解锁挪威

– 职业发展

Emily Zhang

24.10.2026



提　纲

自我介绍

准备阶段

分阶段实施

其他职场问题

Q&A

自我介绍

人力资源经理，招聘经理，职业规划师

管理学双硕士学位

船舶行业人力资源管理

2009年移民挪威

2010年开始在挪威工作

2011年 Aker Solutions开始在人力资源部招聘工作

NES Advantage Solutions部门经理

石油和再生能源行业

Bærum Skøyteklubb Styreleder



准备阶段

居留许可 UDI.no

了解自身期望值

职业分析和定位



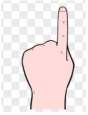
SWOT分析





外部机会
行业变革
公司重组
技术变革
个人Network

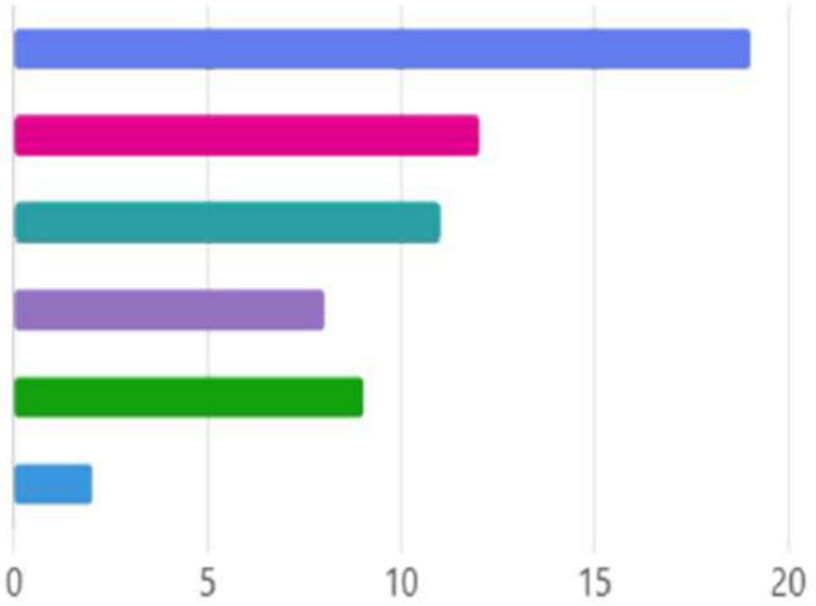
外部威胁
行业下滑
岗位被技术替代 - AI
公司重组
地缘政治大环境
其他竞争者进入



找到自己的定位和卖点

目前找工作最大的困难

挪威语要求	19
缺少本地工作经验	12
缺少挪威本地推荐人	11
简历、求职信、面试需要指导	8
文化差异	9
其他	2



流程



流 程

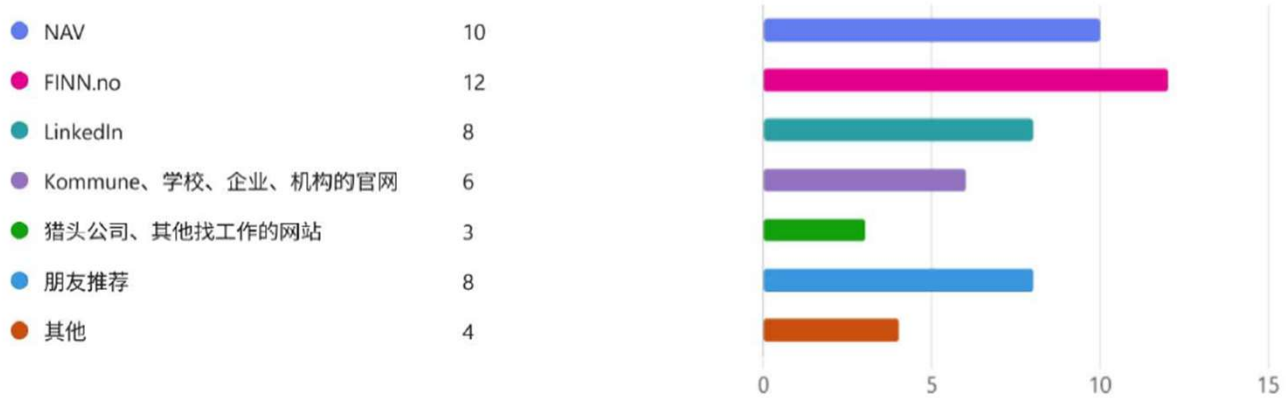


收集信息 探索

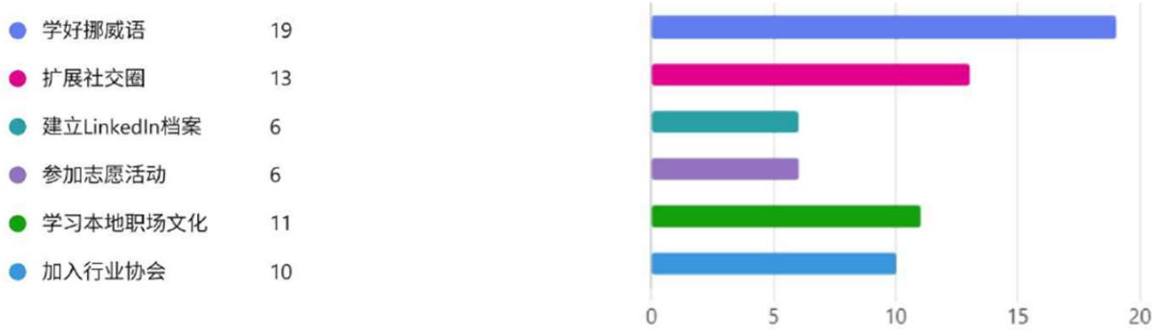
分析

Marketing

15. 您主要通过哪些渠道寻找工作?



17. 您认为新移民应该做些什么以帮助找工作?



社交媒体

- Tell
- Sell
- Attract
- Networking
- Investigation
- Follow
- Job Alerts







流 程



准备

申请

调整优化

流 程



01.11.2017 – 16.03.2020 **Production manager;**
Responsibilities: managing a 50-person crew, responsibility for achieving production goals, conducting inventory of materials and products at the department, optimization of production processes, analysis and elimination of defects arising during the process during the process, motivating and training subordinate employees, supervising Lean Manufacturing systems

06.10.2017 – 01.11.2017 **Deputy Production Manager;**
Responsibilities: managing a 50-person crew, responsibility for achieving production goals, reporting quality and quantity of products

16.10.2016 – 16.10.2017 **Master of production;**
Responsibilities: managing a 40-person crew, responsibility for achieving production goals, reporting quality and quantity of products

EDUCATION

Industrial Engineering

University of Buenos Aires

Automotive Technician

ENET N°5 Temperley

SKILLS

- Teamwork
- Problem-solving
- Leadership
- Critical Thinking
- Time Management

LANGUAGE

May 2019 -jun 2023

Freelance Engineer

- Provide my knowledge and experience in the engineering field.
- Meet with clients from time to time to update or review services.

Oct. 2015 - Feb. 2019

Assistant Manager

Pan American Energy (SL)

- Support senior management to achieve successful management performance.
- Assist, collaborate with, and support members of the management.
- Monitor activities and make reports to managers.

May 2009 - Oct. 2015

Sr.Technologist Reserves Development

Pan American Energy (SL)

- Create and draft technical reports.
- Provide technical assistance and support.

Dec 2006 - Apr. 2009

Jr. Technologist

Softlab (SRL)

- Data entry.
- Data Base Maintenance.

RESUME

Name

Objective : A challenging and growth oriented position to apply my skill set

Skill Set : MS- Office, SAP, WRENCH

- AutoCAD, MagiCAD(3D software), PDMS, SP3D, Revit
- ETAP, EPLAN, Di-lux, CG-lux, SPEL

ACTIVITIES: Design & detail engineering of following activities, engineering & Co-coordinator with other related departments

- Preparation of Master SLD, Substation layout and schematics (33/11 KV outdoor, 6.6kV indoor), Transformer sizing calculations,
- HT & LT switchgear specifications , Preparation of Control Schematics, Load balancing on busbars, Busbar Sizing calculations, Preparation of Preliminary Switchgear GA by considering factor like, Types of Form
- Preparation of load details, equipment specification, Cable tray sizing, Cable tray routing layouts, Illumination calculations, Illumination layouts, Earthing & lightning protection layouts, Preparation Cable
- Procurement assistance – floating enquiries, vendor offer review, Technical & Commercial Bid evaluation, Vendor technical discussion, Vendor print check & approvals.

Experience :

1. **Tecn Pvt. Ltd, Mumbai.** (Since –March'2019)

   As a Deputy Chief Engineer

PROJECTS:

- ZCINA-ALGERIE – LPG Unit Train 4 (EPC)

2. **Toyo Engineering India Pvt. Limited, Mumbai.**

   (Since – March'2014-March'2019) As a Senior Engineer

PROJECTS:

- SHELL Hazira – Truck Loading Unit, Gujarat (EPCM).
- IOCL Ethylene Glycol Plant, Paradip, Odisha. (FEED)
- Proman Ethylene Plant, Luciana, USA. (FEED)

Abroad Experience: Toyo Engineering Corporation, Japan (1 Year)

3. **Thyssen.** (From Oct' 2006 – Feb'2014)

   As a Senior Executive

PROJECTS:

- TanjungBin Coal Handling Plant, Malaysia. (1 x 1000MW Power plant)
- Wagon Tippler Package for 4 x 350MW GMR Kamalanga Thermal Power Plant.
- Jimah Coal Handling Project, Malaysia. (2 x 700MW Coal Fired Power Plant)

Abroad Experience: Jimah CHP, Malaysia Site (0.25 Year)
ABB France Belfort office (0.1 Year)

4. **Neils, Pune.** (Dec' 2005 – Sep'2006)

   As an Engineer

ACTIVITIES: **MEP Design & details for Industrial & Building projects in Europe & US, UK Market area.**

PROJECTS Skanska Project for various apartments

5. **Hallm Technical Services Pvt. Ltd. Pune.** (May'2004 – Dec'2005)

   As an Engineer (Projects)

PROJECTS:

- Tororo Cement Industries Ltd., Uganda. (Coal Mill)
- Tororo Cement Industries Ltd., Uganda. (Cement Mill)

Abroad Experience: Tororo Cement Industries, Uganda Site (0.5 Year)

Educational qualification:

1. **S.S.C.** from City high school, Sangli. Scored 76.57% passed out in March 1995.
2. **D.E.E.** from **Walchand College of Engg. , Sangli.** Scored 75.53% passed out in April 1998.
3. **B.E. (ELECRICAL)** from **Sardar Patel College of Engg. Andheri (UNIVERSITY OF MUMBAI)** scored 55% passed out in June 2001.
4. **P.G.D.M** from **IGNOU, Delhi** scored 61.08% passed out in December 2008.

Personal Details:

Date of Birth	:
Nationality	:
Marital Status	:
Passport Details	:
Passport Date of Issue	:
E-mail	:
Notice Period	:

MY KEY SKILLS

SOFTWARES

AUTODESK

Revit -
Navisworks -
Robot -
Formit -

ADOBE

Indesign -
Illustrator -
Premier Pro -
Photoshop -

MICROSOFT

Word -
MsProject -
Excel -
Powerpoint -

VARIOUS

Dalux -
Sigma -
Vico Office -
BE18 -
LCABYG -
Strusoft -

HANDS ON SKILLS:

Prototyping -
Wood crafting -
Illustration -
Model building -
Renovation -
Landscape gardening -

EDUCATION

KOBENHAVNS ERHVERVSAKADEMI 2021-2024
Copenhagen, Denmark
- BA Architectural Technology and Construction Management
Presented a thesis study titled ''Retrofit, Redesign or Rebuild – Construction practices in bushfire prone regions: Mitigating impacts through resilient materials design and planning''

CAREER HISTORY

HOLSCHER NORDBERG 2023-2024 Architecture and Planning
Copenhagen, Denmark - Constructing Architect Intern
- Life Cycle Analysis
- BIM coordination
- Preparation of Highly detailed Architectural Revit models
- Construction detail solutions

DOMINIA 2023 Rådgivende Ingenører
Copenhagen, Denmark - Constructing Architect Student Assistant
- Preparation of highly detailed structural Revit models
- Schematic MEP Diagrams
- BIM workflow support

TRAILHEAD 2017-2020
Nesbyen, Norway - Landscaper / Trailbuilder
- Attention to detail
- Time management
- Hardscaping and Equipment operations

MOISTURE CONTROL SERVICES 2009-2014
Brisbane, Australia - Recovery and Restoration Technician
- Customer service and stakeholder dialogue
- Mold Remediation
- Hazardous Material Handling

PENFOLD PROJECTS 2006-2008
Sunshine Coast, Australia - Landscaper / Labourer
- Effective communication
- Creative thinking
- Interpersonal relationships

HUTCHINSON BUILDERS 2005-2006
Brisbane, Australia - Carpenters Apprentice / Labourer
- Carpentry techniques and Construction knowledge
- Demolition and waste management
- Safe operating procedures

VOLUNTEER - LIFE EXPERIENCE:

RUGBY EUROPE 2017-2025
- International Rugby Union Referee
INTERNATIONAL RED CROSS AUSTRALIA 2010
- Child Soldiers No More Ad Campaign
ISLAND VIBES FESTIVAL 2007-2009
- Set up crew / Store Supervisor

ABOUT ME

My name is ---------ques.

I'm originally from Portugal, but I'm a citizen of the world.

I am 34 years old, and 13 years of experience shared by several areas starting from oil and gas, where I started as a simple worker, and thanks to my commitment and ambition, I grew up personally and professionally until I became a supervisor. And most recently to wind power, with the position of site manager.

Ambition, the expansion of knowledge, the acquisition of experience in new areas, the knowledge of new cultures and methods of work, and the ability to apply all my knowledge in the last 13 years are therefore more than enough reasons. Other of the main reasons for my application is to know that my profile would be the correct one.

Plus I am completely available in terms of calendar, schedule and always ready to help.

LANGUAGES

PORTUGUESE
ENGLISH
SPANISH
FRENCH

COMPUTER SKILLS

MICROSOFT OFFICE
MACROMEDIA
ADOBE

SKILLS

HARD SKILLS

ORGANIZATION CAPACITY
TEAM LEADERSHIP
SUPERVISORY SKILLS
LOYALTY
CONFIDENCE
EASY TO COMMUNICATE
MANAGEMENT
ACCESSIBLE
DECISION MAKER
LEADERSHIP
HUMBLE
100% FOR THE WORK



EXPERIENCE

SITE MANAGER

MAR 2017 – JUN 2017

Onshore Windfarm Logistics Wharehouse Lifting & Rigging Heavy Lifting Lifting Plan Lay-out Plan Site Preparation Resources Schedule Transport List Transportation Crane Assembly and Disassembly Lifting Operations SIMOP Instalation Team Monthly Targets Solving Issues Manpower Equipment Improvement Effort Construction Representative Site inspections Advise Corrections Timely Manner Progress HSE PTW JSA RA ToolBox Talk Survey Inspection Auto Cad Drawings Material Control Cargo Loading/Unloading Mobile Cranes Harbour Cranes Reach-takers Forklifts Tandem-Lifts Lifting/Rigging Equipment Daily Reports Project Coordination Project Management Site Management Structural Engineering

SARENS – Albine, Midi-Pyrénées, France

Installation of 5 G87-2.0 MW WTG in the park of Soulanes and 3 G87-2.0 MW in Albine.

- Coordinate the Site Preparation, according the resources and schedule.
- Identify the personnel, tools and means and materials for both internal and external (sub contractors) competences, necessary to the different phases of the process of construction in order to allow the sufficiency of the human resources, tools and means and materials for the activity.
- Check layout plans on site with crane driver.
- Check transport list of the crane with crane driver.
- Scout out for possible problems in transportation and assembly of the crane.
- Supervising of crane assembly and disassembly.
- Overseeing lifting operations.
- Liaising with Project Manager, local Business Unit, Client and Installation team.
- Daily supervising and control of the company's site operations, both of in-house and sub-contracted activities, with particular focus on health and safety, planning, programming and co-ordination.
- Day-to-day monitoring, recording and documentation of the company's site activities including compilation of site progress reports
- Review if works are executed per project schedule and daily / weekly / monthly targets are achieved.
- Managing the sub-contractors, balancing and coordinating their man power and equipment.
- Assessing and solving issues that would affect the effective completion of the Project.
- Communicating about progression on site, any areas for improvement.
- Contact on site for any external service needed.
- Daily Tool Box Talk & Weekly Safety Talk.
- Manage and oversee the day-to-day of the project (Installation of 5 G87-2.0 MW WTG in the park of Soulanes and 3 G87-2.0 MW in Albine, both located in the department of Tarn, in the south of the country).

CURRICULUM VITAE

PERSONAL DETAILS
Name :
Email :
Date of Birth :
Nationality :
Address :
Mobile :

PROFILE
-
-
-
-

EDUCATION
Master Degree in
University of ******** 2003-2005
Degree******
University of ******* 1995-1999

IT Skills:
- Structure modelling software
  Autocad 2D & 3D, PDMS, Microstation, Smart Plant Review (SPR).
- Basic software
  Microsoft Office

EMPLOYMENT
May 2011 – Present **Employer1**
Title:
Responsibilities/Scope of work:
- *******
- ****
- ***

Project1 Project Name 2012 - 2014
Project summary (if necessary)
Responsibilities/Scope of work:
- ***
- ********

Project2 Project Name 2011 – 2012
Project summary (if necessary)
Responsibilities/Scope of work:
- ***
- ********

May 2008 – 2011 **Employer2**
Title:
Responsibilities/Scope of work:
- *******
- ****
- ***

Project1 Project Name 2009 - 2011
Project summary (if necessary)
Responsibilities/Scope of work:
- ***
- ********

Project2 Project Name 2008 – 2009
Project summary (if necessary)
Responsibilities/Scope of work:
- ***
- ********

May 2003 – 2008 **Employer3**
Title:
Responsibilities/Scope of work:
- *******
- ****
- ***

Project1 Project Name 2005 - 2008
Project summary (if necessary)
Responsibilities/Scope of work:
- ***
- ********

Project2 Project Name 2003 – 2005
Project summary (if necessary)
Responsibilities/Scope of work:
- ***
- ********

TRAINING
Courses
Permit to Work (PTW) Training
Incident and Injury Free (IIF) Training
Working at Height
Confined Space Entry Training
Hazard Identification Tools Training
Health Environment and Safety Induction
TSTO & TSTI Training

REFERENCE
Employer 1, ****
Name :
Title : Layout & Piping Lead
Email :
Phone : -

Employer 2, ******
Name :
Title : Lead Piping Engineer
Email :
Phone : -

Employer 3, *****
Name :
Title : Engineering Manager
Email :
Phone : -

Employer 4 , *******Germany
Name :
Title : **** Manager
Email :
Phone : -

如何让你的简历出众

- 信息真实准确
- 简洁大方 - 清晰，条理清楚
- Key qualification 第一页– 突出卖点 & 瞄准目标
- 集中优势在第一页
- 使用正确的专业用语
- 去除无关噪音

Name:
Date of birth:
Nationality:
Languages:
Profession:
Residence:

CV TEMPLATE

Key Qualifications

Education

Courses

IT Experience

Work Experience

References

Cover letter

I refer to the advertised position as xxxxxxx engineer and hereby apply for the XXX position.
My name is xxxxx, living in Oslo with my family. Right now I am working as xxxxxxxx with xxxxxx Technology AS, OSLO, NORWAY

Having Masters in Mechanical Engineering with overall 16 years of experience in structural design andxxxxx.
In 16 years extensively worked on Structural design (Solidworks, Inventor and Spaceclaim) and Static, dynamic analysis (in Time and Frequency domain), hand calculations, mathematical modelling of structural components, buckling, Fatigue (HCF and LCF), welded and bolted joints and optimization. In the recent years I have worked extensively on following domain,

- Offshore structures and subsea structure design & analysis and class approval as per standards.
- Structure design & analysis Rotary and Reciprocating compressors
- Offshore and Subsea composite structural FE analysis.
- Structural joints (Bolts and Weld) evaluation using hand calculations and FEA
- Structural design (Concept and Detailed), Development and FE analysis of Heavy Lifting, Transportation and offshore cranes.
- Testing, Prototype development and CE marking
- Wind Turbine and offshore structures design and analysis and class approval as per standards.
- Good hold on NORSOK and DNV Rules for Planning and Execution of MARINE OPERATIONS standards.

As a person I am a highly motivated, result-oriented and motivate team with sensible humor and good at solving problems in structural Design and structural analysis with excellent communication skills. I have contributed for the development of guidelines and efficient methods to improve the structural analysis and guide the junior engineers.

My expectations to the position are exciting and challenging working day and good colleagues. I want to be in a workplace where there is a good environment and an active everyday life. I am sure that this job will match perfectly to my skills.

Hope my application has caught your attention and looking forward hearing from you.

流 程



面试准备

面试现场

常见错误:

- 定位错误，卖点不突出，
- 沟通不协调，不连贯，无效沟通，缺乏说服力 – 行动胜于言语，
- 文化差异，
- 专业性缺失

不同的关注点

招聘方	应聘方
相关价值	个人能力
适应团队	职业发展
稳定性	工资收入
可用性	个人困难

流 程

探索 分析 自我展示 准备 申请 调整优化 面试 能力测评 背调 录用通知

能力测评 性格测评

Personality tests

Intelligence Quotient (IQ) tests

Emotional Quotient (EQ) tests

Skills assessment tests

e.g. Numerical reasoning, Verbal reasoning



Occupational Personality Questionnaire (OPQ)

https://psychometric-success.com/

常见测评机构和产品

机构英文名	常见测评产品	主要测评内容
SHL	Verify, OPQ32	数理、语言、逻辑推理、职业性格
Aon	Aon Assessment / cut-e Scales	数理、语言、逻辑、注意力、情境判断
Korn Ferry	Talent Q, Korn Ferry Assess	认知能力、性格、领导力
Saville Assessment	Swift, Wave	认知能力、职业性格、职业潜力
Pearson TalentLens	Watson-Glaser	批判性思维、逻辑推理
Criteria Corp	CCAT, EPP	认知能力、职业性格
Mercer Mettl	Cognitive Ability Tests, Personality Assessments	认知能力、技能、性格
Talogy	Logiks, PAPI 等相关产品	认知能力、职业性格、人才潜力
Arctic Shores	Game-based Assessments	游戏化认知与行为倾向测评
Cappfinity	Strengths-based Assessments	优势、职业能力、情境判断

招聘流程数字化



Sourcing –
social media



CV
screening



Pre-
interview



Reference



Offer



Onboarding



Follow-up

流 程



背景调查　Reference Check

背景调查　Background Check

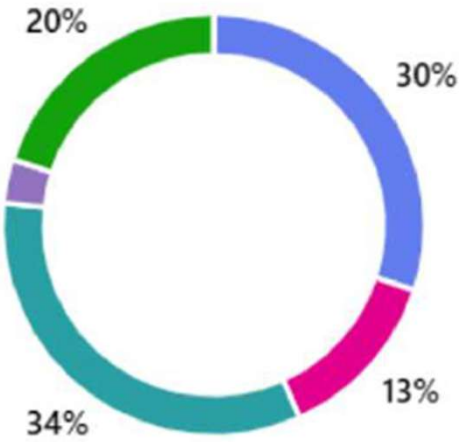
背景调查　Security Clearance Check

录用通知

其他职场问题

19. 您是否遇到过以下问题?

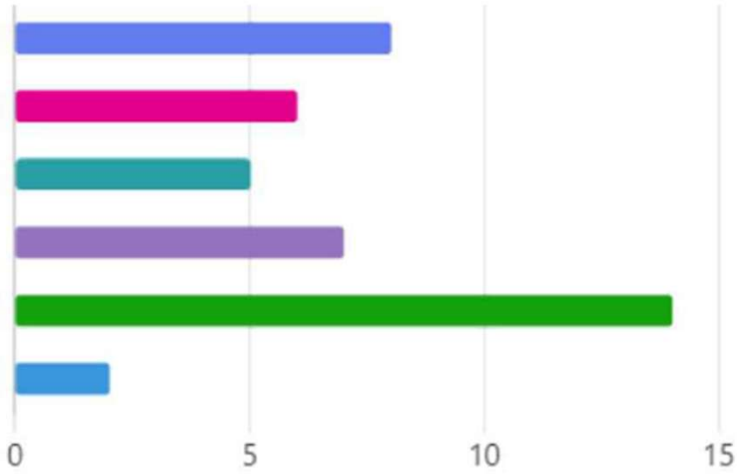
工资问题	9
加班费问题	4
歧视、职场霸凌	10
非法解雇	1
从未遇到以上问题	6



其他职场问题

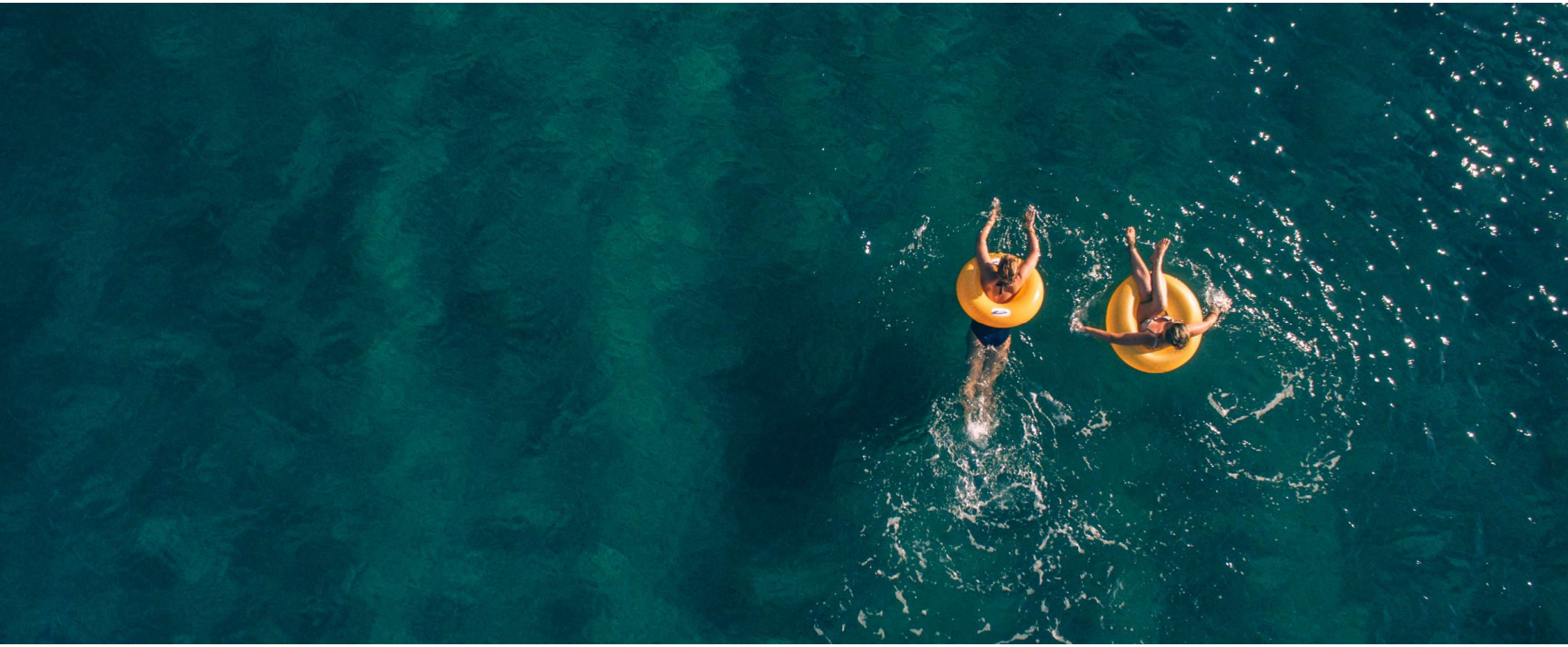
20. 您了解挪威关于以下权益的规定吗?

育儿假（Foreldrepermisjon）	8
怀孕期间权益	6
哺乳时间安排	5
兼职员工权益	7
病假制度	14
都不了解	2



实用链接

https://www.nyinorge.no/en
https://www.skatteetaten.no/en/person/
https://www.nav.no/
https://e24.no/
https://www.finn.no/
https://www.tekna.no/
https://www.ssb.no/en/arbeid-og-lonn
Arbeidstilsynet



Q & A

Use this portion of your presentation to answer audience questions.