

PhD students at Risø National Laboratory



Job satisfaction Cooperation
Innovation Human kindness
Commitment

- These are the values we find most important at Risø.
We ask you to consider what they mean to you and to
react in situations where these values are disregarded

Life as a PhD student at Risø

A PhD programme entails many challenges, both professional and personal. With this guide, we want to help you on your way. Here you can read about what you can expect from us in the course of your PhD studies, and what we expect from you.

The purpose of this guide is two-fold. Primarily it is to introduce you to the opportunities you have at Risø. But if you have already decided, and we have agreed to work together, then this guide can also help make the start of your PhD studies a little easier. That way you can quickly begin to concentrate on what is most important – namely the research.

A PhD programme at Risø is always carried out in collaboration with one or more universities and sometimes with other external partners. The interpretation of the formal rules for PhD studies varies from one educational institution to the next. You should, therefore, always go to the university you are associated with, as well as any other partners, for information on your rights and obligations.

Throughout this brochure, you will find references to risoe.dk and RIWEN for more information. However, you will not have access to the information on RIWEN, our intranet, until you have officially started at Risø.

Yours sincerely



Ulla Rasmussen

PERSONNEL MANAGER





“The biggest advantage of doing your PhD at Risø is that you have the opportunity to participate in research projects on equal terms with the full-time employees. This gives you a professional spin-off to your own PhD project and helps you build up a network of Danish and international contacts.” JACOB LEMMING, PHD STUDENT

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The professional environment

For 40 years, Risø has been active in the education of researchers. We have a long tradition for integrating PhD students into our research activities. A poll conducted among PhD students at Risø shows that the majority feel that they are part of a research group on equal terms with their colleagues, and that there is close and rewarding communication with other researchers

Even though there are many interdisciplinary research projects at Risø, the departments and research programmes form the main framework for the professional environment. The departments promote this environment in various ways. For instance, PhD students and others who might be interested from the Plant Research Department meet once a month in a “Journal Club” to discuss articles. There are also seminars for everyone in the department every Friday, with professional presentations followed by discussions. The Materials Research

Department frequently holds a “Young Researcher Day,” which is an in-house conference with presentations by all the young researchers. In addition, regular “Internal lectures” are given, i.e. 30-minute lectures by researchers. And several of the programmes hold “Tea briefings,” where professional topics are discussed.

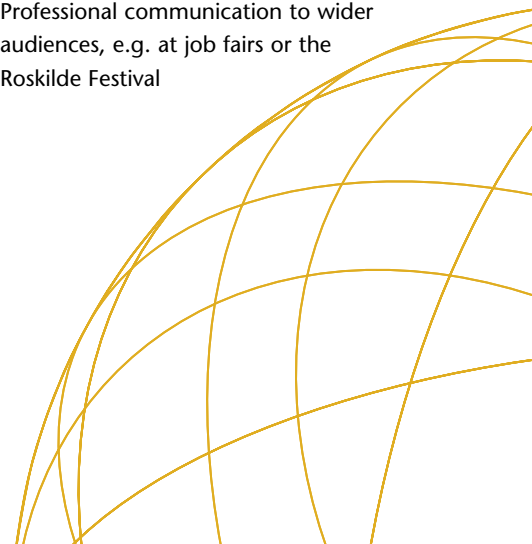
A large amount of the research activities at Risø take place in close collaboration with the business community. This makes it possible for you to come into contact with the part of the industry that works in your field of research.

As a PhD student at Risø, you are part of an international community. Many PhD students travel abroad during their studies, but we also have many international researchers and PhD students visiting us here. This gives you the opportunity to establish a network within your field of interest – at Risø, throughout Denmark and internationally.

Work-related obligations

One rule that applies to PhD programmes is that six months’ study time (840 working hours) must be spent on work for the employing institution. We operate with a broad and flexible interpretation of this rule. You arrange your work with your supervisor and department. Together, you make sure that your work correlates as closely as possible with your PhD project. Teaching is not obligatory at Risø. Here are some examples of how you can meet your work-related obligations at Risø:

- Conference presentations
- Professional assistance on other research projects
- Guidance of students, including bachelor and thesis projects
- Teaching at universities or other educational institutions
- Communication to upper-secondary school students, e.g. through the Risø Visitor Centre
- Professional communication to wider audiences, e.g. at job fairs or the Roskilde Festival





Supervision

You always have a supervisor both at Risø and at your university. At Risø, you will primarily receive guidance in connection with your participation in projects along with other colleagues. You will be involved in the work just like all the other employees. The guidance you receive will be effective because your project is integrated into your supervisor's research project and carried out within his or her field of interest.

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A poll conducted among PhD students shows that most feel that they receive effective guidance and that their supervisors always have time to answer questions. So do not hold back, but take the initiative and seek out your own guidance when you need it. If you should find yourself in a situation where you are not satisfied with the guidance you are receiving, you should discuss this with the head of your programme and/or the head of your department.

"Good guidance is all about meeting on a platform where there is room for professional exchanges and discussions in an informal atmosphere. This is more important in daily life than control and very formal meetings." PER MICHAEL JOHANSEN, RESEARCH PROFESSOR

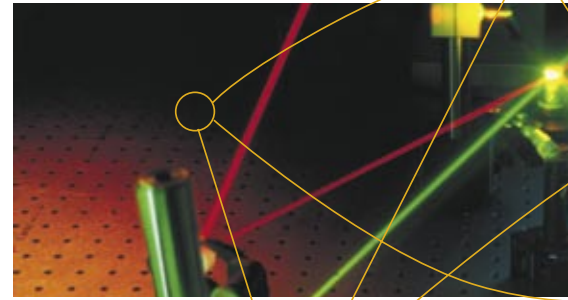
"As a PhD student, you receive guidance through participation in the research environment as a whole. This guidance is provided by your formal supervisor, technicians and other colleagues you work with on a daily basis." SØREN RASMUSSEN, HEAD OF PROGRAMME

Networking among PhD students

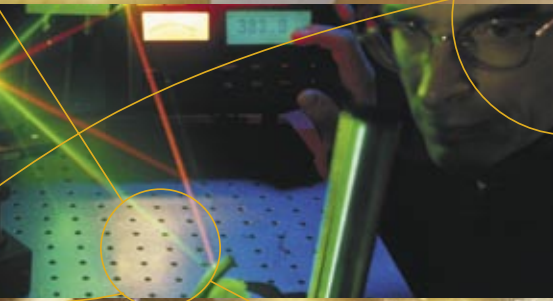
The working environment at Risø is more than just working together on professional projects and goals. We also meet for social, cultural and sports activities.

With approx. 70 PhD students, there is a good basis for a PhD environment that is both professional and social. However, networking only succeeds if everyone makes a contribution. Young Dynamic Scientists (YDS) is an interdisciplinary forum at Risø which gives you the opportunity to meet other PhD students. The purpose of the association is to provide the younger researchers at Risø with both professional and social support.

- Read more on sports and culture (in Danish): <http://riwen.risoe.dk/riwen/kultur.htm>
- Information on YDS: <http://riwen.risoe.dk/yds/committee.htm>



Department	NO. of PhD Students		
	Danish	Internationale	Total
Materials Research (AFM)	17	2	19
Radiation Research (NUK)	2	2	4
Optics and Plasma Research (OPL)	10	2	12
Polymers (POL)	10	1	11
Plant Research (PRD)	13	1	14
Systems Analysis (SYS)	6	3	9
Wind Energy (VEA)	5	3	8
Risø total (june 2004)			77



Competency upgrading

We offer a variety of activities for PhD students. Each autumn, normally in the last week in September, we hold a PhD course on management of research and innovation. We expect all of our PhD students to follow the course. You can arrange with the university you are associated with to include the course as part of your PhD studies. Several of the research departments at Risø also offer PhD courses within their fields of research.

It is important that you plan your PhD from the outset to ensure an appropriate ambition level and a realistic timetable. That is the only way to minimise any waste of time and energy, as well as to avoid frustration during the course of your studies. As an aid to you, we offer a workshop on project management, where you have the chance to plan your own PhD project.

In addition to the targeted activities, we offer a number of in-house courses which PhD students are welcome to follow, for instance in communication and educational theory. You will find course descriptions and times in our course catalogue.

- Risø's course catalogue (mainly in Danish): http://riwen.risoe.dk/riwen/uddannelse/kurser_2003.pdf

Employment

As a PhD student at Risø, you are covered by the collective agreement for state-employed university graduates. This means that you have the same rights and obligations with regard to holidays, maternity/paternity leave, etc. as other university graduates at Risø. Furthermore, you have the right to receive supplemental pay from the New Pay Pool (Ny Løn), which is distributed once a year. See the brochure, "Welcome to Risø," which accompanies your letter of appointment, and the Personnel Department's homepage on RIWEN.

- Executive Order on PhD programmes and PhDs (in Danish): http://www.videnskabsministeriet.dk/cgi-bin/doc-show.cgi?doc_id=105731
- Circular on PhD scholarships (in Danish): <http://www.perst.dk/db/filar-kiv/5367/031-03.pdf>

STATEMENT FROM PHD STUDENTS WHO PARTICIPATED IN A WORKSHOP ON PROJECT MANAGEMENT:

"...It has given me ideas on how to focus on challenges other than writing the thesis."

"It is important to make planning a more natural part of work on a daily basis."



Employee benefits

You have access to a variety of employee benefits as a PhD student at Risø. This includes the benefits that are a result of various laws as well as agreements and other more specialised benefits that Risø offers its employees. Here are a few examples:

- Risø is a family-oriented workplace: We have flexitime, the option to work part-time, working at home, network connections and free installation of the Microsoft package on your home PC.
- We emphasise physical and mental wellbeing: You have access to a physical therapist and a nurse, massage and relaxation therapy.
- Sports, cultural and social activities: We have football, golf and badminton on the programme, and there is a gym with weight-lifting and aerobics. Risø's art association and Culture in the Workplace organise lectures, excursion and exhibitions.
- Time off with pay: for child's first sick day, exams, doctor and dental appointments and the like.

- Personalegoder på Risø:
<http://www.risoe.dk/rispubl/risofacts/personalegoder.htm>

- Career brochure (in Danish):
<http://www.risoe.dk/stillinger/rekruttering/index.html>

Finances

As a PhD student at Risø, the same rules apply to you as to other employees with regard to finances, insurance, business trips, etc. If you take a long study trip abroad, you can expect Risø to pay for appropriate accommodations, travel expenses there and back and supplemental pay to cover increased living expenses. Special rules apply if you choose to take your family with you.

You can apply to various foundations to cover the costs of study trips abroad. The largest is the Marie Curie programme.

- Read more on long study trips abroad in circular 1-1 on Tjenesterejser (Business trips). You will find it on Riwen under økonomi/økonomiforhold/cirkulærer (in Danish).
- More information on the Marie Curie programme is available in the EU brochure in the library at: http://europa.eu.int/comm/research/fp6/mariecurie-actions/information/publications_en.html

Career

There are a variety of career paths you can choose to follow once you complete your PhD studies. You might be invited to stay at Risø and continue a career in research. You might also choose to use Risø as a springboard, such as for a job in the industrial sector or for starting your own business.

At Risø, we have a broad interpretation of the concept of career. Formally, there are two career paths: You can become a specialist or you can work towards a management career. However, we also see examples of other career paths. What is most important is that you, as an employee, find the direction that suits you – both professionally and personally.

Regardless of which career path you choose, you have a high degree of flexibility. We focus on the tasks and leave the individual employee to organise his or her own work. That means you have the opportunity to plan your workday to suit your family life and children.

We offer all our employees a MedarbejderUdviklingSamtale (MUS, Employee Appraisal Interview) with their superiors once a year. You can use these interviews to find out what is right for you and how you can best prepare yourself for the future you choose.

Mission

To promote innovation and environmentally benign technological developments within energy, industrial technology and bioproduction through research, innovation and advisory services.

All PhD positions at
Risø are posted on
risoe.dk under Jobs
& Career.



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