







PIONEERING ESPOO
COURAGE TO INNOVATE, ABILITY TO DEVELOP

Join us at the City of Espoo!





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COURAGE TO INNOVATE, ABILITY TO DEVELOP

A diverse group of professionals from various fields work for the City of Espoo. We take care of the city's education services, environment, vitality and administration. Our work is visible in the daily lives of our residents. It is something we take great pride in and the reason why we do our work with great commitment.

We believe in a pioneering mindset

What does being a pioneer mean to us? It means open-mindedness, creativity and the courage to question things. It means responsibility and sustainable development. Above all, it is about making our daily work smoother, as the best ideas often emerge in everyday moments.

We support employees through smart leadership

Our leadership is based on a positive view of people: we trust everyone's professional skills and judgement. We look for strengths instead of mistakes. We aim to keep things simple.

We treat each other with respect

We are all different. That is why the way we work together matters. We come to work as our authentic selves, bringing with us a variety of experiences, thoughts and life situations. Diversity is our asset.

Our goal is to have a skilled and diverse staff that reflects the demographic structure of Espoo. In recruiting, we promote equality.

Welcome to join us!

ESPOO IS THE SECOND-LARGEST CITY IN FINLAND.





OUR 11,680 EMPLOYEES WORK TO PROVIDE ESPOO'S NEARLY 326,000 RESIDENTS WITH A GOOD DAILY LIFE, EVERY DAY.

#TöissäEspoolla

GOOD STAFF BENEFITS

You get subsidised meals during the working day.

We promote the use of public transport with subsidised commuter tickets.

We encourage regular working hours and flexible work arrangements.

We support flexible hybrid work whenever the task allows.

High-quality preventive occupational health services.

We support your sports and cultural activities.

Free exercise groups and swimming pool visits.

Many different recreational opportunities and groups, from chess to boating.

Your years of work experience extend your annual holidays.

We can help you find housing.

GROWTH AND LEARNING SECTOR

Around 8,751 employees

Espoo is the capital of children and youth, and the city's Growth and Learning Sector reaches more than 60,000 children, young people and guardians every day.

We develop a successful and coherent growth and learning path together with children, young people, guardians and our personnel. The impact of our work is visible in the everyday lives of children and young people and their future. We mainly provide services in Finnish and Swedish, but also increasingly in other languages.

Diverse and multidisciplinary work communities are an asset that encourages experimentation, development and cooperation. Our leadership culture is based on appreciation, promoting continuous learning within the work community and giving the employees opportunities to influence.

Our early childhood education and teaching is high-quality and equal in all areas. We teach children and young people the values of sustainable development and guide them to live accordingly.









Our employees include, for example:

- childcarers in early childhood education
- sociologists and teachers in early childhood education
- teachers in primary and upper secondary schools
- specialists in different fields who work in management and management support.

ESPOO IS THE CAPITAL OF CHILDREN AND YOUTH.

URBAN ENVIRONMENT SECTOR

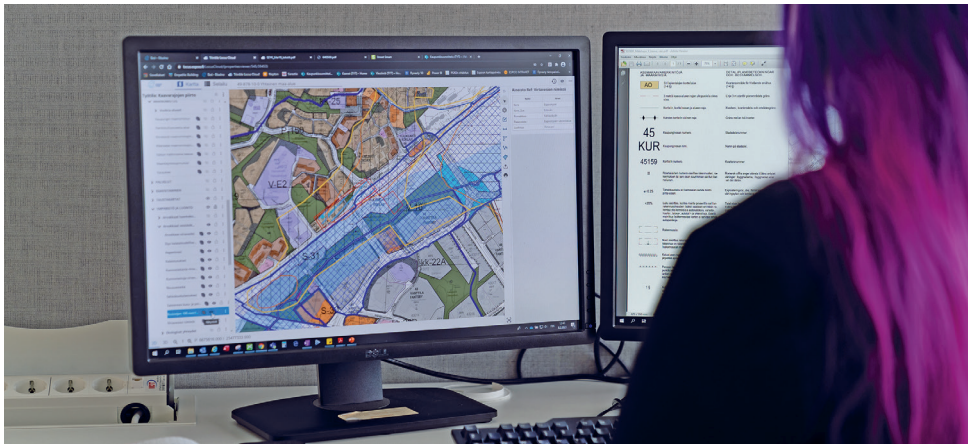
Around 1,370 employees

The urban environment sector builds the future of Espoo, based on the principles of controlled growth and sustainable development. Our key tasks include the development of the urban structure and the residential environment, the planning and construction of municipal engineering and the maintenance of the city's land, business premises, traffic routes, environment and green areas. We create a safe and pleasant city through our work.

We employ experts and professionals in the following fields, for example:

- urban development
- land use
- surveying
- construction development
- building supervision
- property sector
- infrastructure sector and
- environmental protection and environmental health.







> **We have a strong will to develop among our own unit and team; we don't take old habits for granted. If someone sees room for development, we strive to develop."**
>
> – Architect

> **Espoo offers its employees opportunities to improve their skills and participate in training alongside their work. We have wonderful colleagues. Our long holidays provide a nice balance to the sometimes hectic work."**
>
> – Project Manager

MAYOR'S OFFICE

Around 453 employees

The Mayor's Office promotes good leadership and administration to support everyday work and the continuous learning and influencing opportunities of work communities. We steer the preparation, implementation and development of the city's strategy, the Espoo Story. We promote the city's vitality, sustainable development and the well-being of Espoo residents and are responsible for centralised online services and the city's internal services.

Our experts work in the following fields, for example:

- HR administration
- financial administration
- procurement
- information management
- communications
- administration.





SECTOR FOR ECONOMIC DEVELOPMENT, SPORTS AND CULTURE

> **The work of a sports instructor is very versatile, and you get to use all your skills. We have a caring work environment and a close-knit work community. The City of Espoo takes good care of its staff. We have the opportunity to develop ourselves and participate in further training, which increases motivation at work. It is also rewarding to see improvement in your own customers."**
>
> - Sports Instructor

Around 1,105 employees

The Sector for Economic Development, Sports and Culture is responsible for strengthening the city's vitality, competitiveness and attractiveness and promoting the well-being, community spirit and inclusion of local residents and customers, in cooperation with other sectors and partners.

Our employees include, for example:

- experts in employment and integration
- library pedagogues
- cultural and event producers
- orchestra musicians
- attendants of sports facilities and recreational areas
- sports instructors
- youth workers
- business advisors.







ESPOO
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