

Expanding your business to Norway will bring your company numerous benefits, including the opportunity to advance in a new market. However, you need to incorporate, hire employees, and obtain work visas in Norway before you can experience any of these benefits. This process can be especially time-consuming if you've never dealt with Norway's laws and regulations.

Working with a global PEO such as Globalization Partners will help you get the benefits you want faster. We use our Norway entity to help during an expansion, and we'll handle obtaining working visas in Norway for all of your employees. When you choose us, you can focus on growing your business while we take care of the rest.

What Types of Norway Work Visas Are Available?

It's important to know which of your employees needs a work visa and what option would work best. If your employees are from the European Union (EU), European Economic Area (EEA), or one of the Nordic countries, they can come to Norway without a work permit. However, all citizens from other countries need a residence and work permit. It's important to obtain a residence permit first, as working without it can lead to imprisonment and fines.

Most professional expats moving to Norway for a job will want the skilled worker visa. However, different occupations have various exceptions, from journalists and researchers to tour guides with foreign travel companies and more. Always check on these exceptions before applying for a permit on behalf of your employee.

Requirements to Obtain a Work Visa in Norway

Before an employee can get a work permit in Norway, you need to provide an official employment offer, which will allow your employee to apply for a residence permit. You can apply on behalf of your employee as long as they give you written consent. Residence permits are renewable, and we recommend having employees renew theirs one to three months before the expiration.

Skilled worker permits have specific requirements related to education, employment, and more. For example, applicants must have at least one of the following:

- Completion of a three-year vocational training program at an upper secondary school level
- A completed education or degree from a university or college
- Special qualifications through long work experience

Employment requirements include a concrete job offer from a Norwegian employer, a full-time position in which the applicant meets the qualifications, and pay and working conditions at or above the normal level for Norway. Other requirements for all types of visas include a valid passport, a completed application, two recent passport photos, and proof of accommodation. Keep in mind that all documents must be in English or Norwegian. If they aren't, they must be officially translated and certified.

Application Process for a Norway Working Visa

The Norwegian Immigration Authorities (UDI) handle all migration to Norway. Applicants can either submit all paperwork at their local Norwegian embassy or give written power of attorney to their employer. If your employer gives you power of attorney, you'll be able to apply on their behalf.

In addition to the application, individuals must submit:

- Two passport-format photos
- A copy of their return ticket reservation
- Confirmation of travel insurance
- A flight reservation with dates and flight numbers for entry and exit from Norway
- Proof of accommodation for the whole duration of their stay in Norway
- Proof of civil status
- Proof of sufficient financial means for their stay in Norway

Part of the application process includes paying the work visa application fee according to the specific visa type. Usually, a work visa costs 3,200 to 3,700 NOK, but additional fees may

come up depending on where and how the employee submits the application. A skilled worker visa typically takes four to five weeks to process, but the UDI's time processing calculator can provide an updated estimate.

What Other Important and Unique Considerations Are There?

Occasionally, some of your employees based in another country may need to travel to Norway for business. These individuals must apply for a residence permit for work, such as the skilled worker visa. These types of business visas are specifically for those attending a business meeting, not a workshop or similar session.

Work With a Trusted Global PEO

Globalization Partners can help you get the most benefits out of your expansion to Norway with minimal stress. [Contact us today](#) to learn more about how to get a work visa in Norway.