Inspireurope Webinar

— Sofia Klingberg
  — Corporate HR, Talent Management
  — Inclusion & Diversity Process owner
    Manages “Immigrated Engineers program”
    Cross border recruitment specialist

— Agenda
  — About AFRY
  — Immigrated Engineers Program
  — Profitability & Statistics
OUR VISION

Providing leading solutions for generations to come

Making Future
INDUSTRIAL & DIGITAL SOLUTIONS
Advanced Automation
Automotive R&D
Connected Products
Experience Design
Food & Pharma
IT Solutions
Specialized Tech Services
Systems Management

ENERGY
Thermal Heat & Power, Renewables & Energy Markets
Hydro
T&D
Nuclear
Contracting

PROCESS INDUSTRIES
Bioindustries
Chemicals
Pulp, Board, paper & tissue
Metal & Mining
Smart solutions:
- Health & Safety
- Environment
- Smart Site TM & Digitalisation

INFRASTRUCTURE
Transportation
Buildings
Project Management
Water
Environment
Architecture & Design

MANAGEMENT CONSULTING
Energy Central & Northern Europe
Energy Western Europe & ROW
Capital
Operational Services
Industry
North America
Concept Development
Immigrated Engineers program
In search for engineers

Supply and demand for educated engineers 2000–2030

Source: Statistics Sweden
DIVERSITY COACH

— Coach immigrated talents
— Match competence to relevant manager
— Individual perspective on each candidate

INTERNATIONAL RECRUITMENT

— Searching for competence all over the world
— Employment leads to work permit in Sweden
— AFRY certified organisation at The Swedish Migration Agency

ADMINISTRATION

— Internship/employment contract
— Internship programs
— Contact Tax Agency
— Open bank account

INCLUSIVE ORGANISATION

— Employees get perspective on life
— Proudness and happiness
— Development
Profitability and statistics
Mostly in Stockholm, Gothenburg, Malmö, Linköping, but also at smaller ÅF offices example Bollnäs.

Since March 2016

279

96.7% (270)

Permanent or probationary employment at AFRY

Goal 2020

Another 40 candidates
FUNDING RESEARCHERS AT RISK TO JOIN THE HOST ORGANISATION

Policies & Processes AFRY

- Code of Conduct
- Inclusion & Diversity Policy
- Inclusive Recruitment Guide
- Sustainability Policy
- Equal Treatment Policy
- Brave Leadership Criteria for leaders
As brave leaders, we:
• Endorse diversity in all its forms
• Ensure clarity in all communication
• Develop a sense of belonging in our teams

As brave leaders, we:
• Learn from failures and celebrate successes
• Trust our people and support their development
• Set clear and ambitious expectations for our people

As brave leaders, we:
• Lead by example
• Maintain the highest standards of integrity
• Seek feedback and pursue self-improvement

As brave leaders, we:
• Sustain business mindset
• Make sound and timely decisions
• Build collaborative and innovative environment
Thank You!

Sofia Klingberg, AFRY
Sofia.Klingberg@afry.com
LinkedIn
Making Future