



BRAINPOWER FOR YOUR

NEXT BIG THING

BUSINESS
OPPORTUNITY
IN FINLAND

With access to top Information and Communication Technology (ICT) talent and a Silicon Valley inspired business culture, Finland is an R&D hotspot and a testing ground for your next Big Thing.

ICT – FINLAND'S UNOFFICIAL LANGUAGE

In Finland, an interdisciplinary way of thinking and a true understanding of improving life through digitalization have created outstanding products and services. Due to a structural change in the Finnish ICT sector, there is now a unique opportunity to engage top talent. Nokia's lasting legacy ensures that Finnish engineers know how to mass

manufacture even the most complex electronics.

Finland is home to world leading mobile gaming companies, such as **Supercell (Clash of Clans)**, **Rovio (Angry Birds)** and **Fingersoft**. Altogether, there are some 300 game studios. Finland is among the three biggest gaming development countries in Europe.

In wearable technology, Finnish companies such as **Polar** and **Suunto** are

industry trailblazers. Wearables cover everything from fitness trackers, augmented reality glasses and smart contact lenses to smart jewelry, smart clothes and smart fabrics.

A world-class cluster of machinery companies, such as **Kone**, **Metso**, **Valmet**, and **Wärtsilä**, combined with a high concentration of ICT professionals, has enabled Finland to become a pioneer of the Industrial Internet.

UNIQUE TALENT POOLS IN FINLAND

SOFTWARE DEVELOPERS

C/C++, JAVA ETC. DEVELOPERS, HANDS ON KNOW-HOW FROM EMBEDDED FIRMWARE AND CONNECTIVITY DEVELOPMENT TO CONSUMER SERVICES

HW DEVELOPERS

DEEP KNOWLEDGE AND EXPERIENCE OF ANALOG, DIGITAL AND RF DESIGN, HW PLATFORMS FROM SYSTEM LEVEL TO INTEGRATED CIRCUITS

SYSTEM ARCHITECTS

SERVICE AND SOLUTION ARCHITECTS TAKING ADVANTAGE OF THE LATEST MOBILE AND CLOUD TECHNOLOGIES

UX AND PRODUCT DESIGNERS

HERITAGE FROM FINNISH DESIGN TRADITION, ABILITY TO DESIGN STYLISH AND SIMPLIFIED DESIGNS FOR SERVICES AND PRODUCTS

R&D AND PROJECT MANAGERS

PRODUCTIZATION EXPERIENCE FROM VARIOUS SIZE OF PROGRAMS WITH THE ABILITY TO LEAD MULTISITE AND MULTICULTURAL TEAMS

AGILE PRODUCT MANAGERS

EXPERTS OF AGILE DEVELOPMENT, ABLE TO TRANSLATE CONSUMER/CUSTOMER NEEDS INTO ITERATIVE STEPS OF AGILE DEVELOPMENT

ECOSYSTEM FOR OUTSTANDING SUCCESS STORIES

Innovation driven and economically successful Finland has given the world the mobile text message (SMS), the Heart Rate Monitor and the Linux operating system, just to name a few. Finland is the biggest contributor to global innovation in the world.

The R&D expenditure in Finland in 2014 totalled 3.2 % of the GDP. That share is one of the highest in the world. The R&D framework builds on a strong emphasis of IPR protection. It is noteworthy that in a joint R&D project, the IPR is the property of a company, not a research institution or a university in Finland. This encourages companies to develop and test their new digital services in Finland.

The recent launch of the 5G test network in Finland showcases the uniqueness of the R&D ecosystem. It is the most advanced **5G test network and brings together for the first time the “big three” – Nokia, Ericsson and Huawei** – proving the ultimate openness of the ecosystem. The 5G Test Network Finland is also open to companies from outside Finland.

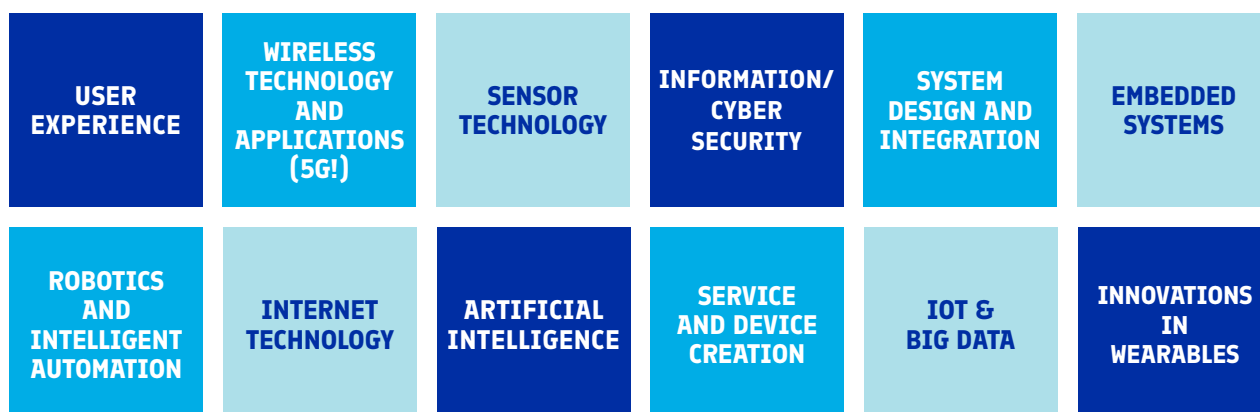
JUMP INTO THE TALENT POOL

350,000 professionals work in the Finnish ICT and mobile industry, with 15,000 science and technology students graduating annually from local universities. Finland has the best availability of scientists and engineers in the world. (The Global Competitiveness Report 2014-2015)

The availability of expert ICT professionals was one of the main reasons for online shopping giant **Zalando** to establish its e-commerce product development unit in Finland. **Huawei** has in recent years increased the number of personnel in its Finnish R&D unit by tenfold. South Korea's **LG Electronics** has opened an R&D unit that focuses on 5G radio technology solutions.

The turnover of the Finnish ICT sector is 50 billion Euros. Finnish society is highly supportive of entrepreneurship, with a flourishing Silicon Valley-inspired business culture. The number of software firms in Finland has risen by 40% in six years. One benefactor of this trend is Slush, one of the world's biggest events connecting startups and venture capital.

FINLAND – CORE TECH SKILLS



5G WORLD'S MOST ADVANCED OPEN TEST NETWORK

MOST INNOVATIVE AND COMPETITIVE* COUNTRY IN THE WORLD

*World Economic Forum's The Europe 2020 Competitiveness Index

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350 000 ICT PROFESSIONALS

1 100 FINNISH STARTUPS LISTED IN STARTUP100.NET

3.5 BILLION PEOPLE GLOBALLY USING NOKIA'S TECHNOLOGIES AND DEVICES