

# Director of Operations, ICARS – International Centre for Antimicrobial Resistance Solutions

ICARS is an autonomous, self-governing non-profit organisation, international in character, established by the Danish Government to support low- and middle-income countries in developing evidence-based and context-appropriate solutions to antimicrobial resistance (AMR). Working across the One Health sectors, ICARS collaborates with governments, research institutions and global organisations to bridge research, policy and implementation.

ICARS is entering a new phase of consolidation and international growth. With an annual budget is around 100m DKK, 50+ FTE's, more than 70 projects across 30+ countries, a growing global footprint, and increasing organisational complexity, the need for a strong operational backbone is more critical than ever.

We are seeking a Director of Operations who can ensure that ICARS remains a well-functioning, efficient and trusted global organisation and take its operational platform to the next level.

As Director of Operations, you will have overall responsibility for ICARS' operational functions, including finance, HR, IT, governance and compliance. Reporting to the Executive Director and serving as part of the senior leadership team, you will play a central role in strengthening organisational coherence, translating strategic priorities into effective systems, and ensuring high standards of financial management, risk control and administrative practice.

You will work at the intersection of strategy and operations, refining and integrating processes, supporting programme delivery across diverse international settings, and driving continued development of governance, financial and project management frameworks. A key priority is to modernise and further develop operations, including using digital tools, automation and AI.

You bring solid experience from a senior operational leadership role, strong financial expertise, and a proven ability to ensure governance and compliance in a complex, project-based environment. You understand Danish administrative frameworks and are comfortable operating in an international context. You are a structured, collaborative and enabling leader who creates clarity, strengthens cross-functional alignment and balances strategic development with hands-on execution.

The position is based in Copenhagen, Denmark.

Please read more about the position in the [Role Profile and Candidate Specification \(pdf\)](#).

ICARS is supported by Genitor in the recruitment process.

**Application deadline: 3 June 2026**

For further information about the position, please contact Executive Director Helle Engslund Krarup at +45 2485 2974 or Genitor Partner Martin Isenbecker at +45 2565 9231 or [mi@genitor.dk](mailto:mi@genitor.dk). All enquiries will be treated confidentially.