



## Looking for work in Norway Information to job seekers – 2021 [www.workinnorway.no](http://www.workinnorway.no)

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### 1) INTRODUCTION

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

You should first of all read carefully the information that NAV – The Norwegian Labour and Welfare Administration – has gathered for foreign job seekers on [Work in Norway](#) and [www.nav.no/en](http://www.nav.no/en). Please also read the information made by [www.fhi.no](http://www.fhi.no) before you start planning to go for Norway.

Another useful website to read is [www.nyinorge.no](http://www.nyinorge.no), “New in Norway”. 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 registering in Norway.

#### **The labour market**

Population: 5 385 000 pr 1st January 2020.

#### Developments in the Norwegian economy

After a positive growth the last few years, the Norwegian economy is facing a change of pace. The Norwegian economy upturn is over as it is for the rest of EU. The Covid-19 crisis and the environmental challenges forces a change of which we still do not the consequences of.

There is however still demand for qualified workers, professionals and seasonal workers in Norway.

#### What is the demand for workers?

**Health care:** nurses and specialized nurses (theatre nurses, intensive care nurses ...); doctor specialists (mental health, substance abuse treatment,

neurology, rheumatology, internal medicine, radiology...); pharmacists; optometrists.

**Transport:** lorry drivers C and CE, bus drivers D and DE

**Hospitality:** cooks and chefs; waiters/waitresses; bartenders; hotel workers (season)

**Construction and civil works:**

Carpenters; electricians; drivers of construction engines and cranes; roofers plumbers.

Engineers (water and water treatment; civil works: roads, tunnels, bridges, railway; HVAC).

**IT:** system developers, programmers

**Services:** Car mechanics, heavy vehicle mechanics, construction engines mechanics

**Education:** pre-school teachers; vocational education teachers

**Seasonal workers:** Fisheries/Agriculture and hospitality

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

**Looking for work**

We recommend that you register your CV on the EURES portal

[www.eures.europa.eu](http://www.eures.europa.eu), where Norwegian employers are likely to be looking for European candidates.

**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](http://www.eures.europa.eu). Indeed, all the job vacancies published by NAV are listed on this portal. You can then use the search function in your own language and access the job vacancies. Check first the job vacancies "**with EURES flag**", as

You can also access job vacancies in English which are listed on the NAV website [www.arbeidsplassen.no](http://www.arbeidsplassen.no). Use "english" as key word search.

**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](http://www.manpower.no)
- [www.adecco.no](http://www.adecco.no)
- [www.proffice.no](http://www.proffice.no)
- [www.jobzone.no](http://www.jobzone.no)

There are many more recruitment agencies, you can find them via the Yellow Pages [www.gulesider.no](http://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 society. 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 them via "New in Norway" [www.nyinorge.no](http://www.nyinorge.no), search for "Trade unions".

The largest trade union is LO [www.lo.no/english](http://www.lo.no/english)

The largest employer's union is NHO [www.nho.no/en](http://www.nho.no/en).

When you find 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 applicable to you.

### **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 databases. Use the business directory Yellow Pages [www.gulesider.no](http://www.gulesider.no) to find companies in the professional categories most relevant to you. You can search by using keywords in English.

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 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.

When applying for jobs, you might experience not getting an answer from the employers. In that case, you should call or mail the 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.

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

### **Important**

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

### **Recognition of higher education and qualifications; regulated professions**

NOKUT [www.nokut.no/en](http://www.nokut.no/en) is the Norwegian authority to contact for the recognition of foreign qualifications in Norway.

There are 3 main types of recognition:

- ✓ higher education
- ✓ vocational education and training

✓ tertiary vocational education

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 work as such in Norway. Check if your profession or craft is regulated in the "List of regulated professions" on [www.nokut.no/en](http://www.nokut.no/en).

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

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

### 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](mailto: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](http://www.jtransport.ie)  
*International lorry driver. Driving different types of goods all over Europe.*

1999 – 2001 Mc Dowell's, Cork, Ireland [www.mcd.ie](http://www.mcd.ie)  
*Lorry driver, driving dairy products all over Ireland.*

1997 – 1999 Daddy Transport Lt., Jobcity, Ireland [www.dad.ie](http://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*

## **Language skills**

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

## **Personal interests**

Sport, music, literature and travel

## **Reference**

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

## **Application letter**

The application letter should be typed and be approximately half a page long (no photo). You should consider 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 particular 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 you satisfy these.
- Send your application by e-mail or as required in the job description (for eg. online 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](http://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 only 1 month notice.

Do not hesitate to call me (preferably on my mobile phone) 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](http://www.ntnu.edu/learnnow) (free of charge)

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

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

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

You can find information about other approved providers of Norwegian language courses in Norway on the official website for adult learning *Skills Norway* [www.kompetansenorge.no/english](http://www.kompetansenorge.no/english), in the chapter "Immigrant integration".

A piece of advice: when in Norway, practice your Norwegian skills actively by meeting people, participating in for eg. associations, sports clubs, fitness centers etc.

### 4) USEFUL NORWEGIAN WEBSITES

#### **Public services**

[www.workinnorway.no](http://www.workinnorway.no) the official guide to job search and formalities

[www.nyinorge.no](http://www.nyinorge.no) A « must read »! practical information in English (and other languages) about the different public services in Norway.

[www.nav.no/en](http://www.nav.no/en) the Norwegian Labour and Welfare administration, included social security.

[www.sua.no](http://www.sua.no) Service Centre for Foreign Workers in Oslo.

[www.arbeidstilsynet.no](http://www.arbeidstilsynet.no) The Norwegian Labour Inspection Authority – with important information about "wages and working conditions" in Norway.

[www.skatteetaten.no/en](http://www.skatteetaten.no/en) official tax information

[www.udi.no](http://www.udi.no) the Norwegian Directorate of Immigration

[www.studyinnorway.no](http://www.studyinnorway.no) information about study and good information about "Living in Norway"

[www.toll.no](http://www.toll.no) Customs

[www.politi.no](http://www.politi.no) the Norwegian Police

[www.norway.no](http://www.norway.no) All Norwegian Embassies and Consulates abroad

[www.invanor.no](http://www.invanor.no) Innovation Norway  
[www.ssb.no](http://www.ssb.no) Statistics Norway, the national bureau of statistics  
[www.fhi.no](http://www.fhi.no) Norwegian Institute of Public Health

### **Newspapers**

[www.klartale.no](http://www.klartale.no) "easy to read" newspaper in Norwegian, for foreigners in the process of learning Norwegian.  
<https://www.newsinenglish.no/>  
<https://norwaytoday.info/>  
<https://www.thelocal.no/>  
<https://www.norwaynews.com/>

### **Recognition of qualifications**

[www.nokut.no](http://www.nokut.no) Recognition of foreign qualifications and diplomas  
<http://helsedirektoratet.no/English> official information on "Authorisation and licence for health personnel"

### **Trade Unions**

[www.lo.no](http://www.lo.no) The Norwegian Confederation of Trade Unions  
[www.akademikerne.no](http://www.akademikerne.no) The Federation of Norwegian Professional Associations  
[www.ys.no](http://www.ys.no) The Confederation of Vocational Unions  
[www.unio.no](http://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](http://www.studyinnorway.no) Studies in Norway  
[www.samordnaopptak.no](http://www.samordnaopptak.no) The Norwegian Universities and Colleges Admission Service

### **Traineeships**

<http://www.karrierestart.no/traineeordninger.aspx>  
[www.trainee.no](http://www.trainee.no)

### **Internships (short term stays)**

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

### **For researchers**

[www.euraxess.no](http://www.euraxess.no) EURAXESS Norway  
[www.forskningsradet.no](http://www.forskningsradet.no) The Research Council of Norway  
[www.forskning.no](http://www.forskning.no) online newspaper on Norwegian and international research

### **Others**

[www.norwayexports.no](http://www.norwayexports.no) Norwegian export companies  
[www.visitnorway.com](http://www.visitnorway.com) the official Tourism portal  
[www.gulesider.no](http://www.gulesider.no) Yellow Pages in Norway

## 5) INTERNATIONAL SCHOOLS

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

## 6) HOUSING

A widely used website is [www.finn.no/eiendom](http://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 (examples):

- <https://www.utleiemegleren.no/english> agency specialized in rentals.
- [www.hybel.no](http://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.

On [www.nyinorge.no](http://www.nyinorge.no), you will find relevant information about housing (renting and buying regulations etc), in the chapter "Moving to Norway".

**Covid-19 information** (entry in Norway, public health information) on [Reopen EU](#).

*For more information, please contact:*

NAV EURES Norway Service Centre

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