

## **Abstract**

Companies have to make sure that they have the best workers to serve their needs. Companies have to develop tactics to stay ahead of the competition. Some companies have altered their recruitment strategies to become more attractive to foreign-born workers. Companies in the oil and gas industry in Norway will be used as a case study to investigate how companies attract foreign workers. The findings are based on literatures on the 'war' for global talent, a global talent fair, the Global Mobility Forum, and interviews with human resource managers and a line manager about global talent recruitment. In order for a company to become successful globally, it has to adapt its recruitment strategies to the needs and expectations of foreign workers.