



Power
your potential.

Drive meaningful change.

Apprentice opportunities in
Business | Digital | Trading



Reimagining energy

for people
and our planet

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

Join us as an apprentice, 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

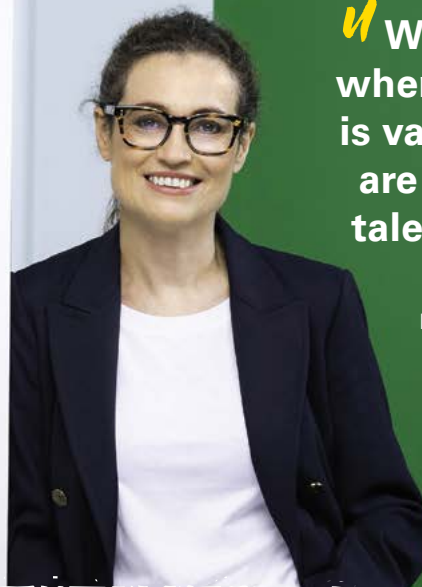
Care for others

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



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.



Flexible benefits

You'll have a flex allowance that you can use to change levels of cover or buy a range of extra benefits, such as a pension, critical illness, dental care, personal accident and travel insurance, childcare vouchers and our cycle to work scheme.



Clubs and societies

From football and volleyball to yoga and mindfulness sessions, you'll find plenty of ways to mix with colleagues outside work.



Up to £24k competitive salary

Your base salary as an apprentice will be up to £24k per annum.



Settling in allowance

As an apprentice, you will receive a minimum one-off £3k joining allowance



Private medical insurance

We'll pay for private healthcare, and you only pay an income tax charge.



Wellbeing

We offer a variety of services and resources as well as an allowance to pay for activities which support physical, mental, social and financial wellbeing.



Share plan

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



Supporting communities

We'll encourage you to contribute to your local community. If you're a full-time employee, we'll match funding for your fundraising or volunteering efforts.

*The above is for indicative reference purposes only. The remuneration and benefits you receive will be subject to the terms and conditions of your employment contract and the company policies, and may be amended from time to time.

Our apprenticeship programme



Fresh challenges, thinking and opportunities: you will find them all at bp. With specialist training 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.

As an early career apprentice, you'll build your experience through on-the-job learning, develop a toolkit of transferable skills for the future, and have a dedicated network of support to help you succeed. You'll also have 'off the job training' to help you work towards your professional qualification and an apprentice coach to provide guidance with your professional education studies.

Business



Making sure bp operates efficiently is no easy task. Our business function supports and drives us as we advance the energy transition and help the world move towards a low-carbon future.

You will guide our strategic planning by working with fresh technology and learning from some of the sharpest commercial minds. You will make decisions that positively impact our business and the whole world.

Why work in business at bp?

When you join our global team, you could be managing joint ventures in renewable energy sources, guiding our strategic planning or negotiating large-scale supply chain deals.

You will also have access to training and support to build well-rounded technical and professional skills.

What kind of roles are available?

- Commercial
- Human resources
- Finance

To see our full range of business roles visit bp.com/apprenticeships



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.

Digital

Join our digital team, and you'll become part of the progress that's reshaping not just our business, but our entire industry. You'll work alongside some real innovators – tackling some of the most complex challenges facing the world today.

Why work in digital at bp?

We're an innovation and technology company at heart. We harness the power of digital to revolutionise the way we deliver heat, light, mobility and materials to the world. This means you'll start your career right at the cutting edge. You'll gain experience in world-leading technology like robotics, artificial intelligence and digital twins. And you'll see your ideas come to life in projects that push boundaries.

What kind of roles are available?

- Software Engineering
- Information Security
- Data Analyst

To see our full range of digital roles visit bp.com/apprenticeships



Understand how data can revolutionise the way we use technology as a data science specialist.



Dream up ideas to create, improve and protect new products as a technology, software or security engineer.



Combat cyber threats and keep important data secure as an IT service engineer.



Trading & shipping

Join trading & shipping and you'll connect bp to the world's trading markets in oil, gas, power, low carbon energy, chemicals and finance. You'll gain experience across our trading & shipping division on a structured, 2 year programme, leading to the opportunity to progress onto our 3 year trading and shipping early talent programme.

We'll develop your commercial skills and industry knowledge – giving you the potential to join the graduate scheme and then explore all kinds of career paths. Wherever you go, you'll be joining some of the smartest minds around.

Why work in trading at bp?

We're one of the world's leading traders of commodities, so you'll have access to a huge array of global assets. With the continued support of bp's experts, mentors, and extensive training programmes, you'll tackle inspiring and wide-ranging work that will help reshape the energy sector.

What kind of roles are available?

- Analytics
- Commercial
- Trading

To see our full range of trading roles visit bp.com/apprenticeships



Analyse data that shapes multi-billion-pound trades within our analytics team.



Learn how the world's energy markets work in our trading team.



Support and inform crucial decisions in our commercial team.

Our application process

01

Fill out an **online questionnaire**, submit your **CV** and complete an online **situational judgement test**

02

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

03

Complete an **on-demand video interview**

04

Take part in an **assessment centre**



If you **complete all four steps** and are successful, you'll receive an offer to join us.

If you need to make any adjustments to the application process, for example due to an illness, injury or a disability, please get in touch on 0800 279 2088 or by emailing us at enquiry@bpgraduates.co.uk

To see all the programmes that could be right for you
bp.com/apprenticeships



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.

From the UK to Malaysia and beyond, we're dedicated to rewiring the world's energy system. You'll start on a two or four year early career programme which allows you to work and continue studying at the same time and you'll be supported by a talented team of problem solvers with shared goals and a common sense of purpose.

You'll build your experience through on-the-job learning, develop a toolkit of transferable skills for the future, and have a dedicated network of support to help you succeed. As part of your development you'll attend workshops to support your transition into the workplace such as personal brand, confidence, communication and influencing.

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



Locations

To see all the programmes that could be right for you take a look at bp.com/apprenticeships

All our apprentices are based at one of our UK sites, which include:

Canary Wharf, London

Trading & Shipping

Douglas House, London

Digital

Pangbourne, Oxfordshire

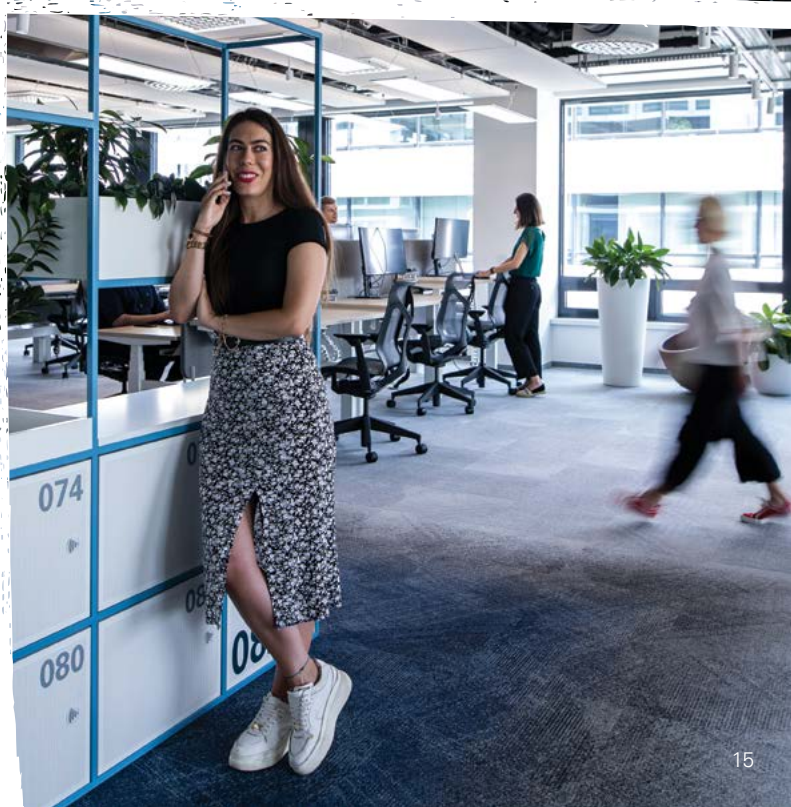
Global Technology Centre

Sunbury-on-Thames, Surrey

International Centre for Business and Technology

Milton Keynes, Buckinghamshire

bp Pulse





bp.com/apprenticeships

