



Looking for work in Norway

Information to jobseekers from [Nav](#), the Norwegian Labour and Welfare Administration.

For online version, please visit the NORWAY stand on the European Job Day platform <https://europeanjobdays.eu/en/eures-country/norway>

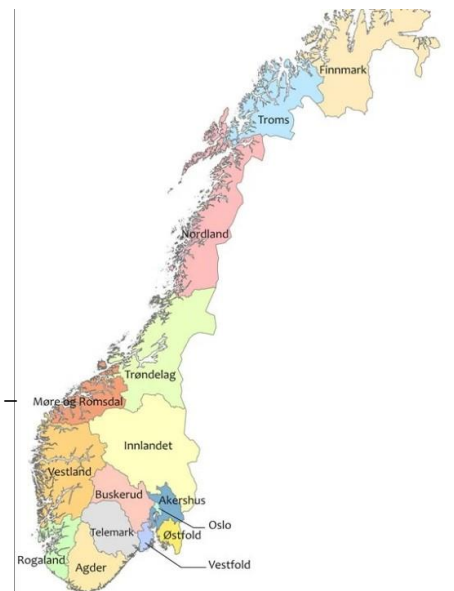
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- ✓ 1750 km 5,5 mill. inhabitants
- ✓ Capital Oslo (700 000 inhabitants)
- ✓ 15 counties

- ✓ Unemployment: 2,3% (jan. 2025)
- ✓ Ordinary salary pr month: 40.000 -45.000 NOK (gross) = 3500-3900€
- ✓ Average income tax: about 1/3 of gross monthly income, incl. Social Security contribution (7,8 %)

- ✓ Government: constitutional monarchy
- ✓ Languages: Norwegian and Sami



1) THE LABOUR MARKET AND HOW TO LOOK FOR WORK

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.

The labour market

Population: 5 585 044 (Q3 2024)

The unemployment rate is 2,3 % in January 2025 (according to Nav Statistics).

The situation on the Norwegian labour market is good. Despite a number of interest rate increases and high inflation the last few years, the unemployment is low and the labour market participation rate is high. The labour market is characterized by a high demand for workers and competence, in many sectors. The demand is particularly high for skilled workers and professionals.

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

The sectors with a growing demand for workers are the green industry and IT/digitalisation.

What is the demand for workers?

Health care: general nurses to hospitals, care homes and home-based health care; specialized nurses (theatre nurses, intensive care nurses ...); doctor specialists (gastroenterology, substance abuse treatment, oncology, neurology, rheumatology, internal medicine, radiology...); general practitioners; pharmacists; optometrists; midwives; psychologists and psychiatrists

Tourism and hospitality: cooks and chefs; waiters/waitresses; bartenders; sommeliers; both permanent staff and seasonal staff (summer and winter)
Other seasonal staff: nature guides; river & rafting guides; ski instructors; ski resort workers (snowcat operators and ski park shapers, ski lift operators) and hotels workers

Transport: bus drivers D/DE; lorry drivers C/CE – with a valid 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

Child care and education: pre-school/ kindergarten teachers; school teachers. Increased demand, especially in smaller communities and rural areas, due to the influx of displaced Ukrainian families.

Green industry: technicians, skilled workers and operators, technologists, engineers and IT specialists - in a wide range of disciplines within: Offshore wind, Battery, Hydrogen, Carbon Capture and Storage, Maritime Sector, Forestry, Power systems and smart charging of vehicles, and sustainable buildings.

Construction and civil works:

Engineers; *Skilled/professional* electricians; carpenters

NB! *Downturn in the construction industry since 2022*

NB! Please note that several of these professions and jobs require a good knowledge of the Norwegian language, especially those which require a contact with patients, with children and pupils, with customers, clients and passengers.

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 www.arbeidsplassen.no. Refine then your search by choosing professional category in "**Yrke**" and geographical area in "**Sted**".

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

The other important job portal you should use is www.finn.no/jobb. There too, you can do a search for job vacancies in English by using *English* as a key word. If you are a graduate, you can also use www.karrierestart.no/jobb.

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 [Rekrutteringsbyråer Norge |](#). Check that the agency you wish to contact is listed in the [registry of authorised recruitment and staffing agencies](#) of the Norwegian Labour Inspection Authority.

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, seafood, fishing and 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 (for e.g. 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 and if you are qualified for the job.

When applying for jobs, you will experience not getting an answer from the employers. In that case, if you mean that you are qualified for the job, 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.

We recommend that you also use **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

[Foreign education | HK-dir \(hkdir.no\)](#) 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 European ENIC-NARIC network. E-mail enic-naric@hkdir.no

There are 5 main types of recognition:

- ✓ higher education (Bachelor, Master, Ph.D.)
- ✓ vocational education and training
- ✓ tertiary vocational education
- ✓ head of kindergarten or educational supervisor in kindergarten
- ✓ teacher qualifications in school

NB! about 180 professions and crafts are **regulated** in Norway, which means that you must obtain an authorisation or a licence to practice your profession or craft in Norway. Check if your profession or craft is regulated in the chapter [Regulated professions | HK-dir \(hkdir.no\)](#). 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).

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 the 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.

NB! Your rights and obligations as a worker in Norway

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

2) CV AND APPLICATION LETTER

General rules on writing a CV

- A CV should not be more than 1 page long, if possible. Max. 2 pages, if your qualifications are very technical.
- Write in English - or in Norwegian /Scandinavian only if you speak the language.
- No photo required, unless stipulated in the job ad, but otherwise allowed
- Short summary of your key competencies or skills, that are relevant for the job
- Do not use sentences, but bullet points, to describe your work experience and studies/trainings.
- Translate abbreviations or shortly describe what they mean unless they will not be understood by the recruiter.
- Indicate the website of your previous place(s) of work, so the recruiter gets an idea of where and for who you have worked.
- Write your CV in decreasing chronological order - the latest study or job should appear first.
- *Studies or work experience first?* If your studies are the most relevant for the job you apply for, mention your studies first. If your work experience is the most relevant for the job you apply for, mention your work experience first. If they are both relevant, write your studies/training first, then you work experience.
- Mention all your technical skills, tools, software etc., when relevant for the job(s) you apply for
- Mention 1 or 2 references at the bottom of the CV, if you have. 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 a recruiter. Or write "*References available upon request*".

NB! online applications are quite common, where you are asked to apply through the company's website or recruitment platform.

The application letter / cover letter

The application letter should 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.
- Make it clear to the recruiter that you are familiar with the company and the required qualifications, and especially how your skills and qualifications match the job or the company.
- Explain why you want this specific job. Describe your motivation for the job, and why you want to move to Norway.
- No need to send documents (diplomas, certificates etc.) unless it is mentioned in the job description.

CV example

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

Key qualifications

Bus driver – national and international transport

Education

2006 - 2009 Vocational school, Jobcity, Ireland
International lorry driver certificate

Work experience

2015 - to date James Bus Touring Ltd, Limerick, Ireland www.jtransport.ie
Bus driver; domestic tours and touristic tours abroad.

2009 – 2015 Mc Dowell's, Cork, Ireland www.mczxc.ie
Bus driver; city buses and school buses.

2007 – 2009 Daddy Transport Lt., Jobcity, Ireland www.dad.ie
Bus driver, trainee during my vocational education.

2006 – 2009 Dudes Restaurant, Jobcity, Ireland
Waiter

2000 – 2003 Jobcity Gazette, Jobcity, Ireland
Newspaper delivery worker

Driver's licence

B, D, DE, 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 Bus Touring Ltd, Limerick, Ireland. Phone: +353- 22 24 50 00, e-mail: james@jbt.ie

Example of an application letter

Sir, Madam,

I refer to your job vacancy for a bus driver published on www.arbeidsplassen.no.

As you can see from my attached CV, I am a professional bus driver, with a Certificate of Professional Competence (CPC) valid until 31.12.2028. 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 for touristic tours.

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 passengers during 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 bus 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. I am available for an online interview on What's App, Facetime or Teams.

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 chances to find a job, 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.

Free online Norwegian language course: www.ntnu.edu/learnnow

Many municipalities in Norway provide Norwegian language courses. These courses are payable. You find information on the language courses on the website of the municipality where you (intend to) live.

You find a complete list of [Providers of Norwegian language and social studies tuition | HK-dir \(hkdir.no\)](#) on the website of Norwegian Directorate for Higher Education and Skills <https://hkdir.no/en>.

Useful tip! when in Norway, practice your Norwegian skills actively by meeting people, participating in your local community, in your child's school activities, or by joining local associations or clubs.

You can also practice your Norwegian skills by following the news on Klar Tale, an easy-to-read Norwegian online newspaper <https://www.klartale.no/>.

4) USEFUL WEBSITES

Formalities for registering in Norway

The Work in Norway guide www.workinnorway.no gives you step by step guidance for your formalities when working in Norway: recognition of your education, right of residence, taxes, social security, and more.

Public services

https://www.norge.no/en/life_situation/new-norway New in Norway, digital public services (moving to Norway, children and schools, health, taxation, etc)

www.arbeidstilsynet.no/en The Norwegian Labour Inspection Authority; your rights and obligations as a worker in Norway

www.nav.no/en the Norwegian Labour and Welfare Administration

www.sua.no Service Centre for Foreign Workers

<https://www.skatteetaten.no/en/person/foreign/> Tax information for foreign workers in Norway

www.udi.no the Norwegian Directorate of Immigration

www.toll.no Customs

<https://helsenorge.no/foreigners-in-norway> your health rights as a foreigner in Norway

www.grensetjansten.com Sweden/Norway Cross border service

www.regjeringen.no/en Information from the Government and the Ministries

www.visitnorway.com the official Travel guide to Norway

Cities & Municipalities

www.oslo.kommune.no/startpage/

www.stavanger.kommune.no

www.bergen.kommune.no

www.trondheim.kommune.no

www.tromso.kommune.no

www.kristiansand.kommune.no

To find the website of any municipality: www.name-of-municipality.kommune.no

Recognition of education and qualifications

<https://hkdir.no/en/foreign-education> the Norwegian Directorate for Higher Education and Skills - Recognition of foreign education

<https://www.helsedirektoratet.no/english/authorisation-and-license-for-health-personnel> Authorisation and Licence for Health personnel

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 your own business in Norway

<https://info.altinn.no/en/start-and-run-business/>

Study in Norway

www.studyinnorway.no the guide to higher education in Norway

www.samordnaopptak.no/info/english/ The Norwegian Universities and College Admission service

Traineeships and Internships in Norway

<https://karrierestart.no/traineeordninger> traineeships

<https://karrierestart.no/internships> internships

<http://aiesec.org> global network for youth leadership

5) INTERNATIONAL SCHOOLS AND PRE-SCHOOLS

See Norway county map [here](#)

Agder county

www.aischool.no International school in Arendal

<https://kristiansandis.no/> Kristiansand International School

Akershus county

<https://askeris.no/> Asker International School

<https://www.internationalmontessori.no/> International Montessori Pre-school in Sandvika

<https://romerikeis.no/> Romerike International School in Hvam

<https://cisschools.no/> Children's International Schools in Fredrikstad, Sarpsborg and Moss

Buskerud county

www.kischool.org Kongsberg international School

<https://www.discoveryschool.no/> Discovery International School, Ringerike

Innlandet county

<https://gjovikis.no> Gjøvikregionen International School in Gjøvik

Møre & Romsdal county

<https://aais.no/en/> Aalesund International School in Ålesund

Oslo region

<https://www.oslointernationalschool.no/> Oslo international School, school and preschool

<https://internationalschool-oslo.no/> Norlights International School Oslo

[Frogner International Pre-School](#) Oslo

<https://www.deutsch-norwegische-schule.no/> Deutsch-Norwegische Schule Oslo
<https://lfo.no/> Lycée français d'Oslo
<https://manglerud.osloskolen.no/> Manglerud international classes, primary years and middle years

Rogaland county

<https://isstavanger.no> The international School in Stavanger
<https://www.biss.no/> British International Schools of Stavanger
<https://sdis.no/> Sandnes International School
<https://www.hischool.no> Haugesund International School
<https://tchnorway.no/> The Children's House, pre-school in Sola (Stavanger)

Telemark county

<https://istelemark.no/> International school Telemark in Porsgrunn

Troms county

<https://trint.org/> Tromsø International School

Trøndelag county

<https://this.no> Trondheim international School
<https://www.birralee.no/> Birralee international School in Trondheim
<https://www.birralee.no/kindergarten> Birralee International Kindergarten Trondheim
<https://fagerhauginternational.no/> Fagerhaug International School in Stjørdal
<https://www.tipmusikkbarnehage.no/> Trondheim International Playground
<https://laringsverkstedet.no/barnehage/by%C3%A5sen-stavne> Stavne bilingual kindergarten in Trondheim

Vestfold county

<https://skagerak.org> Skagerak International School in Sandefjord

Vestland county

<https://www.isbergen.no/> International school of Bergen, and pre-school
<https://uwcrn.no/> Red Cross Nordic United World College in Flekke

6) HOUSING

A widely used website to find housing is www.finn.no/eiendom. It is a private website where anyone (private persons and real estate agencies) can put an advertisement. "Kjøpe" = housing for sale; "Leie" = housing for rent. Other relevant websites for rentals (non-exhaustive list):
<https://www.utleiemegleren.no/en> agency specialized in rentals.
www.hybel.no website for rentals

NB! As in many other countries, the closer you are to big cities the higher the housing costs.

Since the housing ads are most often in Norwegian, here are some of the most common terms translated into English:

- leie pr måned = rental price pr month
- depositum = deposit, caution
- 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 independent apartments. It can be divided horizontally ("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...)
- primærrrom = primary rooms or necessity rooms: kitchen, bathroom, bedroom and living room
- hvitevarer = "white furniture" as fridge, freezer, washing machine, dish washer, oven, cooking plates etc

NB: please note these important points:

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

For more information, please contact:

Nav National Contact Centre EURES eures@nav.no

EURES, Nav, Norway, 2025

What can you do already today?

