



Shell Graduate Programme



- Do you want to be a future leader?
- Are you studying or have graduated in the last 3 years?
- Are you looking for a place to kickstart your career?

The Shell Graduate Programme is a leadership development programme that develops future leaders of Shell. The programme lasts three years on average, depending on your chosen area, that brings you the necessary tools and realise your full potential through on-the-job training, formal training and coaching.

Join us as a Graduate at Shell where you can grow and thrive as we power progress together.

Choose the Shell path for you

Technical

Our technical teams work on some of the most exciting projects in the world. Whether you're 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 leading minds and industry experts from around the world.

We play an important role in defining the future of energy, by building the Upstream assets that deliver material cash flows, the Downstream assets where Shell produces advanced, low-carbon products, and the Integrated Gas & Renewables and Energy Solutions assets that deliver the energy that powers lives and livelihoods.

Discipline-specific programmes which can lead to SATP (Shell Advanced Technical Programme)

- Instrumentation, Control, and Electrical (ICE)
- Wells
- Projects
- Research and Development (R&D)
- Process Engineering

Other Technical programmes

- Mechanical Engineering
- Chemicals & Products Maintenance, Reliability & Turnaround
- Civil, Offshore and Pipelines
- Shipping and Maritime
- Geosciences
- Petroleum Engineering
- Safety and Environment
- Upstream Production



Commercial

The Commercial Graduate Programme offers a wide range of opportunities for you to demonstrate delivering commercial value across Shell. Joining this Programme will drive your development by enabling you to closely collaborate and create solutions together with our customers, business partners and suppliers to accelerate profitability in the Energy Transition.

Lines of Business you can explore

Most assignments are in Downstream and Renewable Power businesses which include:

- Mobility
- Global Lubricants
- Chemicals & Products
- Trading & Supply
- Shell Energy
- Low Carbon Solutions

Additional opportunities (depending on location)

- Integrated Gas
- Upstream



Global Functions

In Global Functions, 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 and Digital Technology, you'll have the opportunity to work and collaborate with teams across the globe.

Function-specific programmes:

- Human Resources
- Finance
- Contracting and Procurement
- Information and Digital Technology



Trading & Supply

At Trading & Supply, our focus on enabling real growth and change at scale means that you can help to power lives across the planet. Our collaborative approach to problem-solving will give you the opportunity to work with partners across multiple disciplines and to innovate for a cleaner energy future.

Shell Trading & Supply (T&S) is one of the largest energy trading organisations in the world with hubs in London, Houston, Singapore, Dubai and Rotterdam.

Lines of business you can explore:

- Energy
- Products
- Crude
- Commercial Operations
- Compliance



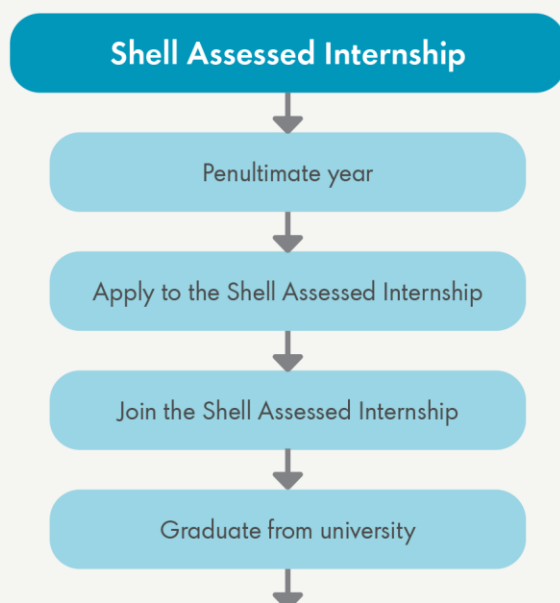
What to expect from the programme:

- Within your three years in the programme, you will be molded to a future leader through a range of development opportunities which may include job rotations, on-the-job training, formal training, and coaching and mentoring.
- Rigorous programme built on core competencies and business-critical capabilities
- Globally standardised programme that is intended to accelerate Graduates' development so you are able to make decisions independently.
- The types of roles and experiences we offer are broad and you will have real responsibility from day one.
- You will experience a spectrum of diverse and enriching learning opportunities that will allow you to accelerate your development. Beyond formal courses and workshops, these include social learning, interactions with senior leaders and collaboration with fellow Graduates. You will grow, learn, and thrive in a supportive and dynamic environment.
- Upon successful completion of the Roundtable assessment, you will be ready to continue your career in your discipline of interest.

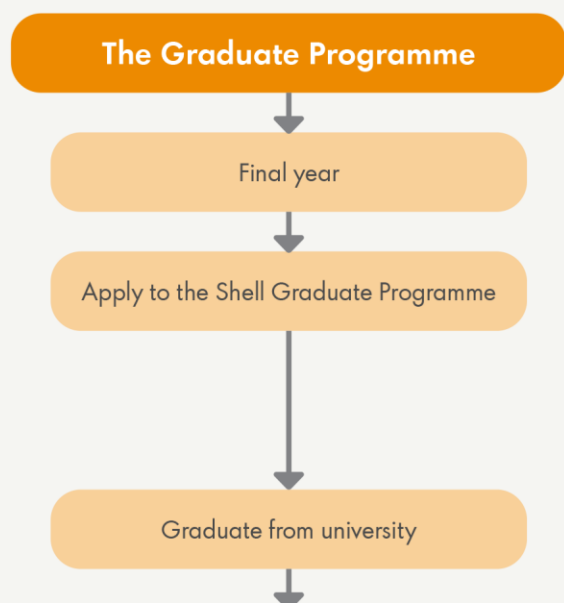
How to apply?

There are two routes into Shell:

1st Route



2nd Route



Join the Shell Graduate Programme

Shell Graduate Application Process

Is the Shell Graduate Programme for you?

You'll either be a graduate with 0-3 years' work experience, or in your final year of university.



Competencies we are looking for



Capacity

able to analyse situations and propose solutions



Achievement

driven to succeed and grow from feedback



Relationships

thrive in a diverse team and build positive relationships

There are **two** stages to the application process.

Stage 01

A Virtual Job Tryout where you'll...

- Tackle challenges.
- Demonstrate problem-solving skills.
- Share your story and approach to work.

The On-Demand Interview where...

We ask you questions and you share your answers in a recording.



Stage 02

A Virtual Case Study Session...

With two Shell employees.
(Don't worry! We'll give you everything you need to prepare.)

A Virtual Interview where...

We'll get to know you a bit better and you'll get to know more about us too



If successful: congratulations!

You could be offered a place on the Graduate Programme, where you're enabled to **Power Your Progress** right from the start.

Visit [Shell.com.my/Graduates](https://www.shell.com.my/Graduates)
for more information