



# WORKING IN THE OIL AND GAS INDUSTRY IN NORWAY IN NORWAY

(Updated June 2017)



## About the industry

Norway has been producing oil and gas since 1971 and in the last years Norwegian oil production has decreased to lower than at its peak. The easiest barrels have been found and produced and thus the way ahead will be demanding in terms of expertise, technology and costs. For more on the history of this industry in Norway, visit <http://norskoljeoggass.no/en/Facts/Petroleum-history/>

More than 60 per cent of Norwegian petroleum resources remain beneath the seabed, including 25 per cent waiting to be discovered. You can get the most updated facts and figures by visiting <https://norskoljeoggass.no/en/Facts/>

Location of production:

As evident on <http://www.petroleumskartet.no/>, Oil and Gas extraction is done offshore. However most of the industry on land is in the western and northern parts of Norway.

## Important factors to consider / demand for workers:

Statistics from 2012 show that less than 40% of the employees in the oil industry in Norway worked offshore.

Since the middle of 2013 until present day, there has been a decrease in the number of engineers required for projects in Norway and as the Oil price decreased, so did the need for new employees within the industry.

For the time being, the need for professionals is lower in the supplying companies/oilfield services companies than in the operators/operations companies.

It is recommended to read the news, on for example <http://sysla.no/offshore/>, so to follow on the most current changes implemented within this sector and to be informed of which companies have gotten specific contracts.

## Language, education and qualifications requirements

Language:

The working languages in the oil and gas industry are Norwegian and English.

For safety reasons, fluency is required in at least one of these languages. Most small companies prefer proficiency in Norwegian. If Norwegian skills are absent, many companies will require at least a minimum of fluency in English. It is recommended to try to learn the Norwegian language before relocating.

Norwegian language courses. There are various providers of language courses in Norway, and online courses. You can find most of them at [Skills Norway](#), the National Agency for Lifelong Learning. You can test whether the language resonates with you by trying the free online course at [www.ntnu.edu/learnnow](http://www.ntnu.edu/learnnow).

#### Education and accreditation:

An oversight of all careers within Norwegian Oil and Gas industry is found on <http://www.verdensklasse.no/utdanning/?id=983&t=Yrker> . Unfortunately this website is only available in Norwegian.

Relevant higher education for this industry is typically an engineering degree (3-5 years) in petroleum technology, geology/geophysics, drilling, reservoir, mechanics and design, structural engineering, automation and instrumentation, or similar degrees.

Other technical disciplines are applicable, such as IT, Project Management, Logistics, HSE etc.

For recognition of foreign higher education, apply to the Norwegian Agency for Quality Assurance in Education ("NOKUT") at <http://www.nokut.no/en/>. Some professions are regulated by law and you can find a complete list on the above link.

Education from technical, vocational schools and/or colleges within petroleum technology, drilling, well service, welding and electrical studies can also be relevant to this industry. The oil industry hires skilled workers in processing, industry mechanics, and other mechanical disciplines. You need to document your skills (in English) by submitting your certificates from your school, college, university or in some cases your previous employer.

In addition, you should have relevant work experience and reference persons who can be contacted by a prospective employer.

#### How to find work?

If you want to use EURES` services, always start your mobility process by contacting EURES in your home country. They will then guide you to the most appropriate channel or contact person.

All the job vacancies and contact details of advisors are published by The Norwegian Labour and Welfare Administration (NAV) are on the European job mobility portal [EURES](#).

Most job vacancies in Norway are written in Norwegian. There are though job vacancies written in English, you can find them [here](#).

Most companies have a website and you can find companies in the Oil & Gas industry here:

- Oil and Gas companies operating in Norway:  
<http://www.norskoljeoggass.no/no/Om/Medlemsbedrifter/>
- Subsea Valley members: <http://subseavalley.com/medlemmer/>
- GCE Subsea members:  
[http://www.gcesubsea.no/page/5642/Our\\_Partners\\_and\\_Members](http://www.gcesubsea.no/page/5642/Our_Partners_and_Members)
- Blue Maritime Cluster`s members:  
<http://www.ncemaritime.no/default.aspx?menu=215>

- The Norwegian Oil Spill Control Association members: [http://nosca.no/members\\_category/members/](http://nosca.no/members_category/members/)
- Kongsberg Innovation member companies: <http://nce-se.no/index.php/nce-se-en>
- The Norwegian Trade Portal: [www.nortrade.com](http://www.nortrade.com)
- The Norwegian Yellow Pages: <https://www.gulesider.no/finn:olje+og+gass?consumer=suggest>
- Norwegian Industry: <https://www.norskindustri.no/om-norsk-industri/vare-medlemmer/>

Additionally visit:

- <http://sysla.no/offshore/stillinger/> for information and oversight of recruitment services for several offshore professions.
- [www.jobboffshore.no](http://www.jobboffshore.no) which specifies information on the different offshore jobs and the professional requirements for them under “Yrker offshore”. For example: Chapter “boredekk” links to companies looking for staff to work on deck. Chapter “forpleining” links to companies looking for catering and other hospitality and health services staff. Look for links stating “Se firma du kan søke jobb til her”

You may also contact the national contact point, NAV Service Centre EURES, to enquire about job vacancies:

- phone: (+47) 55 55 33 39 - Monday- Friday, 08:00 to 15.30 (CET)
- e-mail: [eures@nav.no](mailto:eures@nav.no)
- [chat](#): every Friday, 10:00 to 13.00 (CET)

## Apply for a job

Every month, oil companies receive hundreds of open applications from people from all over the world looking for offshore work.

We do not recommend sending open applications, as this is not the way most companies recruit personnel. Look for actual vacancies on the companies' websites, the links above and [www.linkedin.com](http://www.linkedin.com).

Norwegian recruitment companies/staffing agencies play an important role in this industry and are well worth contacting, if you have 5+ years of experience.

You do not need to be in the country to apply for a job. Most companies prefer online applications and have the tools to provide online screening interviews before requesting a formal interview at their offices.

Companies may also take 3 + months to provide any feedback on your application. It is therefore important to keep a structured list of:

- each position you have applied for
- the date of submission of the application
- the contact persons

We also recommend that you keep copies of all job advertisements, so you are better prepared when eventually being contacted by the recruiter/HR Consultant.

## Wages and Trade Unions

In Norway there is no single legal minimum wage that applies for all branches and professions.

Organisations (representing employers and unions) regularly negotiate wages and working conditions, resulting in wage agreements by sector ("tariffavtale" in Norwegian).

Member companies commit themselves to pay wages according to agreements achieved between the parties. Very often you will find that your wages are set according to the above mentioned wage agreements.

The wages in the industry varies depending on your experience and discipline.

According to a survey made by the Engineers' Union NITO among its members, the average salary for engineers in Oil & Gas (within both extraction and services related to extraction of oil and gas), with 0-4 years experience, was about 580.000 NOK gross/ year (pr 1<sup>st</sup> October 2016). Senior engineers will naturally earn more. Offshore supplements/benefits apply to offshore positions.

In Norway, the trade unions play an important role in working life. Over 50% of the employees in Norway are members of a trade union. The relevant unions for Oil and Gas workers:

- [www.nito.no](http://www.nito.no) For Engineers
- [www.tekna.no](http://www.tekna.no) For technical, engineering and scientific professionals
- <https://www.industrienergi.no/industri-energi-english/> For those who work in Energy and Industry sectors
- <https://flt.no/artikler/english/> The Norwegian Engineers and Managers association

### **Taxes, working conditions and relocation**

Visit [Work in Norway, the official guide](#) to get step by step information about registering, paying taxes and working conditions.