

HUMAN RESOURCES
ENGINEERING
FINANCE
MARKETING
B.COMM
BUSINESS SCIENCE

At Shell, your future will be in safe hands. Your own. Better still we can offer you a virtual unlimited range of commercial career options worldwide. Please see our website for full details.

Shell is an Equal Opportunity Employer

www.shell.co.za

Take it

The chance to
manage your career

Achieving more together





SHELL IS AT THE HEART OF THE ENERGY AND PETROCHEMICALS BUSINESS AND IS ONE OF THE WORLD'S MOST SUCCESSFUL ORGANISATIONS. A GLOBAL COMPANY OPERATING IN MORE THAN 130 COUNTRIES,

In South Africa Shell is best known for its retail stations where its operations are dominated by the distribution and sale of energy products including petrol, industrial and consumer lubricants and paraffin, as well as specialised products for mining and agriculture. The company also owns and operates Shell Select convenience stores.

Shell employees share a set of core values – honesty, integrity and respect for people. The company firmly believes in the fundamental importance of trust, openness, teamwork, professionalism and pride in what we do.

Employee value proposition

Shell offers competitive pay and benefits in line with the market in each country in which we operate and to reflect the competencies required for our challenging and dynamic industry. Performance-related pay and bonuses ensure that individual contribution is rewarded. You will be invited to join Shell's valuable benefits programmes, often including pension/retirement plans and healthcare coverage. You can also choose to participate in our Share Save programme.

A career with Shell can take you to many places in the world. For long-term postings, our expatriation information centre, Outpost, provides online and offline support in many locations around the world. This assistance includes foreign language schooling, help for partners in finding local employment and a range of other services.

As you progress in your career, training continues to play a vital role.

Graduate Recruitment Programme / candidate skills and character

Shell prides itself in developing talented individuals by means of a Graduate Development Programme. The graduates we target are talented individuals with high levels of energy and involvement in the business. The ideal candidate should also be a fast learner who can deliver against set targets. They should demonstrate the aspired Enterprise First behaviour – leadership, accountability and teamwork.

Your academic record is one key factor in assessing your application. Our experience and research on successful professionals has, however, shown that academic skills alone are rarely sufficient to be successful within a company as challenging, dynamic, diverse and global as Shell. We identified a number of qualities which relate to candidates capacity, achievement, relationships and technical competence, which the company regards as critical to high performance in Shell and these qualities are considered throughout the application process.

Career opportunities

Shell offers an amazing range of jobs in many different technical and commercial fields. Each year we examine our business requirements to find opportunities where graduates will be able to experience real responsibilities from day one. Exact jobs available,

AREAS OF STUDY

- Agriculture
- Business Administration/Management/Strategy
- Commercial Marketing
- Education
- Engineering
- Economics/Finance/Commerce
- Human Resources
- Information Technology
- Journalism/Media
- Law
- Logistics
- Natural Sciences
- Procurement and Logistics

STARTING DISCIPLINES

- Administration
- Civil/Industrial Engineering
- Communication/Marketing
- Financial Management
- Auditing/Tax
- Human Resources
- Information Technology
- Law
- Marketing/Sales
- Management Trainee/Strategy
- Production
- Research and Development
- Information Management

STATISTICS

- Total employees: 1 400 in South Africa
- Total graduates recruited annually: This depends on the needs of the business.
- Average starting salary for graduates: R23 000 per month

therefore, vary from year to year and depend on the operations in each country. You can find a general overview in our Job Areas section on our website www.shell.co.za.