



Being part of a global business offers great opportunity for learning, development and growth.



# SAPREF

A JOINT VENTURE BETWEEN SHELL SA ENERGY AND BP SOUTHERN AFRICA, **SAPREF** IS SOUTHERN AFRICA'S LARGEST CRUDE OIL REFINERY, AND HAS BEEN IN OPERATION FOR 43 YEARS. IT HAS AN ANNUAL REFINING CAPACITY OF 8,5 MILLION TONNES.

### Company culture and style

SAPREF refines crude oil to manufacture about 30% of South Africa's petrol and makes a variety of other petroleum products. The company strives to be a safe, reliable world-class refiner of petroleum products that delivers excellence to its customers and shareholders. It aims to be respected, trusted and to have the confidence of its employees, the communities in which it operates, the media, local authorities, elected officials and its suppliers. Employees' behaviour is expected to be aligned with the company's values and business principles.

SAPREF employees are exposed to the latest technology and developments in the oil industry due to the close association the company has with two of the largest international oil companies, Shell and BP. They are also presented with opportunities for creative and imaginative problem solving within a dynamic professional and social environment, and are exposed to challenging career growth, development opportunities and performance standards. Internal and external training courses are available, as well as the opportunity of short and longer work assignments with Shell and BP companies worldwide. SAPREF is ISO 9001 and ISO 14001 certified.

### Employee value proposition

SAPREF offers employees a competitive package that includes a company car scheme, medical aid and retirement fund, and group life assurance, accidental death and disability insurance and a variable pay bonus scheme. There are also many learning and development opportunities, an on-site clinic and canteen facility, tertiary education support for employees' children and social and sports facilities.

SAPREF's facilities are of national strategic importance and in-

clude the refinery in the South Durban Basin (SDB); storage facilities in the harbour at Island View; a single buoy mooring (SBM), where tankers offload about 80% of South Africa's crude oil imports; and joint bunkering services operated on behalf of various petroleum companies.

### Candidate skills required

Opportunities at SAPREF exist in the areas of chemical engineering, mechanical engineering, electrical engineering, instrumentation engineering, financial management (treasury and controller), internal auditing, contracts and procurement management, information systems, human resources, sustainable development and health, safety and environmental engineering.

### Career opportunities

Current opportunities are in the areas of process engineering, project engineering, mechanical engineering, civil engineering, electrical engineering, project management and contracts, and procurement management.

Career planning and development is facilitated in conjunction with the company's shareholders, Shell and BP, who offer learning and career opportunities.

### STATISTICS

**Total employees:** 620 (As at 31 December 2007)

**Total graduates recruited annually:** 4

**Average starting salary for graduates:** Attractive packages

AREAS OF STUDY	STARTING DISCIPLINES
<input type="checkbox"/> Agriculture	<input type="checkbox"/> Administration
<input type="checkbox"/> Business Administration/Management/Strategy	<input checked="" type="checkbox"/> Civil/Industrial Engineering
<input type="checkbox"/> Commercial Marketing	<input type="checkbox"/> Communication/Marketing
<input type="checkbox"/> Education	<input checked="" type="checkbox"/> Financial Management
<input checked="" type="checkbox"/> Engineering	<input type="checkbox"/> Auditing/Tax
<input checked="" type="checkbox"/> Economics/Finance/Commerce	<input checked="" type="checkbox"/> Human Resources
<input checked="" type="checkbox"/> Human Resources	<input checked="" type="checkbox"/> Information Technology
<input checked="" type="checkbox"/> Information Technology	<input type="checkbox"/> Law
<input type="checkbox"/> Journalism/Media	<input type="checkbox"/> Marketing/Sales
<input type="checkbox"/> Law	<input type="checkbox"/> Management Trainee/Strategy
<input type="checkbox"/> Logistics	<input checked="" type="checkbox"/> Production
<input type="checkbox"/> Natural Sciences	<input type="checkbox"/> Research and Development