



SKILLHUS

A Jobseekers Guide to Norway 2021

Table of Contents

[Table of Contents](#)

[Welcome to Norway](#)

[Who is Skillhus?](#)

[Immigration & Work Permits](#)

[Getting Started](#)

[D Number/National Identity Number](#)

[National Population Register \(Folkeregister\)](#)

[Tax Card](#)

[Bank Account](#)

[SIM Card](#)

[Housing](#)

[Public Transportation](#)

[NOKUT](#)

[Work Culture](#)

[Work-Life Balance](#)

[Equality](#)

[Flat Hierarchy](#)

[Softer Culture](#)

[Meetings](#)

[Timeliness](#)

[Language](#)

[Language Resources](#)

[Good to Know](#)

[Salary](#)

[Holiday and Holiday Pay \(Feriepenger\)](#)

[Job Security](#)

[Parental Leave](#)

[Sick Leave](#)

[Taxes](#)

[CV](#)

[Writing a Norwegian CV & Cover Letter](#)

[Using Keywords for Recruitment](#)

[The Job Search](#)

[Studying](#)

[Volunteering](#)

[Where to Look](#)

[Top Industries](#)

[Public vs Private Sector](#)

[Unpublished Positions](#)

[Networking](#)

[Interview](#)

[Interview Prep](#)

[Skillhus as a Resource](#)

[Hiring Process](#)

[Salary Negotiation](#)

[Contract](#)

[Last But Not Least](#)

[Expectations vs Reality](#)

[Health and Wellness in the Jobsearch](#)

[Contact Us](#)

[Email](#)

[Website](#)

[Social Media](#)

[Sources and Links](#)



Welcome to Norway

Living in Norway is a dream that many have, and who can blame them! It's a beautiful country, with high quality of life and many opportunities. However, relocating doesn't come without its challenges. As a non-native Norwegian, it can be a difficult country to find skilled work, and many international talents find the job search to be arduous, exhausting, and frustrating. We at Skillhus believe that the right position is out there for you, and we've created this guide to help you find it!

Who is Skillhus?

Skillhus's founder, Jyoti Sohal-David, started Skillhus in November 2019, based on a matter very close to her heart—her husband's experience as a skilled migrant looking for work in Norway. Jyoti's husband is from Australia, and the problems that he faced while looking for skilled work in Norway made Jyoti realize just how big of a need exists for a company that specializes in bridging the gap between skilled international talent and the Norwegian workplace, as well as diversity, equity, inclusion and belonging (DEIB) training in Norwegian companies. As a result of this realization, Skillhus was born.



Immigration & Work Permits

Before coming to Norway, it is important that you research legal requirements for entry, and work. Depending on your nationality and the purpose of your trip, you may need an entry visa, residence permit and/or work permit. To find current rules and regulations around immigration and work permits, visit the Norwegian Directorate of Immigration's [website](#).

****Skillhus is not an expert in relocation or immigration, and will therefore not provide assistance with visa or permit applications. Please contact [UDI](#) for help regarding these subjects.***

Getting Started

Moving to a new country and getting settled can be challenging and time consuming. Your journey will most likely not be the same as the next person's, but there are a few steps that everyone must follow when considering moving to, and working in, Norway. Below you will find further information on the steps and challenges which we have found are most important to follow or consider.



Remember that before you can begin working in Norway, you will need to make sure that you:

- Are legally residing in Norway, which may require a permit or visa. See [UDI's website](#) for further information.
- Have a Norwegian identity number-either a [D number, or a national identity number](#)
- Have applied for a [tax deduction card](#), issued through the Tax Administration (Skatteetaten)
- Registered with the [National Population Register](#) (Folkeregisteret)

D Number/National Identity Number

If you have legal residence in Norway as according to EU/EEA regulations, you will receive a National Identity Number or D Number, administered by the Tax Administration (Skatteetaten), after applying for one in person at your local tax office. A D number is typically issued to those who will remain in Norway less than 6 months, while a national identity number is issued to those who will remain for longer than 6 months.

A national identity number allows you to, for example, open a bank account, gain access to public health services, rent a place to live, purchase an internet/mobile phone subscription, apply to convert your driver's license, pay your taxes and vote at elections. In other words, you need this number for basically everything!

- A national identity number is an eleven digit ID number, and the last five digits are called a "personal number"
- You should receive information on your national identity number, or D number, from the Tax Administration, approximately 2-6 weeks after you've met with the police to order your residence card.
- At that point, you'll need to make an appointment with your local tax office in order to receive your national identity number, or D number, in person. There are many documents that you need to bring with you to this appointment. Check with your local tax office beforehand to make sure that you don't forget anything.

National Population Register (Folkeregister)

If you move to Norway and intend to stay more than 6 months, you must report your relocation to the [National Population Register](#) within 8 days of your arrival in Norway. This is done in person at your local Tax Administration (Skatteetaten) office.

Tax Card

Before you start working in Norway, you must obtain a tax deduction card. This can be done, in person, at your local [Tax Administration \(Skatteetaten\)](#) office. You will need to bring a passport, and an employment contract, a written offer of employment or documentation of a Norwegian-registered business, with you to the tax office.

Bank Account

As a general rule, it's not difficult to open a bank account in Norway, provided that you already have a [D number or national identity number](#) (you cannot open an account without one), but be aware that it can take some time. There are many banks in Norway, but two of the most popular and English-friendly are [DNB](#) and [Nordea](#). You can apply online to open an account with either of these banks, but just be aware that many banks will ask for a work contract and proof of residence (ie an apartment rental contract or lease) before they will open an account for you. Once your request has been processed, the bank will ask you to come to one of their local offices to verify your identity in person. After this, you will receive your account number, pin code, and debit/credit card by mail.

SIM Card

There are three major networks in Norway that offer prepaid and postpaid plans: [Telia](#), [Telenor](#), and [Ice](#). In order to get a Norwegian phone number and mobile subscription, you'll need your [D number or national identity number](#). To get set up, you can visit a local Telia or Telenor shop and they will help you. If you don't have a D number or national identity number yet, you can still purchase prepaid SIM cards (kontantkort), with your passport as identification. These can be purchased at [7-Eleven](#) and [Narvesen](#), or at an official Telia or Telenor shop.

Housing

Housing in Norway can take some time to secure, especially if you are renting, so be sure to start looking before your arrival-although, as previously mentioned, you will most likely not be able to complete the rental contract until you have received a [D number or national identity number](#). The most commonly used website for housing is [Finn.no](#). On Finn, you will be able to find places to rent, as well as buy, all over Norway.

Public Transportation

Norway has excellent public transportation, even in smaller towns. There is always a bus service available, as well as trams in larger cities, such as Oslo, Bergen, and Trondheim. Oslo also has a subway system. To cross the fjords, there are public ferries, as well. It is very easy to obtain a public transport card, typically mobile, as well as to pay per trip- which is also done on your phone via a preregistered card. In most cases, cash is not accepted as payment on public transportation. Each city has their own public transport service:



for instance, it is [ATB](#) in Trondheim, [Ruter](#) in Oslo, and [Skyss](#) in Bergen. Norway also has a national railroad system, called [Vy](#), which operates throughout the country.

NOKUT

In some cases, and in some fields-such as nursing-your education will need to be approved by [NOKUT](#) before you can begin working. NOKUT (the Norwegian Agency for Quality Assurance in Education) is an independent expert body under the Ministry of Education and Research, which was established in 2003. NOKUT is a national resource centre for foreign education and offers information and advice related to the recognition of foreign education. Visit their [homepage](#) to learn more about their services, requirements, and processing times.

Work Culture

Work-Life Balance

Norwegians value work-life balance and long working weeks are not the norm. The standard full-time working week is between 37.5-40 hours. Most workplaces have set core hours, from 08:00-16:00. However, it is common that employers work with your schedule, especially when it involves your children, and are quite flexible, overall.

Equality

Norway is considered to be one of the most gender-equal countries in the world, and placed second, both in 2019 and 2020, in the Gender Gap Report Index. The aim of the latest legislative act on the matter-the Equality and Anti-Discrimination Act of 2018- is to bring greater focus on equality and anti-discrimination in Norway, and to “promote equality, ensure equal opportunities and rights and prevent discrimination based on ethnicity, national origin, descent, skin colour, language, religion or belief.” With that being said, unfortunately a great number of international jobseekers find it very difficult to find work that matches their skillset and education in Norway. In fact, the [Norwegian Directorate of Integration and Diversity \(IMDi\)](#) estimates that a jobseeker with a non-Norwegian name is [25% less likely to be called in for an interview](#) (article is in Norwegian). Studies also indicate that as many as [84% of Norwegians](#) (article is in Norwegian) believe there is discrimination against immigrants in the hiring process. Finding relevant work may be difficult, but it’s not impossible!



Flat Hierarchy

In Norway, even large organizations are considered flat, non-hierarchical, and equal. This type of flat work environment allows for open and transparent sharing of information so everyone is included. Due to this flat structure it is not recommended to try a “top-down” approach to doing business with Norwegian companies. It is typical that your employer will expect you to take initiative in the workplace. As a result, you’re encouraged and entitled to express your opinions, no matter your level in the organization.

Softer Culture

In Norway, the softer aspects of culture are valued and encouraged in the workplace, such as leveling with others, consensus, “independent” cooperation and sympathy for the underdog. Taking care of the environment is important. Trying to be better than others is neither socially nor materially rewarded. Societal solidarity in life is important: work to live and do your best. Incentives such as free time and flexibility are favored. Interaction through dialogue and “growing insight” is valued, and self development along these lines is encouraged. The overall focus is on well-being, and status is not shown. An effective manager is a supportive one, and decision making is achieved through involvement, and is rarely done by a single person.

Meetings

Perhaps due in large part to the preference for a softer, flat hierarchy workplace culture, and the fact that most decisions are discussed and decided on by a team, as opposed to an individual, a typical workday in Norway always includes a few meetings. There are meetings to present ideas, and then a follow-up meeting summarizing the previous meeting and making sure all are in agreement, rounded off with a meeting to discuss a solution or final decision-which may turn into two meetings, since everyone has a say. It may seem strange at first, but Norwegian meetings are typically very pleasant. There’s hot coffee, and professionally conducted open dialogue or debates, where everyone’s opinion is equally valued and considered.

Timeliness

Punctuality is of central importance in the Norwegian workplace, especially when it comes to meetings. If you are going to be late, it is expected that you will be respectful of your colleagues, and inform them beforehand.

The highest paid positions in 2019 were in the mining and quarrying industry, with an annual average of approximately 895 000 NOK (106,000 USD), while the lowest were in the hospitality and food industry, with an annual average of 390 000 NOK (46,000 USD). Updated statistics regarding salary are released on February 8th each year on SSB's website. It should be noted that you may be subject to minimum salary requirements, based on your residence permit/visa. For more information on current requirements, visit UDI's [website](#).

Holiday and Holiday Pay (Feriepenger)

Holiday pay, or feriepenger, is earned during the year before (the accrual year) the holiday is taken, and paid instead of salary when the employee takes holiday leave. Employees who were not an employee during the previous year will be entitled to holiday, but without holiday pay from their current employer. Holiday pay amounts to a minimum of 10.2 percent of the salary.

For employees over the age of 60, the rate is 12.5 percent. This applies to employees who have a statutory entitlement to a holiday of four weeks + one day. Employees aged over 60 years have an extra week's holiday. However, most people in Norway are entitled to five weeks' holiday through a collective agreement or other agreement. If this applies to you, you are entitled to a holiday pay which amounts to 12 percent of your previous year's salary. For employees over the age of 60, the rate will then be 14.3 percent. Read more about holiday pay [here](#).

Job Security

Once you receive a job offer and have signed a contract with a Norwegian company, you are extremely secure in your job for as long as the contract states, and have many laws and regulations on your side. It's important to know your rights as an employee. To read more about labor laws in Norway, go [here](#).

Parental Leave

Norway has a generous policy when it comes to parental leave. Employees can receive parental benefit if they have been working for at least six of the past ten months before the parental benefit period commences. In connection with the birth of a child, the father, co-mother or other person who assists the mother during the pregnancy is entitled to two weeks' leave. Whether or not the leave is paid will depend on agreements defined in writing. As a general rule, the parental benefit period consists of a maternal quota



of 15 weeks (the first six weeks must be taken immediately following the birth), a paternal quota of 15 weeks, a period of three weeks before the due date for the mother and a joint period of 16 weeks (a total of 49 weeks), with 100% salary paid to both parents. You also have the option to choose 80% salary for both parents, for a total parental leave of 59 weeks. [Altinn](#) has good information regarding the specifics of parental leave. NAV is responsible for financial benefits during parental leave, and you can find more information on their [website](#).

Sick Leave

Employees who are ill can take off work for three consecutive calendar days without a medical certificate. To be entitled to daily sickness benefits from the National Insurance Scheme after those initial three days, a medical certificate must be presented. In general, employees on sick leave receive a daily sickness benefit equal to 100% of their pensionable income, which is paid from the first day of sickness absence for a period of up to 260 working days (52 weeks). Sickness benefits are paid by the employer for the first 16 calendar days, and thereafter by the National Insurance Scheme (NAV).

An employee who is absent from work due to necessary care for a sick child, is entitled to daily cash benefits for up to ten days, or 15 days if they have more than two children, during a calendar year. Single parents are entitled to such benefits for up to 20 days, or 30 days if they have more than two children, during a calendar year. Parents may receive such benefits up to and including the year of the child's 12th birthday. For more information, visit [The Confederation of Norwegian Enterprise \(NHO\)](#) and [NAV](#).

Taxes

All persons who, according to Norwegian regulations, are resident in Norway are liable to pay tax on all their income and wealth. If you work in Norway for a Norwegian employer or if you are on hire to a Norwegian employer, you are always liable to pay tax in Norway. As a tax resident of Norway, you must pay tax on all income that you've earned during a calendar year. You'll be liable for tax on your salary and other income, including interest income, income from the letting of property and income from shares. The tax is calculated on general income, which is your total income after the deductions you're entitled to have been deducted. The amount of tax you must pay will depend on your income. People on a low income pay proportionately less tax than those with a high income. It is very important that you check to make sure that the tax rate that you've been assigned is correct—an average is 32-35%. If you pay lower tax, and earn an income that should be in a higher tax bracket, you will end up owing the government the following year. Check [online](#) with your tax office to ensure that you are paying the correct percentage

CV

Writing a Norwegian CV & Cover Letter

Your CV tells potential employers who you are, what you have done in life, and provides them with information about your education and work experience. When creating your CV, remember to provide concise and clear information about previous jobs and work experience that will be relevant to the job application at hand; use examples and active language. In Norway, you will often be required to submit or register a digital CV (e.g. Webcruiter, Easycruit) when applying for a job. A general rule of thumb is if you don't speak Norwegian, you should not write your CV in Norwegian. This will avoid confusion, should you be contacted for an interview.

For examples of how to write a CV in Norway, take a look at [NAV's tips](#). University of Oslo (UiO) also has some helpful [tips and templates on writing CV's and Cover Letters](#) when applying for work in Norwegian companies.

It is important to mention here that, generally speaking, it is not advisable to share your CV/introduce yourself/follow up on an application by showing up, unannounced, to the office of the company you have applied, or plan on applying, with. This could be considered highly unprofessional and inappropriate to most Norwegians, and would not be to your advantage. It would be in your best interest to arrange a meeting with whomever you'd like to speak to, beforehand.

[Fornavn Etternavn]

Adresse, postnummer by
0000 0000
født: 24. februar 1991

Utdanning

(mån åååå-mån åååå) (Navn på skole/universitet)
(Bort beskrevet av utdanning og relevante fag)
Gjerne en setning om ting du har lært som er viktig for jobben

(mån åååå-mån åååå) (Navn på skole/universitet)
(Bort beskrevet av utdanning og relevante fag)
(Sjekk til Fags (Capp) + Fagene eller det helse nærvær)

Erfaring

Tror du ikke bare være berett til erfaring

(mån åååå-mån åååå) (Arbeidstitel), (Arbeidstitel)
(Deretter eller to som beskriver hva du gjorde,
og gjerne hva du fikk til)

(mån åååå-mån åååå) (Arbeidstitel), (Arbeidstitel)
(Deretter eller to som beskriver hva man gjorde,
og gjerne hva du fikk til)

(mån åååå-mån åååå) (Arbeidstitel), (Arbeidstitel)
(Deretter eller to som beskriver hva man gjorde,
og gjerne hva man fikk til)
(Sjekk til Fags (Capp) + Fagene eller det helse nærvær)

Ånnet

(Bort utsett viktig - for opplysninger om andre relevante)

Språk (Språk) (nivå skriftlig) (nivå muntlig)
(Språk) (nivå skriftlig) (nivå muntlig)
(For opplysninger, eller som helse nærvær)

Kurs (Kursnavn), (Navn på kursholder)
(Bort beskrevet av kurs, bare hva du synes det er relevant)
(For opplysninger, eller som helse nærvær)

Data (Beskrivelse av datainnlegg, dvs. MS Office, Adobe Photoshop)

Referanser

(Fornavn Etternavn) (Stilling), (Arbeidstitel) (tlf. 00 00 00 00)
(Fornavn Etternavn) (Stilling), (Arbeidstitel) (tlf. 00 00 00 00)

Using Keywords for Recruitment

Many companies in Norway use recruitment agencies to find their next hire. Because of this, it is especially important that you use keywords on your CV that will be recognized by recruiting software. [JobScan](#) has a great blog post on this subject.

The Job Search

Studying

The job search for a skilled migrant in Norway can take some time, so many have used that time wisely by choosing to further their education, while continuing their search. All public universities in Norway offer free tuition, regardless of nationality,

and there are plenty of degrees available that are taught in English-both Bachelor and Master. Education is highly valued in Norway, and choosing to continue your studies provides an opportunity to make valuable connections that could increase your chances of landing a relevant position in the future. Some of the largest, and highest ranked, universities in Norway are:

- [University of Oslo](#) (UiO)
- [BI Norwegian Business School](#) (this is a private university, and is not free)
- [Oslo Metropolitan University](#)
- [University of Bergen](#)
- [UIT the Arctic University of Norway](#)
- [Norwegian University of Science and Technology](#) (NTNU)
- [Norwegian University of Life Sciences](#) (NMBU)
- [University of Stavanger](#)

Volunteering

Another great way to make valuable connections and have Norwegian experience on your CV-and a Norwegian reference-is through volunteering. In Norway, there are approximately 100,000 volunteer organizations, and over 60% of the population volunteers at some time throughout the year. Some good resources to find out more about volunteering are [Frivillighet Norge](#) (The Association of NGOs in Norway), [Frivillig.no](#), which gathers thousands volunteer opportunities from all over the country, and [Global.no](#).

Where to Look

If you decide that you would like to get started right away on searching for a job, there are many online resources available to assist you. At Skillhus, we specialize in finding companies that specifically want to recruit top international talent. We have an ongoing [job board](#) where new positions are constantly posted, so be sure to register your CV to our database, and take an occasional look at available positions. Besides Skillhus, top websites for finding job postings are: [Finn.no](#), [LinkedIn](#), [Jobbnorge](#), and [NAV's Arbeidsplassen](#). Many companies also advertise jobs directly on the 'career' pages of their websites.

It is also a good idea to register yourself as an active jobseeker on the country's top recruiting sites: [Skillhus](#), [Manpower](#), [Academic Work](#), [Adecco](#), [Webrecruiter](#), and [Jobzone](#). Most recruiting companies specialize in certain industries (for example: tech), so be sure to do your research to figure out which would best serve your skillset. Also, do be aware that some of the recruiting sites might have Norwegian language restrictions/requirements that you will need to pass or show proof of in order to register yourself as a candidate.

Top Industries

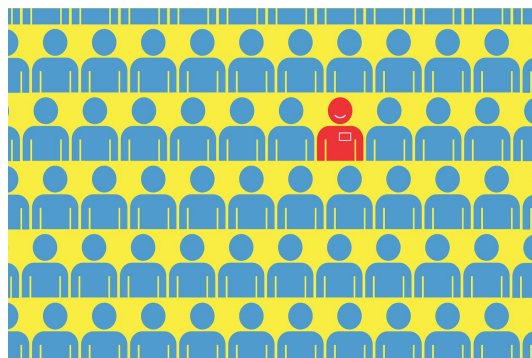
The Norwegian economy is vigorous, with the nation ranking as having the fourth highest per capita income on the planet. The top industries in Norway are: Oil and Gas, Hydropower, Aquaculture, Shipping, and Tourism. On top of that, in recent years, Oslo has established itself as one of the fastest growing [professional hubs in the Nordics](#). There's plenty of opportunity in Norway, and overall, the country has a very low unemployment rate.

Public vs Private Sector

In Norway, all job offers in the public sector have to be made public, but this is not the case in the private sector. Nepotism does exist in Norway to a certain extent; keep your eyes and ears open for jobs which are not yet advertised. Oftentimes companies look into relevant candidates that are part of their networks and advertise the job offer only if that fails, so it is important that you are a part of that first interview round, when it comes. This can be done through reaching out to, and staying in touch with, decision makers in the company.

Unpublished Positions

Norway has an informal market for job vacancies, i.e. vacancies that are not registered with any organisation or otherwise advertised. To pick up on these vacancies, one way is to send out general job applications to any company that you might have an interest in working with. You should also make a follow-up call to the company, or reach out to the decision maker on LinkedIn, after you have sent your application.



Networking

The importance of networking as a jobseeker in Norway cannot be overstated. Norway is a small country; people know each other or know of each other. Unless you are in a very specific, high-demand niche, having a strong network in your field is very important in finding a job. Remember, Norwegians have built their network since they were young, without even noticing. By the time you are looking for a job at the same time as they are, at the same age, they know hundreds of people who are potential future employers or colleagues, or who "knows someone they know". However, with determination and a little hard work, you can create your own network in Norway, and use it to your advantage when searching for a job.

The best way to do this, especially with working from home on the rise, is through LinkedIn. It may not seem a likely source, but over half of Norway's population uses LinkedIn regularly, and it is a great way to reach out to potential employers. You can 'follow' companies that you are interested in working with, send in open applications, and pay for LinkedIn Premium, which gives you access to analytics that increase your knowledge of companies and your standing as an applicant. However, by far the most successful way to network using LinkedIn is to connect directly with hiring managers, CEO's, and decision makers. When you connect with a decision maker in a company that you're interested in working with, it's best to include a personal message, where you introduce yourself, explain your situation, and why you are interested in their company/a specific position. Most will respond, and even if they don't have anything available at the moment, you are now on their radar, and are more likely to be considered for future opportunities.

There are also many great networking events and conferences organized throughout the year, especially in larger cities. A great place to start with finding these events and conferences is on social media. Many of these types of events are hosted by, or held at, coworking spaces, so be sure to follow their profiles. Some big ones in Oslo are: [657 Oslo](#), [Mesh](#), [Startup Campus](#), [SoCentral](#), [Oslo International Hub](#), [Share](#), [Spaces](#), [WeWork](#), [Evolve](#), and [herSpace](#). [Meetup.com](#) and [Oslo Business Region](#) also have events and community tips listed on their websites, which could be useful for networking.

Interview

Interview Prep

Congratulations on being invited to an interview! It's normal to be nervous at this stage, but just remember-you've made it this far because the company *wants* to hire you, and thinks that you're qualified for the job. Preparing for an interview in Norway isn't much different than in other countries. You should:

- Arrive 10-15 minutes before your scheduled interview
- Bring all relevant documents, as well as a pen and paper for notes
- Dress appropriately for the workplace
- Make eye contact and smile
- Sit up straight and try to keep your arms and legs calm
- Speak clearly, and appear genuinely interested in the position you're interviewing for

The same rules apply for interviews conducted online, via Zoom or Google Meet: make sure you know where the interview meet link is located, and join on time. Have

your CV up and ready, either on your screen, or printed next to you, as well as the company website, or any notes that you have taken while preparing for the interview.

It is also a great idea to research typical interview questions and prepare your answers, as they will probably come up. If you are a LinkedIn Premium member, you have access to [LinkedIn Learning](#), which has some great courses on interview preparation.

In Norway, it is very common to have 3, or even 4, interviews before a decision is made. After the initial interview, there is typically a second interview, followed by a case study or task, and then another interview where a decision is communicated. This is the norm, but there are of course exceptions. It is important that you establish a timeline for the process in the first interview. Some companies take months to go through this process, while others are faster. On average, it takes about 4-6 weeks to get from first interview, to final decision. Just be patient, and follow up if you haven't heard anything.

Skillhus as a Resource

As a Skillhus candidate, you receive access to interview prep with our team of specialists. This includes mock interviews and feedback, as well as access to webinars, panel discussions, and live Q&A's to help in your job search. We will be publishing an Interview Guide in February 2021; please refer to this guide for further, more detailed information.

Hiring Process

Salary Negotiation

Most jobs will not advertise salary on the initial job posting. However, it is important that you have done research, and know the [average salary for a position](#) similar to what you're applying for, as well as what's expected for someone of your skill and experience level. [SSB](#) is a good place to find up to date information on average salaries for specific positions. In general, most salary negotiations occur after the job has been officially offered, but in some cases, you will be asked salary preference during a final interview. If this is the case, it is best to say that you prefer to receive an official offer, and will proceed from there. It is expected to negotiate your salary to some degree, so do not hesitate to do so, particularly if you have been offered an amount that is below the national average listed for your profession on SSB.

Contract

As per employment law in Norway, all employees must have a written contract of employment. This applies to all types of employment-both permanent and temporary appointments. There are no exceptions to this requirement. Contents of the contract of employment that are required by law in Norway, can be found on [Arbeidstilsynet's](https://www.arbeidstilsynet.no/) website. It is very important to have a clear understanding of the terms and conditions of your contract before signing; ask for a written translation if the contract is written in Norwegian and you do not understand.

Typically, after being offered a job, you will have one month or more from the time of signing the contract until you begin work.

Congratulations, you've done it! Now, sit back, relax, and celebrate your accomplishment! Time to show them what you're made of :)



Last But Not Least

Expectations vs Reality

The job search process in Norway is not an easy one, and could take quite a while, even if you are highly skilled, highly experienced, and highly educated. It is important to enter your search with a clear understanding of the reality of the journey that you are embarking on. It will take patience, perseverance, belief in your ability, and determination to make your Norwegian dream job a reality. Rely heavily on your network, both personal and professional, and take comfort and strength in

the knowledge that you are not the only one who might struggle. You will get through this, and we at Skillhus believe in you and will do our best to help you find your dream job in Norway!

Health and Wellness in the Jobsearch

One of the most important things you can do to ensure that you succeed in your search, and stay sane in doing so, is to take care of yourself, both mentally and physically. Norway is famous for its beautiful nature and abundance of outdoor activities, which we highly recommend you take advantage of! There are great trails-both ski and hiking- and cozy cabin options, country-wide, to

discover on [Ut.no](https://www.ut.no) and [DNT](https://www.dnt.no). It is also important to [socialize](#), whether in person or online, and to take at least 30 minutes a day to disconnect, and focus on something other than your job search. We also really appreciate our [happy lamp](#) during the long, dark winter months, and would suggest investing in one if you feel yourself going into hibernation from October through March. If you're frustrated or losing hope, feel free to reach out to us at Skillhus for a little encouragement. We're here for you!



Contact Us

Email

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hello@skillhus.no

Website

<https://www.skillhus.no/contact-us>

Social Media

[LinkedIn](#)
[Facebook](#)
[Instagram](#)



Sources and Links

Arbeidstilsynet:

<https://www.arbeidstilsynet.no/en/working-conditions/contract-of-employment/>

Bank Account: <https://www.dnb.no/en> <https://www.nordea.no/>

Co-working Spaces: <https://657.no/> <https://meshcommunity.com/>
<https://www.startupcampus.no/> <https://www.socentral.no/english/>
<https://oslointernationalhub.com/> <https://shareoslo.com/>
<https://www.spacesworks.com/oslo/> <https://www.wework.com/>
<https://www.evolve.no/> <https://herspace.no/>

CV's and Cover Letters:

<https://www.nav.no/en/home/work-and-stay-in-norway/tips-for-job-seekers/writing-a-good-cv> <https://www.uio.no/english/studies/career/cv/index.html>

DNT-<https://www.dnt.no/>

Equality:

<https://www.imdi.no/arkiv/arkiverte-publikasjoner/diskriminering-i-arbeidslivet/>
<https://www.utrop.no/nyheter/nytt/220015/>

Expats in Oslo Facebook Group-<https://www.facebook.com/groups/48427651004>

Happy

Lamp-<https://carex.com/products/carex-day-light-classic-plus-light-therapy-sun-lamp>

Holiday Pay:

<https://www.altinn.no/en/start-and-run-business/working-conditions/pay/holiday-pay/>

Housing: <https://www.finn.no/realestate/browse.html>

The Hub: <https://thehub.io/>

IMDi: <https://www.imdi.no/en/>

Job Postings Websites: <https://www.finn.no/job/browse.html>

<https://www.linkedin.com/> <https://www.jobbnorge.no/search>

<https://arbeidsplassen.nav.no/stillinger>

JobScan: <https://www.jobscan.co/blog/top-resume-keywords-boost-resume/>

Job Security:

<https://www.arbeidstilsynet.no/en/laws-and-regulations/laws/the-working-environment-act/>

Learning Norwegian:

<https://www.futurelearn.com/subjects/language-courses/learn-norwegian>

https://skapago.teachable.com/p/norwegian-course-for-beginners?affcode=26285_t33taz2 <https://lingu.no/> <https://www.pimsleur.com/>

<https://www.youtube.com/channel/UCbrUYR892qBNQyY3DEqfTBg>

<https://www.youtube.com/channel/UCztnwlx2n5Emrz8czAE7lpQ>
<https://www.youtube.com/channel/UCDisCabc2DDWSxP4nbvAoBA>
 LinkedIn Learning: <https://www.linkedin.com/learning/>
 Meetup.com: <https://www.meetup.com/>
 National Population Register:
<https://www.skatteetaten.no/en/person/national-registry>
 NOKUT: <https://www.nokut.no/en/>
 Oslo Business Region: <https://oslobusinessregion.no/>
 Parental Leave:
<https://www.altinn.no/en/start-and-run-business/working-conditions/print-leave-of-absence-and-holidays/rights-in-connection-with-pregnancy-birth-and-adoption/>
<https://www.nav.no/en/home/benefits-and-services/family-related-benefits>
 Public Transportation: <https://www.atb.no/en/> <https://ruter.no/en/>
<https://www.skyss.no/> <https://www.vy.no/en>
 Recruiting Sites: <https://www.skillhus.no/job-seekers>
<https://www.manpower.no/en-no/>
<https://www.academicwork.no/kontakt/bemanningsbyra-oslo>
<https://www.adecco.no/> <https://www.webcruiter.com/> <https://jobzone.no/en/>
 Salary Requirements UDI:
<https://www.udi.no/en/word-definitions/pay-and-working-conditions-in-norway/>
 Sick Leave: <https://www.nho.no/en/english/articles/basic-labour-law/>
https://www.nav.no/en/home/benefits-and-services/relatert-informasjon/payment-dates-holiday-pay-and-tax-withholding/sickness-benefits_kap
 SIM Card: <https://www.telia.no/> <https://www.telenor.no/privat/> <https://www.ice.no/>
<https://7-eleven.no/> <https://narvesen.no/>
 Skillhus Jobs: <https://www.skillhus.no/jobs>
 SSB Salary Statistics:
<https://www.ssb.no/en/arbeid-og-lonn/statistikker/lonnansatt/aar>
 Startup Matcher: <https://startupmatcher.com/>
 Statistics Norway (SSB): <https://www.ssb.no/en>
 Tax Card: <https://www.skatteetaten.no/en/person/>
 Tax Percentage Table: <https://tabellkort.app.skatteetaten.no/#/>
 Top professional hubs in the Nordics:
https://scalecities.com/cities/oslo/?utm_medium=email&_hsmi=2&_hsenc=p2ANqtz-99XtY1_R0v69xFBmIlot-7zIAJZygaO9LegQ3_a6GXjz9wl8VHXxW7vIAaiObsHelSJaztZRHxBm2v9dteLJgn6aCx4Q&utm_content=2&utm_source=hs_email
 UDI: <https://www.udi.no/en/>
 Universities: <https://www.uio.no/english/> <https://www.bi.edu/>
<https://www.oslomet.no/en> <https://www.uib.no/en> <https://uit.no/startsidea>
<https://www.ntnu.edu/> <https://www.nmbu.no/en> <https://www.uis.no/en>
 Ut.no-<https://ut.no/>

Volunteering: <https://www.frivillighetnorge.no/lynkurs/english/> <https://frivillig.no/>
<https://global.no/>