



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>

- 1) THE LABOUR MARKET
- 2) HOW TO LOOK AND APPLY FOR JOBS
- 3) LEARNING NORWEGIAN
- 4) USEFUL WEBSITES
- 5) INTERNATIONAL SCHOOLS IN NORWAY
- 6) HOUSING

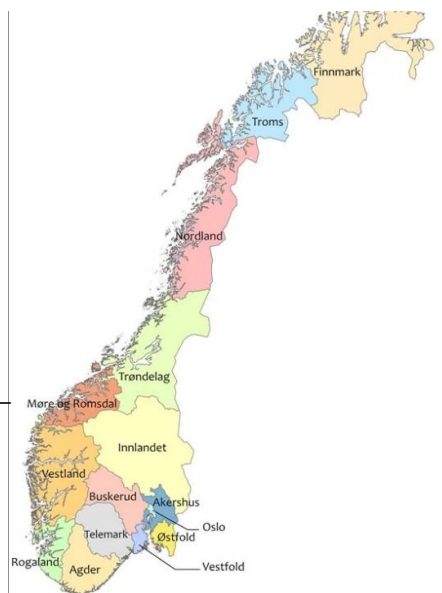
Facts about



- ✓ 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

Population: 5,6 million (5 601 049 pr Q2 2025)

The unemployment rate: 2,1% in September 2025 (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, 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 the 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 ...); medical 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, ski lift operators) and hotels workers; souvenir shop 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. More information on <https://europeanjobdays.eu/en/eures-country/norway>, *Teaching in Norway*.

Green industry: technicians, skilled workers and operators, technologists, engineers and IT specialists - in a wide range of disciplines within: Hydropower, Offshore wind, Battery, Hydrogen, Carbone Capture and Storage, Maritime Sector, Forestry, Power systems and smart charging of vehicles, and sustainable buildings. More information on <https://europeanjobdays.eu/en/eures-country/norway>, *Working in the green industry in Norway*.

Construction and civil works:

Engineers; *Skilled/professional* electricians; carpenters; engine and crane drivers; concrete workers.

NB! *Downturn in the construction industry since 2022 and declining demand for workers.*

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.

2) HOW TO LOOK AND APPLY FOR JOBS

LOOKING FOR JOBS

The easiest way if you don't speak Norwegian is to search for jobs on the EURES portal www.eures.europa.eu, where all the job vacancies published on the national [Nav job portal](#) are listed. You can then use the search function in your own language to 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.

The 2 largest job portals in Norway are the [Nav job portal](#) and the other national job portal [Finn.no](#). There you can access the:

- [job vacancies in English](#) listed on the Nav job portal
- job vacancies where [English is accepted at work](#) listed on the Nav job portal. Refine then your search by choosing professional category in “**Yrkeskategori og sektor**” and the geographical area in “**Sted**”.
- job vacancies where [English is accepted at work](#) listed on Finn.no. Refine then your search by choosing professional category in “**Stilling**”, the sector in “**Bransje**” and the geographical area in “**Område i kart**”.

If you are a graduate, you can also use www.karrierestart.no/jobb.

Recruitment and staffing agencies

The private recruitment agencies have an important share of the job market in Norway, and there are numerous. A few examples:

www.manpower.no, www.adecco.no, <https://www.randstad.no/>, www.jobzone.no, <https://www.experis.no/>

You can find more agencies via the Yellow Pages [Rekrutteringsbyråer Norge](#).

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



Social Media

Many Norwegian employers use social media in their recruitment activities, most commonly LinkedIn, Facebook and Instagram.

APPLYING FOR JOBS

👉 Welcome to the guide [How to apply for jobs in Norway |](#)

Additional tips for your job search:

Many job vacancies are not advertised on the traditional job portals, so we recommend that you check companies' **career page** or send **open applications**. In the [Yellow Pages](#), you can search (in English) for companies in the professional categories relevant to you. On [Norway Exports](#), you can also find companies in key industries like renewable energy, seafood, fishing and aquaculture, ICT, oil & gas, maritime and more.

NB! When sending an open application, it is essential that you can propose for the employer *qualifications and skills* that are relevant to its business or activities.

The golden rule: *1 application for 1 job*. Always **match your application**, your CV and your qualifications and skills to each single job vacancy or each employer you apply to. Avoid using a standard application letter.

Many job ads mention the name of a person to contact: use them! If you have questions about your qualifications vs the job requirements, or possibilities for accommodation, don't hesitate to contact the person before you apply. This will also allow you to check if the job is interesting for you and if you are qualified for it.

If you experience not getting an answer to your application and are confident that you meet the requirements for the job, you should contact the employer. This **follow up** can give you valuable information on the appreciation of your CV to such and such job.

Use **LinkedIn**, **Facebook** and **Instagram** whenever you can.

Recognition of higher education and qualifications; regulated professions

Not all professions require a recognition of foreign education. But for some professions, it is mandatory to get your foreign education or qualifications recognized. More information: [Foreign education | HK-dir \(hkdir.no\)](#) by the Directorate of Higher Education and Skills (HK-Dir). HK-Dir is the Norwegian member organisation of the European ENIC-NARIC network. E-mail enic-naric@hkdir.no

There are several types of recognition:

3 voluntary recognition schemes

- ✓ higher education (Bachelor, Master, Ph.D.)
- ✓ vocational education and training
- ✓ tertiary vocational education

3 Mandatory recognition schemes

- ✓ teacher qualifications in school
- ✓ head of kindergarten or educational supervisor in kindergarten
- ✓ other regulated professions

There are **over 200 regulated professions** in Norway, which require an **authorization or recognition** before you can legally practice them in the country. 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).

Healthcare professional? Check [Authorisation and License for Health Personnel - Helsedirektoratet](#)

Trade Unions and professional bodies

Trade Unions and employers Unions/professional bodies are very present and play a central role in the Norwegian working life. They can be a good source of information about the job market, working conditions, salaries etc. in their respective branch or sector. Read more here

[Trade unions – work for your rights in the workplace \(Fagforeninger\) | Ny i Norge](#)

When you start in a job, consider membership in a trade union – over half of the workers in Norway are member of a trade union. You can ask on your workplace which trade unions are relevant to you.

The largest employer's union is [NHO - Næringslivets Hovedorganisasjon](#).

Your rights and obligations as a worker in Norway

and all you need to know about the rules of working life (employment contract; pay; minimum salaries; working environment and holidays) by [The Norwegian Labour Inspection Authority](#)

3) LEARNING NORWEGIAN

We strongly recommend that you start learning Norwegian as soon as you can. 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 their personal contacts.

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

A few Norwegian language course providers (non-exhaustive list):

[Folkeuniversitetet - classroom and Online](#)

[Alfaskolen - Approved Norwegian language school - Classroom & Online](#)

[How to find the right course for you - Learning Norwegian - Oslo kommune](#) Oslo

Many municipalities (*kommune*) provide (payable) Norwegian language courses. Check the website of the municipality where you (intend to) live.

You find also a complete list of authorized [Providers of Norwegian language and Social studies tuition | HK-dir](#) by the Norwegian Directorate for Higher Education and Skills.

Other useful tools:

[Bildetema](#) multilingual photo dictionary, by Oslo Metropolitan University

[Norsk for Beginners](#) a podcast aimed at beginners of Norwegian (A1-A2)

[Klar tale](#) an easy-to-read online newspaper.

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.

4) USEFUL WEBSITES

Formalities for registering in Norway

Registration for EU/EEA and Swiss nationals [Residency according to the EU/EEA regulations - UDI](#)

Non-EU nationals [Immigration to Norway - UDI](#)

Taxation; Norwegian **identity number**; using your foreign-registered **vehicle** in Norway by [The Norwegian Tax Administration](#).

After getting your Norwegian identification number (national identity number or D number) you will need to [Get an electronic ID - The Norwegian Tax Administration](#). It gives you access to online services from local and public authorities.

There are 5 [Service Centre for Foreign Workers](#) (Oslo, Stavanger, Bergen, Trondheim and Kirkenes) where you can sort out everything you need to work in Norway.

www.nav.no/en the Norwegian Labour and Welfare administration and **social security**. [You become a member of the Norwegian National Insurance Scheme from your first day of work](#)

Public services

[New in Norway](#) useful information about healthcare, family and children, tax, work, and more

[Foreigners in Norway - Helsenorge](#) your health rights on helsenorge.no

Find [Your General Practitioner on Helsenorge](#) (*fastlege*)

[Toll.no - Tolletaten](#) Customs: about moving to Norway with your motor vehicle, animals, household goods etc.

[Grensetjänsten Norge-Sverige](#) Sweden/Norway Cross border service

Start your own business [Altinn - Start and run Business](#)

Study in Norway [Home | Study in Norway](#)

5) INTERNATIONAL SCHOOLS AND PRE-SCHOOLS

[Norway county map](#) [here](#)

Agder county

[International school in Arendal](#)

[Kristiansand International School](#)

Akershus county

[Asker International School](#)

[International Montessori Pre-school](#) in Sandvika

[Romerike International School](#) in Hvam

[Children's International Schools](#) in Fredrikstad, Sarpsborg and Moss

[Discovery International School](#) in Jevnaker

Buskerud county

[Kongsberg international School](#)

Innlandet county

[Gjøvikregionen International School](#) in Gjøvik

Møre & Romsdal county

[Aalesund International School](#) in Ålesund

Oslo

[Oslo international School](#), school and preschool

[Norlights International School](#)

[Frogner International Pre-School](#)

[Deutsch-Norwegische Schule Oslo](#)

[Lycée français d'Oslo](#)

[Manglerud international classes](#) primary years and middle years

Rogaland county

[The international School in Stavanger](#)

[British International Schools of Stavanger](#)

[Sandnes International School](#)

[Haugesund International School](#)

[The Children's House](#) kindergarten and pre-school in Sola (Stavanger)

Telemark county

[International school Telemark](#) in Porsgrunn

Troms county

[Tromsø International School](#)

Trøndelag county

[Trondheim international School](#)

[Birrlee international School](#) in Trondheim

[Birrlee International Kindergarten](#) in Trondheim

[Fagerhaug International School](#) in Stjørdal

[Trondheim International Playground TIP | Facebook](#)

[Stavne bilingual kindergarten](#) in Trondheim

Vestfold county

[Skagerak International School](#) in Sandefjord

Vestland county

[International school of Bergen](#)

[Red Cross Nordic United World College](#) in Flekke

6) HOUSING

A widely used website to find housing is [Finn.no](https://www.finn.no) - a private website where anyone (private persons and real estate agencies) can put an advertisement. You find rentals under “Leie” then “Bolig til leie” and purchase under “Kjøpe”.

Other relevant websites for rentals: [Husleie.no](https://www.husleie.no); [Hybel.no](https://www.hybel.no). There are also *Facebook* groups, search with “name of the city + apartment” or “name of the city + rent”.

Good to know:

- the closer to big cities you live, the higher the housing costs. Many Norwegians commute for work.
- it is strongly recommended to get a written rental contract
- for rentals, a deposit is often required. It can be as high as 6 months rent (max) and must be deposited on a specific bank account in the tenant’s name.
- the WC are usually in the bathroom.
- some rentals include electricity and/or water and/or Wifi in the rental price, some don't.

For more information, please contact EURES in Norway: [Search for EURES Advisers](#) on the EURES portal

EURES, Nav, Norway, 2025