

early experience programs



Building a strong future at BP—**early experience programs.**



Every journey begins with a single step, and we want to ensure that we get started on the right foot together. Our Early Experience Programs provide new hires with unique opportunities to explore BP from a variety of perspectives.

Starting out in a worldwide company like BP can be intimidating. Being one new employee among thousands of other people working for such a big corporation, you might worry that you'll soon become just another number, lost in the shuffle of the day-to-day operations.

We have other plans in store for you. Exciting plans.

BP's Early Experience Programs are journeys of education, exploration, and discovery. These programs give our new hires a chance to get to know us. Along the way, you'll gain a greater understanding of how energy moves through the global marketplace from producer to consumer, and you'll develop the essential skills you'll need to achieve your long-term career goals.

Through the Early Experience Programs, you'll have a chance to experience what life is like in a variety of different roles throughout BP. Whether you're headed toward exploration, refining, marketing, or trading, you'll discover the complex, interrelated nature of energy as you work on real projects with real applications and real responsibilities.

It's a collaborative process that emphasizes individual growth and achievement. The program is built around six core elements that ensure you get the greatest benefit possible from your time in the Early Experience Programs:

- **Access to a buddy and mentor**—folks who can guide you through your early days on the job and provide a seasoned perspective on your specific role, and give you tips on how to be successful at BP.
- **A structured induction**—the opportunity to learn more about how the petroleum industry functions and where you fit into the overall picture.
- **Training programs**—you'll have the opportunity to continue your learning through formal courses, conferences, and on-the-job experiences.
- **Managed job rotation**—your path through an Early Experience Program is specifically designed to broaden your exposure to the many facets of BP's operations while building your knowledge in your chosen discipline.

- **Networking**—Early Experience Programs provide you with an automatic connection to others in the program at your site and across the company.
- **Development plans and competency assessment**—you'll be involved in personal development planning and assessment of your progress as you rotate through different jobs.

Choosing to apply your talent and dedication at BP is an investment in us, and that's why we make an investment in you right from the start with our Early Experience Programs. If we are to remain a growing, dynamic, world leader in the energy business, we need bright, engaged, thoughtful people in every position, at every level.

It's a challenging experience. But then, if you weren't looking for a career that challenged you, you wouldn't have looked at BP.

