, feeling positive and hopeful and getting the right vibes, you still get ghosted - it's not your fault! It might be a red flag for that organisation, and you can feel relief, or they may have filled that role internally, put the job on hold or cut the budget. It could be any of those reasons. Nothing you do or say can change that.

But - and this is a big one - never send an angry email telling the organisation they stink if you don't hear back! I know it hurts, and you are full of disappointment, but Denmark is a small country. You might end up at an interview with another company, and the same hiring manager has now moved to that organisation! Ouch!

Remain professional, put your shoulders back, and look forward to the next opportunity. Your job is out there, and after a few disappointments over the years, it really was great that I never ended up in any of those companies. I breathed a sigh of relief a few times when I heard about either the work environment or who would have been my boss.

Focus on you and what you can learn from this experience, and find an organisation that will benefit from you and your expertise. Their loss job seeker! **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.

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Are you detail-oriented and enjoy handling administrative responsibilities in a dynamic work environment? And do you thrive in a role where strong collaboration and communication are the keys to success?

Location: Hedensted
Deadline: Ongoing
Contact: Kirsten Marie Ravn
 Logistics Planning Manager
 +45 28 57 25 52

DIGITAL CONTENT CREATOR, BESTSELLER

You'll be responsible for developing and implementing content for our B2B campaigns across markets for our brands NAME IT, Lil 'Atelier, and LMTD.

Location: Brande
Deadline: 25 March 2025
Contact: Ann Winther
 +45 82 38 20 12

SENIOR PEOPLE PARTNER, PLEO

This role combines hands-on impact with strategic influence, placing you at the heart of both day-to-day P&C execution and long-term people strategy.

Location: Copenhagen
Deadline: Ongoing
Contact: N/A

PRICING SPECIALIST, BOCONCEPT

You will analyze market trends, help implement pricing strategies, and provide recommendations based on consumer insights and competitor analysis.

Location: Copenhagen
Deadline: 30 April 2025
Contact: Lærke Hæstrup
 Head of Product Insight & Strategy
 +45 28 60 80 62

VISUAL MERCHANDISING TRAINER, BESTSELLER

You will play a critical role in maintaining and enhancing VERO MODA's brand image across all stores in the region.

Location: Aarhus
Deadline: 28 March 2025
Contact: Katrine Staffensen
 +45 21 37 26 52

STRATEGY MANAGER, DSV ROAD

Our tasks will be to ensure that the strategic direction is set and followed to drive business impact and value generation across DSV Road globally.

Location: Hedehusene
Deadline: Ongoing
Contact: Mads Hofmeister
 Director, Strategy, Road CEO office
 +45 22 21 57 67

SENIOR STOCK CONTROLLER - LEADING THE WAY IN STOCK MANAGEMENT, TOTALENERGIES

Your expertise will be crucial in fostering an efficient and optimized stock management system within our organization.

Location: Esbjerg
Deadline: Ongoing
Contact: HR Recruitment
ep.dk-recruitment@totalenergies.com

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THE ROI OF HEALTH:

WHY INVESTING IN FITNESS YIELDS LONG-TERM RETURNS.

PHOTOGRAPHS UNSPLASH TEXT ALEXANDRA BECK



IN A WORLD where we're constantly bombarded with ads for everything from the latest gadgets to expensive coffees, it's easy to overlook one of the best investments we can make: our health. Fitness, often seen as a luxury or afterthought, is actually one of the most valuable assets we can nurture. It offers a return on investment (ROI) that far surpasses anything a new smartphone or daily caffeine fix could offer.

How does investing in fitness actually yield returns? It's not about signing up for a gym or buying shiny new equipment; it's about committing to a sustainable, well-rounded fitness plan. The payoff comes in the form of physical changes and life transformations, and here's why.

1. IMPROVED HEALTH: THE FOUNDATION OF LONG-TERM SAVINGS

One of the most immediate benefits of investing in fitness is the improvement in overall health. Regular exercise reduces the risk of chronic diseases such as heart disease, diabetes, and certain cancers. While medical costs in Denmark may be lower compared to other countries, maintaining good health can still save you money by reducing the need for doctor's visits, medications, and medical treatments over time. Your fitness routine becomes an investment in maintaining your health and preventing future health complications.

Fitness also helps maintain a healthy weight, strengthens your immune system, and improves cholesterol levels. These benefits contribute to better overall health, potentially reducing the likelihood of requiring medical procedures or treatments that could impact your time and well-being.

2. INCREASED PRODUCTIVITY AND CAREER SUCCESS

Energy and focus are essential in any professional setting, and fitness directly contributes to better mental clarity, sharper focus, and improved cognitive function. Regular exercise improves your body and boosts your brainpower.

Studies show that physical activity leads



to better problem-solving, creativity, and stress management. Whether you're managing a business or working on personal projects, being physically fit gives you the stamina and mental resilience needed to perform at your best. The ROI here is clear: increased output, fewer sick days, and more career advancement opportunities.

3. BETTER MOOD AND MENTAL HEALTH

Stress, anxiety, and life's ups and downs are challenges we all face, but regular exercise can help us manage them more effectively. Physical activity releases endorphins, the body's natural mood enhancers, reducing stress and promoting a more positive, motivated outlook.

Fitness is also a powerful tool for combating mental health issues like depression. Research shows that exercise can be as effective as medication in some cases, with the added benefit of no side effects. The investment you make in your mental well-being through fitness can lead to improved self-esteem, reduced anxiety, and overall emotional balance.

4. A LONGER, HAPPIER LIFE

Fitness isn't just about adding years to your life - it's about adding life to your years. The more physically active you are, the higher the quality of life you'll experience as you age. Regular exercise maintains mobility, flexibility, and strength, giving you more freedom to enjoy life to the fullest.

With fitness, you'll have the energy to trav-

el, play with family, and engage in hobbies. The ROI of this is undeniable: a longer, more active, and fulfilling life.

5. ENHANCED SOCIAL CONNECTIONS

Fitness benefits go beyond the physical and mental; they also help you build meaningful social connections. Whether it's through fitness classes, team sports, or simply meeting workout buddies, exercising fosters new friendships and social circles. Social interaction is crucial for mental health and contributes to a sense of belonging.

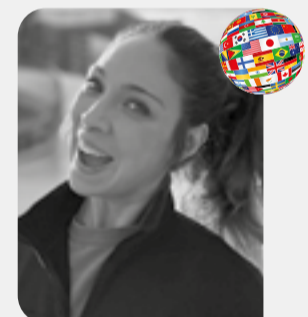
As a personal and group fitness trainer, I see how fitness goals unite people, helping them bond and support each other. These connections can improve your sense of purpose, boost emotional well-being, and even open career opportunities.

ROI IS PRICELESS

When you evaluate the true ROI of investing in fitness, the benefits extend far beyond the physical. A consistent fitness routine leads to better health, increased productivity, improved mental health, a longer, more fulfilling life, and deeper social connections. It's an investment in yourself that pays dividends in countless ways.

So, next time you think about skipping a workout or putting off that fitness membership, remember you're not just investing in a fleeting moment of exercise. You're investing in a future full of energy, vitality, and happiness. When you look at it that way, the ROI of health is priceless. **THE-INTL**

"FITNESS IS ALSO A POWERFUL TOOL FOR COMBATING MENTAL HEALTH ISSUES LIKE DEPRESSION. RESEARCH SHOWS THAT EXERCISE CAN BE AS EFFECTIVE AS MEDICATION IN SOME CASES, WITH THE ADDED BENEFIT OF NO SIDE EFFECTS. THE INVESTMENT YOU MAKE IN YOUR MENTAL WELL-BEING THROUGH FITNESS CAN LEAD TO IMPROVED SELF-ESTEEM, REDUCED ANXIETY, AND OVERALL EMOTIONAL BALANCE."



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!

[@alexbeck.fit](#)

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ALEX ∞ BECK

IN PLAIN SIGHT

COPENHAGEN'S NOT-SO-HIDDEN GEMS.

PHOTOGRAPHS **BOTANISK HAVE, KBH FB PAGE** TEXT **JESS HEARNE**



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

IN THE HEART of Copenhagen lies a peaceful oasis, offering a serene escape from the city's hustle and bustle. A lush haven that has been captivating visitors for centuries, the Botanical Gardens are a rich tapestry of plant life and history.

FOURTH TIME LUCKY?

The Botanical Gardens were first opened on the 2nd of August 1600 by King Christian IV. Originally named *Hortus Medicus*, the site was initially located at Skidenstræde (now Krystalgade) to protect a collection of Danish medicinal plants. After the destruction of a number of convent gardens during the Reformation, the garden was intended as a home for the study of medicinal science.

In 1752, King Frederik V established a second location north of Frederiks Hospital. Under the direction of German-born botanist G.C. Oeder, the new site was intended to highlight the economic benefits of horticulture. It was here that *Flora Danica* began: a comprehensive botanical atlas with illustrations of Danish and Norwegian plants. However, despite its ambitious start, the garden became obsolete a mere twenty-six years later.

In 1778, a third garden spanning 16,500 m² was established at Charlottenborg. Under the endorsement of King Christian VII, a hub of botanical research and education was built, featuring greenhouses and a new museum. New botanical positions were established, signalling the emergence of botany as an independent science in Denmark. However, a lack of space soon became evident, prompting yet another discussion about relocation.

The Botanical Gardens we know today have been at Østervold since 1870, adjacent to the historic Rosenborg Castle, creating a harmonic blend between natural beauty and royal splendour.

A LIVING MUSEUM

Meticulously arranged over a million square meters, this living museum boasts over 13,000 plant species from around the world. From native Danish flora to exotic perennials and annuals, each area offers a unique glimpse into our planet's diverse botany. Specialised sections, such as the rock gardens and the conifer hill, take visitors on a unique journey of discovery through different ecosystems.

Inspired by London's Crystal Palace, Carlsberg founder J.C. Jacobsen provided the funding for a large complex of glass greenhouses in 1874. Standing at 16 metres tall is the crown jewel of his collection - the magnificent palm house, home to a number of exotic plants. A narrow, cast-iron spiral staircase takes you to a path at the top, offering a birds-eye view of the lush greenery below. Evoking a sense of tropical exploration, one can find oneself transported to distant lands without ever leaving the city.

In contrast to the allure of the tropics, the Arctic greenhouse is a specialised facility designed to mimic polar conditions. This building allows the cultivation of plants native to arctic regions,



providing a rare opportunity to observe flora from one of the planet's most extreme environments.

The Butterfly House, open from May to September, welcomes visitors into a world with a plethora of colours. As butterflies from around the world flutter amidst tropical plants, one can learn about their life cycles and habitats as they observe.

However, the Botanical Gardens continue to play a vital role in research, education, and conservation. Home to the University of Copenhagen's botanical museum and herbarium, the gardens' collections—which contain more than two million dried plant specimens from all over the world—are invaluable resources for scientists, researchers, and students.

In a city known for its culture, the Botanical Gardens are a place where history, science and nature converge. From humble beginnings as a vital space for research, education and conservation, the gardens we see today combine the original intent with a tranquil retreat from the busy streets of Copenhagen. Whether admiring rare plants, exploring historic greenhouses, or simply enjoying a quiet moment in nature, each visitor can take their journey into the beauty and splendour of our planet. The gardens continue to grow and inspire, connecting people with the natural world in meaningful ways. **THE-INTL**

To plan your visit to Copenhagen's Botanical Gardens, visit <https://snm.dk/en>

"IN A CITY KNOWN FOR ITS CULTURE, THE BOTANICAL GARDENS ARE A PLACE WHERE HISTORY, SCIENCE AND NATURE CONVERGE."



JESS HEARNE

NATIVE ENGLISH
COPYWRITER,
PROOFREADER & EDITOR

Jess is an Irish writer who has lived in Copenhagen since 2019. A lifetime 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](#)

LOUISIANA

DENMARK'S OLDEST MODERN ART MUSEUM.

PHOTOGRAPHS **LOUISIANA MUSEUM OF MODERN ART FB PAGE** TEXT **MARIANO ANTHONY DAVIES**



LOUISIANA'S FOUNDER, KNUD W. JENSEN, wanted to create a museum where Danes could see modern art, which had no special place in Danish museums until then. The museum opened its doors to the public for the first time in 1958.

From the beginning, the founder, Knud W. Jensen, intended for the museum to be a home for modern Danish art. But after only a few years, he changed course, and instead of being a predominantly Danish collection, Louisiana became an international museum with many internationally renowned works.

Louisiana's close contact and collaboration with the international arts and cultural milieu has since been one of the museum's greatest strengths. It is also one of the main reasons that it has been possible for Louisiana to present an exhibition programme that has resonated so strongly with the public over the years. Louisiana has thus achieved a standing as one of the world's most respected exhibition venues. In the future, it will be able to attract exhibitions and artists at a level that few other museums (either in Denmark or abroad) can match.

KNUD W. JENSEN'S VISION

In 1955, Knud W. Jensen bought a 100-year-old white villa called Louisiana. At the time, he was a businessman and cheese wholesaler, but he dreamt of creating a museum for modern Danish art. He was eager to get art out to the people, so in 1955, he co-founded the *Art at the Workplace* Association, which lent artworks to workplaces to make art a part of people's everyday lives. The purpose of the new museum was to share art with others. It was also based on a desire to make a break from the sense of alienation that Jensen thought characterised the large museums of the period, with the National Gallery of Art as the primary Danish example. Instead of monumental buildings, he wanted buildings on a human scale and close to nature. The Louisiana Museum of Modern Art evolved and opened three years later, in 1958.

Louisiana was intended to be a lively sanctuary for ordinary people, far from the city. The objective was to create a new way of visiting a museum. Art, architecture and nature would provide the framework, and music, film, dance, poetry readings and political debates would also take place at the museum. Louisiana had its own café, which was unusual in the 1950s. Critics argued that the café, concerts and other entertainment would remove the focus from art. Still, Jensen was keen to make Louisiana an excursion venue where art is part of the experience but not the entire experience. It was possible to create a place that went so much against the tide because an individual with his own resources financed and thus managed the museum. For many years, Jensen's personal desires and ideas determined Louisiana's development, even though the museum also had a Board of Directors.

WHY IS IT CALLED LOUISIANA?

Many people wonder about the name of the museum. The short ex-



planation is that the house was built by a nobleman for his three wives, who were all named Louise. Knud W. Jensen chose to "take over" the name of the country house that he later converted into a museum. The property had been built and named in 1855 by Alexander Brun (1814-93), who was an officer and Master of the Royal Hunt. Here in Louisiana, he was a pioneer in beekeeping and the cultivation of fruit trees.

From the beginning, it was Knud W. Jensen's vision to create a museum with soul, where the public could encounter artwork – not as something pretentious, but rather something that spoke directly to the viewer. He emphasised the need for "supplementary content" that could help bring alive and enrich the environment.

THE SPIRIT OF THE PLACE

Louisiana Museum was built in several stages and has been expanded many times over the years. But the starting point was a place where something already stood. The villa with a park full of distinctive trees was built for the first owner, Alexander Brun. It has been important throughout the museum's history to maintain the "spirit of the place" (also called "genius loci") that Knud W. Jensen thought he found there when he discovered the location. Jensen engaged two architects, Jørgen Bo and Vilhelm Wohlert, to build extensions to Louisiana, and together, they went around the large grounds for months to find the best places, the most interesting trees and the finest views.

The Louisiana Museum of Modern Art is a self-governing institution. As a private state-recognised museum, it is subject to Danish museum legislation. The museum receives about 15% of its operating support from the public sector; the rest is financed through self-earnings and sponsors. **THE-INTL**



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.

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WOMEN AT RISK

A SOBERING PERSPECTIVE FOR INTERNATIONAL WOMEN'S DAY.

PHOTOGRAPHS INTERNATIONAL WOMEN'S DAY

TEXT ANNA PAWLOWICZ

INTERNATIONAL WOMEN'S DAY celebrates women's social, political, cultural, and professional achievements. Yet, equal attention must be given to the fact that gender equality still has a long road ahead.

This Women's Day, as you celebrate the women in your life, consider this chilling fact: Women are at a greater risk of acquiring a disability or a serious health condition in their lifetime compared to men.

The source of the risk lies in gender bias in healthcare, which can be shown in multiple ways. Given that this risk concerns 50% of the human population, let's explore its nature and equip ourselves with knowledge that will help reduce that risk for current and future generations of women.

WHAT ARE THE SYMPTOMS OF GENDER BIAS IN HEALTHCARE?

Gender bias in healthcare can present itself in various forms:

♀ Girls are far less likely to be diagnosed with autism than boys because the diagnosis process is tailored to male patients. The CDC in the US reports that autism is nearly four times more common in boys than in girls, but research suggests the disparity is due to diagnostic gender bias.

♀ Medical professionals are more likely to dismiss women patients as too sensitive, even if they experience pain. A recent study found that women experiencing severe abdominal pain waited almost 33% longer than men with similar symptoms to receive treatment in a hospital emergency room.

♀ Women are less likely to receive appropriate treatment for heart attacks because doctors use diagnostic criteria geared towards men. In fact, data shows that women are 50% more likely to be misdiagnosed with a heart attack compared to men. A woman experiencing chest pain may be dismissed as having anxiety when, in fact, she is having a heart attack. This delay can lead to severe outcomes, including heart damage or even death.



HOW DOES GENDER BIAS IN HEALTHCARE IMPACT WOMEN'S LIVES?

The consequences of gender bias in healthcare are far-reaching, and they impact every area of women's lives.

Their *physical well-being* can be severely affected when women are left to suffer more intensely from untreated conditions.

If chronic conditions develop, the impact on *professional life* is just as great. Women may become less able to participate in the workforce, leading to missed opportunities for promotions or career advancements.

Family life suffers, too. Women are more likely to take on caregiving responsibilities for both children and elderly relatives. When gender bias in healthcare leaves them in poor health, it limits their ability to fulfil these roles, and it affects their financial well-being due to a possible loss of income.

Lastly, women's *mental health* is affected, too. Constant dismissals of health concerns can lead to anxiety, depression, and a loss of faith in the healthcare system, which may, in turn, result in women avoiding necessary care.

The consequences of this vicious circle of gender inequality do not only affect women but also everyone in their lives - their partners, children, parents, friends, and colleagues. It's important to understand

what role we all can play in challenging the bias to help current and future generations of women.

WHAT STEPS CAN WE TAKE TO CHALLENGE GENDER BIAS IN HEALTHCARE?

Challenging gender bias in healthcare requires several actions.

To tackle systemic issues, we must first ensure education for healthcare professionals on gender differences in symptoms and pain perception. This can help shift biases toward a more accurate understanding of women's health.

Medical research also plays a critical role. Prioritising gender-diverse studies can provide data on how diseases manifest and affect women differently, leading to better treatment and diagnostic tools tailored to women's needs.

On an individual level, women have the power to advocate for themselves by being proactive about their health concerns. If dismissed or misdiagnosed, they can request second opinions, insist on further tests, and remember that they don't need to take 'No' for an answer.

Lastly, we all can take an active role in challenging bias. If a medical professional dismisses a woman you know, you can offer emotional support and encourage her to seek a second opinion or push for further investigation. You can also help her navigate the healthcare system by researching treatment options and accompanying her to appointments. By standing alongside her, you show that her health matters and that you're actively working to challenge the stigma and stereotypes. This International Women's Day, let's consider the unseen risks related to women's health. While we learn to play our role in fighting bias, let's remember to empower girls and young women with the knowledge that their health concerns are valid.

Our team at The International wishes you a happy and healthy International Women's Day. **THE-INTL**

"ON AN INDIVIDUAL LEVEL, WOMEN HAVE THE POWER TO ADVOCATE FOR THEMSELVES BY BEING PROACTIVE ABOUT THEIR HEALTH CONCERNS."



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.

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MARVELOUS MARCH

PHOTOGRAPHS **PEXELS** TEXT **MONIKA PEDERSEN**



MARCH OFFICIALLY MARKS the beginning of Spring—hallelujah! It brings with it a sense of renewed hope and optimism.

WINTER SOLSTICE

The dreariness of the winter months is fading, and the chance of more light and the gradual arrival of longer days are blessings for us all! The first official day of Spring is the 21st of March. Daylight Savings Time in Denmark starts on the last Sunday of March and lasts until the last week of October. It was introduced to save on energy bills.

It tends to be gladly received, as the short days and winter months tend to induce a hibernation effect. In fact, the lack of sunshine and light certainly has a negative effect on those who have come from sunny climes. It can impact their well-being, causing a lack of motivation, sadness, and, in extreme cases, depression.

Just a few days ago, a parent who had recently moved from the southern hemisphere told me that his son was very upset that he did not see the sun and that it was always dark and dismal. He had noticed that his son was much more irritable and not his usual jolly self. These feelings are not uncommon in children and older adults.

In Denmark, there is no escaping the darkness, so it is essential to take vitamin D and vitamin C, eat a healthy diet, and avoid being enticed to indulge in too many comfort foods. In addition, plenty of outdoor exercise should still be undertaken; it is a must. The key is having the right clothes, such as a snowsuit or a rain-protective outfit, so one can venture out whatever the weather brings.

However, as mentioned, Spring brings renewed vitality and a sense of celebration, which is also a theme of another important date in March.

INTERNATIONAL WOMEN'S DAY

International Women's Day is celebrated on the 8th of March. It is an important reminder that despite many significant developments to promote women's equality, there are many places in the world where women are subjected to unfair, unjust treatment that should not exist in modern society. International Women's Day is a day to mark women's social, economic, cultural, and political achievements. It is also a rallying call to raise awareness that continued efforts to improve the situation are still needed.

EQUALITY IN EDUCATION

In the primary years, there is equality between girls and boys, but this trend shifts as students grow older. The boys slowly accelerate significantly in subjects related to Math and Science. Girls are equally good, but they do not always have self-belief. However, through the diligence of many young girls, the gap evens up, especially at the university level. Unfortunately, the gender gap is very apparent, yet again, in the job market, where women are often paid less for performing the same job as a man. Additional-



ly, the disparity becomes even greater when looking at top-paying jobs; there are still far fewer female CEOs than male ones. The situation in Denmark is not the gravest by far, but there is room for more improvement, hence the importance of International Women's Day.

WORLD EARTH HOUR

World Earth Hour Day is honoured on Saturday, the 22nd of March. It is a global movement that reminds us of the need to take care of our planet by conserving energy to help plants survive longer. It is essential to switch off lights and sit by candles or other forms of natural light. It can be a wonderful teachable moment to share with students, alerting them to the need to conserve energy and protect the longevity of the planet.

SPRING CLEAN




So, as March ebbs away and April beckons, clean out your drawers, beat off the cobwebs, and celebrate the positive aspects of Spring by putting one foot in front of another. Look forward to better times! **THE-INTL**

"WORLD EARTH HOUR DAY IS HONOURED ON SATURDAY, THE 22ND OF MARCH."



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.

 [@monikapedersen](#)
 [LinkedIn](#)
 [@monikapedersen](#)

A VISION FOR DENMARK'S FUTURE

KALUNDBORG'S NEW INTERNATIONAL SCHOOL.

PHOTOGRAPHS VARIOUS TEXT LYNDSEY JENSEN



DENMARK'S ABILITY TO attract and retain international talent is crucial for its growth and global reputation. As the country continues to position itself as a leader in innovation, sustainable industries, and global collaboration, the role of international communities becomes increasingly important. Skilled workers from abroad bring fresh perspectives, diverse experiences, and critical expertise, driving progress in key sectors such as pharmaceuticals, renewable energy, and technology. To support these families, Denmark is committed to providing high-quality education, ensuring their children thrive academically and socially. The establishment of the International School of Kalundborg (ISK) reflects this commitment - a bold step towards integration, growth, and future opportunities.

Set to open in August 2025, ISK will be a cornerstone for international and Danish families in Kalundborg. The school will cater to international students while also offering Danish students opportunities to develop a global perspective. By combining Danish values with an international curriculum, ISK represents a blueprint for future educational development in Denmark.

A NEW CHAPTER FOR KALUNDBORG

ISK will be located at "Skolen på Herredåsen," sharing facilities with local students to encourage integration and cultural exchange. This collaborative approach develops mutual understanding and enriches the learning experience for both Danish and international students.

Hanne Schmidt, the newly appointed Head of School, brings extensive experience in developing international schools. She shares, "I am passionate about creating learning environments across cultures and languages. With years of experience in teaching and developing international schools, I look forward to returning to Denmark and welcoming students and parents to the new international public school in Kalundborg."

ISK's mission is to provide a high-quality learning experience that empowers students for success in a globalised world. With lessons taught in English and Danish, the school will bridge the gap between local and international communities, equipping students with the tools to thrive in a multilingual, multicultural environment.

A SCHOOL FOR THE FUTURE

Kalundborg's growing status as a center for international talent drives the need for ISK. Industries such as biotech

and green energy attract professionals worldwide, but access to a world-class education system is essential for these families to settle long-term.

Michael Gravesen, Municipal Director of Children and Youth Services, emphasises this point: "The continuous influx of international workers in our municipality has created the needs for a public school capable of creating a safe learning environment and teaching of a high international standard. This new international public school will teach the students an international acknowledged curriculum, which will ensure that the students are able to continue their education without difficulties or interruptions no matter where in the world their journey takes them."

By addressing the needs of expatriate families, ISK strengthens Kalundborg's appeal as a destination for global professionals seeking a supportive and stable community for their families.

BRIDGING CULTURES

ISK's bilingual approach ensures a seamless transition for international students while enhancing Danish students' English proficiency. Lessons will be taught in English or Danish, depending on the subject, allowing students to develop linguistic and cultural fluency.

The school's location within the broader "Skolen på Herredåsen" campus reinforces its commitment to integration. Shared facilities will promote collaboration and friendships between Danish and international students, reflecting the countries' dedication to inclusivity and the strength of diverse communities.

A FREE EDUCATION FOR ALL

As a public school, ISK will be free to attend, ensuring accessibility for all families. However, specific enrollment requirements must be met to maintain the school's focus on serving international families. Detailed information about these requirements is available on the [school's official website](#).

To support prospective families, ISK will host a series of online information meetings throughout the spring. These sessions will provide parents with opportunities to ask questions, meet school staff, and gain insight into ISK's vision and values.

BUILDING COMMUNITY AND CONNECTIONS

ISK's establishment is an investment in Kalundborg's fu-

"THE CONTINUOUS INFLUX OF INTERNATIONAL WORKERS IN OUR MUNICIPALITY HAS CREATED THE NEED FOR A PUBLIC SCHOOL CAPABLE OF CREATING A SAFE LEARNING ENVIRONMENT AND TEACHING OF A HIGH INTERNATIONAL STANDARD. THIS NEW INTERNATIONAL PUBLIC SCHOOL WILL TEACH THE STUDENTS AN INTERNATIONAL ACKNOWLEDGED CURRICULUM, WHICH WILL ENSURE THAT THE STUDENTS ARE ABLE TO CONTINUE THEIR EDUCATION WITHOUT DIFFICULTIES OR INTERRUPTIONS NO MATTER WHERE IN THE WORLD THEIR JOURNEY TAKES THEM."
- MICHAEL GRAVESEN, MUNICIPAL DIRECTOR OF CHILDREN AND YOUTH SERVICES.

ture. By creating an inclusive educational environment, the municipality ensures that international professionals feel welcome and supported, promoting long-term regional growth.

Additionally, ISK's emphasis on cultural exchange and bilingual education benefits the entire community. Danish students gain exposure to global perspectives, while international students develop a deeper understanding of Danish culture and values.

LOOKING AHEAD

The International School of Kalundborg marks a significant step forward for the region. By addressing the educational needs of both international and Danish families, the school paves the way for a more inclusive and globally connected future. Under the leadership of Hanne Schmidt, ISK is poised to become a model of excellence.

With its first students set to begin in August 2025, Kalundborg is counting down to a new era of education.

As Denmark embraces its role as a global leader, initiatives like ISK demonstrate the country's dedication to creating opportunities for all. By investing in education, supporting integration, and celebrating diversity, Denmark lays the foundation for sustainable growth and success. The International School of Kalundborg is more than just a school - it's a vision for the future. **THE-INTL**

HOW TO NAVIGATE YOUR CAREER IN DENMARK.

PHOTOGRAPHS **VARIOUS / MISAEL SILVA** TEXT **NATÁLIA ŠEPITKOVÁ**

PRATIK HARIHARAN is an Outbound Marketing Specialist at CEMAsys in Copenhagen. He is also involved in various projects. He is a board member and Communication Specialist at the [Brotherhood for Professionals of Color](#) and a reporter and LinkedIn Lead for Last Week in Denmark. Weekly, he publishes [The RentCulture Newsletter](#), which highlights the impactful stories of internationals in Denmark who have significantly contributed to Danish society while preserving their cultural identities.

Q: *Why did you decide to move to Denmark?*

A: I never planned to move to Denmark. While pursuing my master's in Aotearoa, New Zealand, I met a visiting exchange student from Aalborg University. We fell in love, and we've been married for three years. I moved to Denmark to support her career as a fermentation scientist.

Q: *What was your first job in Denmark?*

A: My first job in Denmark was as a volunteer at an alternative school in Roskilde during the pandemic in 2021. I helped with building maintenance, gardening, and cooking meals for the school's staff. I had this job for a year.

Q: *Is finding a job here challenging?*

A: Based on my experience, finding a full-time job in Denmark as a non-EU communications/marketing professional has been incredibly challenging. While I can't speak for everyone, I found Danish companies often favoured other European, British, or American candidates, perhaps perceiving them as a better "cultural fit."

Q: *Have you struggled to find work, or have you worked since arriving in Denmark?*

A: I've been working in Denmark since day one, but my experience hasn't been one of consistent, paid employment. For over three years, I pieced together a living through unpaid internships and volunteer positions. Frankly, it was a struggle, and I wouldn't advise anyone to follow that path. I was fortunate to have my partner's income to rely on, which allowed me to keep pursuing opportunities and gain experience. Without that support, I don't know how I would have managed, as living in Copenhagen on a single salary is a significant challenge. It's been a long and difficult road to establish myself professionally here.

Q: *How did you get job offers?*

A: LinkedIn has been my primary job-seeking tool for over a decade, and it's proven particularly useful in Denmark. I've even been advised in workshops for internationals that networking and connecting on LinkedIn is the most effective way to find opportunities here.

Q: *What was the process from finding a job to signing the employment contract? Was it simpler than other countries, or compared to your homeland?*

A: I was born and raised in Southern India before my family moved to Mumbai, one of the largest cities in the country. The process from receiving a job offer to signing the contract is similar to my experience.



Q: *What was your interview experiences like?*

A: I haven't had many interviews during my job search here. My experience has varied: internships and volunteer roles usually involved a single interview, while full-time positions often had multiple rounds. These rounds can cover technical skills, problem-solving abilities, and checking for a cultural fit. I've even been asked to create entire marketing campaigns as part of the interview process, which is a common practice in Denmark.

Q: *What would you say is most crucial when looking for a job in Denmark?*

A: There's no single magic bullet for job hunting in Denmark, but networking is crucial. Many companies are small to medium-sized, and with teams of just 8-10 people, open positions are often filled through existing connections. If you are a total stranger like I was when I first arrived in the country, find that one person who can vouch for you internally. Recommendations are powerful in Denmark, but they are not guaranteed.

Q: *Is it necessary to know Danish to find a job here?*

A: It depends on the industry. IT and STEM roles are often English-friendly, while marketing, communications,



and advertising usually require Danish. While exceptions exist, and some companies with international clients hire English speakers, competition for these roles is fierce, especially for non-EU professionals. The perception of "native" English speakers often favours British or American candidates, adding another layer of challenges.

Q: *Is volunteering an advantage when looking for paid work?*

A: Volunteering is highly valued in Denmark, and I've been actively involved since arriving here. For me, it's a way to make a difference. I currently volunteer as a reporter and lead the LinkedIn team for *Last Week in Denmark*, a newsletter for internationals. I serve on the board of the *Brotherhood for professional men of colour*. These communities have been essential to me, providing support and resilience, and they offer similar benefits to others. While I can't directly link volunteering to paid work, it's certainly a valuable experience.

Q: *Does Copenhagen offer more job opportunities for internationals?*

A: While I've lived and worked in Copenhagen's media industry since moving from Roskilde and believe opportunities exist for internationals, landing a job here is incredibly challenging. There's no magic formula; advice ranges from learning Danish to simply sending countless applications. However, my experience interviewing internationals in other Danish cities like Aarhus, Aalborg, Odense, Vejle, Billund, and even Bornholm suggests that opportunities exist throughout Denmark, not just in Copenhagen.

Q: *In your opinion, which professions and positions are most in demand here?*

A: I have no idea, and I wish I did. The best answer I can give is to check the skilled employment list released by SIRI on its website.

Q: *Can you give specific advice from your experience to those seeking employment in the Danish labour market?*

A: While I wouldn't recommend my job-seeking path, here's some advice based on my experience in the Danish labour market: If you're outside Denmark and planning to move, connect with people in your industry here to get a realistic picture of what to expect for yourself and your family. If you're already in Denmark, find a community that offers a sense of belonging. Denmark is a country of unions and associations—if you can't find the right one, consider starting your own. Job searching here can be isolating and will surely test your patience, so having a supportive community is invaluable.

Q: *Do you believe you have better employment, work environ-*

ment, and career opportunities in Denmark compared to your homeland?

A: The work environment in Denmark is vastly superior to what I experienced in India, mainly due to the famously flat hierarchy. While I appreciate that, I don't have better employment or career opportunities here. Despite my previous experience, I essentially had to start over. While some argue this is simply the nature of the Nordic market, most of my skills are transferable, and the challenges I've faced feel disproportionate.

Q: *Do you envision your professional future in Denmark?*

A: Yes, I absolutely envision my professional future in Denmark. Despite the challenges I've faced, this country has given me the invaluable opportunity to pursue my passion for copywriting and communications. It hasn't been an easy journey, but the chance to build a career in a field I love makes it all worthwhile. I'm invested in my future here and excited to see what I can achieve.

Q: *What is your dream job?*

A: My background as an engineer with a focus on business management and entrepreneurship gives me a unique ability to bridge the gap between technical and commercial teams. I'm fascinated by brands that transcend cultural boundaries, and their success lies in compelling storytelling. My dream job is to lead a team focused on branding and communication, crafting narratives that resonate with audiences and drive meaningful connections. I envision myself working with a company that values innovation and understands the power of story to shape its identity and connect with the world. I want to contribute my skills to building brands that not only succeed commercially but also make a positive impact. **THE-INTL**



“LINKEDIN HAS BEEN MY PRIMARY JOB-SEEKING TOOL FOR OVER A DECADE, AND IT'S PROVEN PARTICULARLY USEFUL IN DENMARK. I'VE EVEN BEEN ADVISED IN WORKSHOPS FOR INTERNATIONALS THAT NETWORKING AND CONNECTING ON LINKEDIN IS THE MOST EFFECTIVE WAY TO FIND OPPORTUNITIES HERE. „



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.mamavdanske.com, where she writes about life in Denmark.

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THE GREEN FARMING REVOLUTION

PHOTOGRAPHS HEATHER STORGAARD

TEXT HEATHER STORGAARD

DENMARK HAS BEEN lauded around the world as the first country to tax CO₂ emissions in farming. The policy has impressed many, frightened others and been much talked about. In an election year, it's a controversial policy. So, what is *'Trepartsaftalen'*? In short, it is a package aimed to revolutionise Danish farming. The aim is to reduce CO₂ through taxes, reduce nitrogen and create new private and state forests.

FARMING

Denmark has always been a farming nation, and its prime land has allowed the country to flourish for centuries. During the post-war period, this expanded to include the export of dairy, eggs, and, most famously, bacon from large-scale farms. Danish produce became a huge part of the country's international image throughout Europe. Conversely, in more recent years, Denmark has been hailed as a world leader in organic farming. But the challenge for the state is now to bring the whole industry on a journey towards a sustainable future!

In Jutland, there has been considerable over-farming for generations. This has had a significant impact on not only the land but also the culture of rural areas, with depopulation occurring as smaller farms went out of business and large-scale mono-agriculture took over. The intense chemicals currently used on many farms have also long had enormous effects on the quality of both drinking water and the fjords and sea around the country. I love the small things done to improve bio-diversity – there is nothing more beautifully symbolic of summer in Jutland than the wildflowers sewn in verges and on the edges of fields. But it is undeniable that more needs to be done.

RESISTANCE

Critics of the tax say it punishes farmers rather than supporting them in the green transition. Last month, members of No

Farmers, No Food, No Future (NoFFF) drove around Oksbøl in tractors in protest at the presence of Jeppe Bruus, minister for *Trepartsaftalen*. The little town in southern Jutland is typically tranquil, perhaps contributing to the police decision to charge the farmers with disturbing the peace.

INNOVATION

A multi-generational, long-term approach to the future of the Danish countryside is needed for there to be an actual green transition. This will involve the state, private businesses, farmers and the wider public. So, while taxes have a place, new thinking and innovation are needed. One internationally focused Danish company looking to contribute to sustainable futures in farming is Akson Robotics. The company was founded a year ago by two Danes and a Hungarian who had all studied Robotic Engineering together in Aalborg. They specialise in using AI to support farmers towards requiring fewer and more precise herbicides. I spoke with co-founder and CEO Albert Sonne Olesen, who told me that contrary to some media portrayals of them, farmers were very up for innovation and developing their methods to become greener. Listening to him talk about their work, it struck me that this was a very pragmatic solution to some of the most significant issues in farming. If farmers can reduce their use of chemicals but still tackle weeds, yields remain high while the environment is also taken into account. Akson Robotics have trialled their work in Denmark, Germany and England and has big plans for work beyond Europe on the horizon too.

BIODIVERSITY

One of my concerns with *Trepartsaftalen* is the current lack of biodiversity in the Danish countryside. While more woodland sounds progressive, the long-standing issue of plantation forests is never far

from the surface. Many of Denmark's existing forests are great in relation to CO₂ but do very little to foster plant, animal and insect life. Some have even been described as 'dead zones', with no animals living there. So, is it really progress to take farmland out of use for food production, only for the land to still do little for plants and animals? It's a complicated situation.

Last summer, I travelled in the Danish-German border region to visit a farm on Föhr. The area presents little in the way of change in landscape, culture or language depending on the nation state, but one of the things that hit me was the far more significant presence of animals on the German side of the border. There, I was met with the sights, sounds and smells of everything from outdoor-reared sheep to storks. In comparison with Jutland, German farmland seemed to be teeming with life! Danish farming typically sees animals housed indoors to a greater degree than in many other Western European nations, which is another issue more complicated than solely CO₂ or nitrogen.

While writing this article, I spoke with a good friend who has a background and interest in regenerative farming. She felt that while *Trepartsaftalen* is a good attempt, it doesn't address everything and sometimes fails to take into account the human factors in farming. For the policies to work, they rely on farmers to voluntarily give up land, but farmland is, of course, far more than simply a workspace. Giving up a place where generations have lived and worked isn't easy. And, in her opinion, the root issues in Danish farming were still not being tackled. Farms are needed, and young people need to be involved in the sector – a challenge in a country like Denmark where large landowners dominate. To truly create sustainable change, the state, people, animals and land all need to be considered in order to move forward. **THE-INTL**

"DENMARK HAS ALWAYS BEEN A FARMING NATION, AND ITS PRIME LAND HAS ALLOWED THE COUNTRY TO FLOURISH FOR CENTURIES."



HEATHER STORGAARD
WRITER

Heather Storgaard comes from Northern Scotland, grew up in Switzerland, and lived in England and Germany. In 2017 she met her Danish husband, who proudly received British dual citizenship in 2024, and they now split their time between Central Scotland and Helgenæs, a peninsula in rural Eastern Jutland. Suitably for a Scot, Heather works with whisky, spending her time writing and translating, with a particular soft-spot for the up-and-coming world of Nordic Whisky.

 [heatherstorgaard](https://twitter.com/heatherstorgaard)



SUSTAINABILITY MADE SIMPLE: HOW EVERYDAY CHOICES SHAPE OUR FUTURE.

PHOTOGRAPHS PEXELS TEXT NATALIA E.L. MADSEN

THE WORD 'SUSTAINABILITY' seems to have many meanings lately: for most companies, it's 'do less harm,' while for climate activists, it's closer to 'do everything in your power to ensure a liveable future.' In its essence, sustainability is about balance: fulfilling the needs of the present without compromising the needs of upcoming generations. But how do we, as individuals, fit into that equation?

There are many opinions about how much impact one individual can make. If you ask me, there is no doubt that systemic change is the only thing that will save us. However, that doesn't mean that individual actions can't be meaningful—they need to tackle the correct issues. Most people want to make the world a better place, but they don't know where to start.

If you're the type to join collective action, consider supporting organisations and advocacy groups that mobilise for systemic change. Extinction Rebellion, for example, is an active movement in Denmark as well as the UK. For a more local alternative, *Nødbremsen* (the emergency brake) is also full of everyday heroes fighting relentlessly for all of our futures. And remember, if you're not into actively protesting, there are other ways to support their work.

CLIMATE ACTION 101

Would you rather help change the world from the comfort of your own home? You can do that, too. In fact, let's dive into a few examples of actions you can take to create a positive impact on our shared future:

EDUCATE YOURSELF - AND OTHERS

LinkedIn is full of sustainability voices that share their knowledge for free every day. Listen, understand, and then spread the word. Start conversations with your friends and coworkers on topics like climate and sustainability and how we can all contribute to driving the change the world so desperately needs.

PUT YOUR MONEY TO GOOD USE

Check with your bank and pension to see where your money is invested. If possible, avoid financing fossil fuels.

DIAL DOWN ON ANIMAL PRODUCTS, ESPECIALLY BEEF AND DAIRY

In a perfect world, we would all be vegans - for the sake of our planet and our health. However, if we're to be completely honest, that's not a step everyone is willing (or able) to take, especially in Denmark, where



people love their meat. If you can't shift to an entirely plant-based diet, try replacing beef with pork or chicken. Three people replacing beef save as much CO2e as one person going vegan.

Once you have succeeded in eating less dairy and meat, try to inspire others to do the same. Sharing your recipes and encouraging your family and friends to eat less beef will have a greater impact than stressing about whether to buy that avocado.

AIM TOWARDS SUFFICIENCY

Every day, 20,000 packages from Temu alone come into Denmark. Despite the fact that products from platforms like Temu or Shein are the opposite of sustainable (and can often be a safety hazard), data shows that we are champions of online shopping.

Regardless of what some brands will have you believe, the only truly sustainable product is the one you don't buy. Borrow, rent, or use what you already have. If retail therapy is your thing, then try this trick: leave the items in the shopping basket for three days before checking out. I guarantee you, more often than not, you won't finish that purchase.

REDEFINE YOUR SENSE OF WELL-BEING AND HAPPINESS

Sadly, our society is wired to equate happiness with ownership and material things. Success means having a better car than your neighbour and travelling further on vacation than your co-workers. Suppose we're to have any chance at a better world.

In that case, we need to re-educate ourselves to find fulfilment in other ways: spend more time in nature, strengthen bonds with friends, and find associations or volunteering opportunities that align with our interests. Denmark is luckily full of *foreninger* (associations), and if you can't find one for yourself, maybe you can start your own!

WITH GREAT FREEDOM COMES GREAT RESPONSIBILITY

We all want freedom of speech, movement, and action. But how many of us are ready to acknowledge and accept that we are responsible for what we do with our freedom? Our choices shape not only our lives and the lives of those around us but also our future.

What (and where, and how much) we choose to buy.

What we say and how.

How we move around.

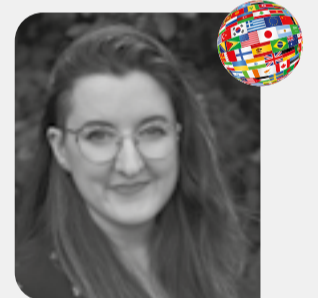
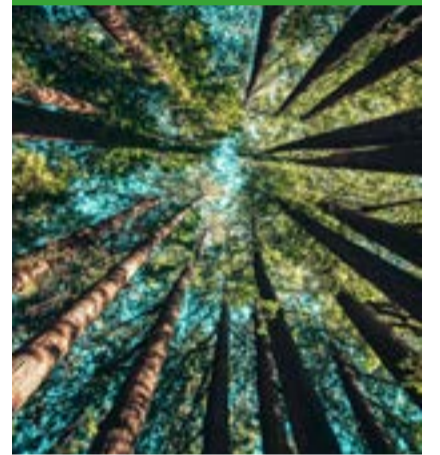
What we do with our time.

What we fill our lives with.

I don't say this to stress you out but to empower you. Every choice we make and every person we inspire can multiply our impact like ripples in water. Let's stop outsourcing our responsibility elsewhere and start focusing on what we can each do to make the world a better place tomorrow.

Remember: We don't need a million perfect climate activists - we need four billion imperfect ones. **THE-INTL**

"REGARDLESS OF WHAT SOME BRANDS WILL HAVE YOU BELIEVE, THE ONLY TRULY SUSTAINABLE PRODUCT IS THE ONE YOU DON'T BUY. BORROW, RENT, OR USE WHAT YOU ALREADY HAVE."



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, but the fact that she's not an outdoors person quickly got in the way. 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 being a mom of two, or helping VELUX tackle their ambitious sustainability goals, Natalia writes about sustainability with the hope to drive action towards a more sustainable future.

 [Natalia E.L. Madsen](#)

REINVENTING CITIES

COPENHAGEN AND ROTTERDAM SHAPE THE FUTURE THROUGH CULTURE AND DESIGN.

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



FENIX | CREDIT: BRUNO AGUILAR



HISTORIC DISTRICT DELFSHAVEN VOORHAVEN | CREDIT: HESTER BLANKESTIJN



ZALMHAVEN | CREDIT: IRIS VAN DEN BROEK

AS A CHILD visiting my family in the Netherlands, the name Rotterdam always stuck with me for some reason. Yet, in my mind, I associated it with windmills, wooden clogs, and cheese factories. Years later, through my work with Rotterdam Partners, I became more familiar with the city, each visit revealing something new. On my most recent trip, I was once again struck by how much Rotterdam had changed since my last visit before COVID-19.

A dynamic yet understated city, Rotterdam is a hidden gem often overshadowed by Amsterdam—much like Aarhus in Denmark, which sits in the shadow of Copenhagen. While Amsterdam evokes nostalgia and romance, Rotterdam exudes a bold, modern energy. Similarly, Copenhagen is both innovative and sustainable yet romantic and historic. Likewise, Aarhus is known for its laid-back, creative, and intimate atmosphere.

Unlike Amsterdam, which has preserved much of its 17th-century architecture while integrating modern developments in emerging neighbourhoods, Rotterdam was largely destroyed during World War II. As a result, only a small part of its historic buildings remains, and the city had no choice but to rebuild. Today, Rotterdam has become synonymous with youth, creativity, and sustainability. As you wander through the city, you'll often see high-rise skyscrapers alongside historical buildings and modern designs juxtaposed with heritage architecture. It is this contrast that makes Rotterdam so compelling, reflecting its rich diversity and creativity. Some might find it "unplanned" or "quirky", but that's precisely its charm—a city that embraces and respects all facets of urban life and is full of curiosity.

ROTTERDAM'S EVER-EVOLVING CULTURAL SCENE: MUSEUMS AS MARKERS OF CHANGE

Reinvention lies at the heart of Rotterdam's identity. Every visit brings new discover-

ies—whether it's a museum undergoing renovation, a newly opened cultural space, or a city-wide initiative designed to promote sustainability. Unlike other Dutch cities, Rotterdam stands uniquely on its own. It is a playground of creative freedom, where architecture, urban planning, and design push boundaries in ways that feel almost experimental.

While deeply rooted in Dutch heritage, Rotterdam is constantly evolving. With strong government support, it attracts creatives and youngsters from around the world. This balance between preservation and innovation is reflected in its cultural institutions, which embrace transformation while honouring their past.

Like Amsterdam, Rotterdam offers a continuous rotation of compelling exhibitions and cultural spaces. The *Kunsthall* is a prime example. Since its opening in 1992, its design has sparked as much conversation and attention as the exhibitions it houses. Each façade is distinct, with no clear front or back; at times, the building feels open and transparent; at others, it feels closed and introspective. Its striking aesthetic is attributed to unconventional materials like corrugated plastic, galvanised steel grating, and raw tree trunks. Inside, seven distinct exhibition spaces create varied atmospheres, using natural light to shift perspectives throughout the day. The *Kunsthall* collaborates with major international museums, hosting exhibitions spanning fashion, photography, and contemporary art.

Though tempting to call it a museum, it isn't—the *Depot Boijmans Van Beuningen*, the world's first publicly accessible art storage facility, challenges conventional museum culture and experience. Its futuristic mirrored façade reflects Rotterdam's experimental architectural language, while its function is just as bold. It takes a moment to fully grasp the concept of the Depot, as it differs from traditional galleries. Offering visitors an intimate behind-the-scenes look at curation, conservation, and restoration, it embodies transparency in the art world. This contrasts with Copenhagen's more traditional museum approach, showcasing the distinct ways in which both cities engage with culture.



KUBUS (CUBE HOUSES) | CREDIT: IRIS VAN DEN BROEK



MARKTHAL | CREDIT: OSSIP VAN DUIVENBODE



DEPOT BOIJMANS VAN BEUNINGEN | CREDIT: IRIS VAN DEN BROEK

HISTORY REIMAGINED: TRANSFORMING THE PAST FOR THE FUTURE

Rotterdam doesn't just preserve its history—it reinvents it. It is a young city with an old soul. A striking example is the *Van Nelle Factory*, a UNESCO World Heritage Site and an icon of modernist and functionalist architecture. Once a thriving production facility for coffee, tea, and tobacco, this national monument has been reimagined as a creative hub, housing design studios and cultural enterprises. Similarly, *Sonneveld House* offers a glimpse into Rotterdam's past. It is a former private residence of one of the Van Nelle Factory's directors turned museum and one of the finest examples of the functionalist Nieuwe Bouwen style, designed in the early 1930s. Stepping inside feels like travelling back in time, as every detail has been meticulously restored. This experience mirrors that of Finn Juhl's House in Denmark, where mid-century Danish design is presented not just as an exhibit but as a lived-in space.

Unlike Copenhagen, where historic buildings are often restored to maintain their original function, Rotterdam embraces reinvention, repurposing old spaces in innovative ways. This approach is echoed in Copenhagen's Carlsberg Byen and Nordhavn, where former industrial sites have been transformed into vibrant cultural and residential districts.

A perfect example of Rotterdam's evolving relationship with its industrial and cultural past is the upcoming *Fenix*, set to open in 2025. The museum will explore themes of movement, displacement, and integration, reflecting the city's past and its ongoing transformation. Housed in a repurposed warehouse originally built in 1923 for the Holland-America Line, this building was once the world's largest storage and transshipment facility at the harbour. Located directly across from Hotel New York—the former Holland-America Line terminal—it is a site deeply rooted in Rotterdam's migration history. This terminal once served as the departure point for thousands of Dutch emigrants heading to the Americas, particularly during the late 19th and early 20th centuries. For many, it was the last glimpse of home before embarking on a new life overseas. Conversely, it was also a welcoming point for immigrants arriving in the Netherlands, making it a pivotal place in the history of Dutch migration. Today, the terminal's his-

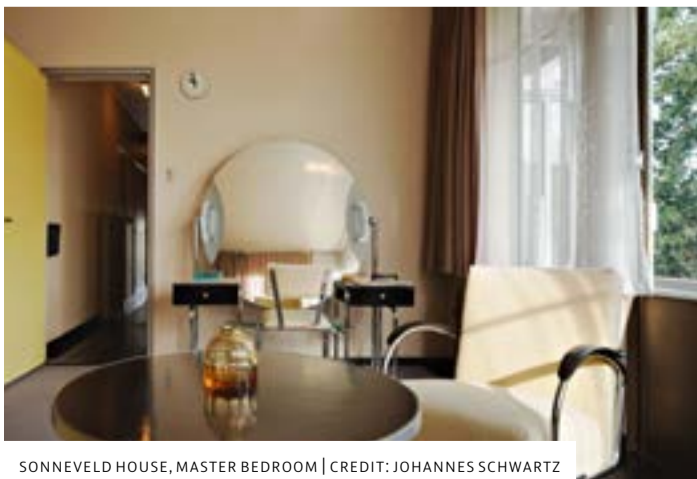
torical significance is honoured as it continues to stand as a symbol of Rotterdam's evolving role as a hub of movement and cultural exchange. It is only fitting that this location is home to a museum dedicated to the deeply moving and personal stories of migration that have shaped both Rotterdam and the Netherlands.

A STEP INTO THE FUTURE

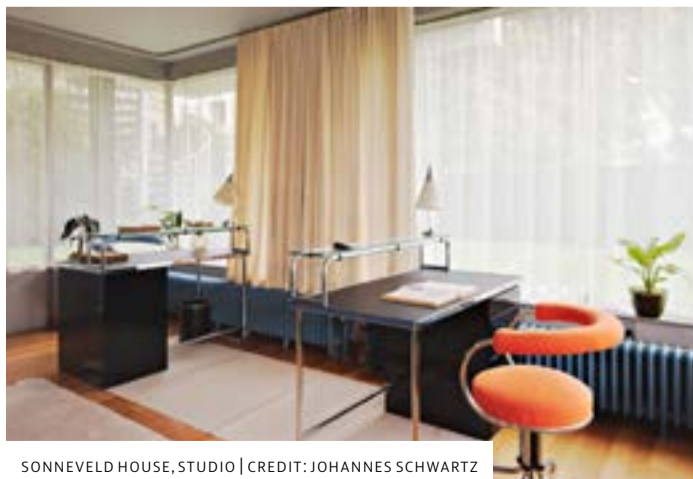
If there is a city leading the way in sustainability and green initiatives, Rotterdam is at the forefront. It integrates greenery into urban planning with projects such as DakAkker—one of the largest rooftop farms in Europe; the Floating Farm—the world's first floating dairy farm, which operates in a circular system where cows are fed residual products from Rotterdam breweries and Schiedam windmills; and the Sponge City—filled with thirsty plants designed to absorb and retain excess water. In Copenhagen, we see a similar commitment to sustainability, from CopenHill's innovative waste-to-energy plant to the city's ambitious goal of becoming carbon neutral by 2025. Both cities exemplify how green initiatives can be seamlessly woven into everyday life.

But Rotterdam's vision for the future extends beyond sustainability—it is equally bold in its architecture. Just as it rebuilt itself from the ground up after World War II, the city embraces bold and futuristic design. Iconic landmarks such as the Cube Houses, Markthal, and Rotterdam Central Station are not just visually striking; they are testaments to the city's ability to blend functionality with architectural uniqueness. Similarly, Copenhagen balances modernity and heritage with structures like BLOX and The Royal Danish Library, where contemporary design coexists with the city's historic heritage.

Ultimately, Rotterdam is a city that never stands still. It is constantly evolving, reshaping its cultural, architectural, and urban landscape with an experimental spirit. From its museums and repurposed heritage sites to its green initiatives and futuristic skyline, it embodies a vision of the future while embracing the depth of its past. Much like Copenhagen, it proves that reinvention and tradition can thrive side by side, creating a city that is both ever-changing and deeply rooted in identity. **THE-INTL**



SONNEVELD HOUSE, MASTER BEDROOM | CREDIT: JOHANNES SCHWARTZ



SONNEVELD HOUSE, STUDIO | CREDIT: JOHANNES SCHWARTZ




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](#)

 [Ophelia Wu](#)



MERINGUE KISSES

THESE DELICATE, MELT-IN-YOUR-MOUTH MERINGUES ARE DELIGHTFUL POCKETS OF CRISPY, LIGHT-AS-AIR SWEETNESS. THEY ARE PERFECT FOR KITCHEN COUNTERS OR HOMEMADE GIFTS.

PHOTOGRAPHS & TEXT: NATASHA LIVIERO / PEXELS

MERINGUE KISSES

MAKES APPROXIMATELY 180-200 MINI KISSES

INGREDIENTS:

70g egg whites
Pinch of salt
110g castor (fine) sugar
 $\frac{1}{8}$ tsp cream of tartar
Food colouring of your choice

METHOD:

1. Set oven to 100°C.
2. Line two large baking trays.
3. Place the egg whites into a bowl of a stand mixer and whisk on medium speed until soft peaks form.
4. Add the salt, followed by the caster sugar, a tablespoon at a time, waiting 20 seconds between each spoonful.
5. Once all the sugar has been added, scrape down the sides of the bowl and whisk on high speed until thick and glossy. Test the meringue's readiness by rubbing a little between your fingers - it should be smooth. If it is gritty, the sugar has not completely dissolved and requires further whisking.
6. Add the cream of tartar and food colouring and whisk until combined.
7. Place a small nozzle of your choice into a piping bag and fill it with the meringue mixture.
8. Pipe mini kisses, 2 - 2.5cm in diameter, onto the baking trays. Dry them in the oven for 1h15 or until crisp.
9. Cool kisses on the baking trays before storing them in an airtight container at ambient room temperature.



NOTES:

* IF YOUR MERINGUES FEEL STICKY ONCE COOLED, POP THEM BACK INTO THE OVEN AT 90°C FOR FURTHER DRYING. STICKINESS MAY OCCUR IF AIR MOISTURE IS HIGH. ONCE OUT OF THE OVEN, MONITOR IT CLOSELY AND STORE IT QUICKLY ONCE COOLED.

* FOR A CHOCOLATE TWIST, MELT DARK CHOCOLATE AND DIP THE BASE OF THE MERINGUES INTO IT ONCE THE MERINGUES HAVE COOLED. AT THIS POINT, YOU CAN LEAVE THE KISSES AS SINGLES OR GENTLY SANDWICH TWO KISSES TOGETHER.



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.

 [@natashaliviero](https://www.instagram.com/natashaliviero)

CRISIS PREPPING CHECKLIST!



BE PREPARED FOR THREE DAYS

The Danish authorities recommend that you and your household be self-sufficient for at least three days in a crisis.

WHY IT'S IMPORTANT

If you are prepared and able to take care of yourself and your loved ones, authorities can focus their efforts where the needs are greatest, helping to normalise the situation. The more people who can fend for themselves and assist others during and immediately after a crisis, the stronger we stand as a community.

PRACTICAL ADVICE

Here are some simple steps to help you prepare. These recommendations have been developed in collaboration with various Danish authorities and represent a joint assessment of how to respond to crises:

Basic supplies: Ensure you have enough food, water, and essential medications for at least three days.

Communication: Have a plan for staying informed and communicating with family members.

First aid: Keep a first aid kit and know basic first aid procedures.

Utilities: Know how to turn off utilities like gas, water, and electricity if necessary.

Safety: Have tools and supplies for essential home repairs and personal safety.

COMMUNITY EFFORT

You might only need to use some of this advice, but it's good to be prepared. Do what you can to help yourself and those around you—family, neighbours, and friends. Denmark is known for its strong community spirit, and by following these guidelines, we can be even better prepared for future crises.

HERE IS AN ESSENTIAL LIST OF WHAT EVERY HOUSEHOLD SHOULD HAVE:

DRINKING WATER:

Drinking water (3L per person per day)

Water for animals or livestock

FOOD:

Long-lasting food that doesn't need to be cooked

MEDICINE & FIRST AID:

Prescription medications

First aid kit

Iodine tablets (for people under 40, pregnant and breastfeeding mothers)

HYGIENE PRODUCTS:

Toilet paper

Hand sanitiser

Nappies, tampons and sanitary towels

WARMTH:

Blankets, duvets and warm clothes

OTHER NECESSITIES:

Power bank for your mobile phone

Torch

OTHER NECESSITIES:

Batteries

Physical payment cards (remember your PIN code)

Cash (coins and small notes)

Candles & matches

COMMUNICATION:

AM/FM radio that runs on battery, solar power or hand crank (a car radio is an alternative)

THINGS TO KEEP IN MIND:

Are there children or older adults in your house?

Do you live exposed to a flooding area?

Do you have alternative transport options in the event of a flood?

Can you help or get help from family, neighbours or friends?

FOR MORE INFORMATION, GO TO THE BEREDSKABSSTYRELSEN WEBSITE