



Our vision  
of the  
future is  
changing.

Ready to  
be part of  
the bigger  
picture?

Intern and graduate  
opportunities

[bp.com/careers](https://bp.com/careers)

keep advancing



## Contents

- 03 Find your future
- 05 What we do
- 07 We're working towards a low-carbon 2040
- 08 See your future at BP
- 09 Our values
- 10 Diversity and inclusion
- 11 Business
- 13 Engineering
- 15 Trading
- 17 We live and breathe innovation
- 19 Learning and development
- 21 Choose your experience
- 22 How to apply



# Find your future

At BP, we find, develop and produce energy resources every day – energy that’s behind the products that keep us all moving. It’s an exciting place to be. But for us to do what we do, we rely on a vast team of people, all contributing their talents to make our business come together.

From creating world-class products to developing secure, automotive experts, geoscientists and chemists to accounts, HR professionals, commercial analysts, technologists and traders – each of us are playing our part.

We’re a diverse team with different backgrounds, perspectives and skillsets. It’s only when we all come together that we can make change happen. And you can be part of our future plans.



We recruited 90% of our senior leaders from within BP



We operate in over 70 different countries worldwide



We produce the equivalent of 3.3 million barrels of oil every day



We employ almost 74,000 people across four business functions



We serve eight million customers from over 17,000 retail sites

# What we do

BP delivers energy products and services around the world. Through our two main operating systems, (Upstream and Downstream) we find, develop and produce essential products and services. We also buy and sell at each stage of the hydrocarbon value chain and develop renewable energy such as biofuels and onshore wind.

## Finding

Oil and gas

After acquiring exploration rights, we search for hydrocarbons beneath the earth's surface.

## Developing & extracting

Oil and gas

Once we have found hydrocarbons, we bring them to the surface.

## Transporting & trading

Oil and gas

We move hydrocarbons using pipelines, ships, trucks and trains, building value across the supply chain.

## Generating

Renewable energy

We operate a biofuels business in Brazil and an onshore wind business in the US.

## Manufacturing

Fuels and products

We refine, process and blend hydrocarbons to make fuels, lubricants and petrochemicals.

## Marketing

Fuels and products

We supply customers with fuel for transportation, energy for heat and light, lubricants to keep engines moving and the petrochemicals needed to make everyday items.



## Upstream

Oil and gas

Our Upstream segment manages exploration, development and production activities.

## Downstream

Fuels and products

Our Downstream segment operates hydrocarbon value chains covering three main businesses – fuels, lubricants and petrochemicals.

# We're working towards a low-carbon 2040

As population's and energy's demands grow, so does the world's collective carbon footprint. So, it's down to all of us to work towards reducing the impact of fossil fuels and finding positive new ways to power our lives. And at BP, we're delighted to be leading the world's drive towards cleaner, more sustainable energy.

We're investing millions of dollars in new thinking, digital innovation and the technology of tomorrow – so we can meet the energy challenge for 2040.

For us, the future is not just where we're going. It's our reason for being. It's what motivates us, what inspires us and what brings us together to push beyond today's potential.

You can be part of that future, while creating an exciting one for yourself.

You'll find an openness to new ideas, with both freedom and support to make things happen. What you do here matters, so we want you to dig deep, be bold, think big and plan for a long-term career. One that will empower you to have influence and impact with every move you make.

We've got to make things happen, so you can be sure we'll invest in you as one of our greatest assets.

You're the driving force that will take us there. BP 2040. Keep advancing.



# See your future at BP

Our work changes all the time. But one thing stays the same: everything we do has a real lasting impact on the world around us. So, whether you'll join us in engineering, business or trading, you'll know you're making a difference.



## Finding, developing and extracting

Upstream is the exploration and production side of our business. Its focus is on getting energy supplies out of the ground and delivered to refineries. We're constantly striving to make oil and gas work harder and smarter. We're using advanced technologies to gain new access, increase recovery and reserves and improve production efficiency.



## Refining and marketing

Downstream is where we take all the raw materials and turn them into products used by businesses and consumers. It's where the safe and reliable refining, manufacturing, transportation, supply and sales of crude oil, petroleum, petrochemicals products and related services happen.



## Supply and trading

Our supply and trading team help oil and gas to flow through BP, by selling what we produce and buying it for our refineries. As BP's face to the traded markets, BP supply and trading combine all our oil, gas, power, emissions, chemicals and finance trading activities. In fact, over 80% of the worldwide turnover flows through BP supply and trading.



## Commercial business activity

Corporate and functions is the commercial core of BP. It's where you'll find teams from IT and finance to procurement and supply chain management, all working together to drive innovation and best practice across the business. They're helping to ensure we make the best use of our investment.





## Safety

Everything we do relies upon the safety of our workforce and the communities around us.

## Respect

We hold ourselves to the highest ethical standards and behave in ways that earn the trust of others.

## Excellence

We commit to quality outcomes, have a thirst to learn, and to improve.

## Courage

Achieving the best outcomes often requires the courage to face difficulty, to speak up and stand by what we believe.

## One Team

Whatever the strength of the individual, we will accomplish more together.

# A look at our values

Our values express our shared understanding of what we believe, how we aim to behave and what we aspire to be as an organization. They are a set of principles that influence everything we do, making us a safer, stronger and better company to work for.

# Diversity and inclusion

BP's performance depends on having a highly skilled, motivated and talented workforce that reflects the diversity of the societies in which we operate.

As a company, we've set goals, and we're doing everything we can to make sure we reach them. At BP, we're committed to creating an inclusive place to work. Therefore, diversity and inclusion is not only about someone's orientation or appearance. It's about the thoughts, actions and perspectives of every employee, because diverse talent can only thrive in an inclusive culture.

We encourage our employees to have their say via our Business Resource Groups. These are grassroots, employee-initiated networks that are open to everyone and help us create a thoroughly inclusive culture for everyone here at BP.

So, by joining us, you can help make sure that everyone is valued and treated equally with respect and dignity, without any form of discrimination.



At BP we incorporate D&I into all our business plans and HR practices



Our goal is to create an environment of inclusion and acceptance



Our aim is for women to represent at least 25% of group leaders – our most senior managers



Each of the disciplines we recruit into is incredibly varied, but they're all vital to what we do. While your academic background might steer you towards one discipline over another, you may find your interests, talents and ambitions have a greater bearing on where you end up. Take a look at what's on offer.

## Business

Join our business function and you'll help to ensure that the whole of BP is operating as efficiently and effectively as possible. Working alongside the sharpest commercial minds, you'll guide our strategic planning and key decision-making, in ways that'll have real impact on the way we work.



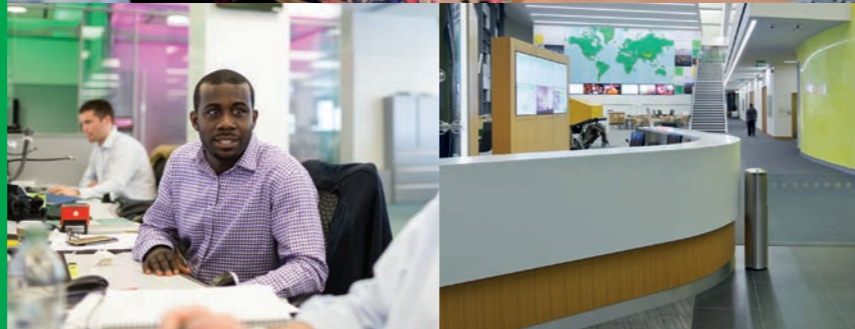
You could manage around \$1bn of BP's cash every day



Recruit, retain and reward people who keep BP ahead



Manage a global portfolio of customers, consumers and partners



## Why work in business at BP?

The breadth, complexity and value of our organization means you'll get to handle projects that challenge, innovate and inspire you. We'll give you the training opportunities and support you need to accelerate your performance and build your technical and professional skills.

## What kind of roles are available?

### ANZ

- Commercial downstream
- Finance and risk
- Human resources
- Retail, sales and marketing

### China

- Commercial downstream

### India

- Commercial downstream
- Global supply chain



## Why choose Business at BP?

"I joined BP as an intern in the marketing, loyalty and insights team and I absolutely loved my three months. I could never have imagined how much I would learn and the scale of projects I would be working on. I was thrilled to come back as a graduate in the communication & external affairs team this year. As a graduate, you are given several responsibilities, I have had the opportunity to suggest new ways of working and feel like I am making a real impact. There is something unique about the people at BP. Everyone here will give you time in their busy schedules and invest in you if you reach out, take initiative and show interest."

### Jainie

#### Communications and external affairs

Marketing and management graduate from the Monash University, Melbourne



# Engineering

Become a BP engineer and you'll play a vital role in almost every part of our business. Under the guidance of highly trained experts, you'll get to learn how we safely extract, process and transport the resources that keep the world moving – and be part of a team whose skills underpin everything we do.



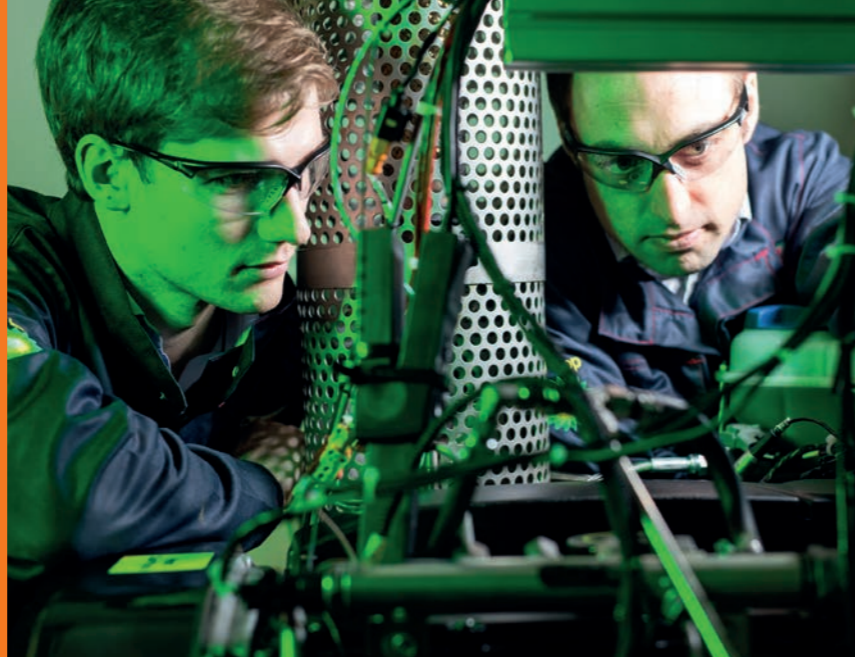
You could find oil reserves hidden miles below ground



Create complex construction plans for new sites



Design vital pipelines for safe oil transportation



## Why become an engineer at BP?

As a leading provider of oil and gas, you'll be able to get involved with an interesting variety of projects using cutting-edge innovations and technologies from day one. With specialist training, mentor schemes and your buddy to help you get settled, an engineering role at BP offers all the support you need to give your career the best possible start.

## What kind of roles are available?

### ANZ

- Chemical and process
- Electrical
- Mechanical

### China

- Mechanical

### India

- Safety

### Indonesia

- Mechanical
- Wells – drilling, interventions and completions



## Why choose Engineering at BP?

"I was drawn to BP as they are well known for their commitment to developing people as well as their values and commitment to safety. I joined as a drilling engineer on the BP challenger programme and while my role generally supports other engineers, I have worked on projects that have provided more responsibility such as working alongside a senior member of the team to lead the whole project cycle."

### Rachmi

**Drilling engineer – BP challenger programme**  
BSc petroleum engineering graduate from the Institut Teknologi, Bandung, Indonesia



# Trading

Join our trading division and you could be involved in a wide range of work. We sell everything our exploration teams produce and buy all that goes into our refining and retail systems. We use our entrepreneurial skills to sell surplus on the global markets. On top of this, we trade anything that goes across a traded platform, from foreign exchange to emissions and biofuels.



You could join experienced analysts on our fast-paced trading floor



Manage global assets from refineries to retail systems



Advise companies looking to reduce their financial risks



## Why work in trading at BP?

The work is varied and complex and so we need people with a diverse range of skills. Join one of our teams and we'll invest in your skills and expertise so you can help us to stay ahead of such a fast-moving global industry, today and for the future.

## What kind of roles are available?

### China

- Commercial

### Singapore

- Analytics
- Finance and risk
- Trading
- Trading operations



## Why choose Trading at BP?

"I trade in ultra-low sulfur diesel in the Far East. This involves dealing with refiners, traders and majors in the market, as well as BP teams in Australia, London and Chicago. It's all about making the right market calls, physical optimization and arbitrage opportunities, as well as understanding factors that can affect the markets.

It's enjoyable, challenging, interactive and fast-paced work. But what I enjoy most is the people. I spend a lot of time in the office, so having great people to work with is key."

**Li Ang**  
**Trading development programme – middle distillates trader**

BSc chemicals engineering and business graduate from National University of Singapore



We live and breathe innovation.

What changes could you bring about?

Augmented reality – wearable technology, like these ‘smart glasses’ worn by a BP worker, is part of the digitization of the manufacturing industry.

Technology is ever-present in all that we do – from safely discovering and recovering oil and gas, to alternative energy, digital and lower carbon fuels and products.

We are a global energy business with an enormous reach and innovative technological advances are helping to drive our fast-changing industry.

Our people are digitally fluent. We are looking ahead to emerging technologies such as advanced imaging, blockchain, connected vehicles, deep learning, advanced 3D scanning, smart personal protective equipment, robots and more. In the future, our business could embrace quantum computing, biochips, quantum sensors, optical computing, power over WIFI and even LiFi – a technology for transmitting data at very high speed through lighting.

We are similar in our approach to the most agile tech companies, running our own development initiatives, such as train the trainer, hackathons and graduate boot camp for Python training.

We estimate that the application of digital tools and including sensors, supercomputing, data analytics and AI, all supported by the networked computers of the cloud, could reduce primary energy demand and costs in sectors of the energy system by 20% to 30% by 2050. At BP, we are at the forefront of it all and always advancing. Shouldn't you be?



Digital technologies are vital to the operation of our wind energy and biofuels business



We develop and apply technologies that boost conversion efficiency and reduce emissions



Wearable AR technology such as smart glasses is part of the digitalization of our industry



We lead the way in seismic imaging, enhanced oil recovery and digital technologies, among others

“We live in a world of rapid change, where developments in technology can transform societies, economies and industries. At BP, we recognize technology is fundamentally disrupting our business and we must innovate continuously.”

**David Eyton**  
Group head of technology



## Learning and development

You'll never be short of opportunities to learn and grow with BP. We want to make sure you're provided with everything you need to unlock your full potential. After all, it's in our interests, just as much as yours, to help you secure a bright future and career.

Wherever you join us, you'll benefit from a structured programme of work with real responsibility from day one. You'll experience on-the-job learning, along with development training to suit your role. Regular one-to-ones will also ensure that your development is heading in the right direction.


### Graduates

As a graduate, you'll have access to a global programme that will help you to be even better equipped to live the core BP values. Comprised of different interactive learning activities, resources and online community, the programme will help you build a wide network across the business. You'll meet senior leaders as well as plenty of fellow graduates. This will help you make a smoother transition from graduate to employee and provide you with key skills and knowledge to accelerate performance – including navigating the organization, improving presentation skills, developing your capability, planning and organizing work and collaborating and networking.

The training we provide is thorough, informative and flexible. The modules are taught at a pace our graduates find convenient. Plus, there's a clear network for support and development. Regular interaction with past graduates and BP leaders will provide an insight into the various avenues for progression open to graduates, while online community support initiatives will ensure everyone feels welcomed and valued.

### Interns

As an intern, you'll benefit from skills workshop training, a mentor scheme, access to online development, regular catch-ups, check-ins and a structured feedback process.



"I thought it was a great session and was one of the best virtual trainings I've attended to date, really interactive and insightful."



Don't just take our word for it

"Understanding available resources, getting new ideas from other participants and the leader."

"There are some excellent tools for new joiners on making connections, love the quick access to tips and knowledge."

"I got the chance to network and meet other challengers which has given me plenty of contacts for future collaboration."

# Choose your experience

You could really go places at BP. And spending time with us before you graduate is a brilliant way to find out where to start.

## Discovery days

Year of study: 1st and 2nd year

Join us for a discovery day, and you will have an opportunity to experience our culture and working environment. Our graduates will be happy to talk to you about their roles and experiences in a networking session and you may participate in workshops to help you improve your soft skills. A discovery day will enable you to be immersed in the world of energy and help you understand the fantastic career paths available.



## Internships

Year of study: penultimate year

We offer a range of summer (12 weeks) and year-long paid internships. Getting hands-on experience in our business, engineering and trading divisions, is the best way to complement your degree. Whether you join us for 12 weeks, or a full year, you'll benefit from a real job with real responsibility. And to get the most from your time with us. We'll also provide lots of opportunity for extracurricular activity along the way.

You'll have the chance to get involved with central projects, like working on lunch and learn sessions or events with our graduates. You'll also gain training outside of your role that will provide you with useful soft skills to help you succeed.

Completing an internship with BP can be a fantastic and invaluable opportunity, that may result in a graduate job offer for the following year.



# How to apply to be part of our future

Everyone who works at BP brings something new. That's what makes us such an exciting and diverse place to be.

1



Go to [bp.com/careers](https://bp.com/careers) to complete your application

2



Once shortlisted, you will need to complete our online assessment.

3



The next stage is a face-to-face interview, focused on how you fit with BP's values and behaviours.

4



If successful, you'll be invited to visit BP at an assessment centre. There you'll participate in a series of group and individual scenarios, all linked to the work you might be doing at BP.

5



If it all goes well, you'll be made an offer of employment to join the BP team. In the meantime, we'll stay in touch to make sure everything's going well.

### [bp.com/careers](https://bp.com/careers)

BP is an equal opportunity employer