



# VENTURE NORTH

Invest in Rana  
Region Norway



## How to hire in the Venture North region

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Tips and sites to connect with talents

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## General introduction

The Venture North region (Nord-Helgeland) has a low turnover of employees and a low unemployment rate. Therefore, it is crucial to make job postings visible not only on local platforms and social media but also at a national and international level.

This brochure provides tips and resources to assist you in attracting talent to our region.

## Local labor market\*

The municipality of Rana has a population of approximately 26,000 residents, with 13,896 individuals employed. Among them, 1,170 are international workers, contributing to a diverse labor market. Migrant workers are predominantly employed in services, healthcare, construction, and industry.

Like the rest of Norway and Europe, our region faces the challenge of a steadily shrinking working-age population. An aging demographic combined with a decline in younger generations has created a significant workforce gap. With a low unemployment rate of approximately 1%, recruiting talent from outside the region has become a necessity.

\*Rana municipality

## Recruitment

### National job posting website

In Norway, three main websites are recommended for job postings:

- [Arbeidsplassen.no](https://www.arbeidsplassen.no): Includes an API that collects job postings from Finn.no.
- [Jobbnorge.no](https://www.jobbnorge.no)
- [Finn.no](https://www.finn.no)

Posting jobs on Arbeidsplassen.no ensures they will also appear on the local city's main website, such as [www.moirana.com](https://www.moirana.com). We encourage using English in job postings to reach a broader audience. Including the hashtag **#workinmoirana** ensures visibility on the English version of [www.moirana.com](https://www.moirana.com), a platform popular in Germany, England, and the U.S.

In addition to online platforms, it is common to inform local newspapers about job openings:

- **Mo i Rana:** Rana Blad, Ranano
- **Hemnes:** Rana Blad, Avis Hemnes
- **Lurøy/Nesna:** Rana Blad, Helgelands Blad, Helgelendingen

### *Tell about their new home*

When posting a job in the Venture North region we recommend to also have a short information about the city / region. For cities with individual websites, these platforms can serve as valuable resources for prospective candidates. They provide essential information about the community, including leisure activities, housing options, and even job opportunities for partners. This can help candidates make more informed decisions about relocating to the area.

Mo i Rana: [www.moirana.com](https://www.moirana.com) \*

Lurøy: [www.leviluroy.no](https://www.leviluroy.no)

Hemnes: [www.visitokstindan.com](https://www.visitokstindan.com)

Nesna: [www.nesna.kommune.no](https://www.nesna.kommune.no)

There is also a website that covers the Helgeland Region: [www.heilehelgeland.no](https://www.heilehelgeland.no). They also collect job postings from arbeidsplassen.no. Heile Helgeland as well as those cities with a city-website, will feature job listings in their social media accounts.

## Recruiting from abroad

### Finding international talent

**EURES:** EURES is an open platform for recruiting talent with the right to work in Europe. With over a million candidates, this platform is a valuable tool for employers. Each year, a digital job fair is held for European job seekers, allowing you to connect with potential employees virtually. For guidance, contact the local EURES coordinator, Hogne Haugjord, at [hogne.haugjord@nav.no](mailto:hogne.haugjord@nav.no).

**Emigration Expo:** As Europe's largest event for emigrants, expats, and job seekers, the Emigration Expo attracts around 12,500 visitors annually. With 200 exhibitors and free lectures, it's the perfect place to meet potential new employees. Learn more at [www.emigratiebeurs.nl](http://www.emigratiebeurs.nl).

Read more here: [About Emigration Expo Visitors - Emigratiebeurs](#)

#### *Hiring international talent*

Recruiting talents from abroad requires knowledge of the Norwegian immigration system. Luckily there has been made some pamphlets that can help on the way:

Tromsø municipality has made a checklist for employers when hiring international talent: <https://www.nftr.no/sjekklister-arbeidsgivere>. The settlement journey for an upcoming expat is nice to know for an employer: [interactive-map-and-board.pdf](#)

## Information for your future talent

### *E-course for international talent*

A new e-course is being developed to help international talent and their families transition smoothly to life in Norway. This free course will provide essential information about living and working in Norway, including practical advice on housing, healthcare, and integration.

The course is scheduled to launch in summer 2025. For more details, contact [yasna.mimbela@ru.no](mailto:yasna.mimbela@ru.no).

### *Social Networks*

Building a social network in a new city is crucial for successful integration. Norway's social culture can be challenging for newcomers, making expat groups and social networks invaluable resources. These networks provide opportunities to connect, share experiences, and participate in local activities.

Local websites often include information about expat networks, cultural programs, and community events. Examples include:

- **Mo i Rana:** [www.moirana.com](http://www.moirana.com)

- **Lurøy:** [www.leviluroy.no](http://www.leviluroy.no)
- **Hemnes:** [www.visitokstindan.com](http://www.visitokstindan.com)
- **Nesna:** [www.nesna.kommune.no](http://www.nesna.kommune.no)

For a broader overview, visit the Helgeland regional website: [www.heilehelgeland.no](http://www.heilehelgeland.no).

Or the regional tourist information site: [www.visithelgeland.no](http://www.visithelgeland.no)

## Trainee and recruitment opportunities in Norway

### Trainee Helgeland

Kunnskapsparken Helgeland (Innovation Company Helgeland) runs one of Norway's leading trainee programs, attracting talent from across Norway and abroad. Trainees work for a year in a company under standard employment terms, often with the opportunity for a permanent position. The program includes a leadership course and networking events with other trainees.

### Fairs and other relevant skills matching

- **Helgelandstreff:** Organized by Kunnskapsparken Helgeland, this event connects students, former residents, and those interested in Helgeland through presentations by businesses and municipalities.
- **Career Days and Student Associations:** Universities host career days, with field-specific student associations providing excellent opportunities for business presentations and networking.

For more information or tips, don't hesitate to contact us at Venture North.