Be part of the bigger picture
Intern and graduate opportunities
We employ over 5,700 people across Australia and New Zealand

We are an inclusive workplace. 42% of our employees are female

We operate in over 70 different countries worldwide

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Fact sources:
Sustainability report 2016
bp.com 2016
BP corporate reporting 2015
At BP, we find, develop and produce energy resources every day – energy that’s behind the products that keep us all moving. It’s an exciting place to be. But for us to do what we do, we rely on a vast team of people, all contributing their talents to make our business come together.

From the deep sea to the desert, from rigs to fuel retail sites and research centres, we deliver light, heat, and mobility solutions for a changing world. We track, trade and deliver the world’s energy in real time and we are involved in almost every aspect of the complex energy system that drives our world. Thanks to our reach and 75,000 incredible people, we are one of only a few companies equipped to deliver energy and mobility on a global scale.

But we’re more than a global energy business, we are also a retailer. We continue to bring distinctive offers and rewards to our customers, opening fresh retail sites and introducing new, leading-edge technology to the market. We deliver the high-quality fuels and lubricants that take customers where and when they want to go – our brands span BP Ultimate, Castrol, Air BP and Shipping. It’s the breadth of our business that makes it the perfect place to build the foundation of your career.

If you’re still at university or a recent graduate, you can apply to join our programmes and gain professional experience while completing your studies. To learn more about the streams you might work within, click here.
BP delivers energy products and services around the world. Through our two main operating systems, Upstream and Downstream, we find, develop and produce essential products and services. We also buy and sell at each stage of the hydrocarbon value chain, and develop renewable energy such as biofuels and onshore wind.

**What we do**

**Finding Oil and gas**
After acquiring exploration rights, we search for hydrocarbons beneath the earth’s surface.

**Developing and extracting Oil and gas**
Once we have found hydrocarbons, we bring them to the surface.

**Transporting and trading Oil and gas**
We move hydrocarbons using pipelines, ships, trucks and trains, building value across the supply chain.

**Manufacturing Fuels and products**
We refine, process and blend hydrocarbons to make fuels, lubricants and petrochemicals.

**Marketing Fuels and products**
We supply customers with fuel for transportation, energy for heat and light, lubricants to keep engines moving and the petrochemicals needed to make everyday items.

**Upstream**
Our Upstream segment manages exploration, development and production activities.

**Downstream**
Our Downstream segment operates hydrocarbon value chains covering three main businesses – fuels, lubricants and petrochemicals.

We operate a biofuels business in Brazil and an onshore wind business in the US.
We have five values that express our shared understanding of what we believe, how we aim to behave and what we aspire to be as an organisation. They are a set of principles that influence everything we do, making us a safer, stronger and better company to work for.

Safety
Everything we do relies upon the safety of our workforce and the communities around us.

Respect
We hold ourselves to the highest ethical standards and behave in ways that earn the trust of others.

Excellence
We commit to quality outcomes, have a thirst to learn, and to improve.

Courage
Achieving the best outcomes often requires the courage to face difficulty, to speak up and stand by what we believe.

One Team
Whatever the strength of the individual, we will accomplish more together.

A look at our values

Diversity and inclusion

As a company, we’ve set goals, and as people, we’re doing everything we can to make sure we reach them.

At BP, we’re committed to creating an inclusive place to work. We know success comes from the energy of our people. This starts with understanding and respecting who you are and where you’re from. By creating a diverse and inclusive working environment where everyone feels valued, can make a difference and give their best, we support our people to thrive. That’s why we’re committed to building a workplace rich with diversity of thought, experience and perspective. If you’re talented and have the right value-set, we welcome you no matter who you are and what you do.

So by joining us, you can help make sure that everyone is valued and treated equally with respect and dignity, without any form of discrimination.

At BP we incorporate D&I into all of our business plans and HR practices
Our goal is to create an environment of inclusion and acceptance
Our inclusion initiatives elevate career opportunities for groups such as women, Indigenous Australians and people with disabilities
Join us as a commercial intern or graduate and you’ll help to ensure that the whole of BP is operating as efficiently and effectively as possible. Working alongside the sharpest commercial minds, you’ll guide our strategic planning and key decision making in ways that have real impact on the way we work.

Why work in commercial at BP?

The breadth, complexity and value of our organisation means you’ll get to handle projects that challenge, innovate and inspire you. We’ll give you the training opportunities and support you need to accelerate your performance and build your technical and professional skills.

Each of the disciplines we recruit into are incredibly varied, but they’re all vital to what we do. While your academic background might steer you towards one discipline over another, you may find that your interests, talents and ambitions have a greater bearing on where you end up. Take a look at what’s on offer.

Commercial

What kind of roles are available?

Depending on what’s happening at BP, you could be involved in roles within Commercial Downstream that range from:

- Procurement, supply chain and logistics
- Sales and marketing
- Finance – strategy and analytics
- Human resources.

To see our full range of commercial roles, check out the degree matcher online at bp.com/degreematcher

As an intern or graduate, you’ll receive formal and informal training and development.

Our internships and graduate programmes give you an insight into the real world of business.

You’ll do real work and projects that impact BP, our stakeholders and our customers.

Intern Takeover

Spend a couple of minutes with our 2016/2017 interns as they show you around one of our Melbourne offices. Click here.
Engineering

Become a BP engineer and you’ll play a vital role in almost every part of our business. Under the guidance of highly trained experts, you’ll get to learn how we safely extract, process and transport the resources that keep the world moving – and be part of a team whose skills underpin everything we do.

Why become an engineer at BP?
As a leading provider of oil and gas, you’ll be able to get involved with an interesting variety of projects using cutting-edge innovations and technologies from day one. With specialist training, mentor schemes and your buddy to help you get settled, an engineering role at BP offers all the support you need to give your career the best possible start.

What kind of roles are available?
Depending on what’s happening at BP, you could be involved in roles ranging from:
- Chemical and process
- Construction
- Mechanical.

To see our full range of engineering roles, take a look at the degree matcher online at bp.com/degrematcher
Wherever you join us, you’ll benefit from a structured programme of work with real responsibility from day one. You’ll experience on-the-job learning, along with development training to suit your role. And regular one-to-ones will ensure that your development is heading in the right direction.

Interns and graduates

You can expect continuous support, access to formal training, on-the-job learning and other development tools that will allow you to succeed. Working across teams and functions, you’ll enjoy access to some of the most talented people in their fields. To prove how committed we are to supporting career growth, the intern programme is now the main pathway into our elite graduate programme. If all goes well, you’ll also have the opportunity to apply for our graduate programme after you’ve completed your internship (and of course, your degree). In some instances, you might also have the opportunity to take on part-time work after you’ve completed your internship with us.

As a graduate, you’ll also have access to a global programme called Universal Graduate Skills (UGS). Comprised of different interactive learning activities, resources and an online community, UGS will help you build a wide network across the business, from senior leaders to fellow graduates.

Plus, there’s a clear network for support and development. Regular interaction with past graduates and BP leaders provides an insight into the various avenues for progression, while the online community support initiatives ensure everyone is made to feel like a welcomed, valued member of our community.

Don’t just take our word for it...

“I thought it was a great session and was one of the best virtual trainings I’ve attended to date, really interactive and insightful.”

“There are some excellent tools for new joiners on making connections, love the quick access to tips and knowledge.”

“I got the chance to network and meet other challengers which has given me plenty of contacts for future collaboration.”

“Understanding available resources, getting new ideas from other participants and the leader.”
The benefits

Our employees are what make BP great. And we understand that to attract and retain the very best people, we must offer a competitive rewards and benefits package. So when you join BP as an intern, you’ll be eligible for a highly competitive salary, exclusive access to membership of the BP superannuation plan or a fund of your choice, health screening, personal development and training, discounts on financial, lifestyle and education products, and the opportunity to get involved in a wide range of social activities.

As a graduate, you’ll receive a competitive salary based on the experience you bring and your academic qualifications, additional financial rewards for individual or team performance, the opportunity to own a piece of BP by joining a share scheme, discounts on selected BP products, discounts on certain vehicles, as well as a health plan and screening.

Community work

We’ve always been committed to supporting our communities throughout Australia and New Zealand – whether it be through our support for local communities, educational partnerships or charity organisations. And it’s our graduates who are some of our most active volunteers. All full-time and part-time permanent employees are eligible to apply for up to two days (pro rata) volunteering. And if you’re a full-time employee, the BP Foundation will provide matched funding for your fundraising and volunteering time.
The world is changing. Developing and growing economies need access to safe, reliable and affordable energy. This need will increase as the world’s population grows by 1.5 billion people by 2035.

Global demand for energy will increase by around one third in that time and oil and gas will continue to play a significant role in meeting demand.

At BP, we believe there is a need to balance increases in energy use, with environmental and climate challenges.

The energy we supply can help to improve living standards, power medical facilities and provide irrigation and sanitation. Our challenge, as a company, is to do this whilst contributing to making our planet a more sustainable environment by reducing greenhouse gas emissions.

Climate change will remain an important issue for years to come, requiring ongoing efforts by governments, companies and consumers.

We promote the use of a diverse mix of energy sources, fuels and technologies to support the transition to a lower-carbon economy.

We do this by supplying natural gas to replace coal, providing renewable energy, pursuing energy efficiency and supporting research and partnerships to make further gains in the transition to a lower-carbon economy.

We continually improve and review our technologies and processes so they are optimised and prepared for tomorrow.
You could really go places at BP. And spending time with us before you graduate is a brilliant way to find out where to start.

Choose your experience

Internships
Year of study: Penultimate year
For penultimate-year students, our paid 12-week internships give you an insight into the real world of business. Whichever route you choose, you’ll get a role which will add value to our business – with your own responsibilities and an opportunity to shine. You could be a food business analyst choosing the products for our retail shelves, or a pricing analyst – determining the price of fuel that our customers pay. You could be a retail design engineer planning construction of our new service stations, or in the refinery process engineering team, creating value through refining performance.

The opportunities are endless and our promise is that you’ll be working on real projects. There’s no filing and photocopying going on here! In some instances, you might also have the opportunity to take on part-time work after you’ve completed your internship with us. To prove how committed we are to supporting career growth, the intern programme is now the main pathway into our elite graduate programme.

Indigenous Internships
Year of study: Any
We’re proud to partner with Career Trackers to offer Australia-wide opportunities for Indigenous interns completing an undergraduate or postgraduate degree at an Australian university.

Internships are available in a wide range of areas which may include communications, marketing, engineering, robotics, finance and IT. Our 12-week programme runs concurrently with our internship programme – from November to February, with a break over the Christmas to New Year period.

You can apply for an Indigenous internship at any time, although we only employ interns over the summer period mentioned. If you identify as being Indigenous but are not affiliated with Career Trackers, you are still more than welcome to apply. Please just let us know when you apply for your internship.

Co-operative programme
Year of study: Penultimate year
For students from participating universities, we have a variety of Co-operative opportunities within our Global Business Services (GBS) business. Our 12-month Co-operative (Co-op) programme commences in January each year and will provide you with the opportunity to gain experience in a real job, doing real work. You’ll be involved in a variety of projects throughout the year, and you’ll also have the opportunity to interact with a range of internal and external customers; allowing you to challenge and develop your communication, negotiation and problem-solving skills. As a Co-op student with us, you could join as part of our accounting or logistics streams.

Graduate programme
Year of study: Post completion
What’s most exciting is that we are recruiting the future leaders of BP, our graduates. Through three rotations and a structured development programme, we’ll set you up for success by building your technical, behavioural and leadership skills.

Within our graduate programme, you could be working within any number of areas, from business, supply and trading, science or engineering. To learn more about our business streams, click here.

bp.com/grads/au
All our graduates and interns are based at one of our Australian sites below:
BP Head Office, Docklands, Melbourne  •  Castrol Plant, Spotswood, Melbourne  •  Kwinana Refinery, Kwinana, Perth
•  Global Business Services (GBS), CBD, Melbourne  •  Castrol Head Office, Guildford, NSW
Please note: You may be based at other BP or client sites depending on your role and business requirements.

Application process
bp.com/grads/au

Complete an online application form and situational judgement questionnaire
Take numerical and verbal tests
Talk to us in a telephone interview
Visit us for a technical interview
Take part in an assessment centre
Receive an offer, if you’re successful
To see all the programmes that could be right for you, take a look at the degree matcher online at bp.com/degreematcher