



## Looking for work in *Lithuania*

Looking for work in another country requires more than just the obvious CV translation. You will be confronted with issues that probably didn't even cross your mind when you decided to go for an international career, but don't underestimate the big impact they can have on the outcome of your adventure! Think for example about the different rules and habits regarding immigration, job application procedures, the selection procedures and the management culture.

Expertise in Labour Mobility has prepared practical factsheets to support you in your job hunting abroad. A thorough preparation will give you a head start in the country of your choice. Here is some info on Lithuania:

### Work permits in Lithuania

- From the 1st of May 2004 onwards, Lithuania will be open for EU nationals concerning study or residence purposes. However job mobility between the 'old' 15 EU Member States and the 10 'new' EU Member States still faces some restrictions for up to a maximum of seven years after the EU enlargement.
- Contact the Lithuanian embassy in your home country for further information.

### The application procedure in Lithuania

- Use any contacts (your network) you might have to find a job in Lithuania.
- Sending a speculative application to the local office in which you would like to work is a reasonably successful strategy in Lithuania.
- Lithuanian employers value a good academic background, linguistic and computer skills and an understanding of business.

### Writing a CV in Lithuania

- The key focus of your CV should be to persuade the employer to invite you for an interview. Therefore your CV is a marketing tool, which should be adapted to the market in which you intend to use it.
- Educational experience is briefly discussed. Only relevant education is mentioned.
- Mention your English skills on your CV. Languages are considered very important in Lithuania. Besides Lithuanian, Russian is widely spoken.
- Pay attention to the layout and make sure your CV is well structured and focussed. Each item is briefly discussed, almost in a 'shopping list' format.

### The application letter in Lithuania

- Often, when personal contacts lead to an application, the first phase of having to write an application letter is replaced by less-formal telephone or e-mail contact.
- The cover letter in Lithuania should be short and typed.
- Expand on diplomas and degrees, languages spoken, important skills, and positions held so far.

### Do's

- Learn Lithuanian, it is an obvious advantage when applying in Lithuania.
- Realise that interviews are the most important part of the application procedure in Lithuania.
- Mention your skills in your CV. Do also mention (relevant) membership of associations and/or clubs.
- Provide examples to prove your achievements.

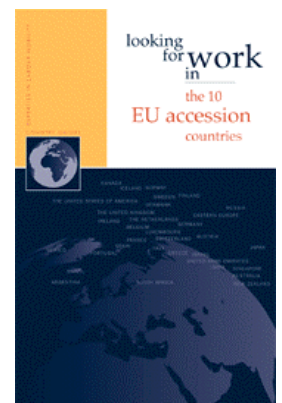
### Don'ts

- Sit until invited in an application interview in Lithuania.
- Forget to bring copies of your diplomas and references to the interview.
- Criticise former employers.
- Go over the top – stay calm and stick to the facts.

### Management culture in Lithuania

- Most companies are very hierarchical in structure.
- Communication in Lithuanian companies is very top-down.
- Employees tend to be individually focussed and are not used to working in teams.
- Meetings in Lithuania take place in a formal setting.
- In Lithuania, minutes of the meeting should be made to avoid misunderstandings.
- It is important to establish a general sense of mutual trust with Lithuanian counterparts.

This information is based on the Looking for work in the ten EU accession countries guide (ISBN 90-5896-051-X), written by Expertise in Labour Mobility. This one-pager is one step to making your international career aspirations become reality. The full Looking for work in the ten EU accession guide tells you everything you need to know. If you want to order or more information about our services, have a look at [www.labourmobility.com](http://www.labourmobility.com).



Good luck with your application in Lithuania!