

# Living and Working in Norway

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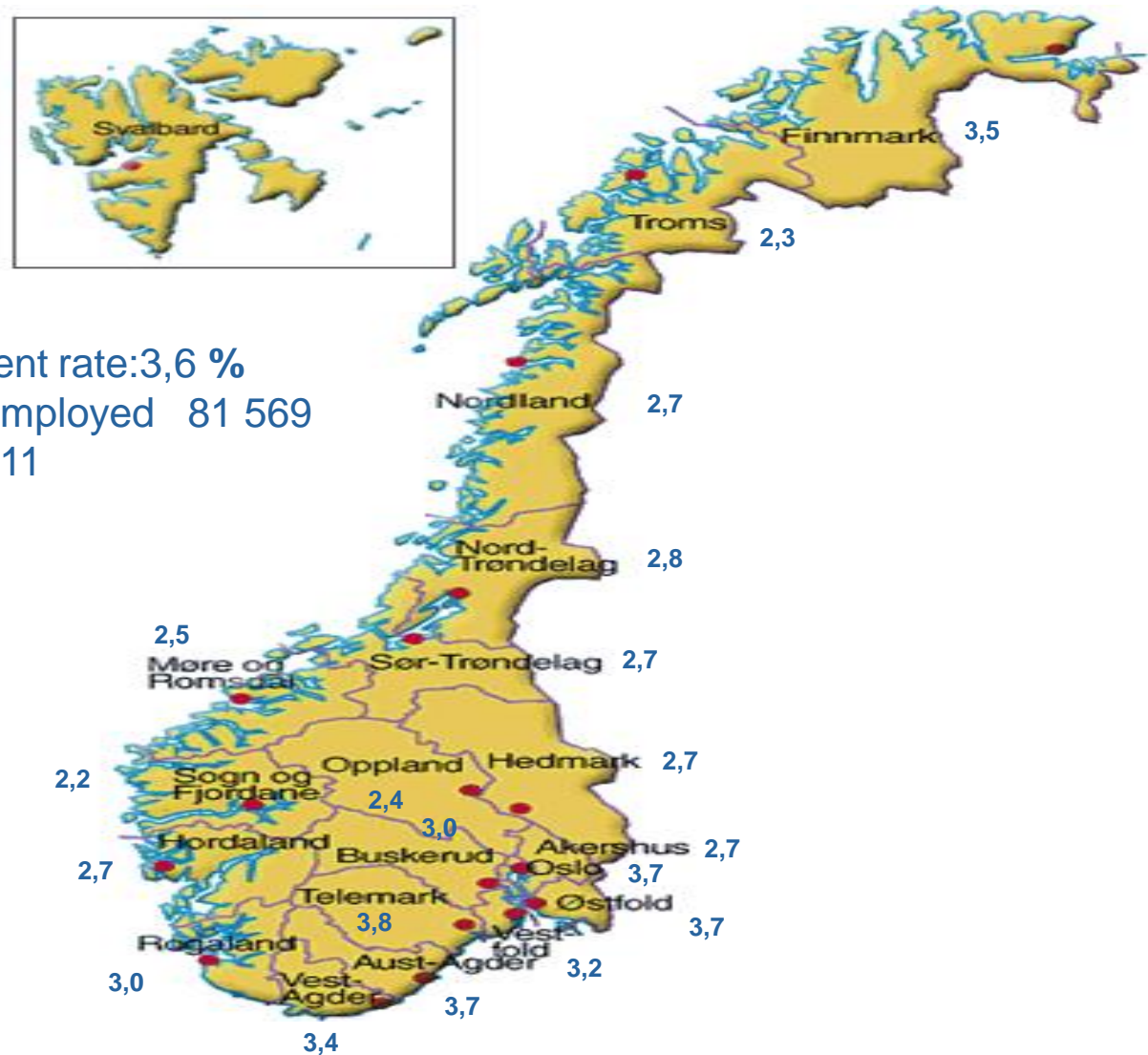
# Agenda

- The situation on the labor market
- How to look for jobs
  - CV
  - Cover letter
  - What are the employers looking for?
- Language courses
- Employment issues
- Cultural differences



# Unemployment in Norway

## April 2015



National unemployment rate: 3,6 %  
 Nr. of registered unemployed 81 569  
 Nr. of vacancies: 12611

# Labour Market situation

## Unemployment rate

- Highest
  - Tourism & Transport 4,8%
  - Construction 5,7 %
  - Social workers 3,6%
- Lowest
  - Education 0,8%
  - Academic work 0,9%
  - Health 1,3%
  - Engineers & ICT 2,2%



## Labour Market – Shortages

- Health sector
  - Doctors,
  - Pharmacists
  - Specialised nurses
- Hotel and Tourism
  - chefs and waiters (seasonal)
- Pre-School Teachers
- Construction Sector
  - Highly skilled workers only
- Transport
  - Bus drivers and lorry drivers in certain regions

## Labour market situation within engineering and ICT

- Construction engineers
- Civil works: road and railway
- Water management
- HVAC
- ICT: system developers and programmers
- ICT security
- Subsea, structural engineering and piping engineering (with experience from the Oil and gas sector)
  
- Education sector
- Researchers

# How to look for jobs

[www.nav.no](http://www.nav.no)

[www.eures.europa.eu](http://www.eures.europa.eu)

[www.finn.no/jobb](http://www.finn.no/jobb)

[www.tu.no/karriere](http://www.tu.no/karriere)

[www.bygg.no/stillinger](http://www.bygg.no/stillinger)

[www.offshore.no](http://www.offshore.no)

[www.petrojobb.no](http://www.petrojobb.no)

[www.maritime.no/stillinger](http://www.maritime.no/stillinger)

[www.gulesider.no](http://www.gulesider.no)

- Recruiting agencies and headhunters
- Your network and contacts
- Social Media: LinkedIn
- Companies webpages: [www.gulesider.no](http://www.gulesider.no)



# Trainee and graduates programs

[www.trainee.no](http://www.trainee.no)

[www.karrierestart.no/interns](http://www.karrierestart.no/interns)



# Job seeking CV

Curriculum Vitae in English or Norwegian  
(1-2 pages)

- Personalia (name, address, phone, e-mail etc.)
- Key qualifications (talents)
- Education (describe shortly)
- Work Experience (describe shortly)
- Courses and certificates
- Language skills
- Interests
- References (former employer + phone numbers)

<https://www.nav.no/en/Home/Work+and+stay+in+Norway/Tips+for+job+seekers/Writing+a+good+CV>



## CV

Name: John Job Seeker  
Address: Application Road 12  
N-0300 Oslo  
Date and Place of birth: 10.10.74 in Hamar, Norway  
Tel: +47 22 33 44 55 (home) / +47 99 88 77 66 (mobile)  
Email: john@jobseeker.no

### Key qualifications

Sales, marketing management, fluency in English and international experience.

### Education

1996 - 1999 Bachelor degree in business administration,  
Norwegian School of Management, Thesis on marketing  
1994 - 1996 Computer technology, Østfold College  
1990 - 1993 Halden Upper Secondary, general subjects

### Work experience

2001 - Key Account Manager, Cisco Systems, Houston U.S.A.  
Responsibilities: sales, marketing and development  
1999 - 2001 Salesman, PC-Computing AS, Oslo  
Responsibilities: Sales and consulting in PC/software  
for business customers  
1996 - 1999 Waiter, Bryggen Restaurant, Bergen, part-time job  
1994 - 1996 Interviewer, Norsk Gallup, Halden, part-time job alongside studies  
1990 - 1993 Newspaper boy, Halden Arbeiderblad

### Other qualifications

1997 - 1998 Chief Editor of Studentus, a student union paper  
1993 - 1994 Military service

### Language skills

Norwegian: First language  
English: Excellent skills, both written and spoken  
German: Elementary level

### Personal interests

Sport, music, literature and travel

### References

John Johnsen, Director, Cisco Systems AS, Tel: +47 22 24 50 00 (English speaker)  
Ola Olsen, Head of Dept., PC-Computing, Tel: +47 22 85 50 50



# Job seeking Cover letter



- Cover letter in English or Norwegian
  - Write a new application for each job and focus on:
    - Why are you applying for the job
    - Why are you the right person for the job
    - Why the employer should choose you
    - Why Norway
  - <https://www.nav.no/en/Home/Work+and+stay+in+Norway/Tips+for+job+seekers/Write+a+tailored+job+application>

# Norwegian language courses

Dictionaries and e-learning tools available:

[www.ntnu.edu/nor/intro](http://www.ntnu.edu/nor/intro) (FREE online

Norwegian course, A2)

[www.migranorsk.no](http://www.migranorsk.no) (web-based course)

[www.lexin.no](http://www.lexin.no) (dictionary)

[www.dialang.org](http://www.dialang.org) (language test)

<http://steinpastein.cappelen.no> ( language question paper)

[www.nyinorge.no](http://www.nyinorge.no) (Norway “handbook”)

Book/CD courses available from FNAC

[www.fagbokforlaget.no](http://www.fagbokforlaget.no) (web-based course called “Min Vei”). Gives Norwegian tuition up to the level of B1.

**NB: Classes are not free of charge for EU/EEA citizens.**



# Language

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- [www.migranorsk.no](http://www.migranorsk.no) (web-based course)
- [www.lexin.no](http://www.lexin.no) (dictionary)
- [www.dialang.org](http://www.dialang.org) (language test)
- <http://steinpastein.cappelen.no> ( language question paper)
- [www.nyinorge.no](http://www.nyinorge.no) (Norway “handbook”)
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## What are the companies looking for?

- The Norwegian companies accept in general both Bachelor and Master's degree candidates, but the majority seems to recruit candidates with a Masters degree. Most important is technical competence!
- Preferably 3-5 years of experience as a minimum
- When reading a CV, a Norwegian recruiter will first of all look for the technical competence of the candidate.
- Solid Norwegian and or English skills (depending on the sector)

## What are the companies looking for?

- Most companies will expect candidates to learn Norwegian after arrival. (No free language courses)
- Motivation to work for THEIR company
- Dedicated professionals
- Motivation for integration within the work environment
- The candidates' real motivation for relocation to Norway

## What do the companies offer?

- Often permanent positions, but not always
- Sometimes a relocation package
- The "Scandinavian way of life"
  - balanced work/private life with normal working hours being 37.5-40 hours/week
- Good possibilities of developing skills within your field
- Comfortable salaries - yet not the best in Europe
- Fringe benefits are quite common
  - discount membership at gym, office at home, "flexi hours"



## Working conditions

- Written contract is mandatory.
- 6 months probation period.
- Period of notice.
  - 3 months.
  - 2 weeks during probation.
- Salary paid once a month.
- Employer draws tax from your monthly pay.
- 39 working hours per week.
  - Including ½ hour lunch
  - Maximum 40 hours per week.

## Salaries

- In Norway there is no legal minimum wage that applies for all branches and professions.
- Employers and unions regularly negotiate wages and working conditions, resulting in a wage agreement (*tariffavtale*).
- Member companies then commit themselves to pay wages according to agreement for your occupation.
- Wages for engineers:
- [www.tekna.no](http://www.tekna.no)
- [www.nito.no](http://www.nito.no)
- [www.ssb.no](http://www.ssb.no)
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# Expenses

- Standard Budget
  - visit [www.sifo.no](http://www.sifo.no), click on English and Standard Budget.
- Accommodation
  - Visit [www.finn.no](http://www.finn.no), click on *Eiendom* and *Bolig til Leie* and select the region or town.
  - Smaller locations = lower rent
- Medical expenses are covered by the state, if you are a tax payer.
  - You are required to pay small amounts.
  - Some medicines are subsidised and some not.
  - Dentistry is not covered.

## Cultural differences

- Norway has very low hierarchy.
- Employees are encouraged to show self initiative.
- Communication at the work place is more or less informal.
  
- With low hierarchy, it is also easy to talk to the manager, the project manager or the team manager directly.
  
- Nearly no hand shakes, unless you meet someone for the first time.



# Residence/Registration

- Norway is an EEA (not EU) member
- EU/EEA citizen have the right to work in Norway from the first day of arrival.
- Website: [www.workinnorway.no](http://www.workinnorway.no)
- Job holders must register with UDI:
  - Register online, at the nearest police station or [Service Centre for Foreign workers](#) (SAU.no)
- Job seekers self-register only when staying longer than 3 months.
- You will also need a [National Identification number](#)
  - Tax office/population register – [www.skateetaten.no](http://www.skateetaten.no)



**Takk!**  
**Thank you!**  
**Obrigada!**

**eures@nav.no**

