



Looking for work in Norway

Information to job seekers from [NAV](#), the Norwegian Labour and Welfare Administration

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1) INTRODUCTION

Looking for jobs in Norway requires at least good English skills – but in many cases Norwegian skills, and then a good dictionary or translation tool.

A useful website to visit is [New in Norway | Norge.no](#). It contains lots of valuable information about the public services in Norway (moving to Norway, children and schools, health, taxation, etc)

Formalities

The official guide [Work In Norway](#) gives you a step by step guidance for your formalities when working in Norway: recognition of your education, taxes, social security, and more.

The labour market

Population: 5 489 000 at the beginning of 2023

The unemployment rate is very low (1,9 % in January 2023) but it is expected to increase throughout the year. High price increase, especially because of increased prices of energy and food, inflation, increased policy rate and the war in Ukraine are all factors that contribute to the increase in unemployment.

But at the same time, the demand for workers is quite high, and in many sectors. The demand is particularly high for workers with vocational/professional education and training.

The demand is high in the healthcare sector; in crafts, engineering and technology; in ICT; in transport (goods and passengers)

The development towards green industry – with new battery factories, factories for carbon capture and production of offshore wind turbines – show also a high demand for workers.

What is the demand for workers?

Health care: general nurses; specialized nurses (theatre nurses, intensive care nurses ...); doctor specialists (mental health, substance abuse treatment, oncology, neurology, rheumatology, internal medicine, radiology...); pharmacists; optometrists; midwives.

Tourism and hospitality: cooks and chefs; waiters/waitresses; bartenders; hotel workers; *both permanent staff and seasonal staff* (summer and winter); seasonal staff: nature guides; river & rafting guides; ski instructors; ski resort workers

Transport: bus drivers D/DE; lorry drivers C/CE – with Driver Certificate of Professional Competence (CPC)

IT: professionals within software development/ system development; digital communication; information security and computer security; data analysis; AI; machine learning; service design.

Services: Car mechanics; heavy vehicle mechanics; construction engines mechanics; machine mechanics

Industry: electricians; plumbers; welders; sheet metal workers; automaticians

Construction and civil works:

Plumbers; electricians; drivers of construction engines and cranes; scaffolders; roofers; flooring installers; carpenters; welders

Engineers in water and water treatment; civil works: roads, tunnels, bridges, railway and building; HVAC.

NB! *Lower demand expected in this sector during 2023, because of temporary lay-offs and lay-offs since autumn 2022.*

NB! Please note that many of these professions require a good knowledge of the Norwegian language, especially those which require a contact with customers, clients or patients.

Looking for work

We recommend that you:

- register your CV on the EURES portal www.eures.europa.eu, where Norwegian employers are likely to be looking for European candidates
- look for and apply for jobs actively

Where to find the jobs

The easiest way if you don't speak Norwegian is to search for jobs on the EURES portal www.eures.europa.eu. Indeed, all the job vacancies published on the national NAV job portal are listed on this portal. You can then use the search function in your own language and access the job vacancies.

Tips! Check first the job vacancies "**with EURES flag**": it means that the employers are actively looking for European candidates to these jobs.

You can also access the [job vacancies in English](#) which are listed on the NAV job portal.

If you understand Norwegian, you access most of the job vacancies in Norway on the NAV job portal www.arbeidsplassen.no.

Recruitment agencies

The private recruitment agencies have a big share of the job market in Norway, and there are numerous. You should consider registering at a few of them. A few examples:

www.manpower.no

www.adecco.no

<https://www.randstad.no/>

www.jobzone.no

<https://www.experis.no/>

There are many more recruitment agencies, you can find them via the Yellow Pages www.gulesider.no. Write "bemanningsbyrå" in the search field.

Trade Unions and professional bodies

Trade Unions and employers Unions are very present and play an important role in the Norwegian working life. And they can be a good source of information about the job market, working conditions, salaries etc. in their respective branch or sector. You can find Norwegian Trade Unions [here](#).

The largest trade union is LO www.lo.no/english. The largest employer's union is NHO www.nho.no/en.

When you start in a job, it is recommended to apply for membership in a trade union - many workers in Norway are member of a trade union. You can ask on your workplace which trade unions are relevant to you.

Your rights and obligations as a worker in Norway

Check the website of the Norwegian Labour Inspection www.arbeidstilsynet.no/en

Applying for a job

You can either apply for advertised jobs or send open applications to targeted employers. Both are common in Norway. It is indeed important to send open applications as many job vacancies are not advertised on the traditional job portals. Use the business directory Yellow Pages www.gulesider.no to find companies in the professional categories most relevant to you. You can search by using keywords in English.

You may also find companies in key industries like renewable energy, aquaculture, ICT, oil&gas, maritime and more, on the website of Norway Exports <https://www.norwayexports.no/>

The golden rule when applying for a job is: 1 application for 1 job. You should indeed always match your application, your CV and your skills & competence to each single job vacancy or each employer you apply to. Avoid using a standard application letter. When sending an open application, always check the employer's website to match yourself to its activities/products/services.

You will see that most of the job ads are in Norwegian – it is the national language - but you can use a translation tool (egs. google translate) to get an

idea of the job. Then you can apply in English, as most Norwegians speak quite good English.

It is not common in Norway to mention the salary in the job ads, that's why you won't find much salary information.

In each job ad there should be the name of a person to contact at the company/employer: use them! If you have questions about the job, the salary or possibilities for accommodation, don't hesitate to contact the person mentioned and ask him/her – even before you apply. This will also allow you to check if the job is interesting for you, if you are qualified for the job and if the company seems interested in receiving your CV.

When applying for jobs, you might experience not getting an answer from the employers. In that case, you should call or mail the employer/recruiter. We recommend anyway that you always follow up any application you send, either just after the last date of application (*søknadsfrist*) or about 8-10 days after having sent your application. Use this follow up to get information about the appreciation of your CV to such and such job.

Tips! Use also LinkedIn and Facebook, as many Norwegian employers are present there and use these social medias to recruit.

Important

Remember to bring along to Norway all your certificates of education and work, translated into English or preferably into Norwegian.

Recognition of higher education and qualifications; regulated professions

<https://www.nokut.no/en/foreign-education/> the Directorate of Higher Education and Skills (HK-Dir) is the Norwegian authority to contact for the recognition of foreign qualifications in Norway. It is the Norwegian member organisation of the the European ENIC-NARIC network. E-mail enic-naric@hkdir.no

There are 4 main types of recognition:

- ✓ higher education (Bachelor, Master, Ph.D.)
- ✓ vocational education and training
- ✓ tertiary vocational education
- ✓ teacher qualifications – school and kindergarten

NB! about 180 professions and crafts are **regulated** in Norway, which means that you must obtain an authorisation to practice your profession or craft to be work as such in Norway. Check if your profession or craft is regulated in the "List of regulated professions" on <https://www.nokut.no/en/foreign-education/regulated-professions/>

Examples of regulated professions and crafts: electrician; crane operator; forklift truck operator; health care personnel; accountant/auditor ...

Be aware that a recognition or authorisation process may take a long time (up to 4 months).

2) Example of a CV when applying for jobs in Norway

General rules on writing a CV

A CV should not be more than 1 page long, if possible.

No photo required, unless stipulated in the job ad, but otherwise allowed.

Do not use sentences, but bullet points, to describe your work experience or studies/trainings.

Translate abbreviations or shortly describe what they mean, unless they will not be understood by the recruiter.

Mention the website of your previous place(s) of work, so the recruiter gets an idea of where you have worked / what you have worked with.

Mention 1 or 2 references at the bottom of the CV. References – with full name, professional role, e-mail and/or phone number – should be able to speak English or a Scandinavian language in case they are contacted by an employer/recruiter.

NB! Electronic/digital applications are more and more common. You might need a translation tool as the application form is often in Norwegian.

CV example (next page)

CV

Name Mr. John Jobseeker
Address Application Road 12
0300 Limerick - IRELAND
Date of birth 10.10.1976
Phone (+353) 22 33 44 55 (private) / (+353) 99 88 77 66 (mobile)
E-mail john@jobseeker.no
Nationality Irish

Key qualifications

Lorry driver – national and international transport

Education

1996 - 1999 Vocational school, Jobcity, Ireland
International lorry driver certificate

Work experience

2001 - to date James Transport Ltd, Limerick, Ireland www.jtransport.ie
International lorry driver. Driving different types of goods all over Europe.

1999 – 2001 Mc Dowell's, Cork, Ireland www.mcd.ie
Lorry driver, driving dairy products all over Ireland.

1997 – 1999 Daddy Transport Lt., Jobcity, Ireland www.dad.ie
Lorry driver, trainee during my vocational education.

1996 – 1999 Dudes Restaurant, Jobcity, Ireland
Waiter

1990 – 1993 Jobcity Gazette, Jobcity, Ireland
Newspaper delivery worker

Other qualifications

1997 – 1998 Jobcity Vocational school, Ireland
ADR course and certificate

Driver's licence

B, C, CE, Driver Certificate of Professional Competence (CPC)

Language skills

English: Mother tongue
German: Good level, written and spoken

Personal interests

Sport, music and travel

Reference

Mr. James Kenny, Director of James Transport Ltd, Limerick, Ireland. Phone: +353- 22 24 50 00, e-mail: james@jtl.ie

Application letter

The application letter should be typed and be approximately half a page long (no photo). Think about the following:

- Read the job vacancy carefully, and make sure you respond to what it asks for.
- Your letter should explain why you want this specific job. Describe your motivation for applying for this job, and why you want to move to Norway.
- Make it clear to the recruiter that you are familiar with the company, the required qualifications and especially how your skills and qualifications match the job or the company.
- Send your application by e-mail or as required in the job description (for eg. digital application)

Example of a letter of application for a job as a lorry driver.

Sir, Madam,

I refer to your job vacancy for a lorry driver published on the NAV website www.arbeidsplassen.no.

As you can see from my attached CV, I am a professional lorry driver, with the proper vocational certificate, and furthermore ADR certificate. I am very fond of my profession, that I discovered during my military service. I have driven both nationally in my country Ireland, but also, for the last 3 years, all around Europe. I consider myself a reliable person, eager and serious at work and very social. Because driving is not only sitting at the wheel, it is also meeting the customer at the end of the trip. And that is a part of my job that I enjoy very much.

I was on holiday in Norway last summer and really enjoyed the country, and especially the roads without too much traffic! That is why I would like to work in Norway. Furthermore I heard that Norway needed lorry drivers.

I know that the weather conditions can be harsh in Norway, but having driven many times over the Alps and around Eastern Europe, I am quite used to it. I am working in Ireland right now, but I can leave my job with 2 months notice.

Do not hesitate to call me if you have any questions, or to call Mr. Kenny, my boss and referee mentioned on the CV.

Looking forward to your answer,

Best regards

John Jobseeker

3) LEARNING NORWEGIAN

We strongly recommend that you start learning Norwegian as soon as possible. Not only will speaking Norwegian considerably increase your job opportunities, it will also be very important for your social life and your integration in Norway – no matter how long you intend to stay. Furthermore, getting a social network could also increase your chances to find a job. Many people indeed find a job through personal contacts.

These websites provide online Norwegian language courses (examples):

www.ntnu.edu/learnnow (free of charge)

www.migranorsk.no

www.fu.no

Many municipalities in Norway provide Norwegian language courses. These courses are payable. To find the website of a municipality, use this template www.nameofthemunicipality.kommune.no. For eg., the website of the municipality of Oslo is www.oslo.kommune.no.

You can find other approved providers of Norwegian language courses in Norway on the official website for adult learning Skills Norway.

Useful tip: when in Norway, practice your Norwegian skills actively by meeting people, participating in your local community or join local associations or clubs.

4) USEFUL WEBSITES

Public services

www.workinnorway.no the official guide to working in Norway

www.sua.no Fix your formalities in 1 place @Service Centres for Foreign Workers

New in Norway | Norge.no practical information in English (and other languages) about the different public services in Norway.

[Guide: Moving to Norway | Nordic cooperation \(norden.org\)](http://Guide: Moving to Norway | Nordic cooperation (norden.org)) For Nordic citizens moving to Norway

The Norwegian lifestyle | Study in Norway information about the Norwegian way of life

www.nav.no/en the Norwegian Labour and Welfare administration, included social security.

www.arbeidstilsynet.no The Norwegian Labour Inspection Authority – with important information about wages and working conditions in Norway.

www.skatteetaten.no/en official tax information

www.udi.no the Norwegian Directorate of Immigration

www.toll.no Customs – important information for entry of goods, vehicles, alcohol, tobacco and more

<https://www.toll.no/en/moving-to-or-out-of-norway/moving-goods/> import of your household goods when moving to Norway

<https://www.toll.no/en/goods/motor-vehicles/importing-cars-and-other-vehicles/> import of vehicle when moving to Norway

www.politi.no the Norwegian Police

www.norway.no All Norwegian Embassies and Consulates abroad

www.invanor.no Innovation Norway

www.ssb.no Statistics Norway, the national bureau of statistics

www.fhi.no Norwegian Institute of Public Health
<https://reopen.europa.eu/en> Reopen EU, provides information on travel and health measures in EU and Schengen Associated countries (Iceland, Liechtenstein, **Norway**, Switzerland) during the COVID-19 pandemic.

Newspapers

www.klartale.no "easy to read" newspaper in Norwegian, ideal for foreigners in the process of learning Norwegian
<https://www.newsinenglish.no/> <https://www.thelocal.no/>
<https://www.norwaynews.com/>

Recognition of qualifications

<https://www.nokut.no/en/foreign-education/> Recognition of foreign qualifications and diplomas
[Authorisation and License for Health Personnel - Helsedirektoratet](#) official information by the Norwegian Directorate of Health

Trade Unions

www.lo.no The Norwegian Confederation of Trade Unions
www.akademikerne.no The Federation of Norwegian Professional Associations
www.ys.no The Confederation of Vocational Unions
www.unio.no The Confederation of Unions for Professionals

Start a business in Norway

<https://www.altinn.no/en/start-and-run-business/> start and run business in Norway

Study in Norway

www.studyinnorway.no Studies in Norway
www.samordnaopptak.no The Norwegian Universities and Colleges Admission Service

Traineeships

<http://www.karrierestart.no/traineeordninger.aspx>

Internships (short term stays)

<http://www.karrierestart.no/internships.aspx>

For researchers

www.euraxess.no EURAXESS Norway
www.forskningsradet.no The Research Council of Norway
www.forskning.no online newspaper on Norwegian and international research

Others

www.norwayexports.no Norwegian export companies and business sectors
www.visitnorway.com the official Tourism portal
www.gulesider.no Yellow Pages in Norway

5) INTERNATIONAL SCHOOLS

www.oslointernationalschool.no Oslo international School
<https://internationalschool-oslo.no/> Norlights International School Oslo
www.deutscheschule.no Deutsch-Norwegischen Schule in Oslo
<https://lfo.no/en/> Lycée français d'Oslo
www.isstavanger.no The international School in Stavanger
www.biss.no British International Schools of Stavanger
<http://www.sdis.no/> Sandnes International School
<http://uwcrcn.no> Red Cross Nordic United World College
www.isob.no International school of Bergen
<https://aais.no/en/> Aalesund International School
<http://this.no> Trondheim international School
www.birralee.no Birralee international School Trondheim
<https://fagerhaugoppvekst.no/en/> Fagerhaug International School in Stjørdal
www.skagerak.org Skagerak International School in Sandefjord
<http://istelemark.org> International school Telemark in Porsgrunn
www.aischool.no International school in Arendal
<https://www.minskole.no/kis> Kristiansand International School
www.kischool.org Kongsberg international School
<https://cisschools.no/> Children's International Schools in Fredrikstad, Moss, Sarpsborg and Ullensaker
www.gjovikis.no Gjøvikregionen International School in Gjøvik
www.askeris.no Asker International School
<https://www.trint.org/> Tromsø International School

6) HOUSING

A widely used website is www.finn.no/eiendom.

It is a private website where anyone (private persons and real estate agencies) can put an advertisement. "Bolig til salgs" means housing for sale, "Bolig til leie" means housing for rent.

Other relevant websites (non-exhaustive list):

- Utleiemegleren agency specialized in rentals.
- www.hybel.no website for rentals

Since the housing ads are most often in Norwegian, here are some relevant keywords translated into English:

- leie pr måned = rental price pr month
- depositum = deposit, caution
- boligtype = type of housing
- leilighet = flat, apartment
- 2 roms leilighet = flat with 2 rooms in addition to kitchen and bathroom (for egs. 1 living room and 1 bedroom)
- Hybel = studio, very small flat
- sokkelleilighet = a studio or flat which is part of a villa, on the ground floor, with its own entrance door
- tomannsbolig, 2 mannsbolig = villa divided into 2 separate independant apartments. It can be divided vertically ("horisontaldelt): there is an

independent flat on each floor. Or it can be divided vertically ("vertikaldelt"): each independent flat has 2 or more floors.

- firemannsbolig, 4 mannsbolig = villa divided into 4 separate independent apartments
- bruksareal = the size of the livable part of the apartment/the house (bathroom, bedroom, kitchen...)
- møblert = furnished (with furniture)
- delvis møblert = partly furnished
- umøblert = not furnished
- husdyr = pets
- ikke husdyr = pets not accepted
- ikke røyk = smoking not allowed
- primærom = primary rooms or necessity rooms: kitchen, bathroom, bedroom and living room
- soverom = bedroom
- stue = living room
- spisestue = dining room
- peisestue = living room with a fireplace
- kjøkken = kitchen
- bad = bathroom
- bod = small room for storage
- hvitevarer = "white furniture" as fridge, freezer, washing machine, dish washer, oven, cooking plates etc
- P-plass, parkeringsplass = parking lot
- heis = elevator
- barnevennlig = children friendly
- gulvvarme, varme i gulv = floor heating
- strøm = electricity
- vann = water
- Bredbåndstilknytning = connection to broadband

NB: please note these important points:

- in Norway, the WC are in the bathroom.
- some rentals will include electricity and/or water (in the rental price), some rentals won't.

For more information, please contact:

NAV EURES Norway Service Centre

- ✓ eures@nav.no
- ✓ [Chat](#) with EURES Norway, Fridays 10.00-13.00 (CET)

NAV EURES Norway, 2023

What can you do already today?

Have a look at your qualifications and update your cv

Get in touch with an EURES adviser.

Update your profile on LinkedIn

Think about the type of jobs you are interested in.

Search for vacancies on the EURES portal or on arbeidsplassen.no

Get to know as much as possible about living and working in Norway

