



Turn your ideas into

impact.

Early careers opportunities at bp



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 Malaysia 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/UAE/earlycareers.

A photograph of two men playing basketball outdoors at dusk. The man on the left is wearing a dark blue t-shirt and has a light blue towel draped over his shoulder. He is holding a basketball and looking towards the other man. The man on the right is also wearing a dark blue t-shirt and is looking down at his hands, which are positioned as if he is about to shoot or pass the ball. The background shows palm trees and a clear sky with some lights in the distance.

Our benefits

We know that to deliver better and more sustainable energy solutions we need the brightest talent around. And we know that to attract the very best, we need an amazing rewards and benefits package – as well as resources and initiatives designed with your health and wellbeing in mind.

Graduates and interns

As a graduate or intern, you can expect a competitive salary and compensation package.

Hybrid model of working

Some teams currently operate a hybrid model of working, which will enable employees, subject to team and role requirements, an option to work from home part of the week to encourage a better work-life balance.

Career development

We offer continuous personal and professional development, with various opportunities for learning and development, and career progression.

Share plan

You can choose to take part in our share plan and buy bp shares every month.

Health and wellbeing plans

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/UAE/earlycareers

bp UAE

bp's relationship with the United Arab Emirates (UAE) goes back to the early 1930s, when Air bp established a refueling depot in Sharjah to serve the first airplanes en route from the UK to India. bp has been an investor in Abu Dhabi since 1939 and was at the forefront of the discovery of oil in the Emirate in 1958.

bp has two offices in the UAE with around 200 people. Our production and operations, and midstream activities are managed from the Abu Dhabi office, with key partnerships in oil and LNG. And in Dubai, we manage our customers and products business, including Air bp, marine & energy, lubricants, and our trading business.



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/UAE/earlycareers

