

INFORMATION TO ENGINEER CANDIDATES IN NORWAY

(December 2012)



In the following you will find some information that might be useful for you who look for a job as an engineer in Norway.

- Page 1- 2 : “Norway needs engineers” and which kind of engineering competence the Norwegian companies are looking for.
- Page 2 and following: important things for you to know and consider (CV, application letter, where to find jobs, the interview situation etc).

The need of engineers in Norway

There is a demand for engineers in Norway, in the oil and gas industry and in shipping, in the following fields

Automation	Machine and rotating machinery	Pipeline and umbilicals
Instrumentation	Mechanical engineering & Mechanical design	Process (petro chemistry)
Drilling	Marine technology /	Risers
Electrical	Naval architecture	Steel structures
Flow assurance	Piping / Pipe design /	Subsea
Hydraulics		Welding
HVAC		

NB: most of the vacancies in the oil sector are ONSHORE and very few OFFSHORE

The companies require:

- an engineer diploma (Bachelor or Master’s degree)
- 3+ years of work experience in the engineering field
- a very good command of English (written and spoken)

The companies offer:

- good working conditions
- permanent work contracts or project contracts
- career development

Important things to consider

CV

- Your CV should be **written in English** only.
If you speak Norwegian (or Swedish or Danish), write your CV in this language.
- Your CV should be as **detailed** as possible. Details on your engineer studies, details on your previous jobs (also traineeships during the studies), details on your technical competence, details on courses and certificates etc.

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- Your CV should contain the **website** of the companies where you have worked or work (if applicable/possible). It makes it easier for the Norwegian companies to get an idea of which sector or field you have worked in. Foreign companies are usually totally unknown to Norwegian recruiters.
 - Do not “brag” about your previous work and results. This is considered arrogant by the Norwegian recruiters. Keep your CV detailed but simple.
 - You should mention at least 1 **referee** in the CV, with name, position and phone number or mail address. For egs: a former employer or team manager. NB: inform your referee in advance, and make sure that he/she can communicate in English. Norwegian recruiters always check references, in English!
 - You will have to present **certificates** of previous jobs and education at an interview (sometimes before the interview). It’s wise to start thinking about the translation of your documents into Norwegian or English.
 - A photo is not required, but it is preferable
 - **The Norwegian companies’ needs and expectations**
 - Most engineers needed in Norway are within **mechanics & mechanical design, electricity (high voltage), steel structures, electronics/automation/instrumentation and piping** (for the Oil & Gas)
Norway is an Oil & Gas nation, so most jobs are in Oil & Gas companies and companies that deliver to the Oil & Gas industry.
NB: even though this concerns Oil & Gas, most of the jobs are **onshore, not offshore**.
 - Solid **English skills** are very important – written and spoken:
Norwegian is Norway’s national language and most of the working life is in Norwegian. But many companies are open to English speaking engineers. Norwegians speak generally quite good English, and expect the same from foreign candidates. A **“school knowledge” of English is not enough** to work in Norway. You should be able to make a full conversation in English and to understand technical English related to your engineering field.
 - The Norwegian companies are primarily looking for engineers with work **experience in their field of engineering**. Meaning that newly graduated candidates have minimal chances to get a job.
 - When reading your CV, a Norwegian recruiter will first of all look for your **technical competence**. He/she will be looking for “what is this candidate good at that my company needs?”
 - **Education** level. The Norwegian companies accept in general both Bachelor and Master’s degree candidates. As said above, the most important is your technical competence. Egs: a candidate with a Bachelor’s degree and 7 years of relevant experience, in competition with a candidate with a Master’s degree with 2 years of experience, could get the job.
Norwegian recruiters are generally not very concerned by which University or Engineering school you graduated in. It’s not in the Norwegian way to choose only candidates from the best ranked schools.
 - The Norwegian companies are very keen on your real **motivation for Norway**. As they often need engineers in permanent positions, one of their main concerns is to make sure that, if they hire you, you are really motivated for Norway and wish to stay there for a long period.
So we recommend that you mention in your CV what your motivation for Norway is, why you are interested in Norway in particular, and if you would be willing to learn the Norwegian language upon arrival.
 - **Civil Engineers**
This kind of job requires a good knowledge of the Norwegian language and of the Norwegian building norms.
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Where to look up jobs?

- You will find more information on how to look for jobs in Norway on our website www.nav.no/englisheures and www.nav.no/english.
Read especially the information on “Oil and Gas sector in Norway” here:
<http://www.nav.no/NAV+EURES+work+and+recruit+in+Norway/Selected+professions+and+industries>
- The Public Employment Services / EURES services in your country will also advertise job offers. Ask your local EURES adviser where you can find them.
- The jobs offered are mostly full time permanent positions. Other jobs would be for long term projects.

Relevant websites for job search:

www.nav.no the job database of the public employment service (the biggest in Norway). Write a key word (egs. naval architect) in the white search field, click “Søk”
www.finn.no/jobb a general website for job search. Write a key word (egs. naval architect) in the white search field, click “Søk”
www.offshore.no News site for the offshore sector. Click on “ledige stillinger” to get to job listings
www.petro.no Click on “Petrojobb”

Consultancy/recruitment agencies:

www.agr.com AGR Consultants
www.technogarden.no TechnoGarden
www.mercuriurval.com Mercuri Urval
www.mppe.no Manpower Professional Engineering
www.ingcomp.no Ingeniør Companiet (a part of Adecco, engineer recruitment)

Many companies do not publish their vacancies other places than on their website. To find companies and their website:

www.intsok.no Norwegian Oil and Gas Partners (see “partners” to find companies)
www.oilinfo.no Guide to the Norwegian Oil & Gas industry (click on the logos of the companies to get to their website and their job offers)
www.nortrade.com the official Norwegian trade portal. Find relevant information on the various “Norwegian sectors”, with links to companies in each sector.

The job interview

- Dress code: casual, but it’s better to overdress than to dress down.
Ladies: skirt or trousers.
Men: Ties are OK, but not obligatory. If you don’t wear a tie, make sure your shirt is buttoned all the way up.
 - Be prepared! Look up information and get to know the company before the interview
 - There might be from 1 to 4 persons at the interview. Don’t let it intimidate you: if you are at the interview, it’s because those people liked your CV
 - Be yourself but don’t boast about your accomplishments, keep things simple
 - When you are given the opportunity, ask questions about the company, show your interest for the company and for the job.
 - You will be asked questions about your previous work experience: what is your technical competence? Which tasks did you have? What have you achieved in this job? Why did you leave or why do you wish to leave this job? What do you think your manager would say about you?
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- You will be asked questions about yourself: your hobbies, your leisure time, what kind of person you are outside work etc.
- Be prepared to have to present yourself as a person too, not only as a worker. You can be asked for example: what do your friends say about you? How would you describe yourself?
- You might be asked to list “your strengths and weaknesses”: be prepared!
- You might be asked “what is, in your opinion, a good working environment?” Norwegian companies are very keen on having a good working environment so they look for people who will easily fit in both professionally and socially.
- There might a personality test, which the recruiter use to check what kind of worker you are: team player or independent worker, risk taker, leadership skills, etc.
- An initial interview usually lasts between 1 - 1,5 hour and can be done by telephone conference, Skype or a personal visit to your country, for example in connection with a recruitment event.
- Be prepared for a second, more in-depth interview.

The Norwegian working culture

- Norway has very **little hierarchy**, meaning that there are few intermediates between an employee and his/her manager. Employees are encouraged to show self initiative and to make the right priorities concerning the job or the task to be done. Employees should not expect the boss to come and tell them regularly to “do this and that”. They should be able to work independently. At the same time, team work is valued in Norway: employees should discuss the job and the tasks together, and “make each other good”.
- **Communication** at the work place is quite easy:
Everyone calls each other by their first name, employees and managers. There is no “Mister” or “Mrs”, only “you” and first name. There is no form for polite “you” in Norway as there is in some other countries (like “Usted” in Spanish or “Sie” in German).
With low hierarchy, it is also easy to talk to the manager, the project manager or the team manager directly. Nearly no hand shakes, unless you meet someone for the first time.
The most common way of greeting each other at work - and in life in general- is “Hei!” (means “Hi”).
NB: Norwegians communicate on a “straight to the point “and “down to earth” manner. Simple, no fuzzy.
And Norwegians usually don’t brag and don’t appreciate people who do.
- **Dress code at work:** casual.
Usually, Norwegians dress down for work and dress up for going out.

Warning: recruitment frauds

There are fraudulent companies or individuals who send e-mails to job seekers offering them a job contract, and asking them to pay money in advance, for example to arrange a work visa or a plane ticket. Often too, these fraudsters pretend to be a renowned company and they even use the company’s logo.

You should be extremely careful with any company or individual contacting you and asking you for money. It is illegal in Norway for companies and recruitment agencies to require payment from you as a job seeker.

Read more about “employment scams” or “job scams” for example on Wikipedia.org.

In case you are unsure about a job offer you have received, send a mail to eures@nav.no so we can check whether the company is serious or not.

Be generally sceptical to job offers coming from companies you have never applied to. BUT if you have registered your CV in our CV database, you may actually receive a mail from a company you don’t know, because we have sent them your CV and the company wants to contact you directly. But in that case, the company will never send you a job offer right away in their first mail to you!

Trade Unions for engineers

It is in Norway not only common, but recommended to be member of a trade union. The majority of workers in Norway are members of a trade union.

Here are the 2 main trade unions for engineers:

www.nito.no/english NITO, the Norwegian Society of Engineers and Technologists

www.tekna.no TEKNA, the Norwegian Society of Graduate Technical and Scientific Professionals.

Information about industrial sectors in Norway

On the website of Norway Exports www.norwayexports, in “Get your free copy”, you can find many different brochures (for free downloading) about several industrial sectors in Norway. Most of the brochures are in English, but there are also a few in Portuguese (“Indústria petrolifera e marítima”), Russian and Chinese.

Find companies via these pages:

- www.nortrade.com The official trade portal. Find relevant information on the various “Industry sectors”, with links to companies in each sector.
- www.intsok.no Norwegian Oil and Gas Partners (see “partners”) www.oilinfo.no Guide to the Norwegian Oil & Gas industry (click on the logos of the companies to get to their homepages and their job offers)
- www.offshore.no News site for the offshore sector. Click on “ledige stillinger” to get to job listings
- www.gulesider.no

If you have any questions, please contact the Engineer recruitment team at NAV EURES:

Anne Live Nævdal, Sasha Monique Elvik, Gry Vist, Marlena Bråthen and Hallgeir Johansen

E-mail: eures@nav.no

For general information about living and working in Norway, please go to the EURES Norway website www.nav.no/englisheures.

Best regards,

The Engineer recruitment team,
EURES Norway
