



# STRATEGY 2022-2026

## **A great place to work**



**We want to grow even more as a great place to work with psychological well-being as essential to our existence**

**We will expand as a sustainable workplace, offering flexibility and development opportunities**

We compete fiercely for competent employees and managers. Our strength is not high salaries and fancy titles. Instead we offer an influential mission and a highly specialised work environment. We have a unique position in important processes in the fields of medicines and medical devices, political decisions and health policy agendas. Even so, we must still offer other career aspects if we are to attract and retain competent employees and managers.

COVID-19 has given us valuable experience with working from home such as more freedom in work planning and new ways of meeting digitally. We must integrate this experience when we develop our fantastic workplace to ensure employees enjoy flexibility and possibilities of planning their work individually while still being part of a workplace that they would want to commute to every day. We must brand ourselves as a sustainable and flexible workplace with unique growth opportunities, internal mobility and stationing possibilities. We must focus on growth opportunities for our employees and experiment with new ways of developing professional skills, leadership and well-being across the organisation.

With psychological well-being as essential to our existence we must make room for everyone regardless of, for example, gender, age, education, religion and cultural background. We must include and offer opportunities to new graduates and to employees coming closer to retirement and to those who due to culture, illness or other circumstances require special conditions to work. We must be a trusting and safe workplace, and our people must be happy going to work and leaving work at the Danish Medicines Agency.

Saying that we want to be a sustainable workplace not only means taking care of our employees and creating a healthy and balanced work situation. We also want to increase our focus on the climate and the environment. We will work towards sustainable solutions at the workplace while attempting to sway the health agenda towards sustainability.