



How to apply a job in Finland?

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Why do you want this job?

I've always been
passionate about
not starving to death

No! NO!

First rule: no
matter what job
you are applying
to, skills are the
key to success 😊

Please note, that in
here we don't have
"second class jobs"
(apply to all jobs in the
same way)

Characteristics of Finnish working life

- High expectations for self-direction and initiative. Trust is the basis of our working life = you get things done quickly, independently and with quality.
- Communication style is very informal most of the time.
- Low hierarchies. Sir´ s and Madam´ s are not often heard.
 - Btw do you know who Juhis is? If not, type "LUT Juhis" to your search engine and you get the point 😊
- Finnish (and Swedish in western coast) is a strongly used language in working environments. At least basic level is usually needed in different tasks.
- High level of education. We have more highly educated people than jobs, so competition is tough.
 - On the other hand, we value all work. E.g. cleaners have 3 years of vocational studies before starting to work. If you want to have a part time job outside of your own field, treat the application process same way as your dream job and highlight your motivation and skills, if you have no degree from the field of the job!
- Quite casual dress code. Ties and high heels are not everyday clothing in most of our jobs.
- Equality is very important between men and women but also between different age.

Special characteristics of Finnish job hunting process

01

Employers are not only looking for competences, also personality and talent matters

02

Applicants need to be initiative and active – network, send pm & email and call

03

Employers prefer job experience over education

04

All job experience is valuable

Random tips from our international alumni

- Finns eat their lunch at 11 am – weird
- Going naked to sauna helps with networking – it does!
- Make friends with your school friends. You can help each other out in your career as the work market is very small in the end
- Finns are called quiet and unpolite, but it is not true. They just don't add extra length to their talks if it is not needed
- [Check more tips](#) from international alumni and employers from LUT & LAB Career Services video series!

University degree



**University degree and
work experience**



**University degree,
work experience and
good contacts**



**University degree,
work experience,
good contacts and ability to
speak Finnish**

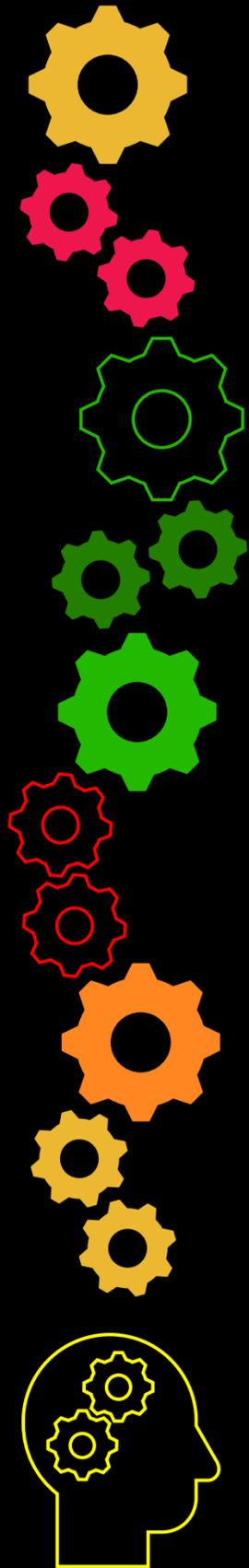


In order to get to the Finnish job markets, it requires some steps from you as well.

[Read more](#) how and where to start with Finnish language 😊

Summer jobs / job hunting in Finland

- Finnish recruiters are very interested in your work history!
 - The academical knowledge and skills you have developed in your studies are only a beginning. Work experience is a proof you can do the work!
- The summer jobs create a strong employment paths for the students
- Job hunting starts around November and lasts until the end of February
- In many study programs at LUT and LAB summer jobs can be credited into internships and included to the degrees.
 - Note! Summer jobs might differ from internship job ads!
- More information: JobTeaser -> Info Bank -> [Your checklist during studies](#)



More than 80
% of
positions are
hidden jobs.

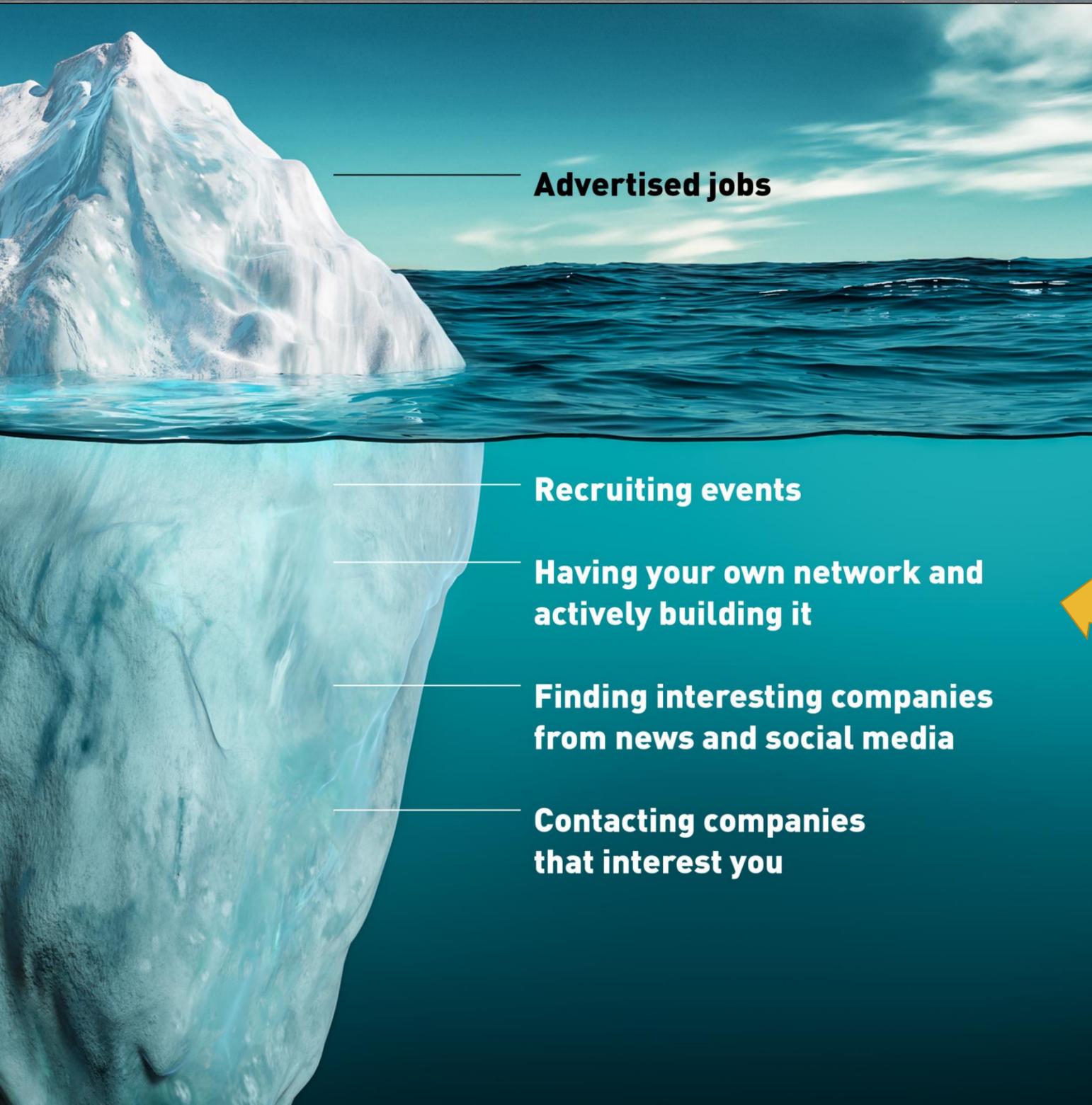
Job opportunity
which has not
been advertised
yet, or never will.

Hidden jobs

6% believe they
are good at
networking
(Sitra2016)

The job post will
be filled if a
suitable person
will actively ask
for it at the right
time.

For a company it
is more effective
both financially
and timewise.



Advertised jobs

Recruiting events

Having your own network and actively building it

Finding interesting companies from news and social media

Contacting companies that interest you

How to find hidden jobs

1. Contact interesting companies directly
2. Read news - Big sales / project announcements, appointments
3. Identify growing companies
4. **Be active in networks – your own contacts, LinkedIn**
5. Visit events and seminars
6. Be available – LinkedIn, recruitment companies, CV databases
7. GROW YOUR NETWORK!

Want to learn more about how to apply for a job and what does the recruiters want to see?

- Hop into our [webinars and workshops](#), explore [JobTeaser Info Bank](#) and train at [Find Your Career self-study platform](#) (return e.g. your CV and get personalized feedback from us) or listen our recordings to understand what we do and how the Finnish job markets work, **BEFORE** sending a single job application 😊
 - 25.10.2022 Career Services info and general information about the Finnish work markets. [Webinar](#)
 - 9.11.2022 Update your CV! [webinar](#)
 - 10.11.2022 How to create good application letters: [webinar](#) & slides: [How to create good application letters, webinar.pdf](#)

And we are always at your service: careerservices@lut.fi

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