

Working in the Netherlands



BUILDING YOUR FUTURE IN THE NL

Even though the Dutch labour market has a fairly international orientation, as a non-Dutch speaker you could be confronted with certain challenges when entering the Dutch labour market. It's time to face these challenges! This flyer contains some practical advice and tips that might help you on your way to start your career in the Netherlands. The first part contains information for all non-Dutch speakers. The second part contains additional information with regards to legal issues that non-EU/EEA nationals will face. Do you want to know more, or discuss your personal opportunities or career path? Your faculty's Career Service is ready to help you!

Did you know:

- 5 years after graduation, around 42% of international students are still in the Netherlands
- Around 25% of international students stay in the Netherlands for the rest of their lives
- International alumni who stay in the Netherlands for more than 5 years work just as often and earn as much as Dutch nationals
- Students from non-EU countries stay more often than EU students

DURING YOUR STUDIES

Employers greatly value students that can show that they developed themselves not only academically, but also in other ways. So develop yourself next to your studies! Don't wait until the day of graduation, increase your employability while you are studying. What can you do? Think of these options:

- **Become an active member of your study association:** You will develop a network with people with shared or similar interests. If a study association is not your cup of tea, active participation in any kind of organisation may be useful (e.g. student associations, sports, religious institutions etc.).
- **Part-time work:** it might be tough to find a part-time job as a non-Dutch speaker as many employers will require knowledge of the Dutch language. However, many (international) stores or chains and more and more restaurants and bars do hire non-Dutch speakers. Go and find out!
- **Volunteer:** especially for those interested to work in the public sector or an NGO: both greatly appreciate people with 'social engagement'. Volunteering is a great way to prove that you are indeed engaged with society. ['Volunteer The Hague'](#) offers volunteering work for non-Dutch speakers!
- **Do an internship:** this allows you to gain study-related work experience and builds your network. If you choose to do an internship in the Netherlands, you will learn about the Dutch working culture as well and might be able to continue your career as an employee of the organisation.
- **Learn Dutch:** it helps a lot, especially if you plan to stay long term. There are different options to learn Dutch, think of courses and initiatives in the area where you live (e.g. [in The Hague](#)), practice reading the free newspaper 'Metro' during train rides, download language apps, or exchange languages with a 'taalmaatje' (language buddy).
- **Build your network:** both within university (fellow students, teachers, [mentor network](#)) & outside university (expat communities, fellow country(wo)men, the [Holland Alumni network](#), and see above).
- **Visit career events:** such as [I am not a tourist](#) or The Campus The Hague Career Event and other workshops offered by the Career Service.
- **Visit the Leiden University [CareerZone](#):** find an overview of all activities you can do during each stage of your studies.

AFTER GRADUATION

You got your degree, congratulations! But now what? Where can you find work? Finding a job – this goes for Dutch students as well – can be quite a challenge. There is no single tip, golden key or secret website with *the* answer. However, the following steps might give you some guidance:

1. **Know yourself:** In order to know your added value to organisations, it is important to know about yourself. What are you good at? What gives you energy?
2. **Explore the labour market:** Once you are aware about your skills, knowledge and interests, it is time to connect these to concrete opportunities on the labour market. What kind of positions are available? Do I meet the requirements? If you miss some of the requirements, is it possible to gain those skills or this knowledge?
3. **Take action!** Make sure your CV and LinkedIn are up to date. Search for interesting positions. Found one? Write an enthusiastic motivation letter, specifically designed for the position you are applying for.

For each step, you can find an extensive description and advice on the [CareerZone](#). You can access this site with your LU account until one year after graduation.

THE DUTCH WORKING CULTURE

Prepare yourself for the Dutch working culture. Some examples:

- You are expected to speak your mind, even to higher-ups. Don't be afraid to have an opinion and voice it, especially in meetings. A typical Dutch meeting can take a long time because everyone is invited to share their opinions;
- The office culture is often informal, it is common to address each other as 'je/jij' regardless of position and talk about your private life (though this does vary);
- Hierarchies are often not directly visible but don't think they are non-existent. Your boss may act informal but he/she will still evaluate your performance so act accordingly;
- Prepare yourself for the infamous Dutch directness. Not only are you expected to have an opinion, you should also be able to take direct feedback from your colleagues and superiors and it may not always come sugar-coated.

REGULATIONS FOR NON-EU/EEA STUDENTS

Students from EU/EEA countries do not encounter legal boundaries when entering the Dutch labour market. If you do not have a passport from an EU/EEA country, there are possibilities to work in the Netherlands, but according to strict rules and regulations (these rules are subject to regular changes, Leiden University cannot be held accountable for any outdated or incorrect information).

WORKING DURING YOUR STUDIES

During your studies you can work:

- Part-time (max 16h a week) throughout the year OR full-time (40h a week) during June, July and August. You cannot do both.
- You need a work permit for students, the employer needs to apply for this (can take up to 5 weeks). Some employers are not informed about the rules and regulations, you can refer them to www.werk.nl > wervingsadvies > werkvergunning > speciale voorwaarden per groep > werkstudent or click [this link](#).
- On www.studyinholland.nl > life in Holland > working while studying (or [this link](#)) you can find more information and necessary documents.

During your studies you can do an internship in The Netherlands:

You are allowed to do an internship as long as it is approved by the university. The rules and regulations may vary depending on your faculty. As university approval is required, please check the specifics with your faculty's Career Service.

WORKING AFTER YOUR STUDIES

After graduation, you have a year to find a job or self-employment opportunity if you apply for the so-called 'Zoekjaar'. This orientation year grants you access to the Dutch labour market: there are no requirements for work permit, salary or proof of sufficient funds.

- Application deadline: up to 3 years after graduation;
- It is possible to apply for an orientation year from abroad;
- You can enjoy the benefits of the orientation year for a maximum of 1 year;
- You can apply for the orientation year each time you have completed a study program, doctoral program or scientific research as long as the new degree is obtained after the previous orientation year ended;
- In 2019, the costs for application were €171.

WHERE TO START LOOKING FOR JOBS

- The Facebook pages of the Career Services
- The CareerZone has a job portal
- Contact your faculty's Career Service for contacts with alumni
- www.iamexpat.nl
- Check vacancies on LinkedIn
- Post a message on your own LinkedIn profile stating you are available
- Approach people with interesting careers, ask to meet for coffee & advice



Career SERVICE
Humanities

careerservice@hum.leidenuniv.nl

071 527 22 35

Career SERVICE
Social and Behavioural Sciences

slsfsw@fsw.leidenuniv.nl

071 527 80 25

Career SERVICE
Governance and Global Affairs

careerservice@fgga.leidenuniv.nl

070 800 95 61

Kickstart your career with the Career Services!

- Individual coaching
- CV, application letter & LinkedIn check
- Workshops
- Visit potential employers
- Contacts with alumni
- Find a job or an internship
- Career Event & Internship Fair

JOB INSPIRATION

Where international graduates work in the Netherlands (a.o.):

Deloitte
PSPS Consultants
Cyberlight Security
Rabobank
Microsoft

Universities and Universities of Applied Sciences
Montesquieu Institute
Embassies
International Criminal Court
Shell
Eurojust
Europol

Special Tribunal for Lebanon
Permanent Court of Arbitration
CGI Netherlands
Atos Consulting
Dutch Red Cross
Sen Foundation
German-Dutch Commerce Chamber

What they do:

Accounts Officer
Assistant Consultant
Associate Data Analyst
Associate Lawyer
Asylum Aid coordinator
Blue Book Trainee
Business Development Analyst
Climate Policy Analyst
Communications Officer
Concept Development
Consultant
Customer Service Associate
English language teacher
Environment Planning Officer
Event Coordinator
Governance and Performance
Manager
Human Resources Assistant

Innovation Officer
International Relations Analyst
International Support Officer
Junior Project Manager
Junior Research Fellow
Junior Strategic Media and
Communications Consultant
Junior Talent Scout
Lecturer
Legal Researcher and analyst
Marketing & Investment Manager
Marketing coordinator
Foreign Policy Team Member
Paralegal
Parliamentary Assistant
PhD candidate
Policy Researcher
Project Officer

Research Associate
Researcher Renewable Energy
Risk and Compliance Analyst
Risk consulting associate
Schuman Trainee
Senior Desk Officer, International
Law Division
Senior Executive, Corporate
Communications
Social Entrepreneur Consultant
Sustainability Analyst