WORKING IN THE OIL AND GAS INDUSTRY IN NORWAY
(Updated April 2015)

About the industry

Norway has been producing oil & gas for about 40 years and in the last years Norwegian oil production has decreased to 40% 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.

Location of production:
As evident in the map below, Oil and Gas extraction is done offshore; however most of the industry on land is in the western and northern parts of Norway.

Demand within this sector

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

Since the middle of 2013, there has been a decrease in the number of engineers required for projects in Norway. However there is still a small demand for:

- Senior, experienced engineers with experience within piping, drilling and well technology, structural engineering, subsea, process, electrical and automation engineering, mechanics, etc.
- Skilled personnel with experience within drilling, well-service and maintenance on production platforms, such as drill technicians, welders, industrial painters (coating) with formal education, and industrial isolators.

For the time being, the need for professionals is higher in the supplying companies/oilfield services companies than in the operators/operations companies themselves and it is recommended to read the news, so to follow on the most current changes within this market and to be informed of which companies have gotten which contracts.

Most oil service and equipment companies also use professionals in occupations that combine onshore and offshore work. Some jobs are found through contact networks and by recommendations or by applying directly or making use of recruitment companies.
Language, education and training requirements

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. You can test whether the language resonates with you by trying the free online course at www.ntnu.edu/learnnow

Training and medical requirements

In order to be admitted for work on oil rigs, you need specific safety and emergency courses. The safety and emergency courses are conducted at schools approved by The Norwegian Oil and Gas Association (NOG). You will find a list of all schools and courses on www.norskoljeoggass.no and http://www.falcknutec.no/en/. The courses are expensive and usually conducted in Norwegian. A few courses are offered in English.

Important notice:
Please be informed that the Operators and Norwegian Oil and Gas (NOG) does not approve any training providers outside of Norway. Training providers who offer Norwegian Oil and Gas certification following their basic offshore safety and emergency training and the refresher courses are not in any way endorsed by OLF.

Norwegian Oil and Gas certificates issued by such providers will not be valid in Norway. However exceptions are made according to the mutual agreement between Oil and Gas UK, Nogepa, Danish operators and Norwegian Oil and Gas.

Recommended guidelines for safety and emergency preparedness can be found on http://www.norskoljeoggass.no/en/Activities/HSE-and-operation/Rtraining/

In addition to the safety and emergency course, a medical certificate confirming fitness for work on oil rigs is a requirement.

Every person who travels offshore on the Norwegian shelf is subject to all of the rules in the Norwegian health requirement regulations. This document is currently only available in Norwegian on NOGs website. For more information in English visit http://tinyurl.com/busvbma

Responsible operators and operations companies must carry out the same supervision to ensure that all offshore personnel comply with the normal practice and rules in the health requirement regulations.

Accreditation of Education

Relevant higher education for this sector 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 NOKUT. Make sure you meet all the
requirements for recognition. Technical/vocational schools/colleges within petroleum technology, drilling, well service, welding and electrical studies can be relevant to this sector.

The oil industry hires skilled workers in processing, industry mechanics, and other mechanical disciplines. You need to document your skills (in English) by submitting a certificate from your school, college or university. In addition, you should have relevant work experience and reference persons who can be contacted by a prospective employer.

**How to find work in the industry?**

If you want to use EURES, always start your mobility act by contacting EURES in your home country.

The Norwegian Labour and Welfare Administration (NAV) has a database containing all published vacancies. This is basically available in Norwegian. Visit [www.nav.no](http://www.nav.no) and choose “ledige stillinger” to find the job vacancies.

- Select the category “Industry, bygg etc.”
- Select the subcategory “Olje, gass, bergverk”
- Enter relevant key words (“ingeniør, mekanisk, offshore” etc) in the text box below.
- In some cases you can type these key words in English or you can combine the key words with the word English.
- Click on “Søk”.


Most companies have their own website where they publish vacancies directly.
On [www.nortrade.com](http://www.nortrade.com) (The Norwegian Trade Portal) and on [www.gulesider.no](http://www.gulesider.no) (The Norwegian Yellow Pages), you will find lists of relevant companies.

An important source of information is [www.workinnorway.no](http://www.workinnorway.no)

Employers and job seekers may contact the National contact point, NAV Service Centre EURES (NSSE) on tel.: +47 75 42 64 04 (Monday- Friday, 08:00 am to 15:30 pm) or e-mail: [eures@nav.no](mailto:eures@nav.no) to enquire about vacancies. On Mondays and Fridays (10:00 – 13:00) the EURES services in Norway is available on chat.

**Apply for a job**

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
the last date of application for all candidates

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

Additionally visit:

- [http://www.offshore.no/jobb/stillinger/](http://www.offshore.no/jobb/stillinger/) for information and oversight of recruitment services for several offshore professions.
- [http://www.intsok.com/Partners](http://www.intsok.com/Partners) where you will find a list of “Partner” companies that can be contacted.
- [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 staff. Look for links stating “Selv finner du du kan søke jobb til her”

General information about working and living in Norway is available on [www.workinnorway.no](http://www.workinnorway.no) and the NAV EURES website [www.nav.no/englisheures](http://www.nav.no/englisheures).

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

Every month, oil companies receive hundreds of applications from people from all over the world looking for offshore work. We recommend not sending applications in this way, as this is not the way the companies recruit personnel. Look for actual vacancies on the companies’ websites, on [www.LinkedIn.com](http://www.LinkedIn.com) or at [www.nav.no](http://www.nav.no) and only send an application if you have adequate qualifications, experience and language skills.

**Wages**

In Norway there is no single legal minimum wage that applies for all branches and professions. But organisations (representing employers and unions) regularly negotiate wages and working conditions, resulting in wage agreements by sector ("tariffavtale"). 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.

A mechanical engineer with 1-3 years experience may start with a gross yearly salary of NOK 450 000 (€ 53,000 at NOK 8, 50). Senior engineers will naturally earn more. Offshore supplements/benefits apply.

**Taxes**

When you work for a Norwegian employer, you are required to pay income tax. Visit [www.workinnorway.no](http://www.workinnorway.no) or [www.taxnorway.no](http://www.taxnorway.no) to learn more about paying taxes.

**Work contracts**

Read your rights as an employee and find a standard contract of employment in several languages on [www.workinnorway.no](http://www.workinnorway.no)
Preparing for relocation

Visit www.workinnorway to get a step by step guide on how to prepare before relocation.
For additional information, visit www.nav.no/englisheures.

Related information

- [www.offshore.no](http://www.offshore.no) (Industry Journal ,Only in Norwegian)
- [www.petro.no](http://www.petro.no) (Industry Journal, information about companies, vacancies)
- [www.udi.no](http://www.udi.no) ( The Directorate of Immigration)
- [www.arbeidsdtilsynet.no](http://www.arbeidsdtilsynet.no) (The Labour Inspection Authority)
- [www.nokut.no](http://www.nokut.no) (the Norwegian Agency for Quality Assurance in Education, "NOKUT").