



Power
your potential.

Drive meaningful change.

Early careers opportunities at bp



Reimagining energy

for people
and our planet

How can we make energy better? More sustainable? More economical?

Join us as an intern or graduate, and these are just a few of the challenges you might be tackling. We know that we work in a complex and sometimes controversial industry. This is your opportunity to set us on the right path for a better, brighter, more sustainable future.

Our ambition

is to be a net zero company by 2050 or sooner: bp.com/aims

Our strategy

is to become an Integrated Energy Company: bp.com/strategy

Our purpose

drives sustainability:
bp.com/sustainability





Who We are

Who we are defines what we stand for at bp. It builds on our best qualities and those things that are most important to us – our commitment to safety, to speaking up if something doesn't seem right, compliance, care for others and working together as one integrated bp team.

All while putting an even greater focus on how we can take bp to the next level. We believe that bringing to life all three of these beliefs will give us the energy and drive to deliver our purpose and ambition. bp.com/beliefs

Live our purpose

Safety comes first

Make a positive impact

Do the right thing

Play to win

Know the competition

Keep improving

Be accountable

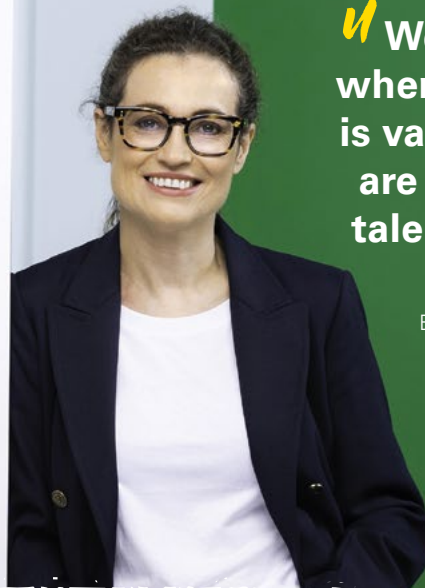
Care for others

Be kind

Prioritise the team

Put yourself in other people's shoes

Diverse perspectives



“We are a place where all difference is valued, all voices are heard, and all talent is nurtured.”

Kerry Dryburgh,
EVP, People & Culture

Our ambition is for bp to reflect the world around us. We want to be an Integrated Energy Company that attracts diverse perspectives that inspire creativity and help us better understand our customers.

We can only thrive in a culture where everyone can contribute and grow. That's why we've made equity for our employees, customers and suppliers part of our company purpose and strategy.

Our employee-initiated business resource groups (BRG) are open to everyone and facilitate stronger connections and greater engagement with diversity, equity and inclusivity (DE&I) topics throughout bp. Discover how we incorporate DE&I across the business: bp.com/DEI





bp in Azerbaijan

bp has been present in Azerbaijan for 30 years and is the largest foreign investor in the country. We remain committed to delivering our joint energy projects with Azerbaijan over the next decades focusing our regional business on the core assets and developments which have the potential for significant growth.

Here we currently operate one of the world's great oil fields – the Azeri-Chirag-Gunashli and an equally great gas field – Shah Deniz. Both fields are directly linked to local and international markets via a large export system which includes a complex subsea pipeline infrastructure connected with one of the biggest onshore oil and gas terminals in the world – the Sangachal terminal.

Three export pipelines with a total length of 3,300 km connected with marine export systems on the Black and Mediterranean Seas, and a new gas export system developed as part of Shah Deniz 2 to deliver gas to Turkey and further to Europe.

Our benefits

- Competitive salary
- Medical insurance and family support plans
- Wellbeing program
- Retirement savings and life insurance plans
- Global share programme

Graduate programme




Fresh challenges, thinking and opportunities: you will find them all at bp, whether you join as a graduate or an intern. And with specialist training, mentorship schemes and a buddy to settle you in, we will give you all the support you need to grow and progress.

We need diverse talent in every part of our business. So, while your academic background matters, you might find that your interests, talents and ambitions have more of a bearing on where you end up working.

From the UK to Malaysia and beyond, we're dedicated to be rewiring the world's energy system. So, whether you start your career with us in business, engineering or science, you'll work in a talented team of problem solvers with shared goals and a common sense of purpose.

Our 2024 graduate programme offers challenging and exciting opportunities to help develop your career in subsurface, wells, engineering and people & culture.

By joining bp early careers programme, graduates will follow a structured development offer to accelerate the acquisition of foundational technical skills, experience, knowledge and application in the business world. The programme supports transition from university to discipline professional and provides a framework of 'non-technical' skills to support building personal effectiveness skills.




Internship programme

Year of study: penultimate

Our 10-week summer internship programme is designed to give you maximum exposure to our business. You'll become part of a collaborative and inclusive workplace as you build on your technical and interpersonal skills, and you'll enjoy access to some of the most talented people in their fields. Naturally, you'll receive a competitive salary too.

To get the most from your time with us, we'll provide plenty of opportunities for extracurricular activities. You'll have the chance to learn about our game-changing technology and get involved with central projects, such as lunch and learn sessions. You'll also gain vital soft skills through expert training. And you'll have the opportunity to join in social events, competitions and a community or charity day.

An internship with bp may result in a graduate job offer for the following year. We hope it will also leave you feeling inspired to meet the world's energy challenges in sustainable, innovative ways. You'll get a taste of the exciting and wide-ranging work that happens here every day, as well as the support that comes from sharing a common goal.



Scholarship programme

Open to pre-penultimate year Azerbaijani female students in petro-technical disciplines, our scholarship is a fascinating introduction to the energy industry. It will support your undergraduate progress, while opening your eyes to the full range of opportunities that our business and sector offer. You'll also gain skills and knowledge that'll help you apply for one of our internships in the future.

On our scholarship, you will:

- learn about bp
- be inspired by our strategy and 2050 aims
- discover all kinds of career opportunities
- work with your peers on a group challenge
- job shadow an experienced engineer
- travel to bp site facilities
- prepare for internship applications and your future career

To make a strong application, show us how our values match yours. If you're successful in the process, you'll join a series of engagement events during the summer all designed to be a launchpad to our internships. Complete the program and you will be nominated for a company award to help you through your university studies.

Our application process

01

Fill out an **online questionnaire** and submit your **CV**

02

Complete our **online assessments** including English language test

03

Complete a **video interview**

04

Meet us for a **technical interview**

05

Take part in an **assessment centre**

If you **complete all five steps** and are successful, you'll receive an offer to join us.

To see all the programmes that could be right for you, check out the candidate matching tool at bp.com/grads.

If you need to make any adjustments to the application process, for example due to an illness, injury or a disability, please get in touch with us by emailing us at earlycareers@bp.com.



Scan the QR code to learn more about our online assessments.



Learning & development

Ignite is our new learning and development model.

Here's what it could mean to you.

Ignite is a bespoke, immersive experience for everyone on our early careers programmes. It is an integral part of your development and is designed to complement your technical learning. We've based it on a set of core skills relevant to everyone who works here: being our best, being effective at work and preparing for the future.

The Ignite learning model

We created Ignite's four-part learning model alongside past and present early-career employees from across the world. It's designed to reflect your current career needs and what will work best for you.

Engage

What does good look like?
What's in it for me?
Context and meaning
Set my personal learning goal

Explore

Diagnostics: how good am I at this now?
Theory, models and tools

Experiment

Practice and feedback
Scenarios and case studies
Tips and checklists

Evaluate

Consolidation
Practical application
Review my personal learning goal

Learning modules

Being your best

Building resilience and managing change

Awareness of self and others

Being effective at work

Driving for excellent results

Developing impactful influencing and communication skills

Working with others to maximise results

Preparing for the future

Career management



bp.com/grads

