Reimagine
what’s next

Intern and graduate opportunities in
Business | Digital | Engineering | Science | Trading
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bp at a glance

**£28k** Intern salary (pro rata)  
**£35k to £45k** Graduate salary

Benefits include
- Pension
- Dental
- Travel insurance
- Cycle to work scheme

Experience us first through
- Insight days,
- Discovery weeks
- and more

Our values
- Safety
- Respect
- Excellence
- Courage
- One team

Development based on
- Being your best
- Being effective at work
- Preparing for the future

We operate in
- 70 countries worldwide

There are opportunities in
- Business
- Digital
- Engineering
- Science
- Trading

The Times Top 50 Employers for Women  
The Times Top 100 Employers 2019
We are a global business with a clear vision for the future. Our aim is to lower carbon in our business and beyond, while creating more energy in a better and more sustainable way. In other words, we’re reimagining energy for people and our planet.

This mission is shared by our diverse, global team, who work as one to help us meet the challenges ahead. Our business, digital, engineering, science and trading professionals are determined to find innovative answers to problems that must be solved. Join one of our intern or graduate programmes, and you’ll play a big part in this too.

With bp, you’ll do more than just grow a career and achieve your ambitions – you’ll also contribute to work that makes a meaningful impact.
Our business model

We deliver a range of energy products and services to people around the world

Finding and generating energy
- Finding additional resources and replenishing our development options with exploration and technology.
- Developing and extracting oil and gas, and seeking to extend the life of existing fields.
- Generating renewable energy using biofuels, biopower, wind and solar.

Refining, manufacturing and marketing
- Producing refined petroleum products and scaling up co-processing of lower carbon fuels at our refineries.
- Manufacturing and marketing lubricants and petrochemicals products.
- Developing technologies to help advance the circular economy, such as bp Infinia, which can recycle previously unrecyclable plastics.

Delivering products and services
- Delivering fuels, fast electric vehicle charging and convenience retail services, as well as premium and lower carbon lubricants.
- Supplying petrochemical products that are used to make a range of products including clothes and building materials.
- Providing renewable power to industries and local electricity grids.
A look at our values

Our team is a hugely diverse international community. All our people, from geoscientists and finance experts to analysts and IT architects, play a crucial role in tackling global projects. Wherever they are in the world, whatever they do, they share the same motivation to reimagine energy for today and tomorrow.

At the heart of this drive are five key values. They’re lived by everyone here. And they shape every aspect of life at bp – making us safer, stronger and a better company to work for.

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 and have a thirst to learn and 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.
Diversity and inclusion

Reimagining energy is a global challenge. To meet it, we’re bringing the very best talent together – building a highly skilled and motivated team that reflects the diversity of wider society.

Everyone in our global workforce has a part to play in meeting our shared goal. Their innovative thinking helps us move forward. But this diverse talent can only thrive in an inclusive culture where everyone can contribute, grow and belong. And that’s why we’re committed to making bp an even more inclusive place to work. It’s not just about orientation and appearance; we encourage the different thoughts, actions and perspectives of every single employee.

As part of our world-class team, you’re free to have your say via our business resource groups. These grassroots, employee-initiated networks are open to everyone, and help us create a thoroughly inclusive culture. So by joining us, you can help make sure that everyone is respected for who they are and treated equally: with dignity and support, and without discrimination.
Bigger challenges, bigger thinking, bigger opportunities: every discipline at bp into which we recruit has a part to play in reimagining the future of global energy. But this goal is only achievable through advancements in technology. So we’re becoming a digital leader for our industry - transforming our business along with the energy sector.

It takes high-performing teams to make change happen. People with different skills, different backgrounds and different perspectives. That’s why we need diverse talent in every part of our business.

While your academic background is important, you may find that your interests, talents and ambitions have a greater bearing on where you end up. With specialist training, mentorship schemes and a buddy to help you get settled, you’ll also have the support to grow your skills and shape your progress. And whatever team you join, you can apply your skills where they’ll make the biggest difference.

Take a look at what’s on offer.
Business

Helping to ensure that 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. Learning from some of the sharpest commercial minds, and working with cutting-edge technology, you’ll guide our strategic planning. Together, we’ll make key decisions that positively impact the business and, ultimately, the wider world.

Why work in business at bp?
As part of a global team, you’ll be managing meaningful projects that challenge, inspire and reinvent. You’ll also have access to training and support to build a rounded set of technical and professional skills.

What kind of roles are available?
Commercial
Communications and external affairs
Human resources
Finance

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 artificial intelligence developers as part of procurement

James on why he chose business at bp:
“bp offers a rotational scheme, and each rotation has given me a real insight into the HR business area. I like working closely with people and building relationships — that’s why I’m in HR — and bp’s collaborative environment is conducive to this. You are able to have open and honest discussions to find the best outcome in any given situation.

I think it is highly rewarding that a graduate can be given the opportunity to work on very interesting and high-profile projects as it provides plenty of learning opportunities. You learn a lot very quickly from the high calibre individuals at the firm and you are able to observe a lot of skills and styles you may want to implement yourself.”

James, people advisor
University of Sheffield

To see our full range of business roles, check the candidate matching tool at the back of this brochure or find it online at www.bp.com/ukgraduates
Digital

Join our digital team, and you’ll become part of progress that’s reshaping not just our business, but our entire industry. You’ll work alongside some real innovators – tackling complex challenges that make a tangible difference around the world.

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 and mobility 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 twinning. And you’ll see your ideas come to life in projects that push boundaries.

What kind of roles are available?

Software engineering
IT service engineering
IT business and security analyst
Data management and science

Understand how data can revolutionize 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.

Ting Xin

on why she chose digital at bp:

“My master’s degree was finance related, so I’d never thought of going into the energy sector until I came across bp at a careers event. I chose bp for their values, as they align with my own. In my current role, I like the proof of concept work that I’m doing. It’s really exciting to learn about new technology and to be working on something that has never been done before.”

Ting Xin, analyst developer
Imperial College Business School

To see our full range of digital roles, check the candidate matching tool at the back of this brochure or find it online at www.bp.com/ukgraduates.
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 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 collaboration.

Why become an engineer at bp?
A leading energy provider, we have the size, scale and determination to make a difference. As part of our drive to reimagine energy, you’ll get involved with an interesting variety of projects using cutting-edge innovations and technologies. We also offer professional accreditation for all our engineers.

What kind of roles are available?
- Automotive
- Civil
- Chemical and process
- Control and automation
- Electrical
- Environment
- Instrument and control
- Mechanical
- Petroleum and reservoir* (although not mandatory, we will support accreditation if you wish)
- Project controls
- Safety
- Wells* (drilling, interventions and completions)

Laura
on why she chose engineering at bp:

“I knew when I chose bp that I wanted to do something that made a real difference. I felt like an action hero the first time I flew to the platform in a helicopter. From the moment we marched in a line onto the chopper at sunrise, to the moment we circled the platform for landing, it was one of the most memorable experiences of my life.

In the longer term, I’m really keen to learn about new cultures and find out how the business works globally.”

Laura, mechanical engineer
Robert Gordon University

To see our full range of engineering roles, check the candidate matching tool at the back of this brochure or find it online at www.bp.com/ukgraduates
Science

Become a scientist at bp and you’ll get to work with, and learn from, the industry’s leading experts on advanced, global projects. 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 low-carbon products. At bp, you’ll be provided with a platform to apply your academic achievements and knowledge, while advancing your career in the way you want.

You’ll work closely with highly respected scientists and thinkers – developing your skills and joining an inspirational global community. Ultimately, you’ll help us create a better future by tackling real-world problems.

What kind of roles are available?

Chemistry
Environment
Geology
Geophysics
Petrophysics
Safety

Matt on why he chose science at bp:

“The aspects of my degree I enjoyed the most were seismic data processing and geology – the more industry-related side. It’s one of the reasons I came to bp.

I’ve found myself working on things that are relevant in today’s news. Energy is used for everything, so to know that your job links directly to how people get energy, be it for transport or even to make clothing, is special. You realize your work has an impact, and that feels good.”

Matt, geophysicist
University of Leeds

To see our full range of science roles, check the candidate matching tool at the back of this brochure or find it online at www.bp.com/ukgraduates
Trading

Join our trading & shipping development programme and you’ll connect bp to the world’s trading markets in oil, gas, power, 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 asset management 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.

Why work in trading at bp?
We’re one of the world’s leading traders of oil and gas, so you’ll have access to a huge array of global assets. Through job rotations, you’ll work in some of the most dynamic market environments, applying trading, supply, risk management, technology and digital skills to everything you do. With the continued support of bp’s experts, mentors and extensive training programmes, you’ll tackle inspiring and varied work that will help reshape the energy sector.

What kind of roles are available?
Analytics
Commercial
Quantitative and statistical trading
Trading

To see our full range of trading roles, check the candidate matching tool at the back of this brochure or find it online at www.bp.com/ukgraduates

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

Learn how the world’s energy markets work as part of our trading team

Support and inform crucial decisions in commercial

Amy
on why she chose trading at bp:

“The trading floor is an exciting place to be. There’s always something going on. It’s fast paced, dynamic and intense – in a good way! At bp, you have the physical side as well as the financial paper side, which makes it particularly interesting. What really stood out about bp was the structure of the programme and the emphasis on training and teaching. You are not expected to come in and know everything, you are nurtured and supported.”

Amy, trading analyst
University of Sheffield
You’ll be in control of your development, but you won’t be alone: your manager will provide input and support, and your local talent lead will advise you how the curriculum relates to your business unit.

### The Ignite learning model

Ignite’s four-part learning model has been created in partnership with past and present early years employees around the world. It reflects what you need at this point in your career, and what will work best for you.

#### Learning Modules

- **Engage**
  - What does good look like?
  - What’s in it for me?
  - Context and meaning
  - Set my personal learning goal

- **Explore**
  - Diagnostics – how good am I at this now?
  - Theory, models and tools
  - Scenarios and case studies
  - Tips and checklists

- **Experiment**
  - Practice and feedback
  - Context and meaning
  - Set my personal learning goal

- **Evaluate**
  - Consolidation
  - Context and meaning
  - Set my personal learning goal

You’ll be in control of your development, but you won’t be alone: your manager will provide input and support, and your local talent lead will advise you how the curriculum relates to your business unit.

### Learning and development

A new learning and development model. What could that mean for you?

Ignite is our amazing development curriculum. Delivered alongside your technical development programme, it will build your all-important personal and interpersonal skills.

It’s based around a set of core skills: being your best, being effective at work and preparing for the future. You’ll develop these through nine modules. Four modules will be taken by all early years joiners, while you can take any of the remaining five that meet your development needs.

Ignite will allow you to create your own learning journey. The modules are all interactive, with a mix of individual and group activities. There’s also a wealth of internal and external resources available for you to use.

- **Building resilience and managing change**
  - Staying proactive and adaptable in the face of change.

- **Awareness of self and others**
  - Developing a better understanding of yourself and your colleagues.

- **Driving for excellent results**
  - Planning and performing.
  - Critical thinking and innovation.

- **Developing impactful influencing and communication skills**
  - Influencing and impact.
  - Presenting with power.

- **Mastering the art of collaboration**

- **Working with others to maximize results**
  - Mastering the art of collaboration.

- **Managing your early career**
  - Managing your early career.

- **Managing your onward career**
  - Managing your onward career.

### Being your best

- **01** Building resilience and managing change
- **02** Awareness of self and others
- **03** Driving for excellent results
- **04** Developing impactful influencing and communication skills
- **05** Working with others to maximize results
- **06** Career management

### Being effective at work

- **01** Building resilience and managing change
- **02** Awareness of self and others
- **03** Driving for excellent results
- **04** Developing impactful influencing and communication skills
- **05** Working with others to maximize results
- **06** Career management

### Preparing for the future

- **01** Building resilience and managing change
- **02** Awareness of self and others
- **03** Driving for excellent results
- **04** Developing impactful influencing and communication skills
- **05** Working with others to maximize results
- **06** Career management
Our benefits

To achieve our goal of reimagining energy, we need the brightest talent around. So we designed a rewards and benefits package to attract the very best.

Private medical insurance
We’ll pay for private healthcare and you only pay an income tax charge.

Flexible benefits
You’ll have a flexible allowance that you can use to change levels of cover or buy a range of extra benefits, such as a pension, critical illness, dental, 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.

Supporting communities
We’ll encourage you to contribute to your local community. If you’re a full-time employee, we’ll match the amount of your fundraising or volunteering efforts.

Interns
On an internship, you can expect £28k per annum pro rata, paid holiday and extensive training.

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

Health screening
We’ll pay for face-to-face health screening once every three years.

Settling in allowance
As a graduate, you receive a minimum one-off £3k joining allowance.

Up to £45k competitive salary
As a graduate, your base salary will be up to £45k per annum, depending on the business area you join.

Interns
On an internship, you can expect £28k per annum pro rata, paid holiday and extensive training.
Insight days

You’ll be amazed at how much you can learn in just one day with us.

Our insight days, which might include opportunities to network, explore our business or shadow a current intern or graduate, will immerse you in life at bp. You’ll meet our people, experience our culture, and get a feel for how you could help us tackle the global energy challenge.

Discovery days

Year of study: 1st and 2nd year

Spend a day hearing from graduates and interns about their roles, and improving your skills in workshops. Learn how we’re reinventing bp, transitioning energy and rewiring the global energy system.

And get a feel for the programmes you could join, the tech you could be working with and the part you could play in shaping what’s ahead.

Shadow days

Year of study: 1st and 2nd year

Find out what life here is really like by shadowing one of our current interns or graduates. See how they’re contributing to the global energy challenge and chat with colleagues.

Choose your experience

Many students spend time with us before graduating. It’s the perfect way to see how you could help us lower carbon emissions and reimagine energy.

So why not explore one of our structured programmes? We’ll cover your accommodation and travel, and help you get familiar with some of the cutting-edge technology we use every day.
**Female discovery week**

*Year of study: 1st year (or 2nd year if studying a four-year course)*

Open to female undergraduates from any discipline, this paid four-day programme will see you networking, hearing from female leaders and shadowing an area of your choice.

You’ll also discover our culture, the range of varied global roles available and the innovative ways in which we’re using technology to reimagine energy.

Participation offers a fast track to a technical interview for any of our internship opportunities the following year (eligibility criteria will apply).

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**Trading & shipping discovery week**

*Year of study: 1st year (or 2nd year if studying a four-year course)*

Want a unique perspective of our trading & shipping business? On this paid opportunity, you’ll learn from our experts, shadow our graduates and see how we’re helping to create a better and more sustainable world.

Participation also offers a fast track to a technical interview and potentially a place on the summer internship the following year. Open to undergraduates from any discipline.

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**Widening participation programme (WPP)**

*Year of study: 1st year (or 2nd year if studying a four-year course)*

In this paid opportunity, you’ll participate in professional skills workshops, shadow employees and visit a bp operating site. By the end, you’ll have a sense of how we work and the global challenges we’re finding answers to.

Participation offers a fast track to a technical interview for any of our internship opportunities the following year (eligibility criteria will apply).

Our WPP supports the recruitment and development of students from ethnically diverse backgrounds.
Internships

Year of study: penultimate year
Getting hands-on experience in our business, digital, engineering, science or trading divisions is the best 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 a full year, you’ll learn from our experts and enjoy a real job with real responsibility. Naturally, you’ll receive a real, competitive salary too.

To get the most from your time with us, we’ll provide lots of opportunity for extracurricular activity. You’ll have the chance to learn about our game-changing technology and get involved with central projects, such as lunch and learn sessions. You’ll also gain vital soft skills through expert training. And you’ll have the opportunity to take part in social events, competitions, a community or charity day. An internship with bp may result in a graduate job offer for the following year.

We hope it will also leave you inspired to meet the world’s energy challenges in sustainable, innovative ways. You’ll get a taste of the exciting and wide-ranging work that happens here every day, as well as the support that comes from sharing a common goal.
All our graduates and interns are based at one of our UK sites*, which include:

- Aberdeen North Sea headquarters
- Canary Wharf Trading & shipping
- Pangbourne Global technology centre
- Sunbury International centre for business and technology

*You may be based at other bp or client sites depending on your role and business requirements

How can we help?

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, take a look at the candidate matching tool at the back of this brochure or check online at www.bp.com/ukgraduates

If you complete all five steps and are successful, you’ll receive an offer to join us.
What kind of jobs are available?

To see all the programmes that could be right for you check online at www.bp.com/ukgraduates

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