



VENTURE NORTH

Invest in Rana
Region Norway



How to hire in the Venture North region

Content

Introduction	3
Local labor market.....	4
Recruitment.....	4
<i>National job posting website</i>	4
Show them their new home	4
Recruiting from abroad.....	5
<i>Finding international talent</i>	5
Hiring international talent	5
<i>Information for your future talent</i>	5
E-course for international talents.....	5
Social networks.....	6
Trainee and recruitment opportunities.....	6
<i>Trainee Helgeland</i>	6
<i>Fairs and other relevant skills matching</i>	6

Introduction

The Venture North municipalities 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 talents to our region.

Local labor market

The municipality of Rana has a population of approximately 26.000 residents, with 13.269 individuals employed in 2024. Among them, 1.294 are international workers, contributing to a diverse labor market. Migrant workers are predominantly employed in services, healthcare, construction, and industry.

Furthermore, Hemnes municipality has a population of close to 4.500 residents, whereas 2.044 of them were employed in 2024. 186 of those employed in Hemnes are international workers. The population in Lurøy municipality is 1.954 residents, and 975 of them were employed in 2024, and out of those 188 were international workers. Lastly, Hattfjelldal has a population of 1.259 residents, where 625 were employed in 2024, with 58 of those being international workers.

Like the rest of Norway and Europe, our region faces the challenge of a steadily shrinking working-age population. An aging demographic combined with the decline in younger generations has created a significant workforce gap. With a low unemployment rate of approximately 1.5% in 2025, recruiting talent from outside the region has become a necessity.

Recruitment

National job posting website

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

- [Arbeidsplassen.nav.no](https://arbeidsplassen.nav.no): Includes an API that collects job postings from Finn.no
- [Jobb norge.no](https://jobb norge.no)
- [Finn.no](https://finn.no)

Posting jobs on Arbeidsplassen.no ensures they will also appear on the local city's main website, such as 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, 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/Hattfjelldal:** Rana Blad, Helgelands Blad, Helgelendingen

Show them their new home

When posting a job in the Venture North region we recommend to also present a short introduction about the city/small town. For cities or small towns 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
- Hemnes: www.visitokstindan.com
- Lurøy: www.komtilluroy.no
- Hattfjelldal: www.hattfjelldal.kommune.no

There is also a website that covers the Helgeland region: www.heilehelgeland.no. They also collect job postings from arbeidsplassen.no. Heile Helgeland as well as those cities/towns with a specific 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 rights 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.

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 is the perfect place to meet potential new employees. Learn more at: <https://emigratiebeurs.nl>. You can also read more about the exhibitors at: [About emigration Expo Visitors](#).

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: www.nftr.no/sjekklister-arbeidsgivere.
- The settlement journey for an upcoming expat is nice to know for an employer: [Interactive-map-and-broad.pdf](#)

Information for your future talent

E-course for international talents

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

This course is scheduled to launch late fall 2025. For more details, contact petter.svendsen@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 experience, 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, for younger expats between 20-40 years visit www.rana2040.no
- **Hemnes:** www.visitokstindan.com
- **Lurøy:** www.komtilluroy.no
- **Hattfjelldal:** www.hattfjelldal.kommune.no

For a broader overview you can visit the Helgeland regional website www.heilehelgeland.no, or the regional tourist information site www.visithelgeland.com/no/.

Trainee and recruitment opportunities

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!