



bp early careers

now

You have a new career waiting, please tap the app to find out more



1



It's a match

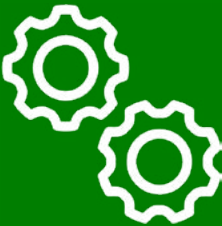
SEPTEMBER

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Calendar



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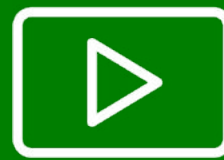
Podcasts



Notes



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Videos

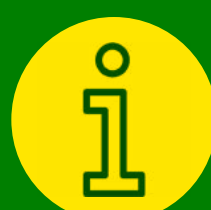




Hello!

At bp, we look beyond a traditional “our type on paper”. Your qualifications matter but so does what’s behind your bio. Business, engineering, digital, science, trading – we’re hiring for them all. So, whether you’re an engineer in the making, or you’re more at home in a laboratory, get to know bp.

You might just find your perfect match.

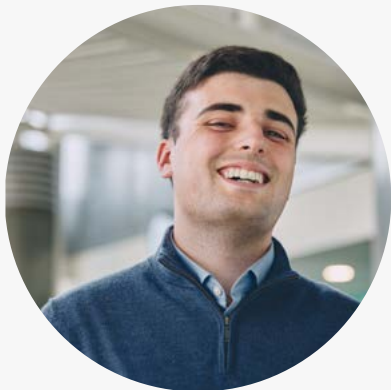


This is an interactive document. For an optimal viewing experience, we recommend using a mobile device.



Home

Find your career match



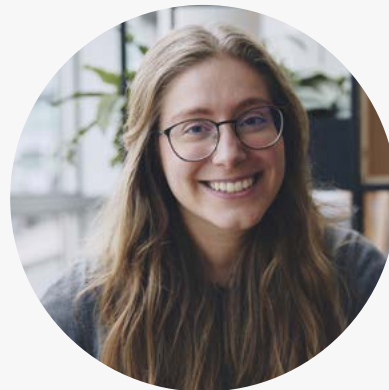
Business



Digital



Engineering



Science



Trading & shipping

Get to know us



Reimagining
energy



Our
apprenticeships



Diverse
perspectives



Employee
stories



Who we are



Application
process



Benefits



Onboarding



Learning and
development



Locations



Community

Our green flags are...

Reimagining energy

for people
and our planet

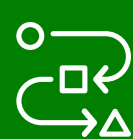
Your hopes for a greener future – and a role that will help you play your part. They make a remarkable match. We'd love you to partner with us on answering the big questions, like how we can make energy better, more sustainable and more economical.

We know we might not look like your type on paper – we work in a complex industry. But we're committed to a net zero future. And 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

drives sustainability: bp.com/sustainability



Our greatest strength is...

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, 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 our beliefs to life 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



Can we talk about...

Diverse perspectives



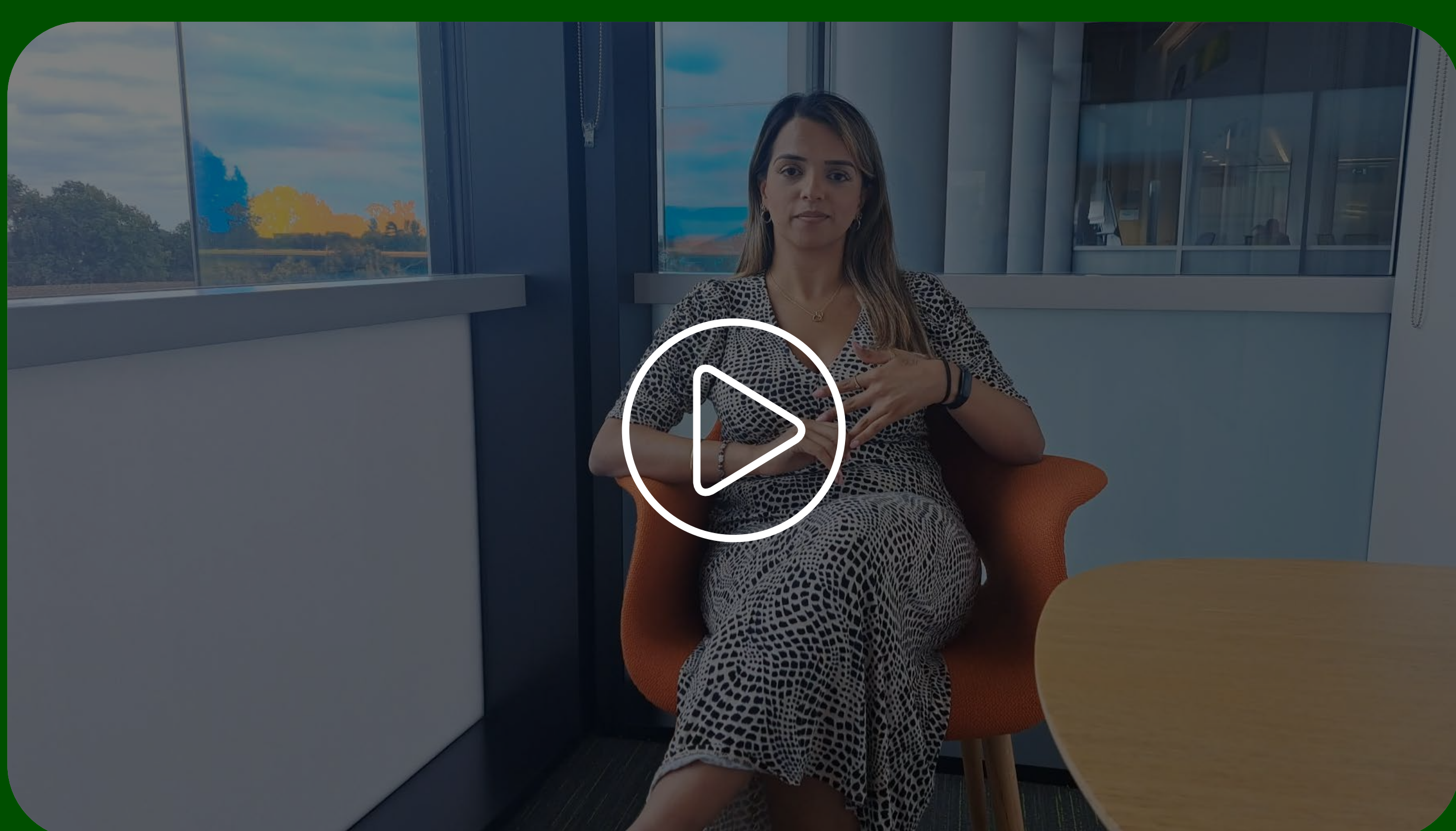
We are a place where all difference is valued, all voices are heard, and all talent is **nurtured**.

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 so we can be more creative and understand our customers better.



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 (BRGs) are open to everyone and help us build stronger connections and greater engagement with diversity, equity and inclusivity (DE&I) topics throughout bp.



Discover how we incorporate DE&I across the business



Our apprenticeships

Hope for a better future? We'll help you do something about it. Fresh challenges, thinking and opportunities: you'll find them all at bp. And 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. All so you can find the long-term match you've been waiting for.



We need diverse talent in every part of our business. So, while your academic background matters, so do all the passions and hobbies behind your bio.

We're dedicated to rewiring the world's energy system. So, whether you start your career with us in business, digital, engineering, science or trading & shipping, you'll work in a talented team of problem solvers with shared goals and a common sense of purpose.



The hallmark of a good company is...

Our benefits

Any good professional relationship starts with a little give and take. And we know that to motivate the brightest talent around, we need an amazing rewards and benefits package – as well as resources and initiatives designed with your health and wellbeing in mind.



Apprentices

As an apprentice, you can expect up to **£24k** per annum, depending on the business area you join.*



[See all apprentice benefits](#)

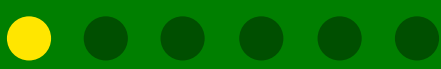
*The above is for indicative reference purposes only. The remuneration and benefits you receive will be subject to the terms and conditions of your employment contract and the company policies, and may be amended from time to time.



Find your career match!



Business



Explore our
apprenticeship programmes



Business



This role involves...



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



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



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

About 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'll guide our strategic planning by working with fresh technology and learning from some of the sharpest commercial minds. Plus you'll make decisions that positively impact our business and the whole world.

We always get excited about...



Rory Hinshelwood

Business graduate, customer & products

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'll 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
- Procurement

Hear from our

people

Our greatest strength is...



Rory Hinshelwood

Business graduate, customers & products



[Apply now](#)

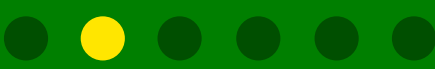


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Find your career match!



Digital



Explore our
apprenticeship programmes



Digital

This role involves...



Understanding how data can revolutionize the way we use technology as a data science specialist.



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



Combatting cyber threats and keeping important data secure as an IT service engineer.

About 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.

I get really excited about...



Mohammadreza Pourtorkan
Digital graduate

Why work in digital at bp?

We're an innovation and technology company at heart. We harness the power of digital to revolutionize 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 technologies 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?

- Enterprise technology engineer
- Software & platform engineering
- Data & performance analyst

Hear from our

people

The key to our heart is...



Promise Ahante
Digital graduate

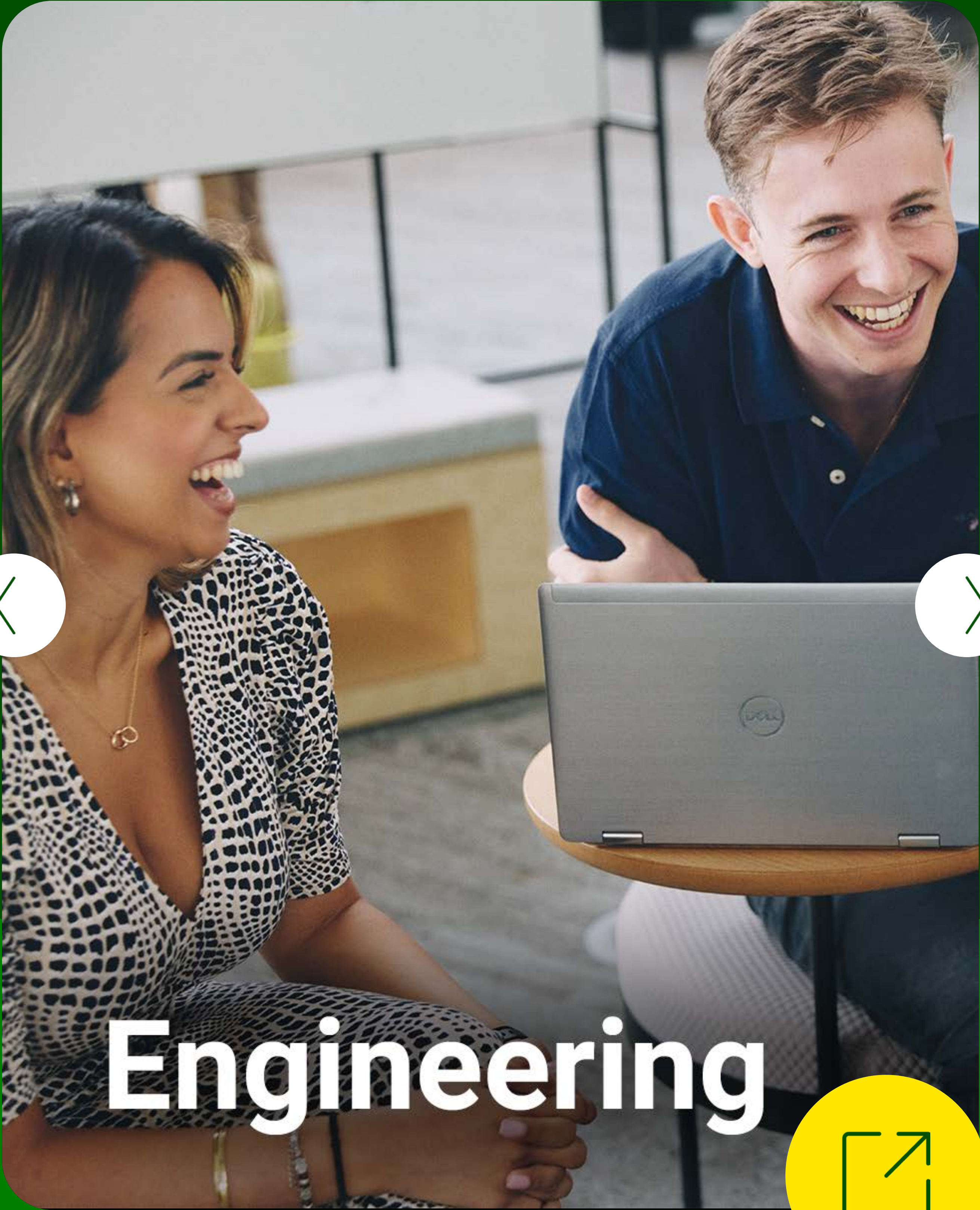


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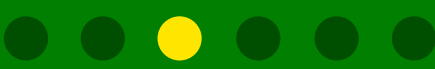


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Find your career match!



Engineering



Explore our
apprenticeship programmes



Engineering



This role involves...



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



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



Advising on how to reduce our impact on the environment as a health, safety and environment engineer.

About 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?

As a leading energy provider, we have the size, scale and determination to make a difference. 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?

- Aviation

Hear from our *people*

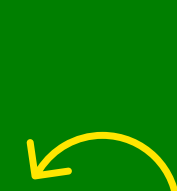
Our green flags are...



Molly Curling
Trading & shipping apprentice

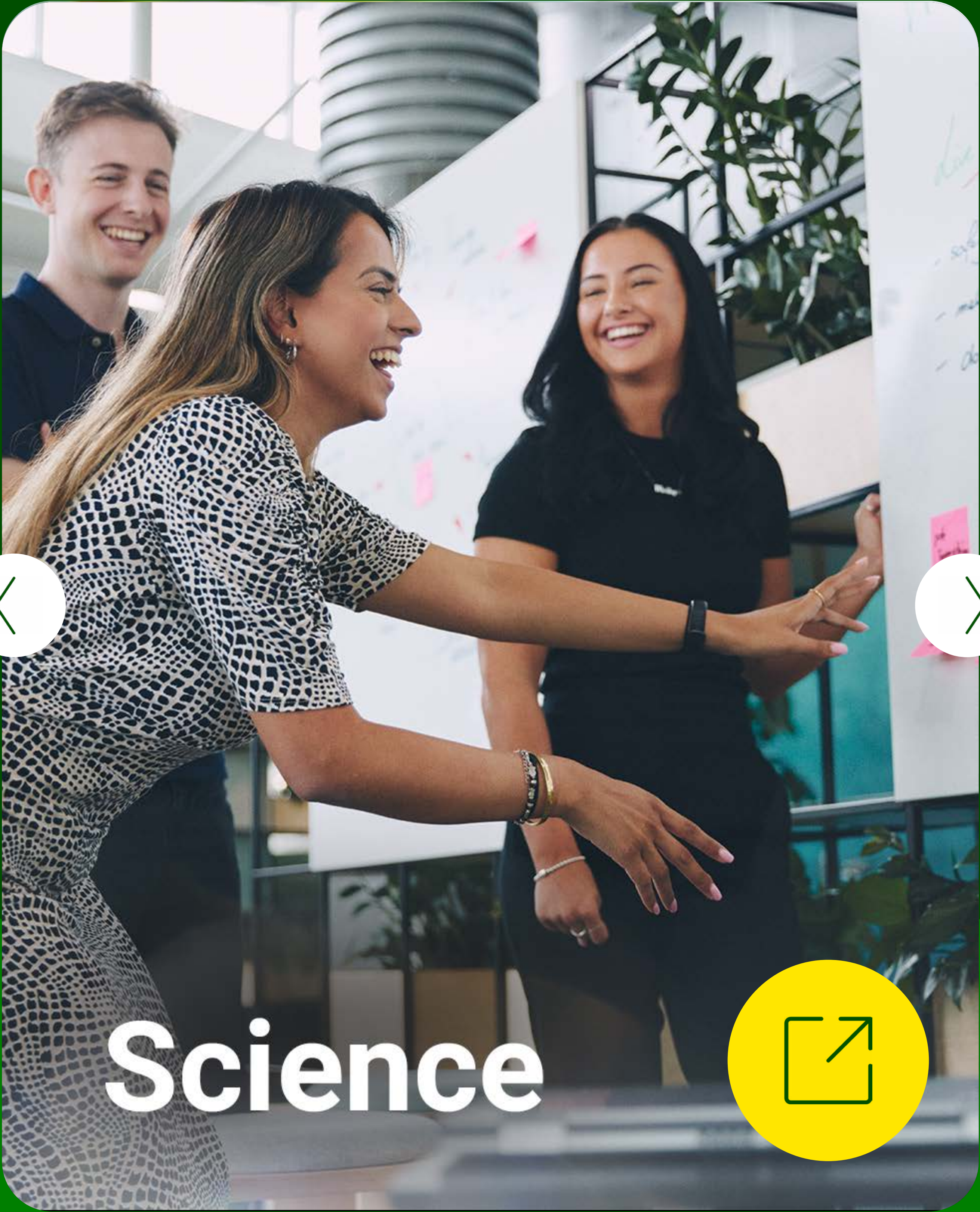


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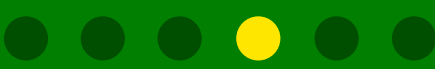


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Find your career match!



Science



Explore our
apprenticeship programmes



Science

This role involves...



Identifying emerging trends and developing energy pathways and platforms as an applied scientist.



Supporting with design and operation of facilities to lower emissions as an environmental scientist.



Finding oil and gas that was invisible to us only a few years ago as a geoscientist.

About science

Become a scientist at bp and you'll get to work with and learn from the best and brightest minds in your field – and beyond. With access to the latest digital breakthroughs, you'll find inventive answers that help to solve the world's energy challenges.



Why become a scientist at bp?

Science is the foundation of our business – from exploring new energy resources to developing innovative lower-carbon products. At bp, you'll kickstart your career by applying your academic achievements and knowledge to tackling real-world problems.

You'll tap into a close-knit community of highly respected scientists and researchers from around the world – developing your skills and expanding your horizons.

What kind of roles are available?

- Applied sciences

Hear from our

people

We'll always get excited about...



Sophie Behrendsen
Science graduate

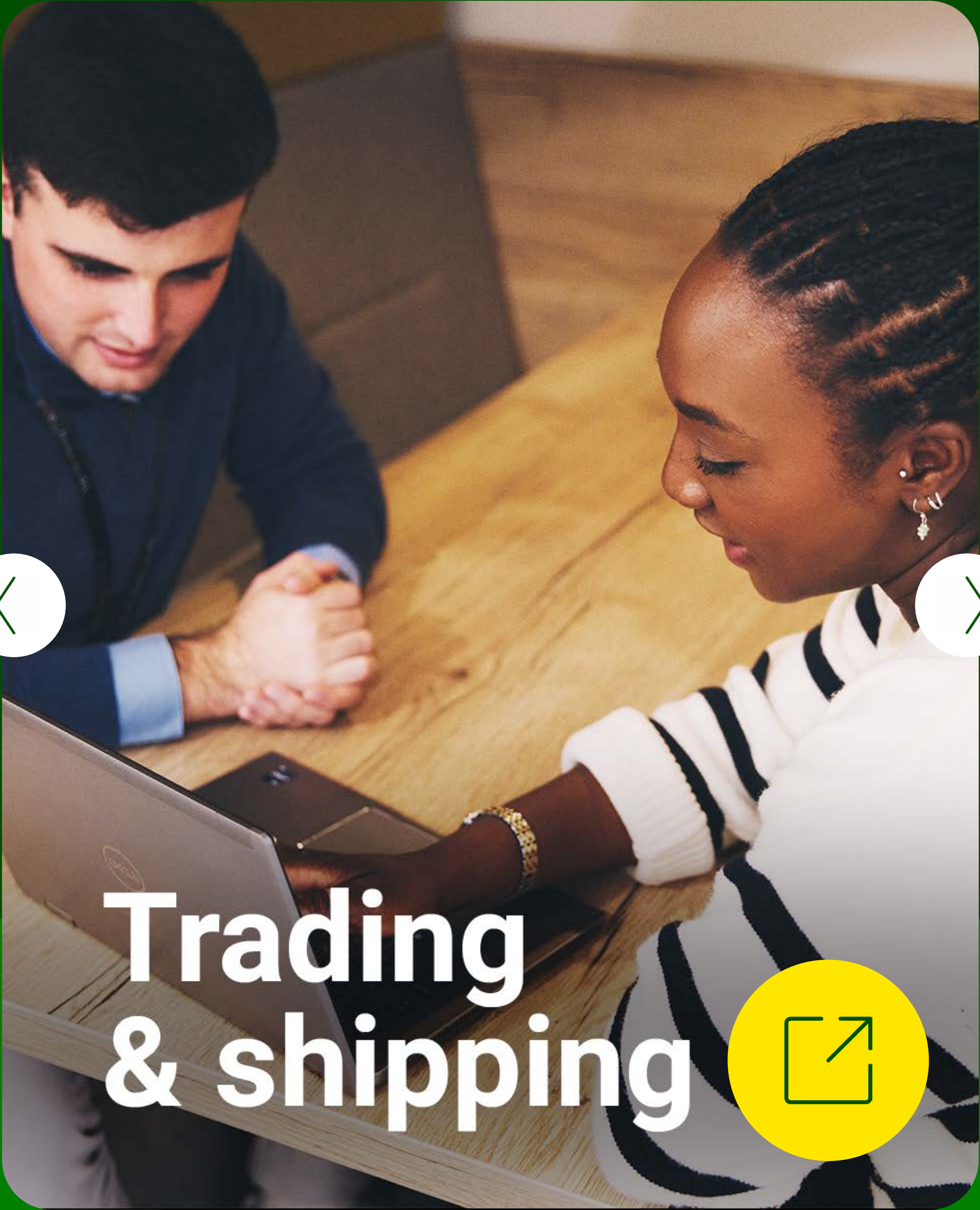


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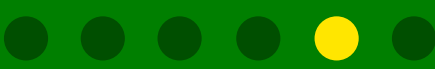


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Find your career match!



Trading & shipping



Explore our
apprenticeship programmes



Trading & shipping

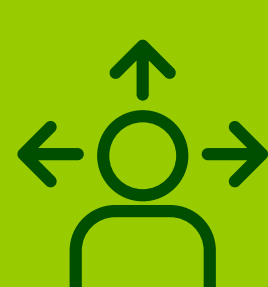
This role involves...



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



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



Supporting and informing crucial decisions in our commercial team.

About trading & shipping

Join our trading & shipping development programme and you'll connect bp to the world's trading markets in oil, gas, power, low-carbon energy, chemicals and finance. You'll be the commercial face of our business, making your impact through global projects using the latest digital technology.

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

Our working day could look like...



Why work in trading & shipping 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. Through a variety of job rotations, you could be working with the world's energy markets, shaping deals, or connecting with customers across the globe. With the continued support of our 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



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Find your career match!

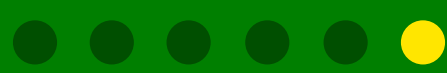
You've seen all your

potential

matches



Found your perfect match?



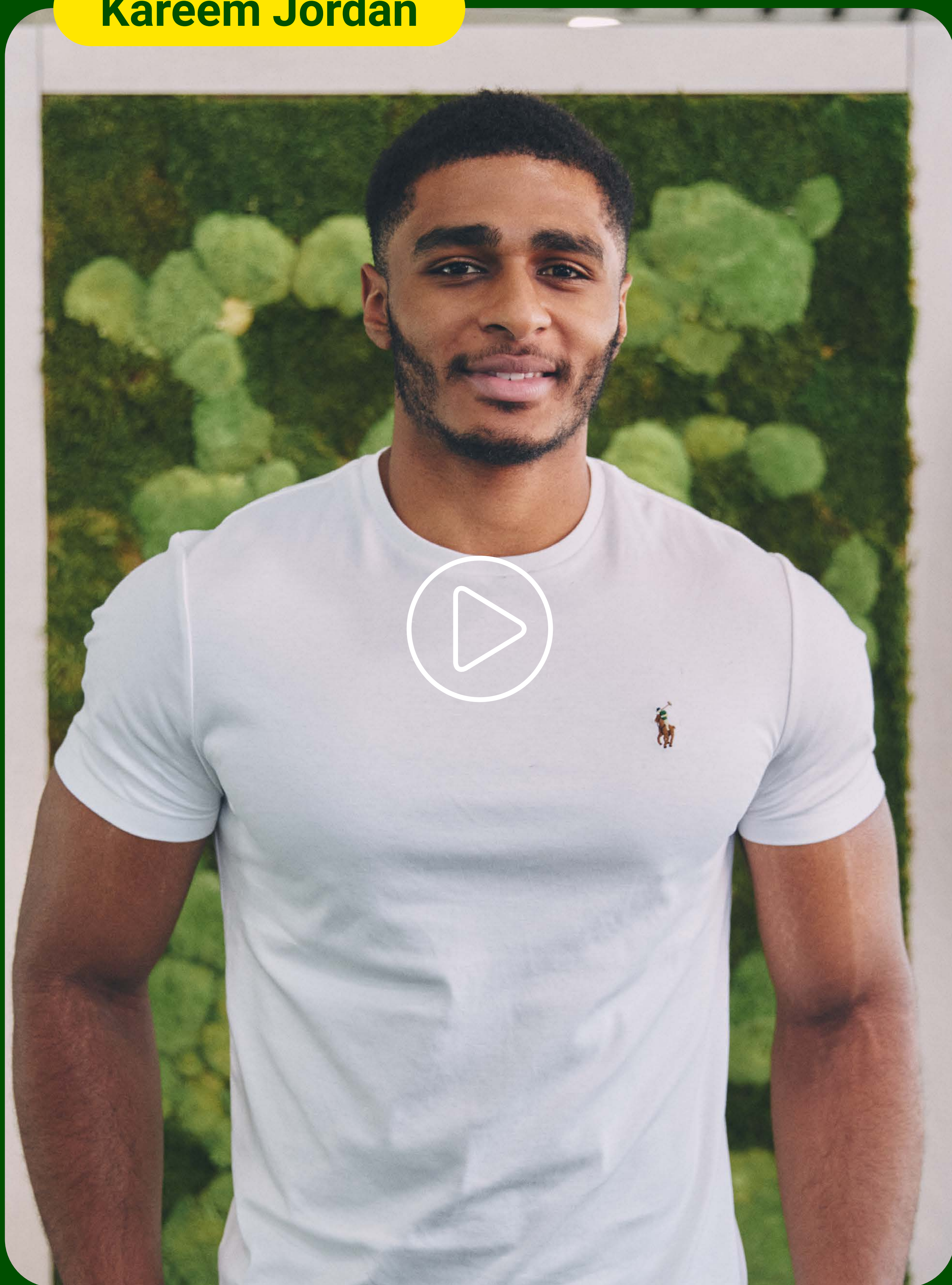
Employee stories

Hear more about bp from our apprentices. Simply tap on each profile – and discover why bp could be the perfect match for you.

Molly Curling



Kareem Jordan



Application process



Step one

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



Step two

Complete our **online assessments**



Step three

Complete an **on-demand video interview**



Step four

Meet us for a **technical interview**



Step five

Take part in an **assessment centre**

If you **complete all five steps** and are successful, you'll receive an offer to make a commitment and join us.

If you need us to make any adjustments to the application process, for example due to an illness, injury or disability, please get in touch:



0800 279 2088



enquiry@bpgraduates.co.uk



Apply now



An overhead photograph showing two people sitting at a white table. On the left, a man in a white t-shirt is gesturing with his hands while talking. On the right, a woman in a dark blue shirt is listening with her hands clasped. A laptop, a smartphone, and some papers are on the table.

Onboarding

Elements of onboarding

First impressions are key. That's why we believe onboarding is one of the most important milestones in your early career journey.

Your learning is made up of three elements:

Orientation

which will help you get to know the culture of bp and build supportive relationships across different countries and roles.

Immersion

which is all about learning more about bp and the energy transition.

Bite-size learning

- Early careers committee & talent connect
- My talent & learning and introduction to development tools
- Introduction to business resource groups
- focus@bp



Learning and development

Ignite is our learning and development model. It 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



Preparing for the future



Community



All early years employees belong to an early careers community, regardless of their location or programme. At bp we have one global and 13 regional committees.

Being a member means you are part of a global network where you can collaborate with like-minded people, and grow your leadership skills.

Everyone has something in common – being an early careers employee. Could you be next to join us?



Locations



Canary Wharf, London



Trading & shipping

Douglas House, London



Digital

Saltend Chemicals Park, Hull



Innovation & engineering

Pangbourne, Oxfordshire



Global technology centre

Sunbury-On-Thames, Surrey



International centre for business and technology

Milton Keynes, Buckinghamshire



Customers & products





**Apply now for one of
our apprenticeship
programmes**

