

## Looking for work in *Norway*

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 factsheet 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 Norway:

### Work permits in Norway

- EEA citizens are free to move and work wherever they want to, within the EEA (including Norway).
- You must apply for a residence permit. This is valid for five years and should be issued within six months of your arrival.
- Contact the Norwegian embassy in your home country for more information.

### The application procedure in Norway

- Be prepared for questions about yourself regarding your strong and weak points.
- Questions regarding your mid- and long- term career aims are common – make up your mind to answer these sufficiently before the interview.
- Bring copies of important documents to the interview in Norway.

### Writing a CV in Norway

- 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.
- The Norwegian CV is usually in reversed chronological order (i.e., most recent first).
- The CV is a maximum of two pages.
- Mention your hobbies at the end of your CV.

### The application letter in Norway

- It is common in Norway to send a typed letter.
- The beginning of the letter is always anonymous ('Dear sir/madam'). This is also the case when you know who to direct the letter to.
- Send copies of diplomas translated in Norwegian or at least in English with your application letter.

### Do's

- Look interested – ask questions.
- Prepare for psychological tests in an application in Norway.
- Ask for clarification if you don't understand the question.
- Provide examples to prove your achievements.
- Learn Norwegian or/and another Scandinavian language in advance.

### Don'ts

- Show off with former success.
- Sit until invited in a Norwegian job interview.
- Criticise former employers.
- Go over the top – stay calm and stick to the facts.
- Interrupt the interviewer. This is considered very impolite in Norway.

### Management culture in Norway

- Long-term planning is preferred to short-term planning in Norway.
- Meetings can take place in an informal atmosphere and jokes are mixed with serious business conversation.
- Consensus seems to be priority because everyone involved is allowed to give his/her opinion, but the manager makes the final decision.
- Office hours in Norway are from 8.30 am till 4.00 pm in summer and 9.00 am – 5.30 pm in winter.
- Continue to use appropriate titles until you are invited to do otherwise.

This information is based on the Looking for work in Norway guide (ISBN 90-5896-0153), 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 Norway 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 Norway!

