Our vision of the future is changing.
Ready to be part of a brighter world?

keep advancing
Intern and Graduate Opportunities in Business | Engineering | Science | Trading
We’re ready to create a better energy sector.

Will you be part of it?

Today’s growing world demands more energy – but in new ways with fewer emissions. BP is a global energy business, working towards producing cleaner energy, while lowering carbon in a safe, sustainable and consistent way – to help the world keep advancing.

It’s only by bringing together diverse people in one, world-class team, that we’ll all succeed. Our engineers, technology developers, geoscientists, traders, HR professionals, commercial analysts and many more, all have a huge part to play in solving challenges like this. Join us on one of our intern or graduate programmes, and you’ll have a part to play too.

At BP, you’ll find that by achieving your own ambitions, you’ll help to make a meaningful impact on millions.
What we do

Finding Oil and gas
Our global team searches for hydrocarbons beneath the earth’s surface to meet the world’s growing energy demands.

Developing & extracting Oil and gas
We bring hydrocarbons to the surface using the latest technology.

Transporting & trading Oil and gas
Pipelines, ships, trucks and trains move hydrocarbons worldwide. Advanced systems help us trade them internationally.

Generating Renewable energy
Biofuels in Brazil. Onshore wind in the US. Solar power worldwide. Renewables such as these are driving the energy transition.

Manufacturing Fuels and products
We refine and blend hydrocarbons to create fuels, lubricants and petrochemicals that keep the world moving.

Marketing Fuels and products
Fuel for transportation, energy for heat and light, lubricants for engines: we provide energy that has an impact on millions of lives.

Upstream
Our global network of specialists explores, develops and produces energy to meet increasing needs.

Downstream
A vast international team manages hydrocarbon value chains covering our fuels, lubricants and petrochemicals businesses.
A look at our values

Our team is a hugely diverse international community, which tackles global projects every day. Each person performs a crucial role. From geoscientists to finance experts to analysts and IT architects, our people span the entire globe. But wherever they are in the world, and no matter what they do, every person at BP shares the same motivation to advance the energy transition. At the heart of this drive are five key values that apply to everyone. They influence everything we do, making us a safer, stronger and a better company to work for.

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

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

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

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

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

Diversity & inclusion

We’re bringing the very best talent together to solve the global energy challenge. Our success depends on a highly skilled and motivated team that reflects the diversity of wider society.

Everyone here has a part to play in meeting our shared goal. Our global workforce brings together the innovative thinking that helps us move forward. But this diverse talent can only thrive in an inclusive culture, which is flexible to individuals’ needs. 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 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 respected for who they are and treated equally: with dignity and support, and without discrimination. 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 sending us an email at enquiry@bpgraduates.co.uk

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

We achieved our goal for women to represent 30% of our board two years ahead of schedule

Our goal is to create an environment of inclusion and acceptance.

We feature in both The Times Top 50 Employers for Women and Stonewall Top 100 Employers 2019

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Programmes available

Bigger challenges, bigger thinking, bigger opportunities: every discipline at BP into which we recruit all plays its part in shaping 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 and transforming our business along with the energy sector.

Making change happen needs high-performing teams. People with different skills, different backgrounds and different perspectives. That’s why we need diverse talent to challenge conventional thinking.

Whatever your academic background you may find that your interests, talents and ambitions have a greater bearing on where you end up. Whatever team you join, you can apply your skills wherever they will make a difference. Take a look at what’s on offer.
Business

Helping to ensure that BP operates efficiently is no easy task. Our business function is a critical part of BP if we’re to advance the energy transition and help the world move towards a low carbon future.

You could manage exciting joint ventures such as revolutionary low carbon businesses in Finance

You could oversee entire retail territories with skills learned on our Commercial programme

Negotiate multi-million pound deals with AI developers as part of Procurement

What kind of roles are available?
- Commercial downstream
- Commercial supply and trading
- Communications & external affairs
- Human resources
- Technology

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

Why work in business at BP?

You’ll be managing meaningful projects that challenge and inspire. You’ll have access to training and support to build technical and professional skills as part of a global team.

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

Ting Xin on why she chose technology 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 really align with my own.

In my current role, I really 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
MSc Risk Management and Financial Engineering
Imperial College Business School
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, as part of a like-minded global network.

- Automotive
- Civil
- Chemical and process
- Control and automation
- Electrical
- Environment
- Instrument and protective systems
- Mechanical
- Petroleum and reservoir
- Project services
- Safety
- Wells (drilling, interventions and completions)

Design oil and gas production facilities and refineries as a Process Engineer

You could help develop new ways to power the future as part of a Project team

Advise on reducing our impact on the environment as an HSE Engineer

What kind of roles are available?

Why become an engineer at BP?

As a leading energy provider, we have the size and scale to make a difference. To drive the energy transition, you’ll get involved with an interesting variety of projects using cutting-edge innovations and technologies.

With specialist training, mentor schemes and your buddy to help you get settled, you’ll have the support to grow your skills and shape your progress.

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 moments 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 degree matcher 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 learn by working alongside the industry’s leading experts on advanced, global projects. With the help of the latest digital breakthroughs, you’ll help to solve the world’s energy challenges.

Develop processes that turn feedstock into clean fuels within our Chemist team

You could investigate our reservoir rocks and fluids as a Reservoir Engineer

Find oil and gas that was invisible to us only a few years ago as a Geoscientist

What kind of roles are available?
- Chemistry
- Environment
- Geology
- Geophysics
- Petrophysics
- Safety
- Upstream data management and science

Why become a scientist at BP?

Science is the foundation of our business – from exploring new energy resources to developing lower 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 alongside highly respected scientists and thinkers, develop your skills and join an inspirational global community. Ultimately, you’ll help us create a better future by tackling real-world problems.

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

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 realise your work has an impact, and that feels good.

Matt – Geophysicist
Geophysics
University of Leeds
Trading

Choose a role in our supply and trading division and you’ll connect BP to the 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.

- Analyze data that shapes multi-billion pound trades within our Analytics team
- Assess the continually-evolving drivers and risks that guide our business in Finance and risk
- Create technologies that help traders work faster and smarter on our Technology programme

What kind of roles are available?
- Analytics
- Commercial supply and trading
- Finance and risk
- Statistical trading
- Technology
- Trading

We’ll develop your asset management skills and industry knowledge so you have the expertise to explore exciting and varied career paths. Wherever you go, you’ll be joining some of the smartest minds around.

Why work in trading at BP?

As one of the leading traders of oil and gas in the world, 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 and information technology skills to everything you do. With the full support of BP’s experts, mentors and extensive training programmes, you can help to transform the energy sector through inspiring, varied work.

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
Economics
University of Sheffield

To see our full range of trading roles, check the degree matcher at the back of this brochure or find it online at www.bp.com/ukgraduates
A new learning and development model. What could that mean for you?

Ignite is our amazing development curriculum. Alongside a technical development programme, it will build your 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 them through nine modules.

Four modules will be taken by all early years’ joiners, while you can take any of the remaining five which meet your own development needs.

Perhaps best of all, you’re free to create your own personal journey. That’s because the modules are all interactive with individual and group activities. There’s also a wealth of internal and external resources available for you to use.

Learning and development

The Ignite learning model

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

Engage

What does good look like?

What’s in it for me? – context & meaning

Set my personal learning goal

Explore

Diagnostics – how good am I at this now?

Theory, Models & tools

Evaluate

Consolidation

Practical Application

Review my personal learning goal

Experiment

Practice & feedback

Scenarios & case studies

Tips and checklists

You are in control of your development; your manager will provide input and support and your local talent lead will advise you how the curriculum relates to your business unit.

Learning Modules

Building resilience and managing change

Navigating change and building resilience

Being your best

Awareness of self and others

Awareness of self and others

Being effective at work

Driving for excellent results

Planning and performing

Critical thinking and innovation

Preparing for the future

Developing impactful influencing and communication skills

Influencing and impact

Presenting with power

Working with others to maximise results

Working with others

Career Management

Managing your early career

Managing your onward career
To keep advancing, we need the brightest talent. We’ve designed a rewards and benefits package to attract the very best.

**Competitive salary**
As a graduate, your base salary will be £35k-£40k per annum depending on the business area you join.

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

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

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

**Bonus**
On our graduate programme, you’ll be eligible for a discretionary bonus each year based on company and personal performance.

**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, personal accident and travel insurance, childcare vouchers and our cycle to work scheme.

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

**Supporting communities**
We’ll encourage you to contribute to your local community and if you’re a full-time employee, we will match funding for your fundraising or volunteering efforts performance.

**Our benefits**

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Choose your experience

Many students spend time with us before graduating. It’s a brilliant way to see how you could help to shape the future of global energy and reduce carbon emissions. Why not explore one of our structured programmes? We’ll cover your accommodation and travel, and help you get familiar with BP’s cutting-edge technology.

Insight 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. Depending on your area of interest, you could visit one of our HIVEs (Highly Immersive Visualisation Environments), an analytical lab, a test facility or one of our trading floors.

BP Shadow Day
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.

Insight Weeks

Discovery Days
Year of study: 1st and 2nd year

In this paid opportunity, you’ll participate in professional skills workshops over four days, 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 tackling. Participation offers a fast track to interview for any of our internship opportunities the following year (eligibility criteria will apply). Our award-winning WPP supports the recruitment and development of students from ethnically diverse backgrounds.

Supply and Trading Discovery Week
Year of study: 1st year (or 2nd year if studying a four-year course)
Want a unique perspective of our supply and trading business? On this paid opportunity, you’ll learn from our experts, shadow our graduates and see how we’re changing the world for the better. Participation also offers a fast track to interview – and potentially a place on the summer internship the following year. Open to undergraduates from any discipline.

Female BP Discovery Programme
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, innovative technology and a range of varied global roles. Participation offers a fast track to interview for any of our internship opportunities the following year (eligibility criteria will apply). The programme has been designed to encourage gender balance to support a diverse, inclusive environment.

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 over four days, 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 tackling. Participation offers a fast track to interview for any of our internship opportunities the following year (eligibility criteria will apply). Our award-winning WPP supports the recruitment and development of students from ethnically diverse backgrounds.

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Internships

Year of study: penultimate year

Getting hands-on experience in our business, engineering, science and 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 salary too, as well as financial support for any costs incurred.

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. Plus, once you’re settled in, you’ll host a shadow student for the 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.
Application process
www.bp.com/grads/uk

All our graduates and interns are based at one of our UK sites* including:

Aberdeen
North Sea Headquarters
Canary Wharf
Supply and Trading
Pangbourne
Global Technology Centre

Hull
Petrochemicals Research and 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

1. Complete an online application form
2. Complete an online situational judgement questionnaire
3. Take numerical and verbal tests
4. Talk to us in a telephone interview
5. Visit us for a technical interview
6. Take part in an assessment centre
7. Receive an offer, if you’re successful

To see all the programmes that could be right for you, take a look at the degree matcher insert at the back of this brochure or check online at www.bp.com/ukgraduates

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Sustainability report 2018
www.bp.com 2019
BP corporate reporting 2018
Technology Outlook 2018