

K12 ACADEMICS — TEACHING ABROAD SERIES

Teaching in Denmark

A guide for aspiring & qualified teachers — how teaching in Denmark works, the routes and requirements, visas, pay, and how to find the right role.



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2026 EDITION

The world's largest education resource.

Online since 2004, K12 Academics has helped millions of families, students and educators **find the right school, college, camp, business and program in their community** — for every kind of learner.

BUSINESS ENGLISH & INTERNATIONAL SCHOOLS, HIGH PAY

Danes rank among the top few countries worldwide for English, so ESL roles are rarely beginner-level — demand is for **business English and international schools, for qualified, experienced teachers**. Roles span **private language schools, international schools, corporate training, and tutoring**. This program-neutral guide covers the **routes, requirements, visas, and pay**, and points you to the K12 Academics directory to find roles.

General guidance, not legal, immigration, or employment advice. Danish rules, pay, and requirements change and vary by employer. The details here are recent examples and **must be confirmed with SIRI (the Danish Agency for International Recruitment and Integration), Danish immigration, and each employer**. K12 Academics does not run or endorse any specific program — use the K12 Academics directory to find and compare your options.

Understand the Denmark Reality

WHAT TO KNOW

Denmark's **top-tier English proficiency** means ESL roles are rarely beginner-level; the real opportunities are **business English and international schools for qualified, experienced teachers**. Public schools generally require Danish and recognised credentials.

BY THE NUMBERS

Top-3 English

low general ESL

Best for

qualified/experienced

Public schools

Danish + credentials

HOW TO HELP

Reframe your goal — in Denmark you target **business English or international schools** as a qualified teacher; the general market is already largely fluent.

WATCH OUT

Because Danes rank **top-three globally for English**, ESL roles are rarely "beginner" — demand is for specialists.

Understand the Types of Teaching Roles

WHAT TO KNOW

Route types include: **private language schools** (business English, English for Specific Purposes, and exam/test prep), **international schools** (relatively rare but present in Copenhagen, Aarhus, and Odense, for licensed teachers), **corporate/business English**, **universities**, and **private tutoring** (exam prep). Public schools require Danish. Browse and compare options in **the K12 Academics directory**.

BY THE NUMBERS

Language schools

business/ESP + test prep

Int'l schools

licensed (rarer)

Corporate / tutoring

+ universities

HOW TO HELP

Match the **route to your profile** — business English or exam prep if experienced, or an international school if licensed — then find options in the K12 Academics directory.

GOOD TO KNOW

Find and compare **specific language schools, international schools, and recruiters** in the K12 Academics directory — this guide stays program-neutral.

Check the Requirements

WHAT TO KNOW

Requirements are high: a **bachelor's or master's degree plus a TEFL certificate or teaching license**; **prior teaching experience is highly preferred**; experience in **business English or English for Specific Purposes** is especially valued; native English is preferred, but fluent non-native speakers with strong qualifications qualify.

BY THE NUMBERS

Degree + TEFL/license

required

Experience

highly preferred

Business English/ESP

especially valued

HOW TO HELP

Line up strong credentials — a **degree and TEFL or license** plus **experience**; business-English or ESP experience is a real advantage in Denmark's specialist market.

GOOD TO KNOW

This market **rewards experience and specialisms** (business English, test prep) — it isn't an entry-level ESL destination.

Understand the Visa & Work Authorization

WHAT TO KNOW

EU/EEA citizens work freely. **Non-EU citizens** need a **work and residence permit**, sponsored by an employer — and to qualify you generally **must be a certified teacher in your home country**. This makes the non-EU route best suited to licensed teachers targeting international schools. Confirm current rules with SIRI/Danish immigration.

BY THE NUMBERS

EU/EEA

work freely

Non-EU

work + residence permit

Usually

home-country certification

HOW TO HELP

Know your route — **EU citizens work freely**; non-EU teachers need an employer-sponsored work permit and usually **home-country teacher certification**, so international schools are the realistic route.

GOOD TO KNOW

Non-EU teachers generally **must be certified teachers in their home country** to qualify for a work permit — which points to international schools.

Know the Pay & Benefits

WHAT TO KNOW

Pay is **among the highest in Europe**: roughly **\$43,000–58,000/year** (public-school English roles ~30,000–40,000 DKK/month), with **international schools highest**. Benefits are excellent — typically **5–6 weeks” paid vacation, public healthcare, and a ~37-hour week**. Taxes and living costs are high, so it’s comfortable rather than a big-savings destination.

BY THE NUMBERS

Pay

~\$43,000–58,000/yr

Benefits

5–6 weeks leave, healthcare

High tax/cost

comfortable

HOW TO HELP

Set expectations — ~\$43,000–58,000/year (international schools highest), with excellent benefits (5–6 weeks” leave, healthcare); high taxes and costs make it comfortable, not big-savings.

GOOD TO KNOW

The real draw is **work-life balance and benefits** (long paid leave, healthcare, a short work week) as much as the salary.

Understand Contracts & What to Watch For

WHAT TO KNOW

International schools offer the **fullest packages**; language-school and business-English work can be more casual. Because taxes are high, **clarify gross vs net pay**, and check **hours, contract length, and — for non-EU teachers — whether the employer will sponsor** (and whether home-country certification is needed). Favour written terms.

BY THE NUMBERS

Int'l schools

fullest packages

Clarify

gross vs net (high tax)

Non-EU

sponsorship + certification

HOW TO HELP

Compare offers carefully — clarify **gross vs net** (Danish taxes are high), and for non-EU teachers confirm sponsorship and any home-country certification needed.

GOOD TO KNOW

Danish taxes are high, so **confirm the net figure** — the take-home is well below the gross.

Get Qualified & Prepared

WHAT TO KNOW

Bring strong credentials: a **degree and a TEFL certificate or teaching license**, plus experience — ideally in **business English or exam prep**. Prepare your **documents (apostilled/translated), references, and background checks**. Non-EU teachers targeting the work permit should ensure they hold **home-country teacher certification**.

BY THE NUMBERS

Degree + TEFL/license

+ experience

Specialise

business English/exam prep

Non-EU

home-country certification

HOW TO HELP

Get a **degree and TEFL or license** plus experience (business English/exam prep helps), prepare apostilled documents and checks, and — if non-EU — secure home-country certification.

GOOD TO KNOW

Specialising in **business English or test prep** is the surest way into Denmark's specialist market.

Plan the Hiring Timeline

WHAT TO KNOW

International schools recruit mainly **January–May for a September start** (with some rolling vacancies); **business-English and language-school** roles hire more **year-round** (and many aren't advertised online, so apply directly). Non-EU teachers should target sponsoring international schools early.

BY THE NUMBERS

Int'l schools

Jan–May

Business/language

year-round

Apply

directly (often unlisted)

HOW TO HELP

Plan around the calendar — international schools hire Jan–May, business/language roles year-round — and many roles aren't advertised, so apply to schools directly.

GOOD TO KNOW

Many Danish language-school roles **aren't posted online** — contacting schools directly is the most effective approach.

Prepare for the Move

WHAT TO KNOW

You **don't need Danish to teach** at international schools or in business English (both work in English, and nearly everyone speaks English), though Danish is needed for public schools and helps daily life. Popular bases include **Copenhagen, Aarhus, and Odense**. Denmark is safe and high-quality, with high costs offset by strong pay and benefits.

BY THE NUMBERS

Danish

not needed (int'l/business)

Bases

Copenhagen, Aarhus, Odense

High cost

offset by benefits

HOW TO HELP

Prepare practically — teach in English at international schools/in business English (Danish is needed only for public schools); popular bases are Copenhagen, Aarhus, and Odense.

GOOD TO KNOW

Denmark is **famously English-friendly** — you can settle in without Danish for international-school or business roles.

Find Your Role & Thrive

WHAT TO KNOW

Once you know your route, **find and compare specific language schools, international schools, and recruiters in the K12 Academics directory**. Apply directly (many roles are unlisted), verify each contract and (for non-EU) sponsorship, and lean on your experience and specialisms. Confirm current rules with SIRI.

BY THE NUMBERS

Find & compare

schools & recruiters

Apply

directly (unlisted roles)

Verify

contract & sponsorship

HOW TO HELP

Use **the K12 Academics directory** to find and compare language schools, international schools, and recruiters, apply directly, and verify each contract and (non-EU) sponsorship.

WATCH OUT

Browse **the K12 Academics directory** to find the specific schools, programmes, and recruiters that fit your credentials and goals.

Teaching in Denmark: The Essentials

A snapshot — program-neutral. Confirm details with SIRI, Danish immigration, and each employer.

The market

Danes rank among the top few countries worldwide for English, so general/beginner ESL demand is low; the real opportunities are for qualified, experienced teachers in business English and at international schools.

The routes

Private language schools (business English, English for Specific Purposes, exam prep), international schools (rarer, in Copenhagen, Aarhus, Odense, for licensed teachers), corporate English, universities, and tutoring; public schools require Danish — find and compare specific ones in the directory.

Requirements

A bachelor's or master's degree plus a TEFL certificate or teaching license; prior experience is highly preferred (business English/ESP especially valued); native English preferred, but fluent non-native speakers with strong qualifications qualify.

Visa

EU/EEA citizens work freely; non-EU teachers need an employer-sponsored work and residence permit, and generally must be certified teachers in their home country — which makes international schools the realistic route.

Pay & move

Among Europe's highest (~\$43,000–58,000/year; international schools highest), with excellent benefits (5–6 weeks' leave, healthcare); high taxes and costs; no Danish needed for international-school or business roles (Copenhagen, Aarhus, Odense).

YOUR TEACHING-IN-DENMARK JOURNEY STARTS HERE

Find Your Community.

Explore our other Teaching in [Country] guides, and find and compare programs, schools, and recruiters in the K12 Academics directory — among **1,297 free resources**.

tools.k12academics.com →

