

REGION  
ZEALAND



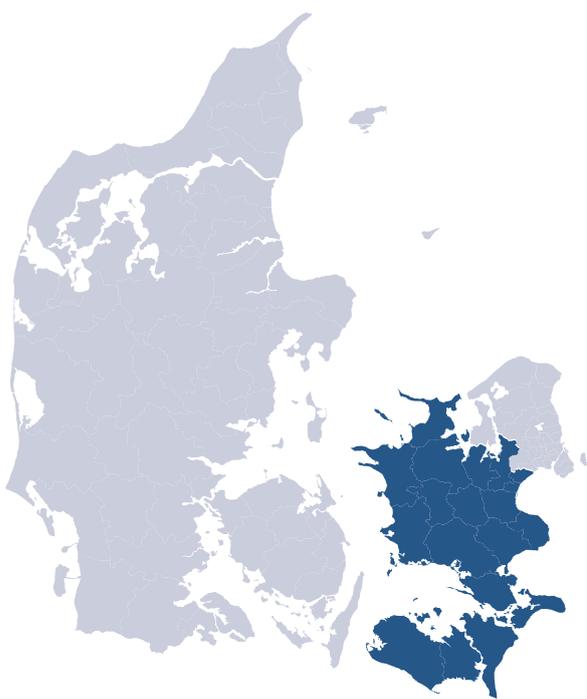
It's great  
working for us



Recruitment process in Region Zealand  
Direct application

# About Region Zealand

We are the biggest workplace in the region with more than 17.000 employees and a budget of 18 billion DKK. Our main responsibilities are regional development and an operational enterprise in the area of healthcare and social affairs. Go to our website [www.regionsofzealand.dk](http://www.regionsofzealand.dk) and read more about the Region Zealand's activities and geography.



# A complete recruitment solution

International recruitment is important for Region Zealand and we strive to ensure a recruitment process that not only considers the individual candidate, but also incorporates the family and their current work and life situation. We understand that considering moving abroad for work and relocating to a foreign country is a big step and thus we aim to offer support and assistance in the process. Therefore, we provide a complete family-oriented solution that includes language classes, family support, economical support and introductory courses to social activities and networking events.

## It's great working for us



When employed in Region Zealand, a large amount of your pay and employment terms will be subject to a collective wage agreement thus following the general terms of all medical doctors in Denmark.

A job offer from Region Zealand will entail a permanent job contract and a 37 hours working week. Moreover, attractive benefits such as pension contribution, holiday and sick leave, occupational accident insurance and good possibilities for continuing training and career development are included.

# The recruitment process

If we find you qualified for the position you have applied for, you will first of all be invited to a Skype meeting with the staff management to discuss your medical qualifications and experiences related to the given job position. If there is a match between your qualifications and our needs, you will be invited to a recruitment visit at the hospital. This includes a job interview, a visit at the hospital, an interview with Human Resources, a tour around the community area with our relocation agency as well as a language test with our private language teacher. The recruitment visit will provide you with necessary insights into the living and working conditions in Region Zealand.

Following the interviews and visit in Denmark, HR and the interview committee will decide whether they consider you a suitable match for the position available. If so, Region Zealand will send you a job offer, provided you obtain permission from the Danish Patient Safety Authority to practice independently as a specialist upon arrival to Denmark.



## The language course

The ability to speak Danish, and communicate with patients in Danish, is considered to be of great importance and thus continuously improving one's language skills is considered as an essential part of the integration. The compulsory language course included in the job offer is an important and an all-time prioritized part of the recruitment and integration process. In cooperation with the language school and a private teacher, you will participate in a tailor made and highly intensive language course that prepares you to take on the job. The Danish course is typically based on skype and e-learning combined with class room activities and on-the-job training. You will learn to communicate in Danish with a strong emphasis on working as a Doctor and in relation to this you will become familiar with the Danish healthcare system, working culture and the Danish society in general.

You will be expected to sit Danish language tests on a continuous basis and after approximately 2 years of employment, you will be signed up for the final Danish language test C1. We believe that advancing your Danish language skills will help you to progress your career in Denmark.



## We assist your relocation

We cooperate with Relocation Scandinavia, who will assist you with all the practical aspects relating to your relocation from your home country to Denmark. Among others, this includes assistance in processing paperwork and contact to the Danish authorities before arrival, help in finding accommodation, introduction and registration with schools or day-care facilities and introduction to banking, private insurances and tax.

In addition, Region Zealand reimburses moving expenses up to 2,000 Euros for singles and up to 2,600 Euros for couples and families. **Please be advised that all expenses must be documented with original receipts.**

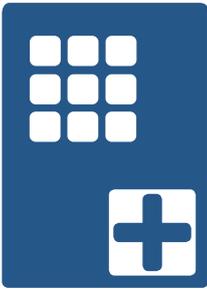
## We provide a wide range of services to your partner

When applicable, we can allocate an agency that can provide assistance to the spouse on job search, CV writing and job application. Moreover, language training is also available for the partner free of charge at any Danish language school.



## We will help you finance a house deposit

In Denmark it is common practice to pay up to three months deposit as well as up to one month's advance payment of rent, which is within the terms of the law. Region Zealand offers an interest-free loan when you sign a tenancy agreement. The loan will be paid off over 10 months starting after your first monthly salary.



## You will be thoroughly introduced to your new workplace

During the first couple of months, you will have an introduction period to the workplace. You will be allocated a personal mentor/ medical consultant, who will help you settle in to your new job and give you a thorough introduction to the workplace and assist with any subject specific questions you may have. In addition, it is possible to be affiliated with an experienced nurse, who can advise on guidelines, standard procedures, norms and patient handling from a Danish perspective. For further queries, you can get help and advice from an executive consultant.

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