



# **SHELL LEADERS OF TOMORROW**

## **Graduate selection and development**

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# TODAY'S PRESENTATION

HOW WE ATTRACT

HOW WE SELECT

HOW WE EMPLOY

HOW WE DEVELOP

Q&A



# 1. HOW WE ATTRACT

# SHELL FACTS AND FIGURES

PRODUCED **2%**  
OF THE WORLD'S OIL...

...AND **3%**  
OF THE WORLD'S GAS

**\$1.3** BILLION  
SPENT ON R&D

ACTIVE IN ALTERNATIVE  
ENERGIES SUCH AS  
**BIOFUELS AND WIND**

**3.3** MILLION BARRELS  
OF OIL EQUIVALENT PRODUCED  
A DAY...

...**50%**  
OF WHICH WAS  
NATURAL GAS

PARTNERS IN INNOVATION  
WITH **FERRARI F1 TEAM**

**\$26.8**  
BILLION INCOME

**\$29.8** BILLION  
NET CAPITAL INVESTMENT

SOLD **7.6%**  
OF THE WORLD'S LNG

AROUND  
**158** BILLION  
LITRES OF FUEL SOLD  
ANNUALLY

EMPLOYED  
PEOPLE APPROXIMATELY  
**87,000**

OPERATING IN  
**70+**  
COUNTRIES

AROUND  
**44,000**  
SHELL  
SERVICE STATIONS

# THINGS THAT MATTER

## **HSSE AND SOCIAL PERFORMANCE**

Consideration for safety, the environment and communities lies at the core of our operations and the development of our future energy projects

## **HONESTY, INTEGRITY AND RESPECT**

Shell employees share a set of values, honesty, integrity and respect for people.

We also firmly believe in the fundamental importance of trust, openness, teamwork and professionalism, as well as pride in what we do.

## **DIVERSITY & INCLUSION**

It is our belief that we can role model an environment which demonstrates that we attract all talents, and at the same time, that we play an active role in the communities by offering employment to people regardless of colour, ethnicity or physical ability.



# The 4 Recruitment EVP dimensions

A career at Shell provides employees with 4 different types of experience. We call these the 4 Dimensions of the EVP.

## TOGETHER

Become part of a team of trusted and supportive colleagues who enable to achieve the common goals in an organisation that values relationships.

## DISCOVER & PROPEL

Discover personal strengths through challenging jobs and continuous learning opportunities.

## IMPACT

Work on stuff that really matters to the energy needs of a changing world.

## CONNECTED

Build a global outlook, working in a diverse company to create better solutions for customers around the globe.



# SHELL GRADUATE PROGRAMME: COMPREHENSIVE, STRUCTURED, HANDS-ON APPROACH SETS IT APART

CHALLENGING  
ROLE FROM  
DAY 1



Hands-on  
Diverse &  
global  
environment

INTEGRATION  
INTO SHELL



Tailored  
on-boarding

DEVELOPMENT  
AGREEMENT



Formal &  
frequent  
reviews  
  
Committed  
support  
network

WORLD CLASS  
DEVELOPMENT



Tailored  
training  
  
■ Business  
■ Function  
■ Leadership

ASSURED  
PERFORMANCE  
&  
COMPETENCE



Formal  
readiness  
assessment

Journey to be  
continued...

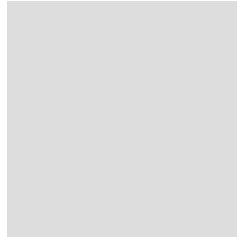


## **2. HOW WE SELECT**



# WHAT WE LOOK FOR IN CANDIDATES

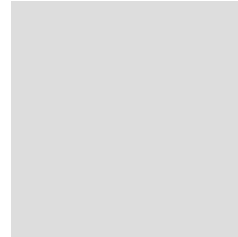
High achievers in whatever the chosen field might be



The ability to think outside the box



A love of being challenged



An ability to absorb complex information quickly

The ability to make sound judgements and propose solutions



Enthusiasm, resilience, authenticity and confidence



An ability to work well in a team of people

Great relationship skills: sensitivity and skills in influencing people

A desire to constantly learn and develop new skills

# WHAT WE LOOK FOR – CAR



All Shell graduate candidates are assessed on the following criteria:

## **C** Capacity

How well they absorb information, analyse problems, make fact-based decisions, and propose innovative solutions.

## **A** Achievement


How well they get things done (drive, resilience, self-confidence, and organisational skills).

## **R** Relationships

How well they work in teams, communicate, and respect others.

## **3. HOW WE EMPLOY**

# ROUTES INTO SHELL



For college students and graduates, who are pursuing a bachelors degree, masters degree or PhD, there are two global paths for a career at Shell.

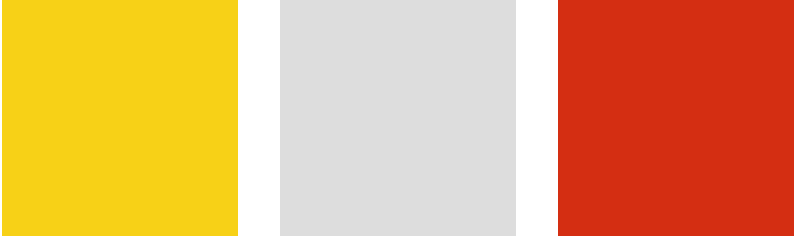
## ASSESSED INTERNSHIP

Paid internships offer real responsibility and an opportunity to test the abilities on genuine business challenges. Candidates will be exposed to a range of real-life projects. They will interact daily with Shell managers who will evaluate their efforts and provide with valuable performance feedback.

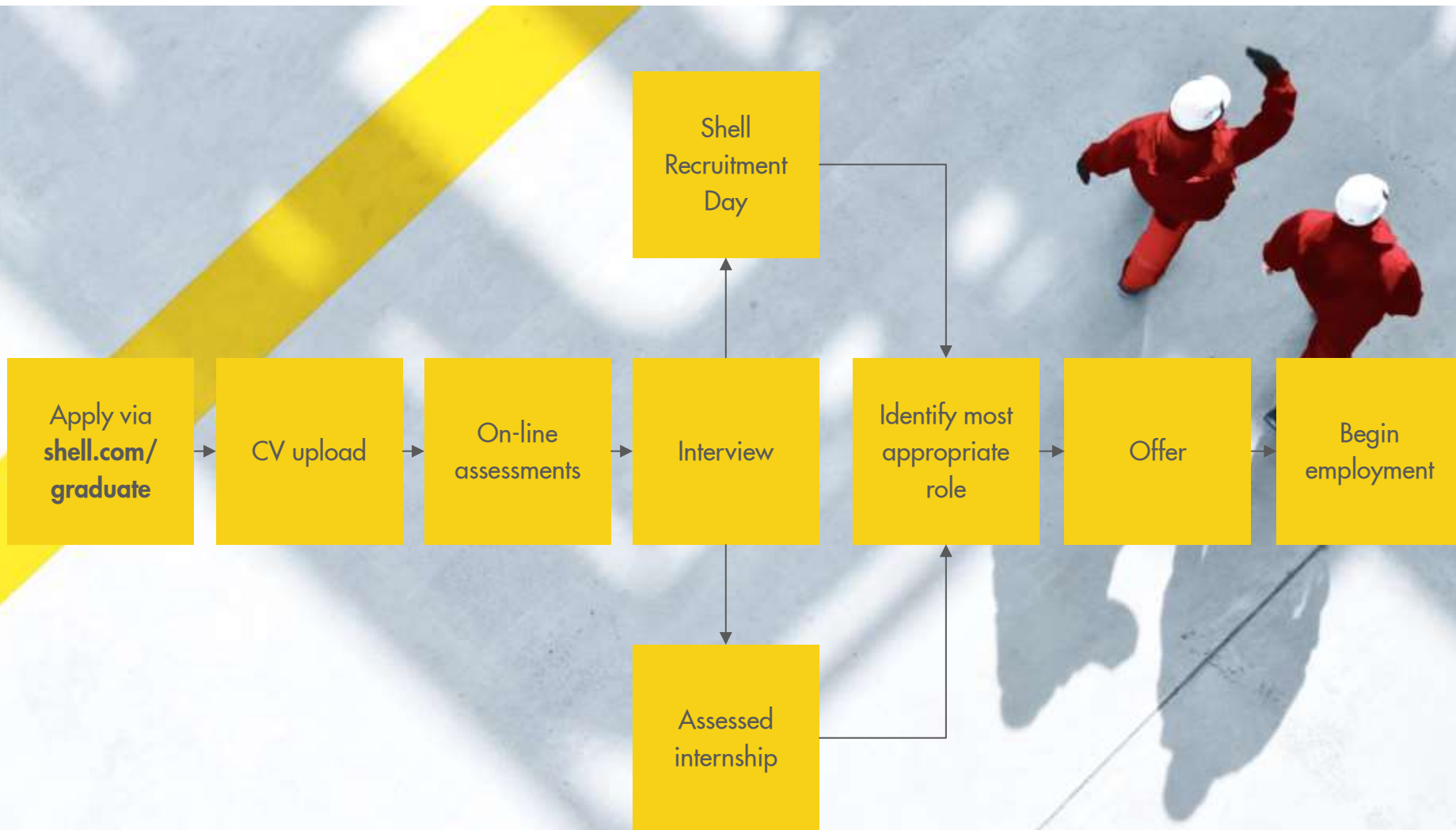


## SHELL RECRUITMENT DAY

This day includes exercises, presentations and a group discussion – enabling candidates to find out how well they cope in different business scenarios and assess their potential for business leadership. Prior to this day candidates will attend a non-assessed interactive engagement which will allow them to get to know us and our business operations better.



# OUR APPLICATION AND HIRING PROCESS



## **4. HOW WE DEVELOP**

# WHAT IS THE GRADUATE PROGRAMME?

Structured programme with approx. 2 to 5 years duration

High quality real jobs to broaden employee skill set

Empowers through quality supervision and mentoring

Leverages structured learning journey and networking

A concise assessment and exit point at the end of the programme



ENSURING GRADUATES ARE READY  
FOR A CHALLENGING CAREER AT SHELL





# THE SHELL GRADUATE PROGRAMME: A LEARNING JOURNEY... TECHNICAL

**Duration:** 2-3 years  
Blended Learning Activities  
Official certification  
in skill chosen area

## EXAMPLE DISCIPLINE-SPECIFIC ROLES

Geosciences, Wells Engineering, Petroleum Engineering, Facilities Engineering, Production Engineering, Process Engineering and Research & Development, Discipline Engineering, Exploration/Development, Production, Manufacturing, Project Services & Engineering, Health, Safety, Security & Environment

COACHING

FORMAL  
TRAINING

EVERY 6 MONTHS  
PROGRESS CHECK

FORMAL  
TRAINING

EVERY 6 MONTHS  
PROGRESS CHECK

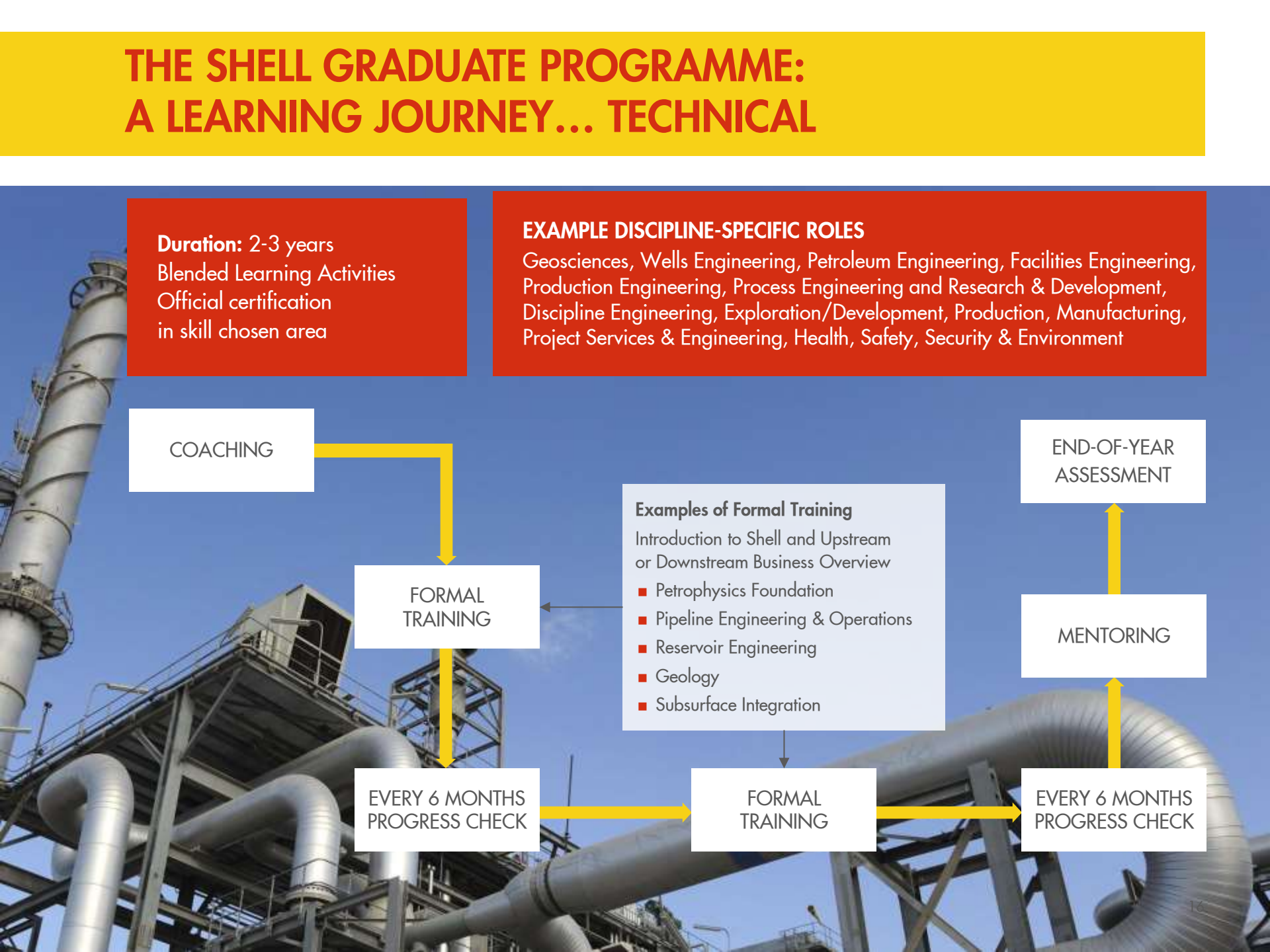
### Examples of Formal Training

Introduction to Shell and Upstream  
or Downstream Business Overview

- Petrophysics Foundation
- Pipeline Engineering & Operations
- Reservoir Engineering
- Geology
- Subsurface Integration

END-OF-YEAR  
ASSESSMENT

MENTORING



# THE SHELL GRADUATE PROGRAMME: A LEARNING JOURNEY... HR

## Duration: 3 years

- 2 job rotations
- Formal and on-the-job learning
- In-depth development & experiences

## EXAMPLE JOB ROLES

HR Advisor/Analyst in the Business, Recruitment Specialist, Policy Advisor, Talent Advisor, Remuneration & Benefits Specialist



# OUR LEARNING FUNDAMENTALS



**70 - 20 - 10**

# WHAT GRADUATES ON THE PROGRAMME SAY ABOUT US

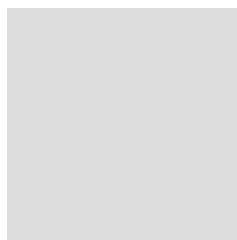
"All the colleagues I've had an opportunity to work with are friendly and easy-going, always ready to help me, explain subtleties of the work and give additional insight into my new responsibilities. In Shell I've met people from whom I can learn a lot in terms of professional skills as well as human relations."

**Anastasia – CP Specialist, Russia**



"The unique thing to Shell is the diversity of ways in which you learn. Also, that you are connected with people from all over the world"

**Tim – Technologist Process, the Netherlands**

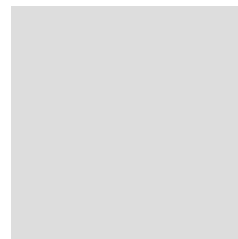


"The Shell Graduate Programme lets you build the soft skills you need to enable professional progression and development. This provides you with the ability to be part of a global team."

**Vaibhav - IT Auditor, India**

"There's a great work-life balance. You're at the heart of the Oil and Gas industry in a hub of global excellence."

**Mercedes - Commercial Advisor Gas Supply, UK**



***Talent is like a flower you've got to let it grow***

