



Power your potential.

Drive meaningful change.

Early careers opportunities in business and engineering



Reimagining energy

for people
and our planet

How can we make energy secure, more sustainable and more economical? Those are the kinds of big questions you'll help us answer when you join us as a graduate or intern.

We know that we work in a complex industry. But with big plans to decarbonize and diversify, we're committed to investing in both our transition as a company and the global transition to a net-zero future. And the best part? You can help get us there.

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

is to drive sustainability: bp.com/sustainability



bp in Spain

bp is one of the main energy companies in the country, has been present in Spain since 1954 and has more than 720 service stations and about 2,400 employees. Of these, 400 work attached to its headquarters in Madrid, 540 in its refinery in Castellón and the rest in its own network of service stations.

bp ranks third in the Spanish oil market, with a market share of around 8%. It also maintains a prominent position in the industrial natural gas market.

Under the umbrella of the new operational strategy, reimagining energy, bp Energía España maintains infrastructure and supply projects to become a benchmark for sustainable fuels for the aeronautical industry, as well as solar energy and green hydrogen.

From partnering with the Comunitat Valenciana to decarbonize the region, our Castellon refinery receiving the first global certification by CORSIA to produce sustainable aviation fuel to providing green hydrogen through our partnership with Iberdrola, we're dedicated to rewiring the world's energy system. It means that when you join us, you'll be playing a part to speed the journey to a net zero future.





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

Graduate programme



At bp, we have one thing on our mind – the energy of tomorrow. We're helping the world get to net zero with the ambition of being a net zero company by 2050 and our early careers hires are integral to achieving this.

We've launched our graduate programme recruitment in Spain, offering graduate opportunities in our commercial and engineering disciplines. These are 3-4 year rotational programmes where you will have the opportunity to explore 2-3 different roles at bp. Over the course of the programme, you will complete rotations across a variety of businesses in a mixture of customer-facing, commercial and operational roles and projects.

As a bp graduate, you will build your experience through challenging development assignments, develop a toolkit of transferable skills for the future, and have a dedicated network of support to help you succeed.

No matter your role, you'll receive the training, support, and mentorship to build a rewarding and long-term career with bp. You will have an adhoc reward scheme to recognize your performance. This will be a permanent contract and 1 year of previous experience is recommended.

Applications for the 2024 commercial programme closed on 15 April 2024. Applications for the 2024 engineering programme will close on 10 May 2024.

Experience

Build broad experience and exposure via meaningful roles, rotations and short-term assignments.

Development

Technical development supported by rotation and on-the-job opportunities, guided by a technical pathway and recommended learning.

Support

Part of the global onebp early careers network, Dedicated programme team, day-to-day support, mentoring and advice.



Business programme

The commercial discipline is integral to achieve bp's ambitions to provide reliable, affordable, and lower carbon energy to the world and achieve net-zero. The capabilities and exposure provided via the one commercial programme position commercial early careers at the heart of bp's strategy – providing resilient hydrocarbons, growing convenience and mobility and unlocking low carbon energy. One commercial early careers help bp to re-imagine energy.

The programme gives you breadth of opportunity to build your commercial discipline skills and experiences which will allow you to understand the complete commercial value chain across bp.

You will have a dedicated support network to provide guidance on the programme, advice on career development and answer your questions.

What kind of roles are available?

- Commercial
- Analytics
- Marketing and sales
- Supply chain and logistics
- Business and project management
- Strategy and business development

See our full range of business roles. Check out the candidate matching tool at bp.com/grads/spain



Manage exciting joint ventures such as revolutionary low-carbon businesses in finance.



Oversee entire retail territories, using skills learned on our commercial programme.



Negotiate multi-million-pound deals with AI developers as part of procurement.



Engineering

Our engineers make tomorrow's energy solutions a reality. Join them, and you'll play a vital role in almost every part of our business. Under the guidance of highly trained experts, you'll learn how we safely extract, process and transport the resources the world relies on. And you'll join a global network of people who share your passion for problem solving and invention.

Why become an engineer at bp?

A leading energy provider, we have the size, scale, and determination to make a difference. As an engineer at bp, you'll be creating a positive, real-world impact as we find new ways to drive down emissions and use resources responsibly. We also offer professional accreditation for all our engineers.

What kind of roles are available?

- Process engineering
- Maintenance and reliability
- Production planning
- Refinery optimization
- Operations and production
- Health and safety
- Environmental and net zero

See our full range of engineering roles. Check out the candidate matching tool at bp.com/grads/spain



Design oil and gas production facilities and refineries as a process engineer.



Help develop new ways to power the future as part of a project team.



Advise on reducing our impact on the environment as a health, safety and environment engineer.

Our benefits

To achieve our goal of reimagining energy, we need the brightest talent around. So we created a rewards and benefits package to attract the very best. We also have a wide range of resources and initiatives, designed with your health and wellbeing in mind.



Private medical insurance



Physiotherapist and nutritionist*



Community support



Pension Plan



Share plan and bonuses



Lunch allowance



Flexible benefits



Hybrid working model*



Social benefits



Education assistance

*only applicable for commercial programme

Our application process

01

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

02

Take **numerical** and **verbal** tests

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/spain



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	Explore	Experiment	Evaluate
What does good look like? What’s in it for me? Context and meaning Set my personal learning goal	Diagnostics: how good am I at this now? Theory, models and tools	Practice and feedback Scenarios and case studies Tips and checklists	Consolidation Practical application Review my personal learning goal

Learning modules

Being your best		Being effective at work			Preparing for the future
Building resilience and managing change	Awareness of self and others	Driving for excellent results	Developing impactful influencing and communication skills	Working with others to maximise results	Career management
Staying proactive and adaptable in the face of change	Developing a better understanding of yourself and your colleagues	Planning and performing Critical thinking and innovation	Influencing and impact Presenting with power and innovation	Mastering the art of collaboration	Managing your early career Managing your onward career



bp.com/grads/spain

