

**BUSINESS
ESBJERG**

Inspiration for your future career

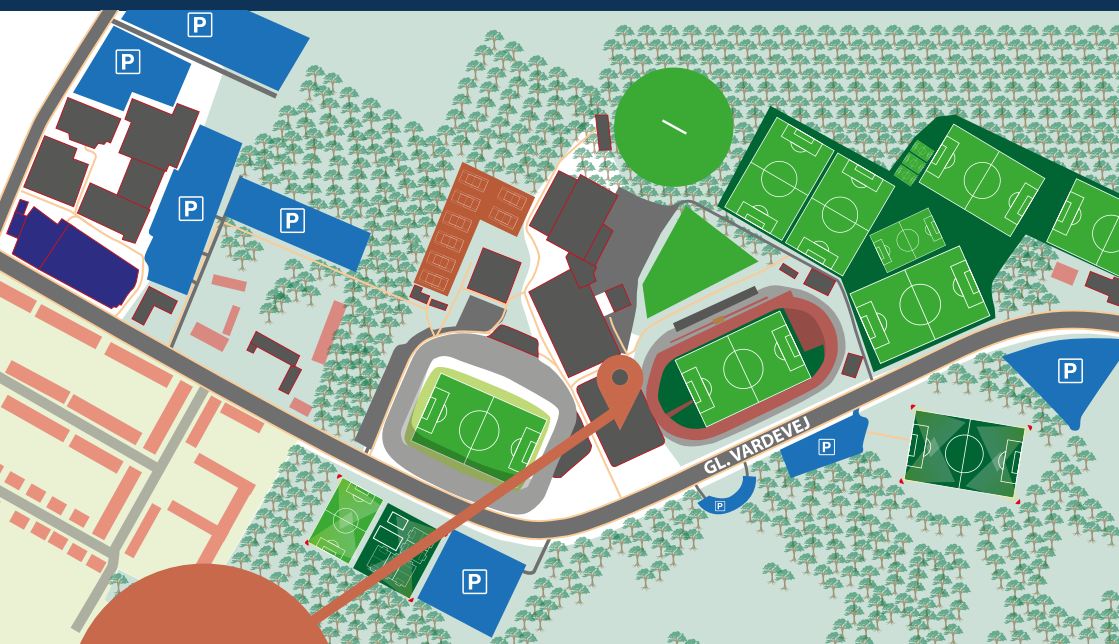
CAREER FAIR ESBJERG

Tuesday, September 28th 1 pm - 5 pm

Blue Water Dokken, Gl. Vardevej 82, 6700 Esbjerg

CAREER FAIR IN ESBJERG

– get inspiration for your next job



BLUE WATER DOKKEN

Gl. Vardevej 82
6700 Esbjerg

PARKING

Please park at the lots marked with  on the map.

It is **FREE OF CHARGE** to participate at the career fair, but please register and print your ticket and nametag at karrieremesseesbjerg.dk in advance.

BUSSES FOR FREE

Sign up for a free bus ride to Esbjerg – see more at the Danish pages 7.

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Most of the companies has a description or resume in English, if not, they are only hiring Danish speaking appliers.

PUBLISHER Business Esbjerg att.: Mai-Britt Iversen Niels Bohrs Vej 6 6700 Esbjerg +45 75 12 37 44	DESIGN AD Libitum - grafisk bureau www.grafiskadlibitum.dk EDITION of 3,500	DISTRIBUTION The career fair is organized by Business Esbjerg. The catalogue is also available electronic on www.karrieremesseesbjerg.dk <i>Not responsible for any printing errors.</i>
<i>The fair will be held in collaboration with Aalborg University, EASV, SDU, Fredericia Maskinmesterskole Esbjerg, Rybners, UCSYD and The Danish Society of Engineers, IDA</i>		
		BUSINESS ESBJERG

PROGRAM

September 28th 2021 · 1 pm - 5 pm

MEET THE COMPANIES

Come meet companies at their stands.

Read more about each of the companies represented in the career fair booklet.

PHOTOGRAPHY

A great CV requires a professional photo.

Come have your photo taken for free – you'll receive it by email in the weeks after the fair.



CAREER CAFÉ

At the café you will find job advertisements, also from companies not represented at the fair. Or you can relax with a coffee or a tea, whilst planning your agenda for companies to visit at the fair.



CV-CHECKUP

At the café you can also get sparring on the setup of your CV by Akademikernes A-kasse, please bring your CV in hard copy.

BUSSES TO ESBJERG

You can sign up for transportation when you register for the fair online at www.karrieremesseesbjerg.dk

KEYNOTES

The fair has talks with different speakers, all in Danish. If you understand Danish, you're welcome to participate – more information at the Danish pages 10-11.

**Register your fair participation online
at www.karrieremesseesbjerg.dk**

ARE YOU **READY TO** MEET **MORE THAN 50** **INTERESTING COMPANIES?**

Welcome to South Jutland's biggest event
for career-speeddating: Career Fair Esbjerg!



THE DANISH LEADERSHIP STYLE

When foreigners start working in Denmark they immediately notice the casual atmosphere at the workplace and the informal tone their colleagues and managers use with one another. Everyone is addressed by their first name, titles are rarely used and the flat hierarchy favours the participation and involvement of all employees, regardless of their position or seniority.

EQUAL OPPORTUNITIES

Social justice and economic equality in Denmark are among the highest in the world, and Danes take pride in pointing out that everyone has access to equal opportunities. This also applies to the Danish workplace, where the hierarchical structure is flat and everyone is regarded as equal. Such equality is interpreted as a sign that all employees are treated the same and with respect.

LACK OF HIERARCHY

The Danish workplace is less hierarchically structured than most other countries. Having a flat organisational structure gives employees the chance to articulate and present their ideas to their managers. In fact, Danish managers are not afraid of delegating work to their competent colleagues and they expect their employees to contribute, show initiative, and challenge existing norms. Furthermore, the lack of hierarchy brings more transparency to the office, which is often reflected in its architectural design plan. Many Danish office spaces have glass doors and no walls, making the work space more social and interactive for both managers and employees.

CLEAR COMMUNICATION

Leadership in Denmark is a dynamic and interactive process that seeks to involve all employees. There is open dialogue between employees and managers, and the exchange of opinions is highly valued. The manner of communication is usually verbal and direct. In general, Danes are honest and like getting straight to the point, >

**DID YOU
KNOW?**

In Denmark everyone, even managers, is addressed by their first name.



leaving little room for unclear or vague messages.

FOCUS ON ASSESSMENT INTERVIEWS

Managers in Denmark like to maintain a constant, open dialogue with their employees. By having frequent assessment interviews (at least once a year), managers have a dialogue with their employees about their professional development and career aspirations. This enables both parties to evaluate collaboration, performance and set the schedule for future targets and tasks. This continuous exchange of communication between employees and

managers promotes cooperation within the company and makes employees feel valued and become more involved in the workplace. It also allows both parties to identify potential areas for development and assess when and what training measures should be adopted.

A FIRST-NAME APPROACH

Danes address each other by their first names, also in the case when they speak to their managers. Titles such as 'sir' are rarely used, since status in Denmark is not necessarily connected to authority. This informal environment also applies to the office dress code. For example, wearing a suit to the office is hardly required



in the Danish workplace, with the exception of some financial institutions that still require a more formal dress code.

HEALTHY WORK-LIFE BALANCE

The official working week in Denmark is 37 hours, making it one of the shortest in the world. There is a high degree of flexibility in Danish companies, meaning that you can usually manage your work-life balance in a way that suits your life or leisure activities – as long as your deadlines are met in your professional responsibilities.

A LOOK INTO THE DANISH LEADERSHIP STYLE

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Frequent assessment interviews enables managers and employees to evaluate collaboration and performance



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