

STUDENT & GRADUATE CAREERS

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Printed on Revive 50/50 Silk; this paper comes from sustainable forests and is fully recyclable and biodegradable. Made from 50% recoverable waste and 50% virgin fiber. The printer and manufacturing mill are both accredited with ISO 14001 Environment Management Systems and both are FSC accredited. All information contained within this brochure correct at time of publication September 2008.

Version No. 2 July 2009.





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**IN THE NEW
ENERGY FUTURE
EVERYTHING
WILL RUN ON
CREATIVITY**

GET READY FOR THE NEW ENERGY FUTURE

As populations grow and economies develop, we'll need to find responsible ways of meeting the growing demand for energy.

We can't predict the future, but our scenario modelling tells us that three things are for certain:

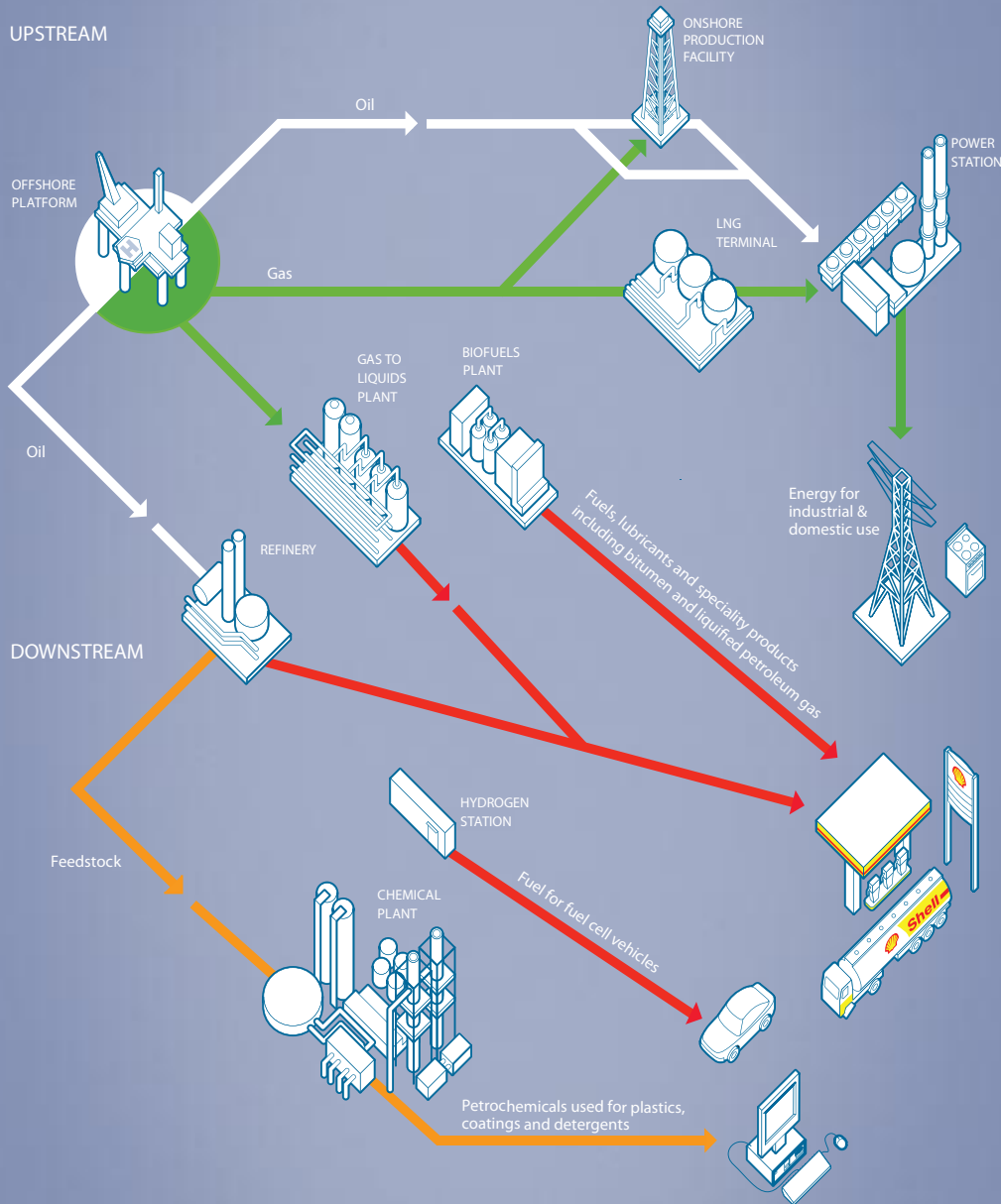
- The demand for energy will continue to increase
- Conventional oil and gas supplies will struggle to keep up with demand
- And environmental stresses are increasing.

So how can we deliver more energy and less CO₂?

In reality, this challenge will require radical new thinking. It demands innovators with imagination, restlessness, the will to challenge rules and the desire to break new ground. That's why we actively seek people like this from universities. And it's why, when you join Shell, we do everything we can to stimulate and encourage your mind to grow, explore and think even bigger.

We've already achieved some of the industry's most impressive feats by holding to the belief that for every problem, there's a solution. That anything can be done if we put our minds to it. Turn gas to liquids to create a cleaner burning alternative to diesel? Difficult, but not impossible. Make coal burn as cleanly as natural gas? With a bit of original thinking, yes.

OUR BUSINESS AT A GLANCE



A GLOBAL BUSINESS

We have operations in more than 100 countries and we employ around 102,000 people worldwide. We are traded on the stock exchanges of Amsterdam, London and New York. Here are just some of the fast facts that define us as a global business:

- We supply a range of marine fuels and lubricants to vessels ranging from large ocean-going tankers to small fishing boats in ports worldwide.
- We develop pioneering products to provide innovative uses for sulphur by-product including road applications, enhanced fertilisers and concrete.
- We support 30,000 Business to Business retail and lubricants customers worldwide through some 1,500 Customer Service professionals in 35 countries.
- We make and sell more than 3,000 different lubricants for sectors as diverse as automotive, food processing and power generation across 120 countries.
- Through our shareholding in one of Canada's largest oil sands developers, we extract and develop bitumen to produce synthetic crude oil for use as refinery feedstocks.
- We can process some 4 million barrels of oil per day.
- We have more than 300 distribution facilities, nearly 2,500 storage tanks and 9,000 kilometres of pipeline.
- We operate the world's largest single-branded fuel retail network with some 45,000 petrol stations across more than 90 countries.
- We have the capacity to supply the equivalent of 11 litres of commercial fuel per person on the planet each year.
- We provide aviation fuel at over 880 airports across some 70 countries, refuelling a plane every 12 seconds.
- We run a global fleet of nearly 7,000 Shell-owned or contracted trucks that make a delivery somewhere in the world every 6 seconds.
- We supply 15,000 metric tonnes of bitumen products for construction every day to 14,000 customers worldwide allowing us to resurface over 450kms of road daily.
- We provide LPG to around 30 million end customers via 3,500 distributors and 100,000 points of sale located in 30 countries.

Our strategy and priorities for the future are 'more upstream and profitable downstream'. 'Upstream' refers to the ways we find and extract conventional fuel out of the ground, while 'downstream' refers to the process of passing these fuels through to refineries and on to consumers, in both instances in a socially responsible way.

We believe that for many decades to come the world will need to rely on oil and gas for economic development. That's why we are looking for ambitious graduates to help us develop new ways of making use of what we've got – now and in the future.

OUR VALUES, OUR PEOPLE

“A STRONG SAFETY CULTURE UNDERPINS ALL OTHER ASPECTS OF OUR CULTURE.”



Peter Voser
Chief Executive

The most successful problem solvers look at things differently and see solutions no one else can. Who would have thought of using fish protein to stop gas freezing in sub-sea pipes? One of our people did. And right now we're looking for more people who can bring a fresh perspective to the energy challenge.

We continue to invest in the development of alternative sources of energy and socially and environmentally responsible ways of obtaining energy from fossil fuels. In fact, Shell's track record of innovation goes back more than a century, and we currently hold over 25,000 patents worldwide – more even than NASA.

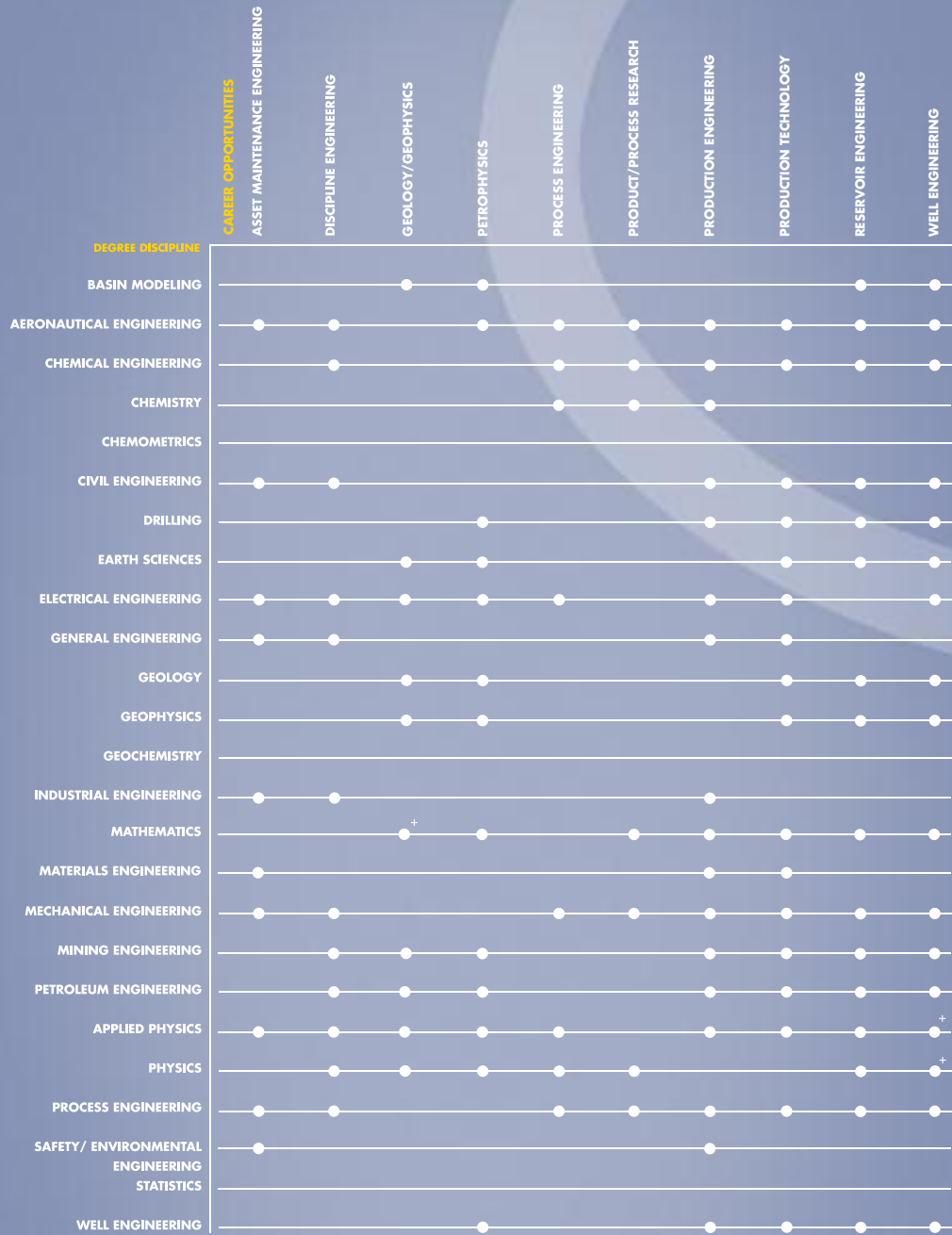
We want graduates with the ambition and creativity to inject fresh thinking and bring about change. Shell is a truly international, multicultural environment, where the exchange of ideas is encouraged and

innovation is rewarded. The scale and global reach of our business means we can offer a huge range of opportunities to graduates in both technical and commercial fields.

Whatever part of the business you join, you need to share our commitment to safety – because our standards and systems are only effective if everyone follows them. In our view, having a strong safety culture means people working safely not just because they're being told to, but because they want to – they see the value to themselves and the people around them.

At Shell our people share a set of core values – honesty, integrity and respect for people. We firmly believe in the fundamental importance of trust, openness, teamwork and professionalism, and take pride in what we do.

GREAT MINDS DON'T THINK ALIKE



+ NOT COMPATIBLE IN THE US.

ROLES SUBJECT TO AVAILABILITY.

TECHNICAL CAREERS WITH SHELL

When it comes to technical excellence, our reputation is world class. For us, innovative technology is a way of life – we’re driven by the talented scientists, engineers and technicians who help keep us at the forefront of our industry.

At the heart of this culture is our structured approach to technical skills management and professional development. The Shell Project Academy is one such example. It provides graduates looking to become technical professionals with a world class personal development programme that incorporates learning, experience, networking, coaching, mentoring, accreditation and career growth opportunities. Other technical skill groups operate along similar lines.

At Shell, you’ll find it’s the sheer diversity of our activities and locations that provides you, as a graduate, with an unparalleled range of technical roles, training opportunities and global careers.

“The prospect of doing a technically oriented job with an opportunity to have a global career was the biggest motivator. In addition, it was an opportunity for me to work with different cultures and in different parts of the world. Shell was unique in providing a prospect for a career and not merely a job”

Zubin Gokhroo – Civil and Structural Engineer, Global Solutions

WHERE YOU COULD WORK

Technical disciplines still form the heart of our business, and we continue to break new ground, achieving things some would consider impossible. You could join us as a graduate in a variety of technical areas, including:

Geology/Geophysics

Be responsible for finding new and commercially viable reserves of oil and gas, as well as developing and maximising the output of existing fields.

Responsibilities could include:

- Acquiring 3D seismic data
- Creating advanced geological models
- Defining reservoir properties
- Planning development wells

Petrophysics

Critical at every stage from first exploration to full production, petrophysicists acquire and evaluate well data that helps us construct reservoir models and then predict the potential flow.

More specifically you will:

- Design data acquisition programmes
- Measure reservoir volumes
- Assess potential oil and gas yield
- Liaise with geologists and engineers

Reservoir Engineering

Develop a detailed understanding of how oil, gas and water are distributed within a reservoir. This involves transforming petrophysical and geological data into dynamic models.

Your work will involve:

- Developing economically viable plans
- Using multi-cell simulation techniques
- Forecasting oil and gas flow rates
- Recommending well locations

Well Engineering

In your hands will be the design, safe construction and maintenance of oil and gas wells. You'll help find the best technical, commercial and environmental ways to recover hydrocarbons.

Lead teams in:

- Field development and well design
- Well construction and maintenance
- Sub-surface data gathering
- Safety and environmental management

Production Engineering

See the full life-cycle of field development – from conceptual design through to production and, eventually, abandonment.

Managing day-to-day operations such as:

- Field development planning
- Well and platform operations
- Managing safety and environmental issues
- Optimising performance

Production Technology

As part of a team of geoscientists and petroleum engineers, you'll be involved in the full life-cycle of field development. The technical challenges you face will vary, depending on geographic location and field maturity.

You could work on:

- Well production improvements
- Field monitoring and flow optimisation
- Conceptual design of development wells

Process Engineering

Provide crucial support to production, both on and off-shore. At Shell, we need specialists in gas, refinery, upstream and chemical technologies.

You could find yourself:

- Ensuring the technical integrity of plants
- Advising on process safety issues
- Commissioning new installations
- Analysing laboratory data
- Handling process control and optimisation

Asset Maintenance Engineering

Join a team which provides critical engineering support to oil and gas production facilities, on- and offshore, as well as refineries and chemical plants.

This involves:

- Maintaining asset and HSSE integrity
- Technical troubleshooting and reliability engineering
- New plant design and construction
- Budget planning and contract negotiation
- Overhaul management

Product/Process Research

You'll be central to our future success – researching innovative technologies and ensuring they are applied to new processing methods and product development.

You could help us meet technical challenges by:

- Searching and developing new catalysts
- Creating high-performance fuels and lubricants
- Exploring sustainable energy technologies
- Collaborating with customers on novel products

Discipline Engineering

Across our businesses, we need skilled professional engineers from a wide range of technical disciplines such as mechanical, civil, electrical, instrument, materials, corrosion and process control engineering.

Whatever your passion, you can make a vital contribution by:

- Designing, building and maintaining our on and off-shore facilities
- Ensuring safe, reliable and environmentally responsible operations
- Representing Shell to professional technical institutions and conferences

Become part of the team that designs and commissions all our surface installations and infrastructure.

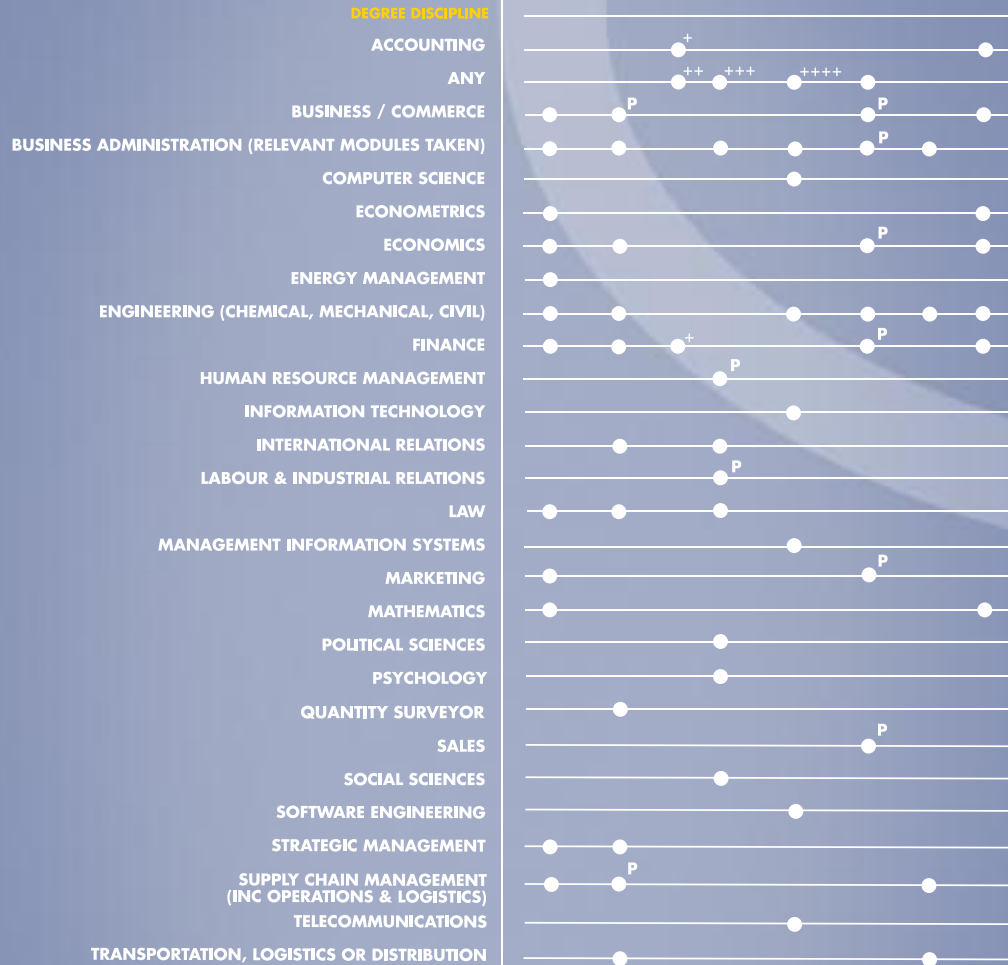
Your responsibilities could cover cost, health and safety, scheduling, and quality control, including:

- Managing complex interdisciplinary engineering projects
- Selecting and supervising contractors
- Creating designs for new facilities
- Developing environmental strategies

Specific requirements

For full details of the specific roles and their requirements, refer to the individual job descriptions for each vacancy.

CAREER OPPORTUNITIES



P Preferred degree

++ Must have strong numerical ability

++++ Must have gained IT knowledge

+ Requires minimum hours of study in accounting and finance with US & Nigeria

+++ Any degree possible with strong HR experience (except in US where only masters in labour / industrial relations are accepted)

COMMERCIAL CAREERS WITH SHELL

Shell is a highly successful, blue-chip organisation – and one of the world’s most recognised brands. We’re no longer just an oil and gas company – we’re an international group of energy and petrochemical businesses.

Many employers offer a range of challenges to graduates. What sets us apart is the sheer range of our products, the diverse opportunities available to our people and the global reach of our operations. As a graduate, this means you have a virtually unlimited potential to develop an exciting career in any of the following commercial disciplines.

“For me, the best thing about working in Shell is the balance between life and work, the balance between exposure and depth of experience offered to employees, and the balance between making profits and having a heart.”

Kishoore Jehan – HR Executive, Human Resources

WHERE YOU COULD WORK

There is of course much more to our business than engineering and technical. Whether it's real time trading worth billions of dollars or the development of powerful bespoke software platforms, we need the finest commercial graduates across all our organisations.

We recruit graduates into a variety of commercial areas, including:

Contracting & Procurement

CP takes a strategic approach to managing Shell's expenditure and suppliers, and supports our operations and capital projects by delivering goods and services on time, to the right specification. Join us in this area and you'll be involved in:

- Market intelligence
- Managing supplier relationships
- Contract bidding and negotiation
- Developing and delivering procurement strategies

Human Resources

In building an HR function for the 21st century, we believe Shell is ahead of the game in expertise and cost-effective service delivery. You could be involved in:

- Organisational support and change management
- People development – teams and individuals
- Promoting diversity and inclusiveness
- Attraction and recruitment of new employees
- Developing people through learning and development

Finance

Working in Finance, you'll help deliver world class performance in one of three main areas. For example, you could support critical business decision-making in *Finance in the Business*, Help ensure compliance with today's complex regulations in *Finance Functional areas*, or achieve greater efficiencies overseeing simple, standard processes in *Finance Operations*. You'll handle:

- Financial and variance analysis
- Capital budgets
- Financial planning
- Opportunity and project evaluation
- Investment planning

Information Technology

Pursue a career in IT at Shell and you could develop custom applications or work closely with customers and colleagues to deliver innovative solutions. You might specialise in:

- Global project implementation, e.g. SAP
- Strategic IT consultancy
- Pre-sales support and analysis
- Applications development
- Project management

Sales & Marketing

Whether in a business-to-business or business-to-customer environment, help to strengthen our reputation, build brand awareness and support our business goals. That means:

- Monitoring market developments
- Implementing marketing plans
- Developing value propositions for customers
- Developing and maintaining excellent customer relationships

Supply & Distribution

Gain exposure to all aspects of our international distribution and logistical activity – from balancing supply and demand to liaising with production units.

You'll focus on areas such as:

- Market analysis
- Contract negotiation
- Managing risk against cost
- Optimising distribution channels

Our trading business buys and sells crude oil, gas, refined products and chemicals on the world commodity markets. As a graduate, you'll gain an insight into key business areas, including:

- "Wet operations" finding the right vessel for a particular cargo
- Contract preparation
- The trading floor
- Managing risks
- Conducting negotiations

Commercial Midstream/Upstream

Our Exploration & Production (EP) and Gas & Power (GP) Businesses operate some of the world's largest and most complex projects, often in extreme environments. GP is also involved in the processing and transportation of natural gas to customers around the world.

You could be responsible for:

- New business development
- Commercial support to existing assets
- The handling of commercial issues related to the sale of natural gas

Specific requirements

For full details of the specific roles and their requirements, refer to the individual job descriptions for each vacancy.

GET MORE OUT OF YOUR CAREER

There are plenty of ways Shell can help you get more out of your career. As well as the chance to tackle one of the most important challenges the world faces, you'll enjoy ongoing opportunities to develop your career, and a benefits package that ranks among the best in the industry.

Your Development

When you arrive, we'll find you a Buddy who can answer your questions and help you get settled. We'll also identify a personal mentor who can help you decide what you want from your career and how best to apply yourself. And you'll have regular appraisals with your line manager.

Like all our new graduates, you'll have a thorough induction and will get to experience Shell Life – a course designed to develop your leadership potential. The course helps you reflect on your personal direction and qualities you need to reach the highest levels within the business.

By moving through a series of real jobs, you'll develop a broad base of practical experience. And depending on your role and location, you'll also have a number of training opportunities, which could include working towards a professional qualification.

Your Package

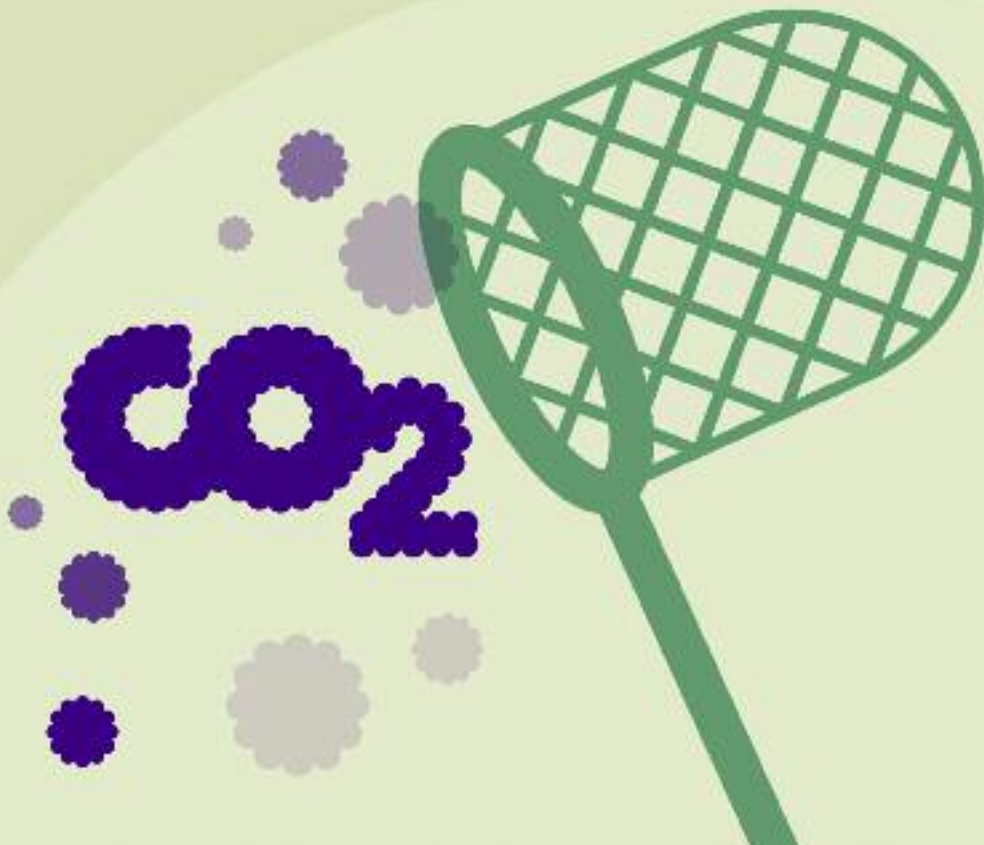
We'll start you off on a competitive salary, and depending on your performance you may earn bonuses on top. Benefits include a pension and healthcare, and in some locations subsidised services such as sports facilities, dental care and the chance to join a share-save programme.

We provide flexible working patterns wherever possible and you may also be able to work remotely. We also offer a competitive annual leave entitlement and will do our best to accommodate career breaks and sabbaticals wherever feasible.

"The whole learning experience was very fulfilling and this owes much to the tremendous support I received from my coach, supervisor and colleagues both onshore and offshore."

Anglea Bong – Pipeline Engineer Trainee, Subsea Project

IN THE NEW ENERGY FUTURE WE'LL NEED
TO THINK THE IMPOSSIBLE IS POSSIBLE.



WHAT WE LOOK FOR

Whatever role you play within the business, there are certain qualities you'll need in order to succeed.

First and foremost, you need to enjoy being challenged – because we have a habit of taking on projects that other people think are impossible. Like finding a way to reach disparate pockets of oil from a single drilling platform. Or designing a gas rig that runs on less power than it takes to boil a kettle.

As individuals, we all bring a unique set of qualities to the business, but there are certain key attributes we look for in our people.

One of our key selection criteria assess against the Shell CAR programme.

Capacity

It takes real intellectual, analytical and creative ability to learn quickly, identify issues, absorb information, make judgements and propose solutions. Could you handle the pace?

Achievement

We expect plenty of enthusiasm, resilience and confidence – are you someone who can always get things done?

Relationship skills

We look for rounded characters with both sensitivity and influencing skills. Are you able to work effectively with others in a diverse team?

Technical skills

Being at the forefront of innovation requires the ability to understand and approach technical issues. Are you always enthusiastic when it comes to a technical challenge?

We'll give you training, support and career choices to develop your potential. We'll team you up with some of Shell's most accomplished problem solvers. And together we can help build a responsible energy future for everyone.

"We have this big pool of people from all sorts of different backgrounds that are both a source of, and that result in, creativity and innovation. Hence, the working environment is captivating, and tells us to expect the unexpected."

Angela Bong – Pipeline Engineer Trainee, Subsea Project

THREE WAYS TO GET A JOB WITH SHELL

There are three ways to get a job with Shell. It's up to you to decide which one works best for you. And you'll be asked to select your preferred route during the application process.

Internships

You can experience Shell directly through a paid student internship, which can last anything from eight weeks up to a year. Shell internships are a fully assessed route into Shell where you'll gain first-hand experience of what it's like to work with a global company.

Gourami Business Challenge

This is a six day challenge for final year students, where you'll work as part of a team to develop a business plan for Shell in the fictional country of Gourami. The challenge simulates situations that arise in the energy industry and gives you a chance to make strategic decisions and recommendations.

Shell Recruitment Day

Here we'll explore how well you cope with various business scenarios – assessing your capacity to analyse critical issues and identify the wider implications, as well as your aptitude for dealing with change and driving your own learning, and your ability to identify and influence key stakeholders.

Whichever path you take, you'll get a comprehensive onboarding programme when you arrive to help you settle into your new role. And our early career development programme will make sure you get off to a flying start.

Find out more and apply online at www.shell.com/careers

