

AFRY

ÅF PÖYRY

A woman with long brown hair, Sofia Klingberg, is smiling broadly at the camera. She is wearing a black and white striped shirt under a dark jacket. To her right, the side profile of a smiling man with short brown hair is visible. They are standing on a rooftop terrace with a wooden railing. In the background, there is a red-tiled roof, a white flagpole with a Swedish flag, and a line of green trees under a clear blue sky.

Sofia Klingberg

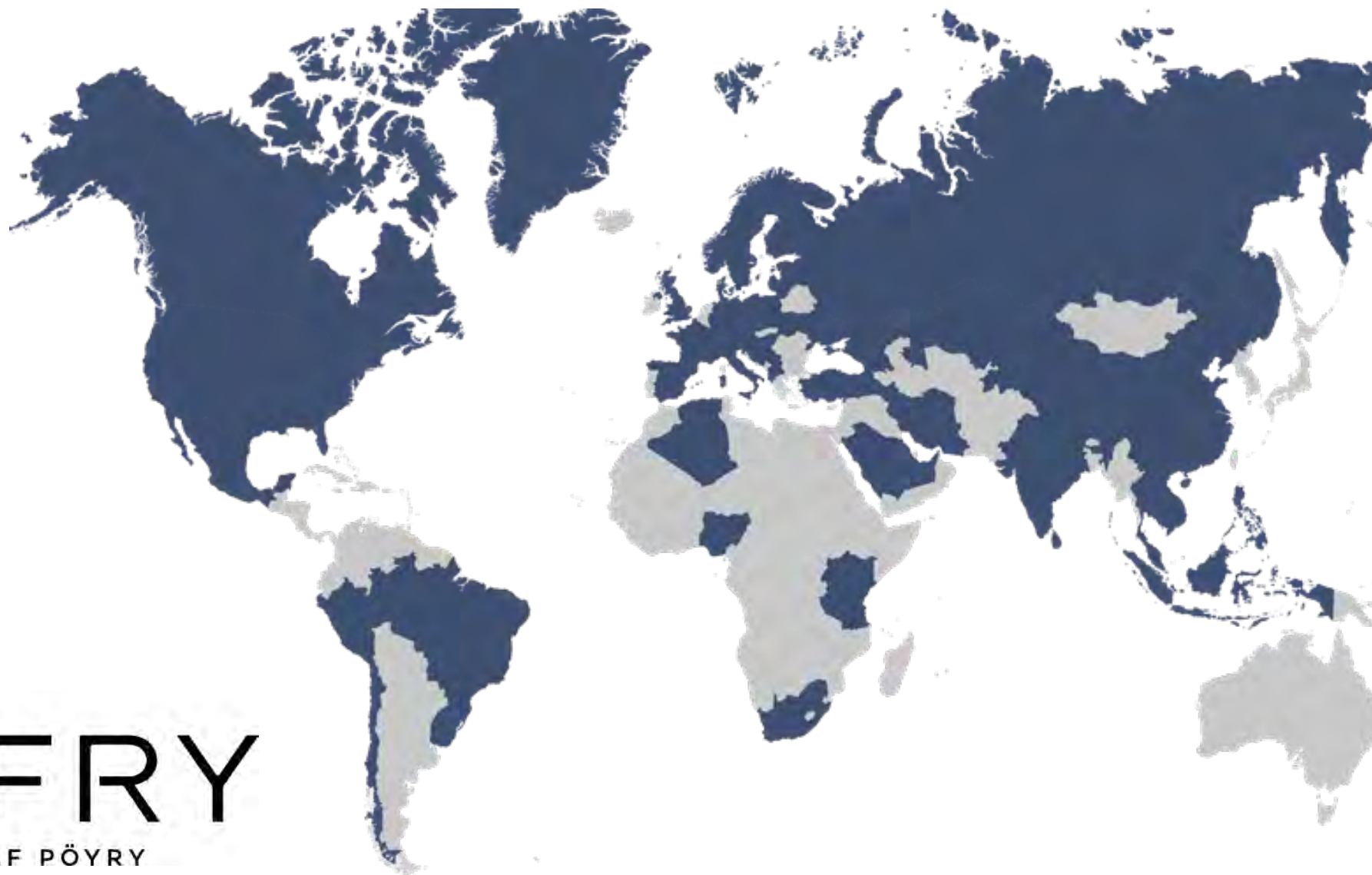
INCLUSION & DIVERSITY MANAGER, AFRY SWEDEN

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
ÅF 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

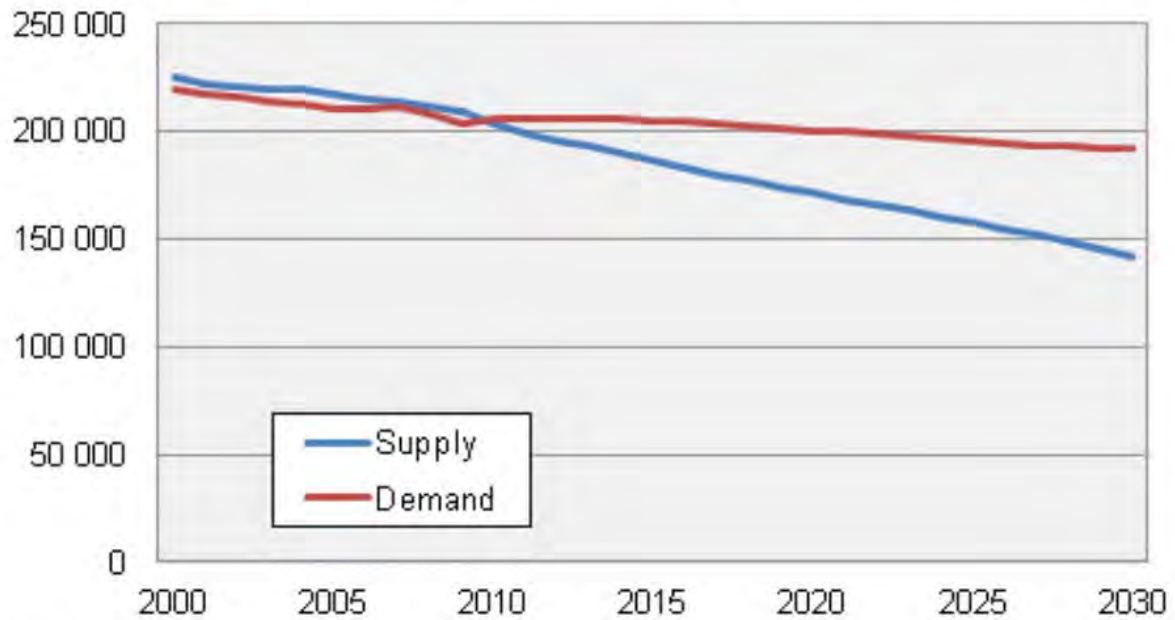
Energy Central &
Northern Europe
Energy Western Europe
& ROW
Capital
Operational Services
Industry
North America
Concept Development



Immigrated Engineers program

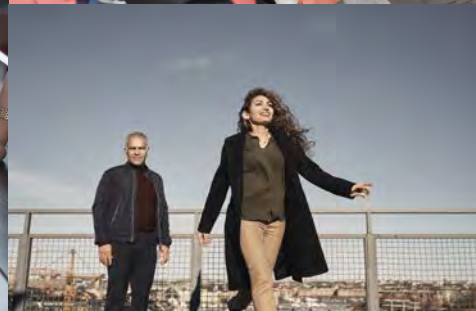
In search for engineers

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

The background of the slide is a close-up, high-speed photograph of water waves. The water is a deep blue color, and the waves are captured in a way that shows the texture of the water and the way light reflects off the surface. The waves are moving from left to right, creating a sense of motion and flow.

Profitability and statistics

STATISTICS



Policies & Processes AFRY

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

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

Take a Stand

As brave leaders, we:

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

Be Flexible and Find new Paths

As brave leaders, we:

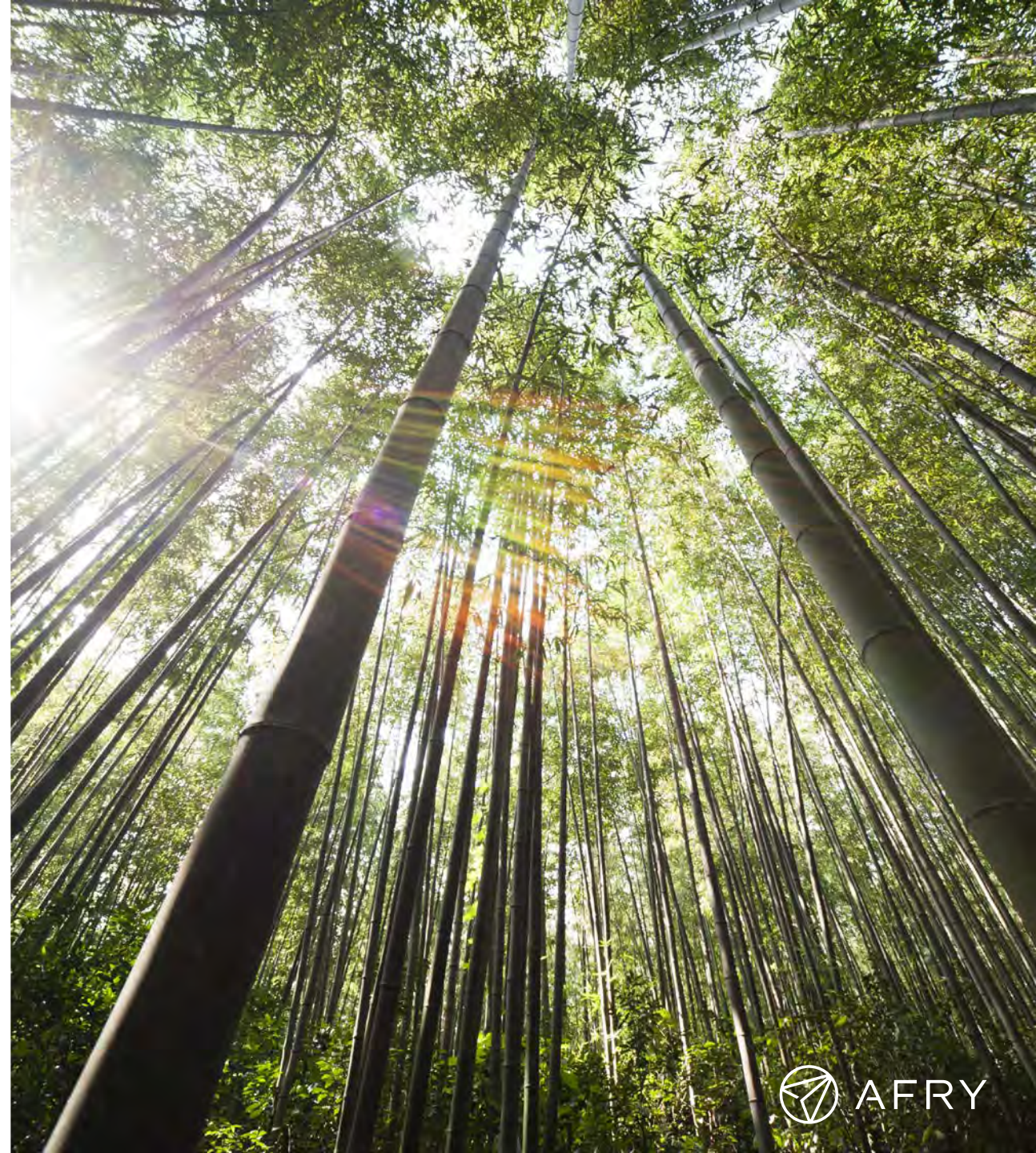
- Sustain business mindset
- Make sound and timely decisions
- Build collaborative and innovative environment

Thank You!

Sofia Klingberg, AFRY

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LinkedIn



Making Future