



Power
your potential.

Drive meaningful change.

Early careers opportunities in engineering



Reimagining energy

for people
and our planet

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

Join us as a 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

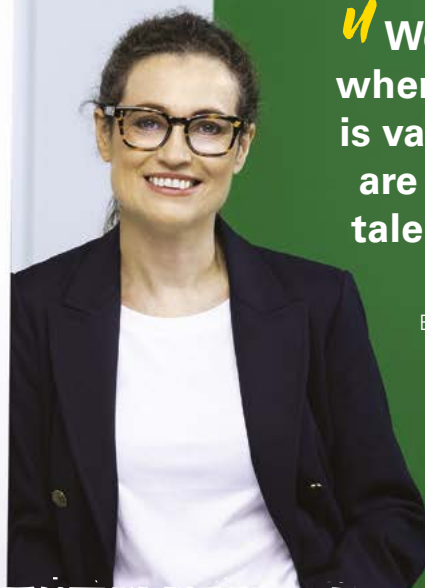
Care for others

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 Oman

bp has a long history of oil and gas exploration and production in the Middle East. It is a major investor in Oman and one of the world's pioneers in tight gas production, bringing technology and experience to develop one of the Middle East's largest unconventional gas resources in the Sultanate's Block 61.

Oman continues to be a strategically vital country for bp and through our various projects at bp, aim to encourage economic diversification and empower local talent.

Our benefits

- A competitive salary based on the experience you bring and your academic achievements
- Medical insurance
- Settling in allowance
- Health screening
- Share schemes and Share Value Plan (SVP)
- Wellness days
- Pension plan

Our programmes



Fresh challenges, thinking and opportunities: you will find them all at bp, whether you join us 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 rewiring the world's energy system. So, whether you start your career with us in business, digital, engineering, science or trading, 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 engineering and HSE&C, check out the candidate matching tool at bp.com/grads.

Our application process

01

Fill out the **global application form**

02

Complete the **online assessment**

03

Complete an on-demand **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



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





bp.com/grads

