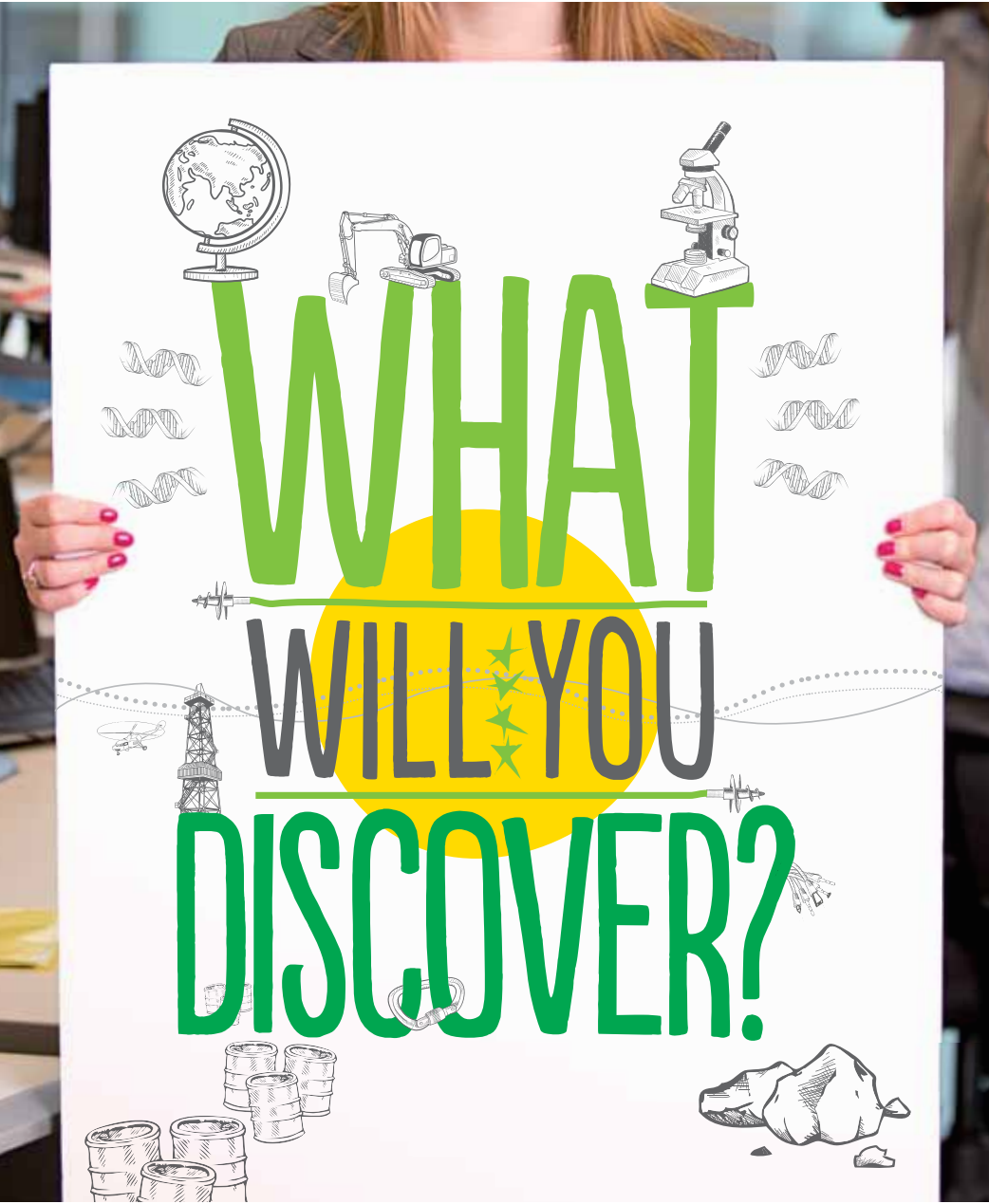




[bp.com/ukgraduates](http://bp.com/ukgraduates)

 [facebook.com/bpcareers](https://facebook.com/bpcareers)



Graduate opportunities in engineering,  
science, business and trading  
[bp.com/ukgraduates](http://bp.com/ukgraduates)

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What does it take to deliver energy safely to the world? To find, develop and produce new sources of energy? Then turn them into products people around the world depend on every day? Join us and you'll discover the reality is even more impressive than you think.

A photograph of a clothing store aisle. On the right, several racks of tracksuits are displayed. Most are bright orange with reflective silver stripes, and one is green. The store has a white ceiling with recessed lighting and a metal security gate at the end of the aisle.

A person wearing a red jumpsuit and a white helmet stands in the center of a dark grey helipad. The helipad has a large white 'H' painted on it. The helipad is surrounded by a yellow safety line. In the background, there is a body of water and a cloudy sky.

£100m

Our investment in community programmes around the world.

It took over 10 million working hours to get the world's largest floating platform at the Thunder Horse field operational.

These are the minimum qualifications you'll need to apply. You can also apply for any of the roles with a PhD.

Minimum  
2:1  
required

Minimum  
2:1 Masters  
required

[illegible]

\*e.g. industrial or systems engineering



Think about it. Heat. Light. Power. Mobility. Chemicals and materials to make the products that define modern life. All are made possible by oil and gas. And as demand for them all continues to grow, delivering that oil and gas sustainably and at a reasonable cost remains one of the biggest challenges in the world today.

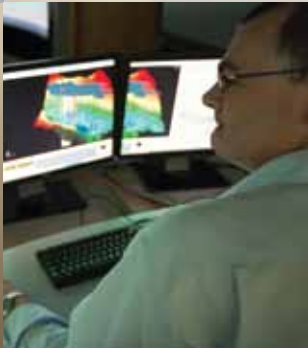
In our efforts to meet this challenge, which impacts every single person on the planet, we make some truly amazing discoveries. Not to mention some huge scientific breakthroughs and genuinely astonishing engineering achievements. But for all of us, the most exciting thing about working at BP, is discovering what we as individuals are capable of and what we can achieve together.

It's an incredible business to be part of. And an amazing time to be part of it.

The question is, what will you discover?



We've invested  
in schools for  
40 years.



We employ  
80,000 people  
across  
six continents,  
marketing  
products in over  
70 countries.



## A whole new world at your feet

The work we do is incredibly varied and has a profound influence on virtually every aspect of modern life. But the most exciting thing of all is that it's changing all the time. So wherever in the organisation you join us, and in whatever role – be it science, engineering or business and trading-based – you'll find there are always plenty of discoveries to be made.



We first  
struck oil in  
**1908.**



## The perfect path for you

You're not like any other graduate. So we won't send you down some pre-ordained career path. Your academic background will clearly have a bearing on the specific discipline you choose. But your personal interests, talents and aspirations will also have an important part to play.

There are three general disciplines we recruit into – engineering, science and business and trading. But, as you'll see from the chart below, the opportunities within each of them are incredibly varied, so you could find yourself applying your talents at any point in the energy supply chain.



OUR BUSINESS STREAMS

### Upstream

This is the exploration and production side of our business. Join us here and you'll discover the huge and complex challenges involved in getting energy supplies out of the ground and delivered to refineries.

### Downstream

This is where we take the raw materials, turn them into products and sell them to businesses and consumers. As well as famous brands like BP, Castrol, Ultimate and Aral, these products include important groups of chemicals used in textiles, pharmaceuticals and food packaging.

### Integrated Supply & Trading (IST)

IST brings our specialised knowledge of energy production and asset management together with our experience of global markets. It's through IST that we trade power as well as oil, gas, chemical and finance products around the world.

### Alternative Energy

Alongside our oil and gas business, BP Alternative Energy focuses on new energy sources – producing lower-carbon biofuels and electricity from wind.

### Corporate & Functions

From IT to HR and Finance to Procurement & Supply Chain Management, these are the wide-ranging support functions that underpin our global operations, ensuring every aspect of the business is run to best practice.

## Engineering

Without great engineering, energy could never make the leap from idea to reality. That's why engineers have a crucial role to play in virtually every area of BP; why we hire more graduates into this area than any other; and why today there are many engineers among our senior executives and on the Board of BP plc.

How do we discover oil hidden miles below ground? Develop the technology that enables us to bring it to the surface? Then, once we've reached it, transport it around the world and process it safely and efficiently? As an engineer here, these are the kind of complex challenges you could be facing every day.

### AND THE ROLES WITHIN THEM

#### Engineering:

- Automotive
- Chemical & Process
- Civil
- Control & Automation
- Electrical (Power)
- Electrical (Shipping)
- Instruments & Protective Systems
- Marine
- Materials & Corrosions
- Mechanical
- Naval Architecture
- Operations Critical Telecommunications
- Petroleum/Reservoir
- Pipeline
- Process Safety/Risk
- Project
- Subsea & Floating Systems
- Wells

## Science

Science at BP is focused on discovery – energy exploration, product creation, process development and innovation. All of it with one eye on helping us operate more efficiently, while meeting stringent safety, performance and environmental targets.

Upstream, which is our exploration and production business, could mean using groundbreaking technology to find entirely new hydrocarbon resources. Downstream could mean developing advanced new fuels, lubricants or manufacturing materials. The possibilities are limitless, but wherever you join us and in whatever role, one thing's for sure: you'll be right there at the cutting edge.

#### Science:

- Chemistry
- Environmental Science
- Geoscience
- Petrophysics



## Business and Trading

Meeting the world's growing energy needs is about more than just discovering new reserves of oil and gas. It's about converting those resources into the right products and connecting them with the relevant markets – a complex challenge that demands brilliant business brains.

Analysing competitor activity. Finding new commercial opportunities. Introducing exciting new technologies. Defining our future business strategy. Join us as a business and trading graduate in one of the following areas, and you could find yourself involved in all this and more.

#### Business and Trading:

- Accounting, Reporting & Control
- Analytics
- Commercial
- Finance, Risk & Compliance
- Human Resources
- Procurement & Supply Chain Management
- Sales & Marketing
- Technology
- Trading



## BP's feminine side

The energy sector is traditionally perceived as an environment dominated by men. But at BP, we recognise women as an intrinsic part of our success. From assets in some of the most far-flung corners of the globe to boardrooms all over the world, we're proud to employ talented women in every area of our business.

Women at BP defy the status quo when it comes to gender stereotypes and energy sector careers. They are some of our leading Geologists, Physicists, Engineering and Business and Trading professionals; enjoying fulfilling careers in an industry historically known to be male dominated.

We're also proud to celebrate the impact that women have on every aspect of our lives, which is why we're official supporters of International Women's Day. To help raise awareness, we hold on-campus events and seminars that aim to highlight the challenges faced by women in our

industry, counter traditional gender roles and admire the achievements of women that have really made a difference.

BP's working towards 25% of group leaders and 30% of senior level leaders being women by 2020.

Momentum is a network focused on empowering and developing female potential at BP.



International  
Women's Day

[internationalwomensday.com/bp](http://internationalwomensday.com/bp)



# £33k

The minimum starting salary we pay our graduates.

# 25

paid holiday days per year, plus bank holidays.

## Pension plan

5% of your base pay is defaulted to the plan but you can choose to contribute more or less than this amount or opt out altogether.

Choose your car with our

## car lease scheme.

As an employee, you can join BP's

## share plans

giving you a real stake in the company.

You could earn

## a bonus

based on individual, department and company performance.

Our flexible

## benefits

mean you can choose just what's right for you.

## Sports facilities

are available at many BP sites.

We'll match your charitable contributions up to \$5k every year.

# £3k

settling in allowance.

Our flexible working means you'll get the right

## work/life balance.

To get more information on these and our other benefits go to [bp.com/graduaterewards](http://bp.com/graduaterewards)

# Choose your experience

From aptly named Discovery Days to summer and year-long internships, through to the Ultimate Field Trip – our annual competition designed to inspire the scientists and engineers of tomorrow to meet the energy challenges of the future – there are lots of ways to experience BP beyond our graduate programmes. Visit our website or check the application section of this brochure to find out more about application dates. To find out more about any of our internship programmes go to **bp.com/ukgraduates**

Our three-year rotational graduate programme will give you the skills you need to build a career in Engineering, Science or Business and Trading – and our internships are often a great way into the programme.

All years	Year 1	Year 1/2	Penultimate year	Penultimate year	All years
<b>Discovery Days:</b> Your chance to find out what we do and how, and the kind of career you could build with us. The day could include a visit to one of our HIVEs (Highly Immersive Visualisation Environments) or analytical labs, a test facility or our trading floors in Canary Wharf.	<b>IST Discovery Week:</b> For a select group of first year students, our Discovery Week offers a unique insight into our IST division and the work we do in global markets. It's also a great way to secure an internship with us for the following summer.	<b>Shadow an Intern:</b> Special Discovery Days in August, where we match your interests and aspirations with one of our current interns. Spending the day with them (and picking the brains of other interns, graduates and employees) is a great way to find out what an internship is really like.	<b>Summer Internships:</b> To complement your studies towards a science, engineering or business and trading-related degree, our paid summer internships offer invaluable real-world experience. Lasting from 10-12 weeks, they usually take place in the summer before your final year.	<b>Year-long Internships:</b> Normally completed in the penultimate year of your degree, our year-long paid internships are the perfect stepping stone to a permanent career with us. Indeed, like our summer interns, most of our year-long interns go on to join one of our graduate programmes.	<b>Ultimate Field Trip:</b> Solve a real-world problem, help make the world more energy efficient and win the experience of a lifetime on a two-week field trip where you'll be joined by students from across the globe.



# What matters to us

Whether we're supporting farmers in Indonesia, creating employment opportunities in Angola or inspiring young minds in the UK, we take tremendous pride in making a positive difference to the communities in which we operate.

Our responsibilities are as diverse and far-reaching as our global business. Wherever we operate, we find ways to give something back, with a clear focus on responsible and sustainable initiatives that boost economic growth and promote the wellbeing of local people.

From cleaner drinking water and better irrigation systems to improvements in education and support for local enterprises, we work with local authorities, and community groups on programmes that match the needs of each community. And underpinning them all are the values everyone at BP holds dear.

## 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, have a thirst to learn, and to 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.



# £10bn

The amount being invested in four new UK offshore projects over the next five years, securing thousands of jobs.

# How to apply

We've done all we can to make the application process as straightforward as possible and give you every opportunity to shine. Over the next few pages, you'll find a bit more about what qualifications you need and how to go about applying. And you'll need to know that all graduate applications and summer or year-long internships open on **16th September 2013** and close at noon on the following dates:

Trading graduates and interns:	15th November 2013
Graduates:	16th December 2013
Interns:	3rd February 2014

Finally, Discovery Days and Shadow an Intern open on **1st January 2014** and applications are on-going. So take the first step, visit [bp.com/ukgraduates](http://bp.com/ukgraduates) and start making a few more discoveries of your own.

01

**Visit our website:** There you'll find much more information about the different areas of the business and hints and tips for success in our assessment process. You'll also find a more detailed skills matcher to help you understand the qualities we look for.

02

**Online application:** Once you've discovered your perfect programme, click on 'apply'. Take some time to consider and prepare your application though, as it's designed to help you show your talents to the full.

03

**Numerical and verbal tests:** If you're successful at the application stage, we'll invite you to complete our short online tests. You'll be given a chance to practise questions before submitting the real thing.

04

**Telephone interview:** Taking place at a time and location convenient to you, our first interview focuses on your personal attributes and experiences.

05

**Technical interview:** We'll then assess your technical skills in a scenario-based interview with one of our technical experts on site here at BP.

06

**Assessment centre:** The final stage, this consists of a series of different scenarios – some individual, some group-based – all derived from the type of work you might be doing here at BP.

07

**Offer:** We'll be in touch as soon as we can after your assessment. Whatever the outcome, you will be offered feedback on your application at this stage.

Our fuels and lubricants are market leaders in  
**140**  
countries.



# Where you could fit in

We are a truly global company, with opportunities across Europe, the Americas, Africa, the Middle East and Asia Pacific, in locations as far and wide as South Africa to Trinidad & Tobago, Canada to New Zealand. You can learn more about working in specific countries on our website but, one thing common to wherever you end up is the qualification you'll need to get started. Have a look under the page on the right to see exactly how you match up.

If you're interested in applying for one of our graduate schemes outside of the UK, visit [bp.com/graduates](http://bp.com/graduates)

BP refines  
around  
2 million  
barrels of  
oil a day.



We operate  
20,700 service  
stations around  
the globe.

