

Finding a job in Romania

Finding a job in Romania can be a challenge, especially for foreigners.

An overview of the Romanian job market

Finding a job in Romania can be relatively easy because the job market is currently in full development. This has created many job opportunities for foreigners. This is especially true for people seeking specialist positions or for people with skills that are in high demand.

There are a variety of things people should know about the job market in Romania before getting taking up employment in Romania. This includes the latest legal regulations, skills needed, and employment opportunities.

Legal Regulations

EU nationals have the right to live and work in Romania without a work permit as long as they have applied for a residence permit, which can be obtained after having a legal work contract in Romania. Work permits are issued by the Romanian Ministry of Labor and Social Protection, based on a working visa and a review of the necessary documents presented by the applicant. All employment related issues are governed by the Labor and Social Security Ministry.

For citizens of non-EU countries it is necessary to apply for a residence permit at the Romanian embassy or consulate in your home country before a work permit application is submitted. Once submitted, you are prohibited from traveling to any Schengen state until a decision is made regarding your application. Romanian work permits are employer-specific. The company must demonstrate that you have a certain set of skills necessary for the position. In addition, they need to show they were not able to fill the position with an EU/EEA candidate. If you wish to switch companies while in Romania, you will have to obtain a new work permit.

Education and Skills

If you want to find a job in Romania the minimum requirement is usually a high-school diploma. A university degree is a **must** for certain positions. Fluency in English or French is also highly valued, and German is currently in high demand. Many HR agencies are looking for native speakers for executive-level positions in multi-national companies. Computer literacy is becoming more and more of a basic requirement. An internationally-recognized IT certification will greatly improve your chances of finding a job in Romania.

Types of employment for expatriates

Foreign job-seekers traditionally found paid employment in Romania through charities and non-governmental organizations (NGOs). Volunteer work usually involves teaching or working with children. Teaching English is another great employment opportunity for foreign job-seekers throughout Romania.

With the changing economy and the increase of multinational firms in Romania, more foreigners have come to work as expatriates. Demand for specific skills and profiles now means that foreigners are being recruited directly to fill positions.

Until very recently, Romania had comparatively few foreigners living in or traveling to the country. Romania's economic growth and the spread of the country's reputation as a beautiful tourist destination means this is changing rapidly. Still today, foreigners are few and far between.

In general, foreigners are seen as wealthy and worldly. If you work in Romania, it might be automatically assumed that you are a knowledgeable professional and able to provide leadership.

Job-search tips

Employment agencies and headhunters are the best way to find jobs in Romania. These companies specialize in the placement of employees into either long-term or temporary employment opportunities. They will usually be able to find you a suitable job, as long as you are flexible.

For EU/EEA citizens (who have the same employment status in Romania as nationals) another useful way to find a job is to contact the National Employment Agency, which is Romania's public employment office. Their services are free of charge, and can help connect you to over 215 local employment agencies all over Romania. Other sources of job vacancies in Romania include:

- National, regional and local newspapers which include classified ads for jobs
- The local offices of the employment services (*Oficiul Fortei de Munca*)
- The Internet through the use of major job portals such as monster.com or Just Landed's service for finding a job in Romania

Finding the right position

The process of making an application usually follows a relatively standard process. If you can find people who can provide advice and look over your application, they may provide some helpful tips.

There are several different components to applying for a job in Romania. Furthermore, things may be done differently here than in your home country, so be sure to learn about how things are done before doing anything.

The application letter in Romania

- This should usually be typed. Handwritten letters are sometimes requested
- Copies of diplomas are generally not included with your application, however, it might be necessary to bring them to the interview.
- A passport-sized photograph is occasionally requested for an application

The Curriculum Vitae (Resume) in Romania

- The key focus of your Curriculum Vitae (CV) should be to persuade the employer to invite you for an interview. Your CV is basically a marketing tool, which should be adapted to the audience who will receive it for a specific position.



- A Romanian CV should include information about your education and qualifications.
- You should detail your past work experience and responsibilities
- List your skills by area and highlight areas of specialist knowledge
- Mention your hobbies and other extracurricular activities
- Include three references at the bottom of your CV

Job interviews

- For many positions there will be two interviews
- Mention several reasons why you are the right candidate for the job
- Provide examples to demonstrate your achievements and why you are ideal for the job
- If you do not understand a question, ask for it to be repeated. Clear communication is appreciated
- It is not uncommon to be interviewed in English depending on the position
- Answer questions as fully as you can, avoiding 'yes' and 'no' answers
- Do not criticize former employers

SUCCESS!!