



bp early careers

now

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



1



It's a match

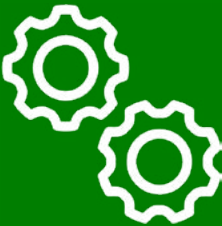
SEPTEMBER

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3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Calendar



Camera



Settings



Clock



Email



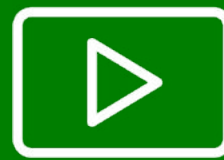
Podcasts



Notes



Weather



Videos

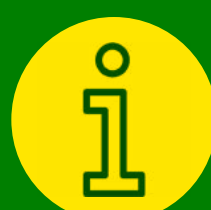




Hello!

At bp, we look beyond a traditional “our type on paper”.
Your degree matters 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.

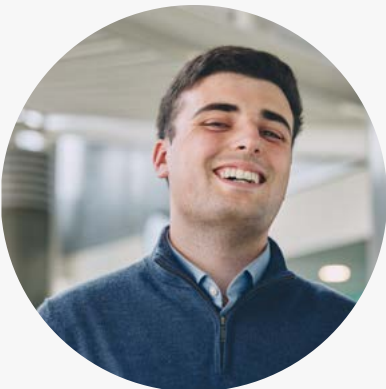
You might just find your perfect match.



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



Find your career match



Business



Digital



Engineering



Science



Trading & shipping

Get to know us



Reimagining energy



Programmes



Diverse perspectives



Discovery weeks



Who we are



Internships



Benefits



Graduate programmes



Employee stories



Application process



Onboarding



Learning and development



Community



Locations

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



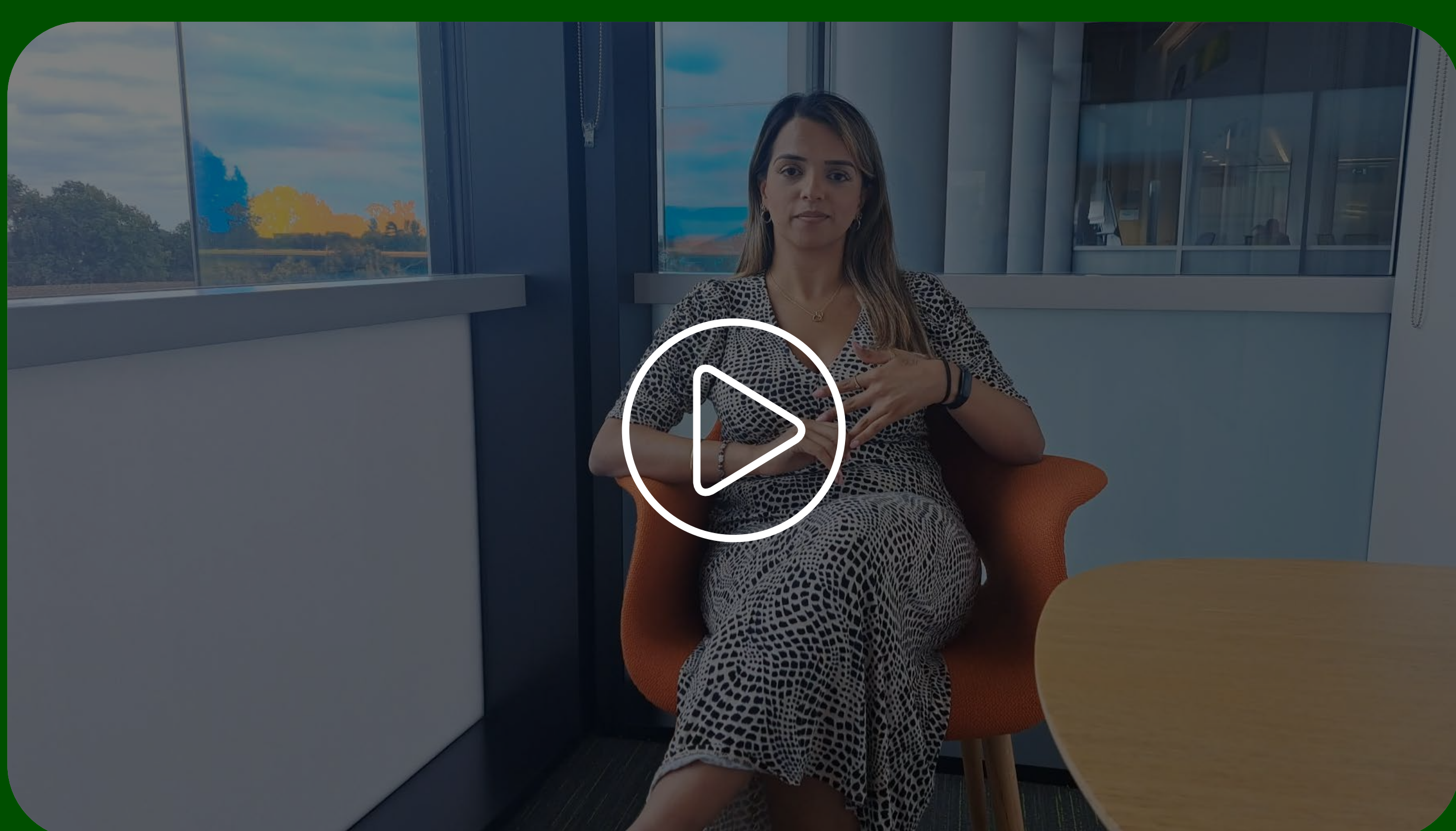
We are a place where all difference is valued, all voices are heard, and all talent is **nurtured**.

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



Programmes

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 with specialist training, mentorship schemes and a buddy to help you settle in, you'll have all the support you need to grow, progress and 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, you'll work in a talented team of problem solvers with shared goals and a common sense of purpose.

There are lots of different ways to join bp, so why not check out one of these programmes?



Discovery weeks



Internships



Graduate programmes



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.

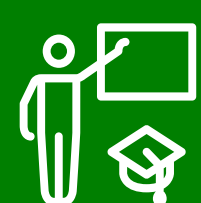


Graduates

As a graduate, you can expect **£37k to £48k** per annum, depending on the business area you join.*



[See all graduate benefits](#)



Interns

On an internship, you can expect **£33k to £43k*** per annum pro rata, paid holiday and extensive training.



[See all intern 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.



Get to know us by...

Discovery weeks

*For first-year students, or second year if you're completing a four-year course

Future women leaders

Whether you're studying microbiology or medieval literature, all first-year female students are invited on this paid programme to network, hear from female leaders and shadow an area of your choice.

Future digital innovators

Get a unique perspective of our digital business. During this paid opportunity, you'll learn from experts, shadow graduates and see how we're helping to create a better and more sustainable world.

Future black leaders with Tim Campbell

Join us and the brilliant entrepreneur Tim Campbell for a week of professional skills workshops. By shadowing employees and hearing from our graduates, you'll learn more about our work and the global challenges we're finding answers to. Our programmes support the recruitment and development of students from ethnically diverse backgrounds.



[Check out our discovery weeks here](#)



Internships

***year of study: penultimate**



Hands-on experience in our business, digital, engineering, science or trading divisions is a great way to complement your degree or PhD. All our internships place you at the heart of an inclusive community. Whether you join us for 11 weeks over the summer or for the whole year, you'll learn from our experts and enjoy real responsibility. You'll receive a competitive salary too.

You'll have the chance to learn about our game-changing technology and get involved with central projects. You'll also gain vital soft skills through expert training, and join social events, competitions and a community or charity day.

Looking for a long-term commitment? An internship with bp may result in a graduate job offer for the following year. We hope it will also leave you feeling inspired and excited about the wide-ranging work that happens here every day.



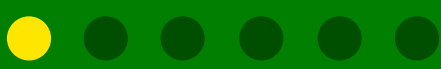
Apply now



Find your career match!



Business



Explore our
graduate 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
- Communications
- Finance
- Human resources
- Procurement

Hear from our

people

Our greatest strength is...



Rory Hinshelwood

Business graduate, customers & products



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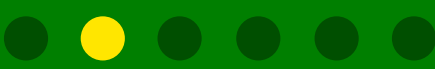


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Find your career match!



Digital



Explore our
graduate 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?

- Architecture
- Business analyst
- Data & performance analyst
- Data management & data engineering
- Data science
- Digital design (UX/UI)
- Enterprise technology engineer
- Information security
- Software & platform engineering
- Technology innovation
- Technical programme management

Hear from our

people

The key to our heart is...



Promise Ahante
Digital graduate

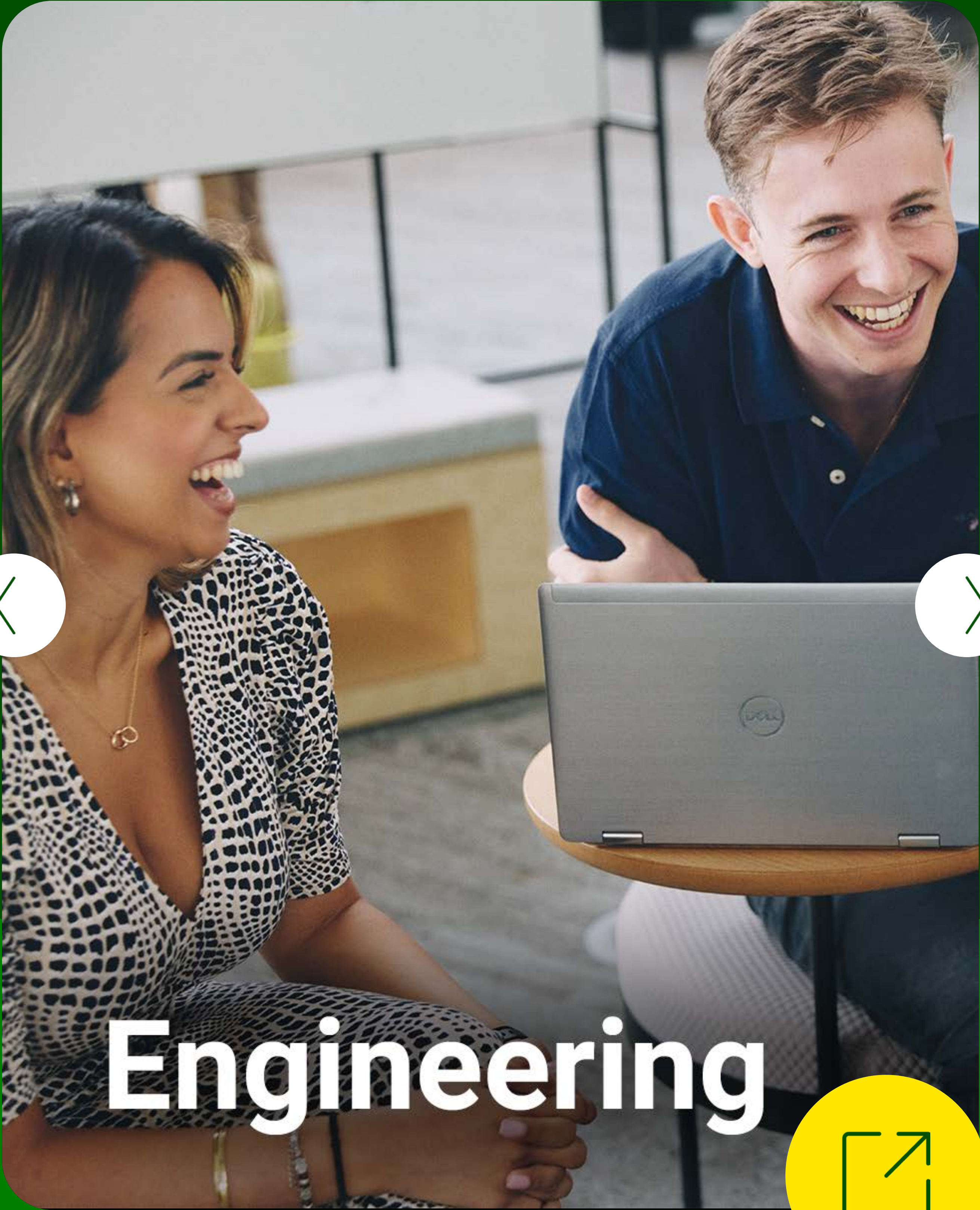


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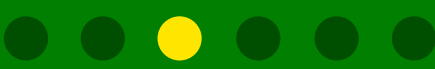


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Find your career match!



Engineering



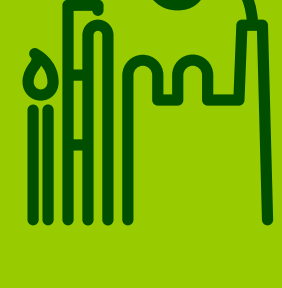
Explore our
graduate programmes



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?

- Civil
- Chemical and process
- Electrical
- Instrument and control
- Mechanical
- Petroleum and reservoir
- Project controls
- Safety
- Wells (drilling, interventions and completions)

Hear from our

people

Our green flags are...



Molly Curling

Trading & shipping apprentice

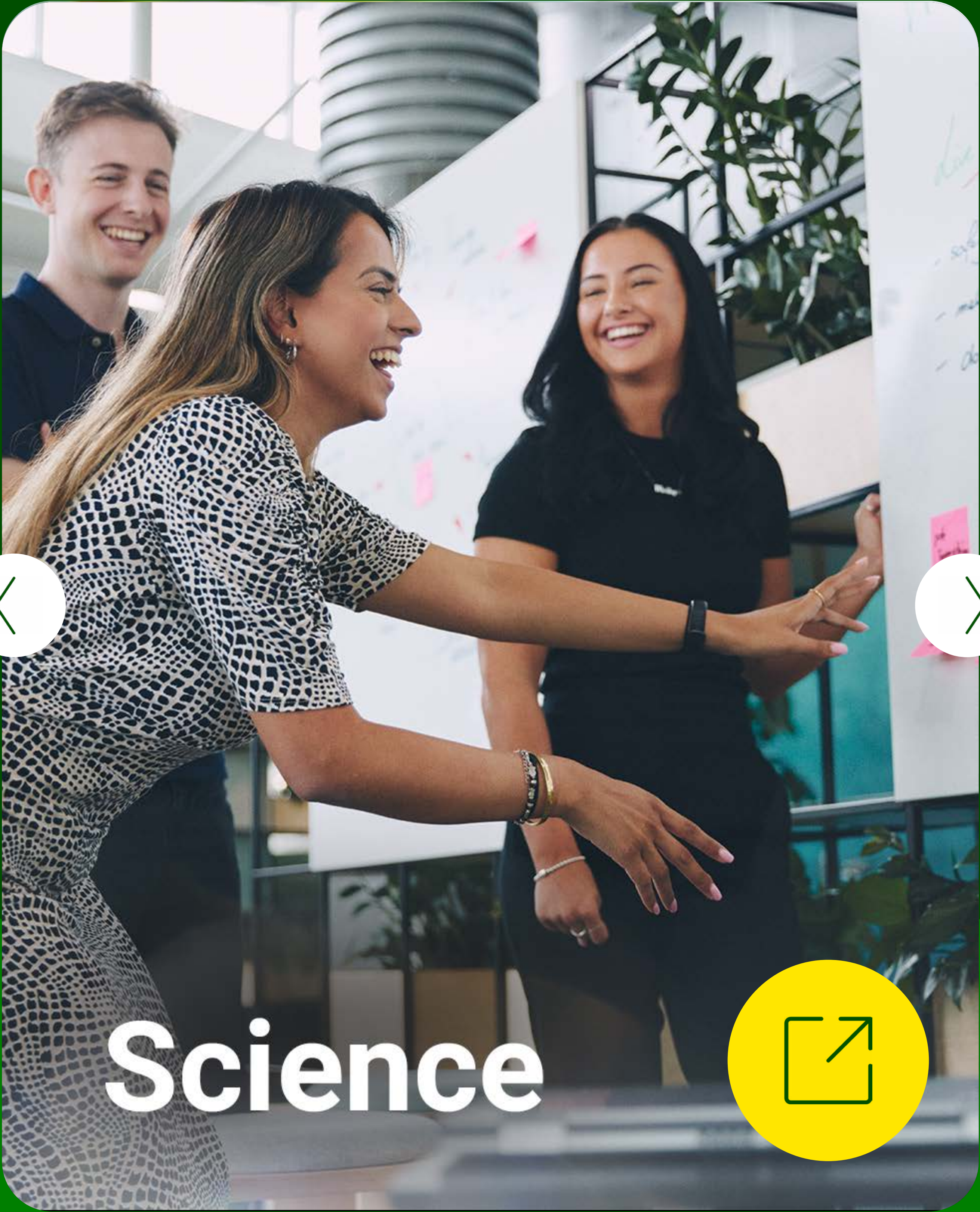


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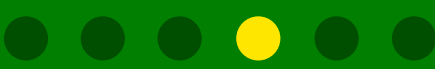


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Science



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graduate programmes

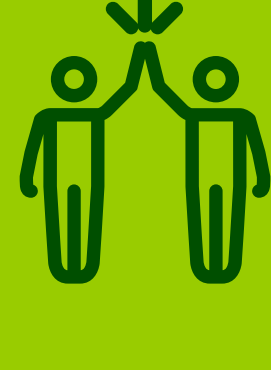


Science

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
- Environment
- Geology
- Geophysics
- Petrophysics
- Safety

Hear from our

people

We'll always get excited about...



Sophie Behrendsen
Science graduate

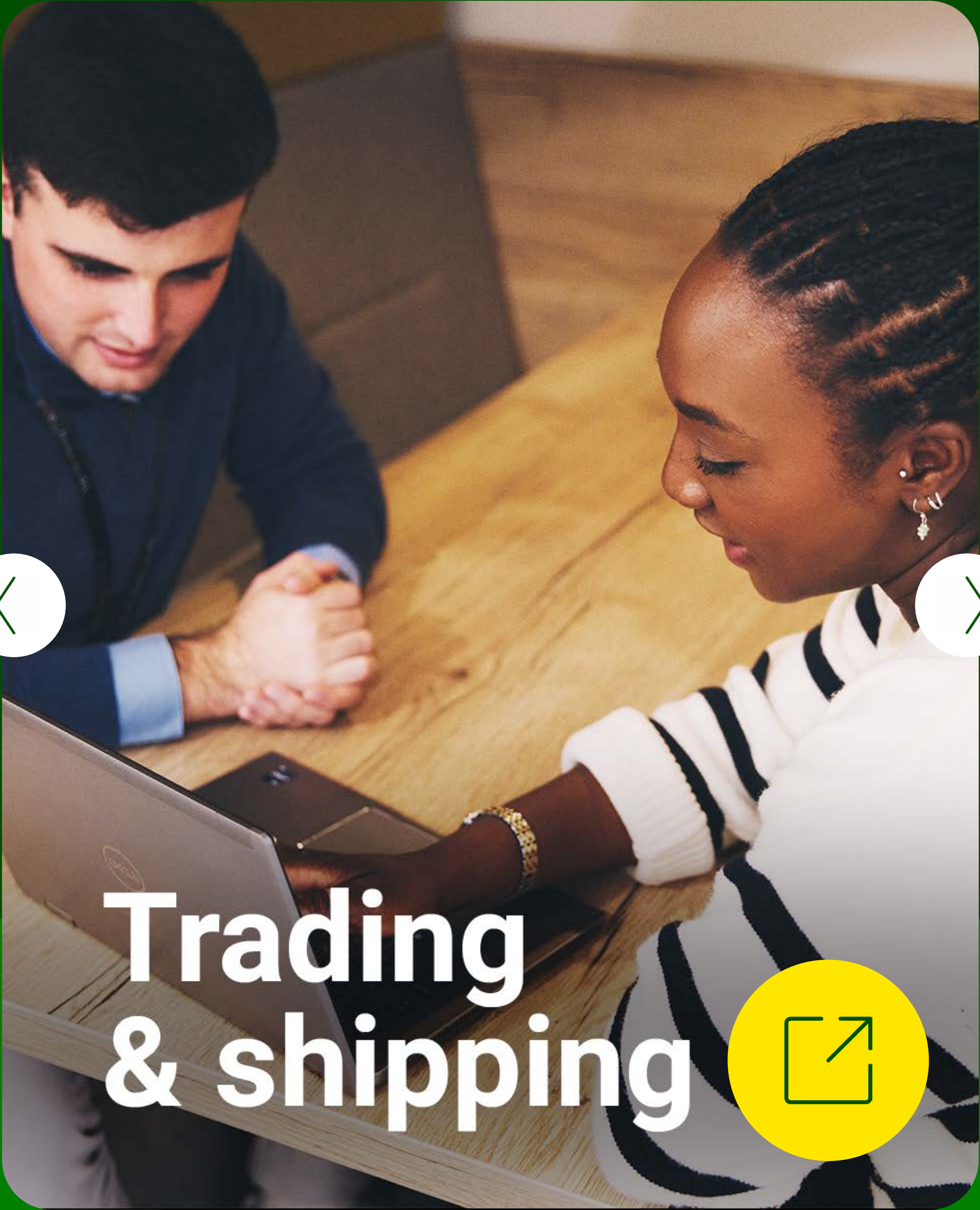


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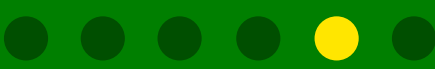


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Find your career match!



Trading & shipping



Explore our
graduate programmes



Trading & shipping

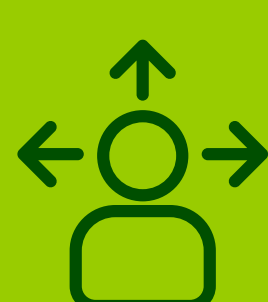
This role involves...



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!

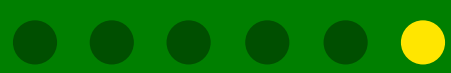
You've seen all your

potential

matches



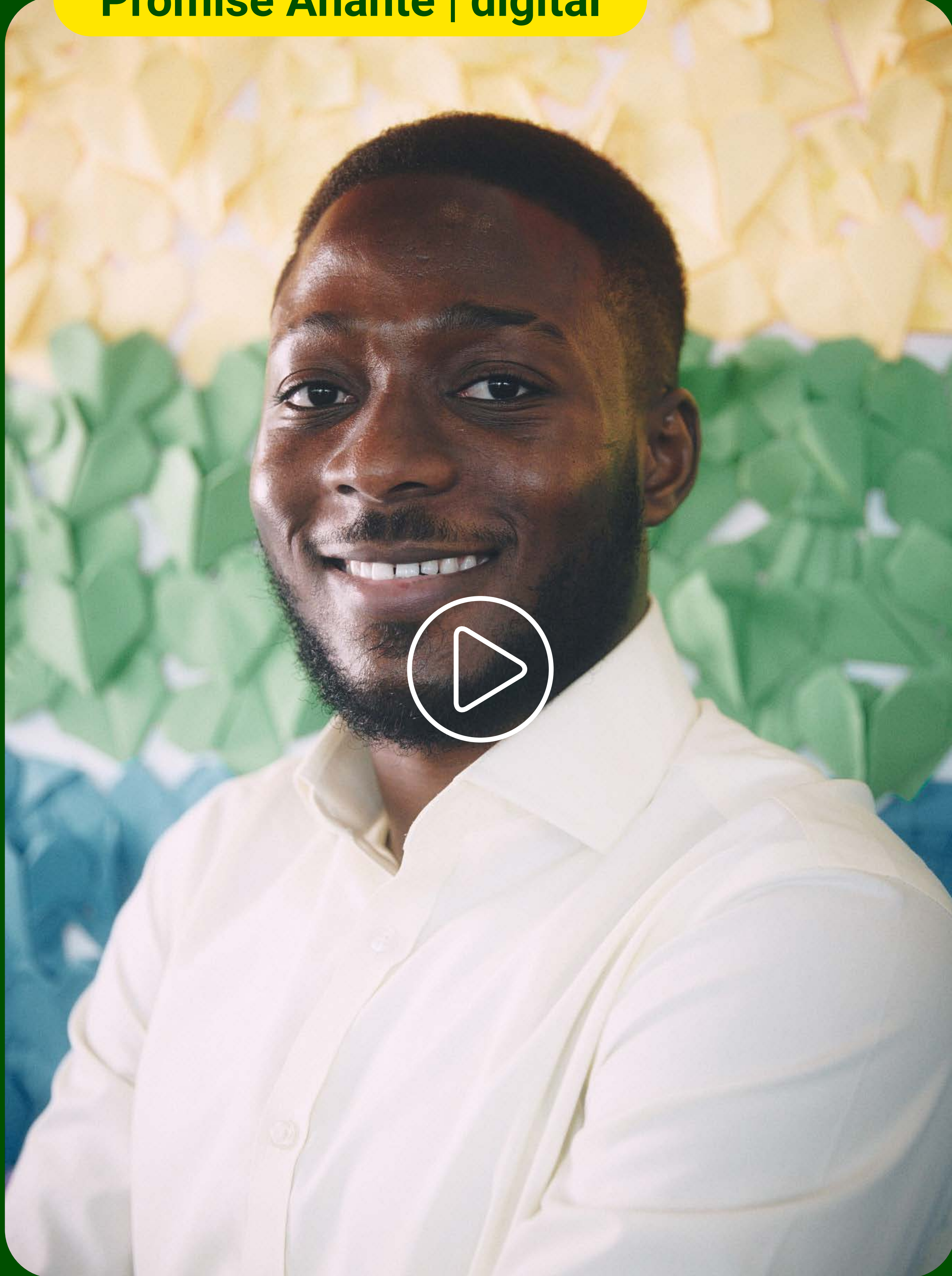
Found your perfect match?



Employee stories

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

Promise Ahante | digital



Jasmin Gill | business



Sophie Behrendsen | science



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 speaking. 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



Aberdeen, Scotland



North Sea headquarters



Trading & shipping



Douglas House, London

Digital



Digital, science and engineering



Milton Keynes, Buckinghamshire

Business and engineering



Global technology centre



St. James's Square, London

Global headquarters



International centre for business and technology





**Apply now for one
of our programmes**

Discovery weeks

