

Shell Graduate Programme and Assessed Internship

THE FUTURE. YOURS TO MAKE.



IMAGINE YOURSELF 20 YEARS FROM NOW

What can you accomplish at Shell?



Laura

Market Account Manager
USA

Read my letter to the future at
[shell.com/letters](https://www.shell.com/letters)

THE FUTURE. YOURS TO MAKE.

Our purpose: to power
progress together by
providing more and
cleaner energy solutions.

Today's changing world presents both opportunities and challenges and we need the brightest minds to help us solve them. More than a billion people have no access to energy today. Add to this a rising global population, and demand for energy could almost double by 2070. We need passionate people to achieve a more sustainable way of addressing the world's energy demands.

As a purpose-led organisation, we challenge everyone who works here to think about the difference they could personally make. Throughout these pages you'll see some quotes from our graduate hires. They each wrote inspiring letters outlining their personal hopes and ideas for contributing to the future of energy and our planet.

WHAT IS IT ABOUT?

The Shell Graduate Programme and Assessed Internship prepare future leaders of Shell through a world-class framework that helps them accelerate the progress of their career.



Graduate Programme

Developing Future Leaders – We've designed the Shell Graduate Programme to give remarkable students and graduates like you a real role in our business over a 2–5 year period. We'll provide you with the outstanding experience and training you'll need to become a future leader of our business.

Year of Study: Final Year or Already Graduated

For all our Technical roles, you should have obtained or be studying towards a Master's degree or equivalent qualification. For our Commercial and Corporate roles, you should have obtained or be studying towards a Bachelor's degree or equivalent.

Assessed Internship

Lasting typically 10–12 weeks, your time in the Shell Assessed Internship will see you having full involvement in actual projects which are relevant to your interests and skills. You will join a project team and work alongside Shell employees who are all professionals in their field.

Year of Study: Penultimate Year

Within our various businesses, you'll work with some of our sharpest minds to drive our growth and performance. In the Shell Assessed Internship, you'll develop the skills and expertise you'll need to thrive in a dynamic, global company.

SHELL GRADUATE PROGRAMME

What you'll experience under the Shell Graduate Programme.



Challenging roles from day one

- Increasing levels of responsibility
- A culture of feedback and continuous improvement



Comprehensive financial rewards and benefits

- Being recognised and rewarded through performance related pay
- Our benefits are aligned with local market practice



Professional development

- Assigned supervisor and mentor
- Tailored Individual Development Plan

Life outside work

- Whatever your interests, in many locations there's likely to be a Shell sports and social group
- At Shell, the social side of work is just as important. It's a community, where you'll soon get to know everyone

Diversity and inclusion

- Opportunities for every employee, regardless of location, gender, ethnicity and physical abilities
- Be part of a diverse and connected global network



SHELL ASSESSED INTERNSHIP

What you'll experience under the Shell Assessed Internship.



Real projects to work on

- Working on projects with a real business impact
- Meeting new people and learning new skills



Support along the way

- Assigned supervisor and mentor providing support and guidance
- Getting to know the business through our on-boarding process



Why we call it an Assessed Internship

- Formal mid-term and end of internship review and feedback
- You could be offered an opportunity on the Graduate Programme following the successful completion of the assessments

Financial rewards and benefits

- Your internship will include financial rewards customised for you
- Make the most of onsite facilities exclusively available to Shell employees

BUSINESS AREAS

Shell is one of the world's largest companies. Whatever your discipline, there is a wide range of diverse and interesting businesses to choose from.

Technical

Here you'll join our world-class technical team, working on some of the most exciting projects in the world. Whether you are an Engineer or a Scientist, you'll have the chance to use and develop state of the art technology, gaining unrivalled hands-on experience. Within our diverse global teams, you'll find yourself working with industry experts from around the world.



Commercial

We have a wide range of commercial business activities, such as Sales, Marketing, Business Development and Supply Chain – all focused on innovating for performance. You will be working closely with customers and business partners to help them thrive and improve performance. You will develop the skills and expertise to thrive in a dynamic, global company.

Corporate

In the Corporate Functions area, you'll help deliver the specialist advice that enables us to operate as a highly competitive global business. In expert fields like Finance, Contracting & Procurement, HR and Information Technology, you'll work on a global scale and to the very highest standards.





WHAT OUR GRADUATES HAVE TO SAY

We asked some of our employees for some insight into what motivates them to work at Shell.



One of the things that struck me is how people-focused Shell is, and how people truly do care about operating responsibly – and most importantly, personal and environmental safety.

Sharief
Engineer
USA



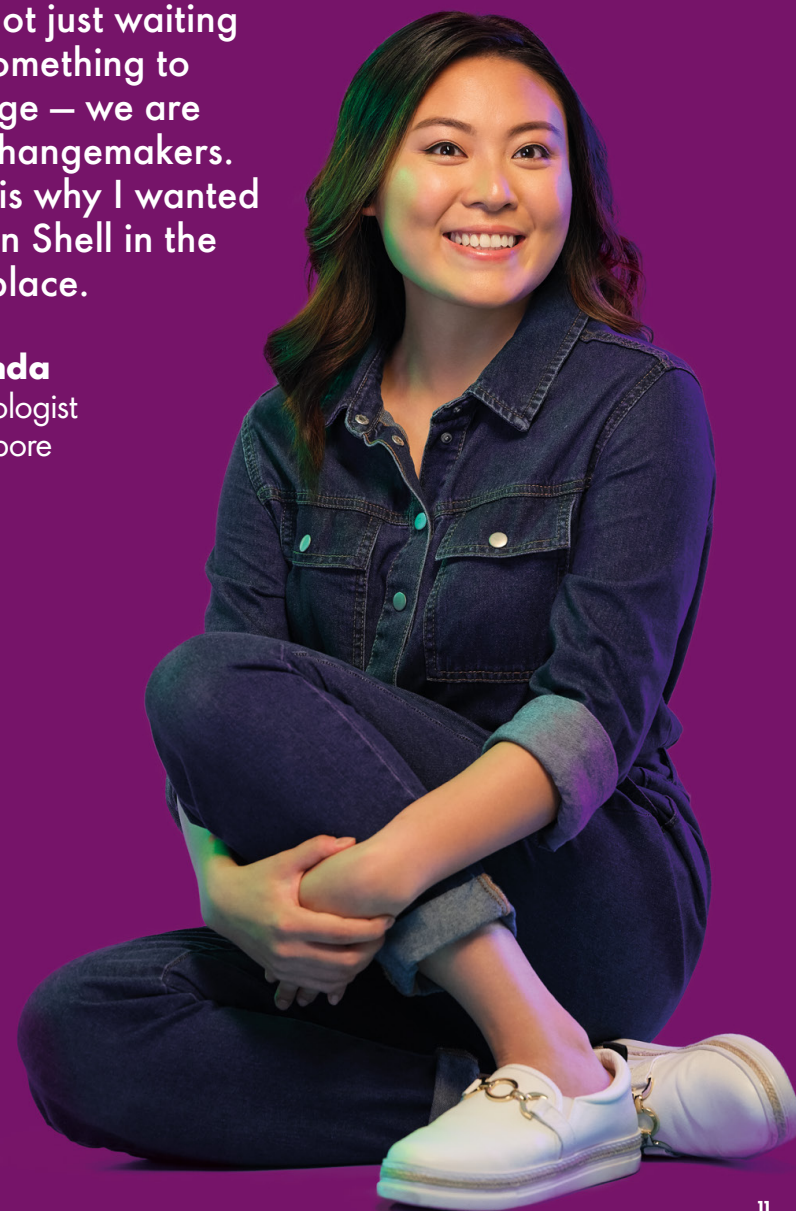
The passion that people have to provide the world with more and cleaner energy is my main drive to come to work every day. Without such passionate people, Shell would not be as great a company.

Quirijn
IT Advisor
Netherlands



Shell makes the effort to really push and keep innovating. We are not just waiting for something to change — we are the changemakers. That is why I wanted to join Shell in the first place.

Melinda
Technologist
Singapore





We are not just a company, we are a company that wants to help answer some of the biggest questions facing the world today. If you are thinking about scale and impact, where else is there in the energy industry other than Shell?

Toib

Human Resources
UK



I work offshore on a rig and I meet all sorts of people from different backgrounds. It is inspiring to see people across the company working in other areas, but we all have the same passion to transition to lower-carbon energy. It's great that I am part of a team and I don't have to make this journey on my own.

Hayley

Engineer
UK





I could see myself working at Shell for the rest of my career. The technology is very interesting. Flying offshore to work on a platform isn't something I think I could do at most companies. But what really keeps me here are the people.

Ryan
Engineer
USA



HOW TO APPLY

The first step to applying is simple and should only take 5–10 minutes. If you want to know more, speak to one of our employees or watch the video on the Shell Careers website under the Shell Graduate Programme section.

**Our hiring process includes four main steps.
This allows us to find the very best employees to work at Shell.**



1. Online Application

Visit the Shell Graduate Programme under the careers section of the Shell website, www.shell.com/careers. Submit your application online to the graduate or intern opportunity relevant to you.

Save time completing your application by connecting your LinkedIn profile.



2. Online Game-Based Assessments and On-Demand Video Interview

- Games that measure various cognitive abilities and your working style preferences by presenting you with different challenges
- A self-recorded video submission (only after successful completion the game-based assessments).



3. Final Assessment

This is the last assessment stage. It consists of a live online session with two professionals at Shell. On the day of your assessment you will be assigned a topic relating to your case study.

For Interns

You are given 20 minutes to prepare a 10 minute presentation. This presentation will be followed by questions and additional scenarios from the assessors for up to 20 minutes.

For Graduates

You are given 20 minutes to prepare a five minute presentation. This presentation will be followed by questions and additional scenarios from the assessors for up to 30 minutes. After this will be an interview. To make the interview process more convenient and comfortable, we are leveraging the latest digital technology to bring the experience to you.

4. Shell Connect

For Interns

If you're successful in your application, you will be offered a place on the Assessed Internship. Here, you'll receive hands-on training and have the chance to be selected for a job at Shell.

For Graduates

If you're successful in your application, you will be invited to a Shell Connect visit. During this meeting, you will have an opportunity to see Shell from the inside and meet your new colleagues.

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Want to know more about
how you can make a difference?

Visit **shell.com/careers**



Share your thoughts on the Shell event.
Scan the code for a quick survey.