



NARMA KONFERANSEN  
EUROPA I ENDRING 9.-11. MARS 2021

# KOMPETANSEBEHOV NÅR HVERDAGEN KOMMER



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# Trondheim Municipality



195.000 citizens

15.000 employees

..... but 18.000 pay slips every month

**THE BIG SMALL CITY**



EVERY YEAR WE HIRE  
~5000 PEOPLE

(FULLTIME, PART TIME, TEMPORARY)

RECRUITING THE RIGHT

"SKILLSET" IS ESSENTIAL

FOR US TO BE A SUCCESS



**WE ARE NOT LOOKING  
FOR JUST PHD'S**

**BUT HUMANS... REAL  
COLLEAGUES.....  
...COMPLEMENTARY..  
SKILLS....ENERGY...  
...HELPING OUR  
TEAM CREATE  
VALUE..**





**THE PERFECT CANDIDATE MUST HAVE THE RIGHT PERSONALITY**



The Big Five personality traits



**WOULD I LIKE  
TO HAVE LUNCH  
WITH YOU ?**



# HOW CAN WE PREPARE PHD'S FOR "MONDAYS" ?

READY FOR LIFE

PREPARED TO LEARN

SOMEWHAT HUMBLE

MAKE THEM CURIOUS