

Frequently Asked Questions (FAQs) Recruitment & Career Opportunities

1. How has the new strategy affected recruitment?

Due to the new strategy, Nokia's strategic partnership with Microsoft has created opportunities for new talent that will help shape and create a mobile ecosystem, which includes the entire mobile experience from the device to the software to the applications, services and marketplace. Other opportunities include creating new, disruptive technologies and connecting 'the next billion' to the Internet in growth markets.

There are many exciting career possibilities at Nokia and we continue to be extremely interested in world-class talent for the future opportunities our new strategy brings. Search for all our open positions by clicking [here](#).

2. I am a recent graduate or will be graduating soon; can you tell me more about Nokia's student opportunities?

Nokia hires graduates and interns every year. To find out more, please visit: <http://www.nokia.com/students-and-graduates>

3. I have recently been recruited to work for Nokia. Does the latest restructuring news affect my work or career at Nokia?

No, it does not. Nokia has carefully reviewed and prioritised all recruitment, while looking to maintain a world-class recruitment process for new candidates. The restructuring announced at the end of September 2010 supports the execution of Nokia's strategy, our savings target as well as enhancing efficiencies and speed to the organization. With all of these changes, we are very optimistic about Nokia's future to emerge as a more dynamic, nimble and efficient challenger in the mobile solutions industry.

4. Can I apply for jobs outside of my own country?

When you join Nokia, you join a global community of colleagues from all corners of the planet. International assignments and applying for jobs overseas are embraced and encouraged at Nokia. Hear about the latest opportunities quickly by setting up a candidate [profile](#) on our Careers website.

5. Will Nokia need new types of competencies in the future?

Nokia's strategic partnership with Microsoft has created opportunities for talent to help shape and create a mobile ecosystem. Across our Sales and Support functions (e.g., Communications, Finance, Human Resources, Legal, etc.) we are recruiting for very specific competencies in certain parts of the world.

Our Design team will continue to focus on building interaction, visual and industrial design competencies, which will mean hiring opportunities for industrial, CMD and product designers.

6. What types of opportunities are there for software developers at Nokia in the future?

There are many opportunities for engineers seeking to develop product and services that will reach millions and millions of people. As we continue to grow the Nokia-Microsoft ecosystem and connect the next billion people to the Internet in emerging markets, we are seeking engineers with Windows, Silverlight, C++ and other Microsoft technology expertise.

7. Will there be any changes in Nokia's recruitment processes moving forward?

Efficiency, accountability, speed and clear, honest communication are essential elements to improving our recruitment process. We have integrated social media into our recruitment

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model in the spirit of creating online talent communities where candidates can build relationships with our recruiting community on a more personal level.

Please visit our social networking channels to learn more: [Facebook: Nokia Future Talent](#) / [Twitter: Nokia Careers](#) / [LinkedIn Group: Nokia Global Careers](#) / [Sina Weibo: Nokia China Recruitment Blog](#)

8. Are Nokia's salaries competitive?

Nokia rewards employees competitively through a global reward framework designed to recognize individual contribution and achievement. We continue to strengthen our performance-based culture. We reward the results of your success.

9. What other benefits does Nokia as an employer offer?

Our employees tell us that the most important benefit to them is the work and career development. Nokia offers a dynamic learning culture that nurtures openness, transparency, with endless opportunities for competence development. We cultivate a flexible culture that embraces the uniqueness of everyone's life. Our resources support the mobile way of working and opportunities to arrange your day in the way it suits your career and personal demands.

10. How is Nokia supporting its employees through this period of change?

Open, honest and transparent communications about Nokia's transformation has been fundamental throughout this process. We nurture a culture of transparency by regularly sharing information on our intranet, News Hub, Video Hub, Social Cast as well as Town Hall meetings that give our employees an opportunity to provide suggestions and feedback with our Nokia leaders. People at all levels of the organization are held accountable for their efforts as well as rewarded for their contributions.

11. What is the atmosphere like at Nokia currently?

We are beginning to see early signs of success in our bold and exciting strategy, even though we know we still have some tough times ahead. Nokia's environment is evolving internally around a strong sense of purpose. We are working towards an improved company culture, where we can truly drive results. With this new sense of purpose comes openness, collaboration, perseverance and creativity.

Our biggest strength is our employees; we have a wealth of talented employees with versatile skills and capabilities. We are confident that Nokia will emerge from this disruptive period even stronger than before.

12. I have applied for a position with Nokia. What happens next?

If you have applied via our Careers website, you should get an email confirming that we have received your application. After that a recruiter will review your CV and determine if you match the requirements. If your experience matches the requirements, we'll try to get back to you as quickly as possible. On average you should have a response within 2 weeks.

13. What is Nokia's recruitment process like? How many interviews should I expect?

This depends on the country and the position but we are conscious of your time and will keep you informed throughout the process. On average, you'll meet with 3 people during the process, with each stage designed to explore your skills, experience and suitability for a position at Nokia.

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14. Can I send my CV to the recruitment team directly?

All applications must be made via our Careers website. This ensures that your CV is forwarded to the relevant recruiter and your application is managed effectively.

15. Where can I find the latest information about Nokia so I am prepared for my interview?

You should be able to find up-to-date information by exploring our Nokia website as well as on our online communities, including:

- [Facebook: Nokia](#) & [Facebook: Nokia Future Talent](#)
- [LinkedIn Group: Nokia Global Careers](#)
- [Nokia Conversations Blog](#)
- [Sina Weibo: Nokia China Recruitment Blog](#)
- [Twitter: Nokia](#) & [Twitter: Nokia Careers](#)

Prior to your interview, it is important that you take time to read through the job description and identify how your individual competencies may add value to the position. Always prepare examples to demonstrate your strengths where possible.

16. How can I get in contact with Nokia's recruiters?

Our online communities have given us a great opportunity to speak to you all on a personal level. Join conversations, ask questions, keep up-to-date with the latest news, and get to know us better by following [Twitter: Nokia Careers](#) and [Sina Weibo: Nokia China Recruitment Blog](#); joining [Facebook: Nokia Future Talent](#); and becoming a member of our [LinkedIn Group: Nokia Global Careers](#).