



Turn your ideas into

impact.

Early careers opportunities in
business | 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





Who We are

Our best quality is our beliefs. They build on what's most important to us – safety, speaking up if something doesn't seem right, staying agile and open-minded, caring 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 our beliefs to life will help us deliver on 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

At bp we believe our workplace and culture should reflect the differences we see in the world. That’s why we want to attract diverse perspectives. Because better representation leads to better ideas. And better ideas turn plans into progress.

We know that we can only thrive in a culture where everyone can contribute and grow. So we’ve made equity for our employees, customers and suppliers part of our company purpose and strategy.

Our employee-initiated business resource groups (BRGs) are open to everyone. This helps us build stronger connections and get more of our people involved with diversity, equity and inclusivity (DE&I) topics throughout bp: bp.com/DEI



Our programmes



Want to make a positive difference in the world? We'll help you do something about it. Looking for new challenges, thinking and opportunities? You'll find them all at bp. Whether you join us as a graduate or an intern, we'll set you up for success with specialist training, mentorship schemes and a buddy to help you settle in.

We need diverse talent in every part of our business. So, while your education matters, so do all your passions, hobbies and ambitions. Your ideal fit at bp may surprise you.

From the UK to Türkiye and beyond, we're dedicated to rethinking the world's energy system – because we all want and need better energy. So, whether you start your career with us in business, digital, engineering, science or trading & shipping, you'll work alongside some of the sharpest minds to meet global energy challenges in sustainable, innovative ways. Ready to get started? Explore our range of programmes and check out our candidate matching tool to find your perfect role: bp.com/turkey/earlycareers.

Our application process

01

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

02

Complete our **online assessments**

03

Complete an **on-demand video interview**

04

Meet us for a **technical interview**

05

Take part in an **assessment centre**

(graduate programmes only)

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/turkey/earlycareers



bp in Türkiye

bp has been in Türkiye for 113 years in fuel distribution and convenience, lubricant production and marketing, aviation fuels, oil and natural gas pipelines. bp is the largest shareholder of Baku-Tbilisi-Ceyhan (BTC) Crude Oil Pipeline which was built to transport Azerbaijani oil to world markets via Georgia and Türkiye since 2006. bp also holds a 12 percent stake in the Trans-Anatolian Pipeline (TANAP) natural gas pipeline, which became operational in 2018, and is also its sole international partner. bp stands out with its lubricant brand, Castrol.

bp's lubricant brand Castrol is the pioneer of lubricant technology and innovation and has been operating in the world for more than 120 years and in Türkiye for 67 years. Castrol is developing lubricants with advanced technology that provide high performance under challenging conditions.

Castrol is operating in 5 continents and 140 countries. İstanbul/Türkiye is the head office of 10 countries which forms the TUCA (Türkiye, Ukraine and Central Asia) region. Castrol produces lubricants for the industrial, marine, air and energy sectors in addition to the oils it produces for automobiles, commercial vehicles and motorcycles.

One of Castrol's 8 production facilities in Europe and Africa is located in Gemlik and the lubricants produced here are exported to 24 countries. Producing lubricants that are at the center of technological achievements on land, air, sea and even in space, Castrol has also played a role in breaking the World Land Speed Record 21 times. NASA, which has preferred Castrol technology since the 1960s, also used the specifically produced lubricants for the Mars mission in the Perseverance Rover that was sent to Mars in 2020.



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

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|--|---|
| <p>Building resilience and managing change</p> <p>Staying proactive and adaptable in the face of change</p> | <p>Awareness of self and others</p> <p>Developing a better understanding of yourself and your colleagues</p> |
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Being effective at work

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|--|---|---|
| <p>Driving for excellent results</p> <p>Planning and performing</p> <p>Critical thinking and innovation</p> | <p>Developing impactful influencing and communication skills</p> <p>Influencing and impact</p> <p>Presenting with power and innovation</p> | <p>Working with others to maximise results</p> <p>Mastering the art of collaboration</p> |
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Preparing for the future

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| <p>Career management</p> <p>Managing your early career</p> <p>Managing your onward career</p> |
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bp.com/turkey/earlycareers

