

AFRY

ÅF PÖYRY

A woman with long brown hair, Sofia Klingberg, is smiling broadly on a rooftop terrace. She is wearing a black and white striped shirt under a dark jacket. To her right, a man in a light blue shirt is partially visible, also smiling. The background shows a red-tiled roof, a white flagpole with a Swedish flag, and a clear blue sky with some greenery and buildings in the distance.

Sofia Klingberg

INCLUSION & DIVERSITY MANAGER, AFRY SWEDEN

Inspireurope Webinar

- Sofia Klingberg
 - Corporate HR, Talent Management
 - Inclusion & Diversity Process owner
 - Manages “Immigrated Engineers program”
 - Cross boarder recruitment specialist
- Agenda
 - About AFRY
 - Immigrated Engineers Program
 - Profitability & Statistics



AFRY
ÄF PÖYRY





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



INFRASTRUCTURE

Transportation
 Buildings
 Project Management
 Water
 Environment
 Architecture & Design



PROCESS INDUSTRIES

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



MANAGEMENT CONSULTING

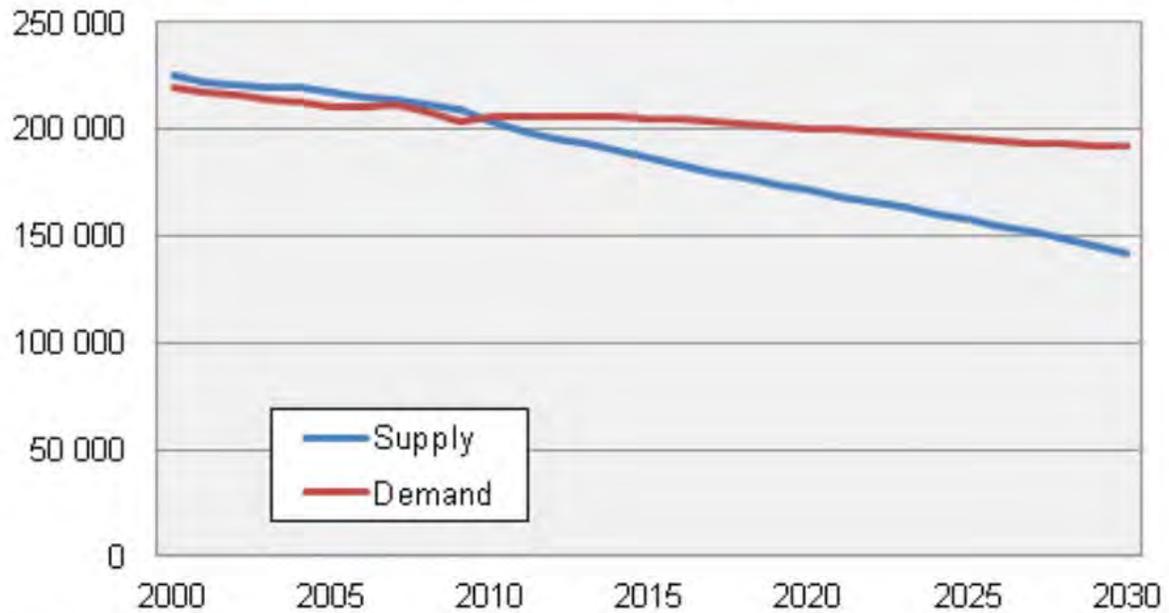
Energy Central &
 Northern Europe
 Energy Western Europe
 & ROW
 Capital
 Operational Services
 Industry
 North America
 Concept Development



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

A close-up, high-speed photograph of water splashing, creating a dynamic, flowing shape that resembles a stylized letter 'A'. The water is clear and blue, with bright highlights and deep shadows, set against a soft, light blue background.

Profitability and statistics

STATISTICS



Policies & Processes AFRY

- Code of Conduct
- Inclusion & Diversity Policy
- Inclusive Recruitment Guide
- Sustainability Policy
- Equal Treatment Policy
- Brave Leadership Cirteria for leaders

Leverage Diversity & Inclusion

As brave leaders, we:

- Endorse diversity in all its forms
- Ensure clarity in all communication
- Develop a sense of belonging in our teams

Take a Stand

As brave leaders, we:

- Lead by example
- Maintain the highest standards of integrity
- Seek feedback and pursue self-improvement

Empower Others

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

Be Flexible and Find new Paths

As brave leaders, we:

- Sustain business mindset
- Make sound and timely decisions
- Build collaborative and innovative environment

Thank You!

Sofia Klingberg, AFRY

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LinkedIn





Making Future