



Power your potential.

Drive meaningful change.

Early careers opportunities in
Business | Digital | Engineering | Science | Trading



Reimagining energy

for people
and our planet

How can we make energy better? More sustainable? More economical?

Join us as a graduate, and these are just a few of the challenges you might be tackling. We know that we work in a complex and sometimes controversial industry. This is your opportunity to set us on the right path for a better, brighter, more sustainable future.

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





Who We are

Who we are defines what we stand for at bp. It builds on our best qualities and those things that are most important to us – our commitment to safety, to 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 to life all three of these beliefs 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

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 that inspire creativity and help us better understand our customers.

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 (BRG) are open to everyone and facilitate stronger connections and greater engagement with diversity, equity and inclusivity (DE&I) topics throughout bp. Discover how we incorporate DE&I across the business: bp.com/DEI



Our benefits

To achieve our goal of reimagining energy, we need the brightest talent around. So we created a rewards and benefits package to attract the very best. We also have a wide range of resources and initiatives, designed with your health and wellbeing in mind.



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 care, 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.



Graduates

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



Settling in allowance

As a graduate, you receive a minimum one-off **£3k to £5k** joining allowance.



Share plan

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

*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.



Interns

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

*Dependant on programme



Wellbeing allowance

You can claim up to **£1500** for products and services that contribute to physical, mental, financial and social wellbeing.



Private medical insurance

We'll pay for private healthcare, and you only pay an income tax charge.



Supporting communities

We'll encourage you to contribute to your local community. If you're a full-time employee, we'll match funding for your fundraising or volunteering efforts.

Our programmes



Fresh challenges, thinking and opportunities: you will find them all at bp, whether you join as a graduate, an intern, or for one of our discovery weeks. And with specialist training, mentorship schemes and a buddy to settle you in, we will give you all the support you need to grow and progress.

We need diverse talent in every part of our business. So, while your academic background matters, you might find that your

interests, talents and ambitions have more of a bearing on where you end up working.

From the UK to Malaysia and beyond, 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.

**Discovery
weeks**

Internships

**Graduate
programmes**



Discovery weeks

Female Discovery Week

First-year female students (or second-year if studying a four-year course) from any discipline are invited on this paid programme to network, hear from female leaders and shadow an area of your choice.



Digital and Technology Discovery Week

This is a week for first-year students (or second-year if studying a four-year course) to 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

This is a week for first-year students (or second-year if studying a four-year course). Join us and the brilliant entrepreneur Tim Campbell for professional skills workshops, and have the opportunity to shadow employees and hear from our graduates. By the end, you'll have a sense of how we work and the global challenges we're finding answers to. Our programmes support the recruitment and development of students from ethnically diverse backgrounds.



Our internships



Year of study: penultimate

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 the whole year, you'll learn from our experts and enjoy a real job with real responsibility. Naturally, you'll receive a competitive salary too.

To get the most from your time with us, we'll provide plenty of opportunities for extracurricular activities. 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 join in social events, competitions, and 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 feeling 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.

Business



Graduates

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 will guide our strategic planning by working with fresh technology and learning from some of the sharpest commercial minds. You will make decisions that positively impact our business and the whole world.

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 will 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
- Communications

See our full range of business roles. Check out the candidate matching tool at bp.com/ukgraduates



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 AI developers as part of procurement.

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.

Why work in digital at bp?

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

- Business analyst
- Data & performance analytics
- Data management & data engineering
- Data science
- Digital design
- Information security
- Software & platform engineering
- Technology innovation

See our full range of digital roles. Check out the candidate matching tool at bp.com/ukgraduates



Understand how data can revolutionise 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.



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?

A leading energy provider, we have the size, scale, and determination to make a difference. As an engineer at bp, 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)

See our full range of engineering roles. Check out the candidate matching tool at bp.com/ukgraduates



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



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



Advise on reducing our impact on the environment as a health, safety and environment engineer.

Science

Become a scientist at bp and you'll get to work with, and learn from, the best and brightest minds from 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 kick-start 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?



Identify emerging trends and develop energy pathways and platforms as an applied scientist.



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



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

- Applied sciences
- Environment
- Geology
- Geophysics
- Petrophysics
- Safety

See our full range of science roles. Check out the candidate matching tool at 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, 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.

Why work in trading 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 working with our customers across the globe. With the continued support of bp's 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
- Quantitative and statistical trading

See our full range of trading roles. Check out the candidate matching tool at bp.com/ukgraduates



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



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



Support and inform crucial decisions in our commercial team.

Our application process

01

Fill out an **online questionnaire**, submit your **CV** and complete an online **situational judgement test**

02

Take **numerical** and **verbal** tests

03

Complete an **on-demand video interview**

04

Meet us for a **technical interview**

05

Take part in an **assessment centre**

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

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, check out the candidate matching tool at bp.com/ukgraduates



Learning & development

Ignite is our new learning and development model.



Here's what it could mean to you.

Ignite 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 and preparing for the future.

The Ignite learning model

We created Ignite’s four-part learning model alongside past and present early-career employees from across the world. It’s designed to reflect your current career needs and what will work best for you.

Engage	Explore	Experiment	Evaluate
What does good look like? What’s in it for me? Context and meaning Set my personal learning goal	Diagnostics: how good am I at this now? Theory, models and tools	Practice and feedback Scenarios and case studies Tips and checklists	Consolidation Practical application Review my personal learning goal

Learning modules

Being your best		Being effective at work			Preparing for the future
Building resilience and managing change	Awareness of self and others	Driving for excellent results	Developing impactful influencing and communication skills	Working with others to maximise results	Career management
Staying proactive and adaptable in the face of change	Developing a better understanding of yourself and your colleagues	Planning and performing Critical thinking and innovation	Influencing and impact Presenting with power and innovation	Mastering the art of collaboration	Managing your early career Managing your onward career



Locations

To see all the programmes that could be right for you take a look at bp.com/grads/uk

All our graduates and interns are based at one of our UK sites, which include:

Aberdeen

North Sea Headquarters

Canary Wharf

Trading & Shipping

Douglas House

Digital

Pangbourne

Global Technology Centre

Sunbury

International Centre for Business and Technology





bp.com/grads/uk

