

SHELL BUSINESS AREAS

(Please click on the bookmark link to view the description for that specific business area.)

Technical	Commercial	Functional
Downstream Technical	Downstream Commercial	Contracts & Procurement
Upstream Technical	Upstream Commercial	Finance
Projects & Technology Technical	Trading Commercial	Human Resources & Corporate
Trading Technical		Information Technology

Please view these general videos about Shell and our Graduate Program.

Shell Company Video	https://www.youtube.com/watch?v=68dIWPLAU2k
Shell Graduate Program: Why Shell?	https://www.youtube.com/watch?v=EVGWp2Nue5M&feature=youtu.be
Shell lets you take your career to new heights	https://www.youtube.com/watch?v=HcXZKJVz23o&feature=share&list=PL9FD58139023CDFA2&

DOWNSTREAM TECHNICAL

Shell Downstream encompasses all the activities necessary to transform crude oil into petroleum products and petrochemicals, and deliver them around the world. Our Downstream businesses refine, supply, trade and ship crude oil worldwide, and manufacture, transport and market fuels, lubricants, bitumen, LPG and bulk petrochemicals for domestic, transportation and industrial uses.

Our Manufacturing Business

- Has the capability to process some 3.3 million barrels of crude oil per day
- Operates in approximately 32 sites worldwide
- Produces gasoline, diesel, heating oils, aviation fuel, lubricants and bitumen
- Delivers cutting-edge technologies
- Contributes significantly to meeting the world's energy needs.

Typical Majors/Field of Study and Degree Levels:

Chemical Engineering (Bachelors, Masters)	Mechanical Engineering (Bachelors, Masters)
Electrical Engineering (Bachelors)	Civil Engineering (Bachelors)
Environmental Engineering (Bachelors, Masters)	Chemistry (Bachelors)

Typical Job Titles:

- Engineer, Associate Engineer, Process Engineer, Civil Engineer, Reliability Engineer, Mechanical Engineer, Electrical Engineer, PEI Engineer, Chemist, Environmental Engineer and Project Engineer

HSSE at GTL Plant: <https://www.youtube.com/watch?v=MNiKHvT1Noc>

Process Engineer: <https://www.youtube.com/watch?v=jqQd2szlhjY&>

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PROJECTS & TECHNOLOGY TECHNICAL

The Projects & Technology (P&T) organization works in partnership with Shell's Upstream and Downstream businesses to generate value for shareholders and commercial partners.

- Create and make available new technology for finding and developing oil and gas fields
- Design, engineer and construct projects that turn oil and gas fields into profitable assets and that convert natural gas and crude oil into marketable products
- Formulate new blends of fuels, lubricants, and other products to meet ever more demanding customer requirements
- Conceive new technologies and more efficient processes to mass produce the petrochemical building blocks of modern life
- Work with suppliers and contractors to keep Shell's external costs competitive and to extend a strong safety record

Our work is intended to make Shell's operations better, faster, cheaper and safer than those of its competitors. For that reason, Shell expects a lot from us if it is to achieve its aspiration to be the world's most competitive and innovative energy company.

- **Innovation and Research & Development** conceives and develops novel technologies with a view to deploying them two to 20-plus years down the line
- **Technical & Competitive IT** combines business, technical and IT skills to drive integrated research, development and deployment of IT-based technologies across Shell companies.
- **Global Solutions Upstream** provides the central technical and scientific capability for the early phases of projects involving field development and natural-gas processing
- **Global Solutions Downstream** delivers technology and technical support, including catalysts, not only for manufacturing sites, such as petrochemical plants and refineries, but also for the manufactured products, such as fuel and lubricants.
- **Project & Engineering Services** works with project teams to deploy the right technology, achieve top-quartile performance and carry out a flawless start-up
- **Projects** takes the engineering concepts selected for major projects and turns them into reality
- Within **Wells**: staff drill, complete and maintain the thousands of wells that Shell companies will need over the next several years for exploration and field developments

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Typical Majors/Field of Study and Degree Levels:

Aerospace Engineering (Masters, PhD)	Chemical Engineering (Bachelors, Masters, PhD)	Chemistry (PhD)
Civil Engineering (Bachelors, Masters)	Computer Engineering (Bachelors, Masters, PhD)	Computer Science (Bachelors, Masters, PhD)
Construction Management—from Engineering Programs (Bachelors, Masters)	Electrical Engineering (Bachelors, Masters, PhD)	Geosciences (Masters, PhD)
Marine Engineering (Bachelors, Masters, PhD)	Material Science (PhD)	Mechanical Engineering (Bachelors, Masters, PhD)
Naval Architecture (Bachelors, Masters, PhD)	Petroleum Engineering (Bachelors, Masters, PhD)	Subsea Engineering (Bachelors, Masters, PhD)
Microbiology (Masters, PhD)	Biochemistry (Masters, PhD)	Physics (Masters, PhD)

Typical Job Titles:

- Cost Engineer, Construction Engineer, Electrical Engineer, Engineer, Mechanical Engineer, Pipeline Engineer, Production Engineer, Project Engineer, Process Engineer, Reservoir Engineer, Reliability Modeling Engineer, Riser Engineer, Rotating Equipment Engineer, Subsea Engineer, Technical Safety Engineer, Well Engineer
- Naval Architect, Researcher, Consultant, Scientist, Technologist
- Geologists, Geophysicists, Geomatics Specialists, Organic Geochemists, Production Geoscientists
- IT Application Developer

Drilling Engineer: <https://www.youtube.com/watch?v=RT5LMnba0KI&list=PL9FD58139023CDA2&index=10>

Geoscientist: <https://www.youtube.com/watch?v=Ugy1mppGArS>

Subsea Controls Engineer: <https://www.youtube.com/watch?v=1lfuYp4mRPI>

Geophysicist: https://www.youtube.com/watch?v=G5v9v_lyvaw

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TRADING TECHNICAL

Shell Trading supports the Shell businesses by trading natural gas, LNG, electrical power, crude oil, refined products, chemical feed stocks and environmental products, and managing the Group's shipping fleet of more than 48 ocean-going vessels. We sell crude oil to a wide range of customers within and outside the Shell group, and are active in most of the major crude oil markets. Our 50 years' experience in the natural gas industry makes us one of the world's most experienced marketers, with a supply portfolio that includes the largest equity share of liquefied natural gas (LNG) of any international oil company.

Trading & Supply organization brings Shell's Trading, Shipping, Supply & Distribution, and our Commercial Fuels Sales Teams into one fully integrated business; designed to deliver real value to Shell with better line-of-sight across the value chain to help improve effectiveness and efficiency for Downstream. Trading and Supply includes:

- Shell Trading, one of the largest energy trading operations in the world, with a global network of more than 15 companies
- Industry leading shipping and maritime capability
- A supply and distribution infrastructure with over 150 distribution facilities and the capacity to make fuel deliveries worldwide every 13 seconds
- World-class commercial fuels business, now fully integrated with Trading & Supply

Shell Shipping & Maritime is the RDS group's specialist in the Maritime arena by providing specialist maritime expertise, maritime Technology and Innovation solutions, and assurance across all maritime areas and assets that Shell works and operates in. **Shipping** has played a key role in Shell's oil and gas business from 1892, and to this day remains a truly integral part of the Shell Group's value chain.

Typical Majors/Field of Study and Degree Levels:

Ocean Engineering (Bachelors, Masters)	Naval Architecture (Bachelors, Masters)	Marine Engineering (Bachelors, Masters)
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Typical Job Titles:

- Project Engineer, Marine Project Engineer

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UPSTREAM TECHNICAL

The Upstream Americas portfolio today generates significant cash flow from core producing areas. We explore for and extract crude oil and natural gas, often in joint ventures with international and national oil companies. We have a robust portfolio of deep water and onshore acreage across the Americas to ensure sustained production. The Gas Monetization business focuses on ways to leverage Shell's significant natural gas position in new and existing markets, such as converting natural gas to liquids (GTL) to provide cleaner burning fuels. We are also developers of wind power as a means to generate electricity and are involved in eight wind projects in North America alone. Upstream Americas will invest in developing our existing resource base to sustain profitable core areas, in growing integrated gas positions and new material oil projects and in unlocking additional unconventional oil and gas resources.

Typical Majors/Field of Study and Degree Levels:

Chemical Engineering (Bachelors, Masters, PhD)	Chemistry (Bachelors)
Electrical Engineering (Bachelors)	Geosciences (Masters, PhD)
Marine Engineering (Bachelors, Masters, PhD)	Mechanical Engineering (Bachelors, Masters, PhD)
Naval Architecture (Bachelors, Masters, PhD)	Petroleum Engineering (Bachelors, Masters, PhD)
Physics (PhD)	Subsea Engineering (Bachelors/Masters)

Typical Job Titles:

- Electrical Engineer, Engineer, Environmental Engineer, Facilities Engineer, Mechanical Engineer, Production Chemist, Production Engineer, Project Engineer, Process Engineer, Process Safety Engineer, Reliability Engineer, Reservoir Engineer, Rotating Equipment Engineer, Subsea Engineer
- Naval Architect, Researcher, Consultant, Scientist, Petrophysicist
- Geologist, Geophysicist, Geomatics Specialist, Geomechanist, Organic Geochemist, Production Geoscientist
- Policy & Science Specialist, Occupational Safety Engineer

Offshore Grad: <http://www.youtube.com/watch?v=ccbHtjO9QZM&list=PL9FD58139023C DFA2&index=1>

Pearl GTL: <https://www.youtube.com/watch?v=65L0TRXjWWU>

Reservoir Engineer: https://www.youtube.com/watch?v=KMah7O_W9h4

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- **Supply & Distribution:** Our world-class Supply & Distribution business is dedicated to getting the right products to the right place at the right time, competitively and safely. Supply & Distribution own or operate some 150 distribution facilities in around 25 countries and move products using 9,000 kilometers of pipeline.
- **Retail:** Shell operates the world's largest single-brand retail network, serving around 10 million customers per day from more than 44,000 service stations in more than 70 countries.
- **Chemicals:** Shell Chemicals make and supply a range of petrochemicals to large industrial customers who, in turn, use them as the building blocks of our modern world; plastics, coatings, paints and detergents.
- **Global Commercial:** Shell Global Commercial businesses manufacture, market and sell lubricants, fuels, bitumen and sulphur to industrial, wholesale, mining and transport sectors. **Commercial Fuels** provides transport fuels, heavy fuel oils and heating fuels to customers in many industries including road/transport, mining, manufacturing, construction, power generation and home energy. Our lubricant products meet the needs of a broad group of customers and range from automotive oils to lubricants for power generation and mining operations. Our products are manufactured and marketed in approximately 100 countries. Shell is the number one lubricants supplier in the USA – the world's largest lubricants market.

Typical Majors/Field of Study and Degree Levels:

Sales (Bachelors)	Marketing (Bachelors)	Supply Chain Management (Bachelors)
Logistics (Bachelors)	Industrial Distribution (Bachelors)	International Business (Bachelors)
MBA with a Chemical Engineering Undergrad	Marine Transportation (Bachelors)	Finance (Bachelors)
Economics (Bachelors)		

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Typical Job Titles:

- Commercial Analyst, Sales Rotational Analyst, Business Development Analyst, Marketing Rotational Analyst, Supply Planner, Logistics Analyst, Retail Analyst, Optimization Analyst

Business Development: <https://www.youtube.com/watch?v=YWS0DIAWWng&list=PL9FD58139023CDFA2&index=15>

Supply Chain & Distribution: <https://www.youtube.com/watch?v=puCgh5ifRDU>

Downstream Commercial Graduate Program: <https://www.youtube.com/watch?v=CreXCXbtOwE>

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Typical Majors/Field of Study and Degree Levels:

Economics (Bachelors)	Finance (Bachelors)
Logistics (Bachelors)	Risk Management (Bachelors)
Supply Chain Management (Bachelors)	Marine Transportation (Bachelors)

Typical Job Titles:

- Commercial Analyst, Supply Scheduler, Trader Graduate Program

Gas and Power Trading: <https://www.youtube.com/watch?v=CyP9AEQS6bE&index=47&list=PL9FD58139023CDFA2>

Mike Conway: <https://www.youtube.com/watch?v=llTr6ID7ww&index=59&list=PL9FD58139023CDFA2>

Energy Trading: <https://www.youtube.com/watch?v=PKXq1MmfVVk>

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UPSTREAM COMMERCIAL

UACX Commercial is accountable to provide commercial support for all UA business activities – Deepwater, Onshore Gas, Heavy Oil, Exploration, NVBD and LNG/Wind. Our staff focuses on land & contracts, gas midstream, crude oil marketing/logistics, and economics activities. Our priorities are client support, commercial excellence and staff development.

Typical Majors/Field of Study and Degree Levels:

Decision Sciences (Masters, PhD)	Energy Commerce (Bachelors)
Energy Management (Bachelors)	Finance (Masters, MBA)
Legal Studies (Masters with PLM undergrad)	Logistics (Masters)
Management Sciences (Masters, PhD)	Petroleum Land Management (Bachelors)

Typical Job Titles:

- Commercial Analyst, Economist, Land Representative, Logistics & Infrastructure Analyst

Senior Commercial Analyst: <https://www.youtube.com/watch?v=KgZle1Y-NU4&list=PL9FD58139023CDFA2&index=7>

Upstream Logistics: <https://www.youtube.com/watch?v=BuoFl1I43UQ>

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CONTRACTS & PROCUREMENT

Contracting & Procurement (C&P) is responsible for nearly everything that Shell businesses buy. It helps Shell leverage its global purchasing power to maximize value in terms of cost savings, quality assurance and technical innovation. C&P works with economically, environmentally and socially responsible contractors and suppliers who share Shell's commitment to sustainable development.

Typical Majors/Field of Study and Degree Levels:

Supply Chain Management (Bachelors)	Finance (Bachelors)
International Business (Bachelors)	Logistics (Bachelors)
Economic (Bachelors)	Industrial Distribution (Bachelors)

Typical Job Titles:

- Buyer, Senior Buyer, Category Manager, Contract Specialist, Materials Management Analyst, Contracts & Procurement Analyst, Logistics Analyst, Contracts Specialist

Contracting & Procurement: <https://www.youtube.com/watch?v=KGRO8b9mCkw&>

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FINANCE

Finance in Shell is a global organization at the heart of our business delivering a world-class Finance capability. We offer a range of disciplines, from management and financial accounting, controlling and treasury to investor relations, tax and mergers and acquisitions. Finance challenges and improves the way Shell works and thereby makes a positive contribution to the bottom line. We provide financial leadership and are accountable for the integrity of internal and external financial reporting. We offer the opportunity to do leading edge work within best practice business and financial structures, process and systems. For example, Finance employees play a key role in delivering major capital investment programs and significant business growth. We also offer an environment where you can readily develop personally and professionally.

Typical Majors/Field of Study and Degree Levels:

Accounting (Bachelors, Masters)	Finance (Bachelors)
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Typical Job Titles:

- Finance Analyst
- Business Analyst

Business Analyst, Finance: <https://www.youtube.com/watch?v=QnF6ZZplGh0>

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HUMAN RESOURCES AND CORPORATE ROLES

Human Resources

Human Resources (HR) is a great place to be in Shell. It involves managing the processes that affect human performance and attitudes in a way that delivers business results. The value added by HR activities can significantly increase the rate of return on Shell's investment in people. HR policies and processes directly impact the bottom line through employee attraction, onboarding, retention, development of leadership capabilities and motivation.

Shell places a high value on its people, and within Shell, HR is a valued partner with business leaders and is a trusted resource for resolving employee issues and advocating employee interests. Our global community of HR professionals is accountable for the quality, implementation and execution of these processes to deliver better business results.

Typical Majors/Field of Study and Degree Levels:

Human Resources Management (Masters)	Law (J.D.)
MBA	

Typical Job Titles:

- HR Consultant
- Policy Advisor
- Graduate Recruiter

Corporate – External Relations

The purpose of External Relations is to create business value. We achieve this by building and leveraging our brand and reputation; and by making a positive impact on the communities and wider societies in which we work. All this is critical to maintaining our license to operate. And to grow.

External Relations provides strategic and tactical delivery in support of Shell's lines of business at the asset and corporate levels and, in many cases, collaborates with global teams. The External Relations team uses an integrated approach involving the following teams:

Stakeholder Relations, Internal Communications, Social Performance, Social Investment, Investor Relations, Media, Government Relations, Policy & Advocacy, and Creative Services. This approach encourages the utilization and development of a range of skills and tools while exposing team members to other related functions and their work.

Typical Majors/Field of Study and Degree Levels:

Communications (BS)	Marketing Communications (BS)
Journalism (BS)	

Typical Job Titles:

- External Relations Advisor
- External Relations Manager

Corporate - Real Estate

Shell Real Estate (RE) is a Shell Function responsible for defining and implementing real estate policies and strategy, managing projects, transactions and facilities. The role of RE is to provide top-quartile functional leadership across the Group and to enable Shell to extract maximum value from its real estate assets and related activities. RE is mandated by the Executive Committee to deliver a top-quartile Shell location footprint. RE delivers non-hydrocarbon physical infrastructure to Shell Businesses, Projects and Ventures, and by doing so helps reduce non-technical risks to drive Goal Zero performance. As a group function, RE works as a Partner of Choice, Integrator with other Shell Functions and Businesses, and teams with the best service providers in the market. Shell’s property portfolio is valued at \$25bln and annual spend is approximately \$2bln. RE also has direct responsibility for more than 100 offices across Europe, the Americas and Asia Pacific with functional leadership responsibility for Africa and the Middle East. RE also manages the Category Strategies and all major contracts for all third-party spend in these areas.

Typical Majors/Field of Study and Degree Levels:

Real Estate (Bachelors)	Civil Engineering (Bachelors)
Construction Engineering (Bachelors)	Law (J.D.)

Typical Job Titles:

- Portfolio Analyst

Corporate – Legal (not currently hiring Graduates in US-based Legal roles. J.D.s are currently accepted for HR and Real Estate Graduate roles only)

Shell has one of the best and brightest corporate legal departments in the world, and the scope of careers in Legal at Shell is immense. From corporate, property, employment, intellectual property, competition and general commercial lawyers, to the more recent addition of litigation lawyers - jobs for lawyers at Shell span a multitude of disciplines. The aim is to provide legal advice in a pro-active, timely, cost effective and professional manner to further business objectives and protect shareholder interests. One element that unites the entirety of Shell Legal is its status as a business partner – that each and every Shell lawyer knows and understands the company intimately and upholds its integrity.

What makes our in-house legal jobs so different and consistently exciting is the daily challenge of providing superior legal advice from a vast yet tight team of specialists working together, and taking on high-risk work that champions efficiency and complete expertise. The kind of high-level work you might expect to receive a few times per month in private practice is what you will face each and every day working in Legal for Shell. The core of this work is to provide support in connecting Shell with its customers and contractors, while protecting the reputation and integrity of its brand.

The Shell culture recognizes professional excellence. Shell lawyers perform to the highest abilities, upholding the integrity of company values, because they are supported and engaged. There is also an excellent and dedicated talent pipeline from junior to senior level. The Employee Value Proposition for Shell Legal ensures that all who take on the job are supported in terms of rewards and benefits, career development, and extra training in areas such as management style to inspire and build leaders.

The in-house legal counsel is involved in so many different disciplines of corporate and commercial law, and provides first-hand support in driving Shell's message with robust integrity and honesty to the world. Lawyers at Shell provide the essential advice and support that helps keep the company at the forefront of the industry. Meanwhile, with so many facets and potential, careers in Legal at Shell offer great opportunities for further development and diversification.

Corporate – Tax (Not currently hiring Grads in US-based Tax roles)

The Tax function has a significant role to play in supporting Shell becoming the world's most competitive and innovative energy company. This won't be through a single improvement or initiative, but through continuous improvement in everything we do and by having world class tax professionals continue to deliver value to the business.

Having the best people and technology in the marketplace is one of our key differentiators as a group. Our people remain at the heart of our strategic focus and we must ensure that we take full advantage of the strengths that make us unique while making sure we all stay safe.

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INFORMATION TECHNOLOGY

At Shell, IT is fundamental to our success - it plays a part in almost everything we do. Our IT teams deliver world-class strategic IT solutions to Shell businesses in more than 70 countries. Our IT function is a global organization that puts enabling business value through IT at the center of all it does. We have one of the largest and most complex IT operations in the world. To gain an idea of the scale involved, we have more than 11,000 business applications, 150,000 desk/laptops, 4.5 million internal emails per day, 150 data centers worldwide, 1,100 terabytes of data traffic per week and 90,000 calls to the help desk every month.

Typical Majors/Field of Study and Degree Levels:

Computer Science (Bachelors)	Computer Engineering (Bachelors)
Information Technology (Bachelors)	Management Information Systems (MIS) (Bachelors)
Computer Information Systems (CIS) (Bachelors)	Information Systems (Bachelors)

Typical Job Titles:

- IT Analyst

Work in IT at Shell: <https://www.youtube.com/watch?v=ir6YIzjRfMY&list=PL9FD58139023CDFA2&index=43>

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