



SHELL GRADUATE PROGRAM AND INTERNSHIPS



THE BENEFITS OF WORKING AT SHELL CANADA

TRAINING AND DEVELOPMENT

- You'll have a wide range of training and development opportunities that have been tailored to enhance your skills and shape you into an accomplished Shell professional. A combination of on-the-job, classroom and online learning will enable you to become a competitive professional
- In this highly collaborative working environment, coaching, mentoring and regular progress checks will provide you with all the means necessary to discover your true potential within your chosen field.

THE SOCIAL NETWORK

- At Shell in Canada, we highly value collaboration and the learning that comes from a diversity of perspectives. It's a welcoming environment with a variety of networks available for everyone to join. In Canada, join one (or all!) of the following networks:

- **Shell's Indigenous Network**
- **AFNet** – Shell Canada's African Network
- **enABLE** – Shell Canada's Persons with Disabilities Network
- **HispaNet** – Shell Canada's Hispanic Network
- **Future Leaders in Energy** – Network for new professionals
- **LGBT** – Lesbian, Gay, Bi-sexual and Transgender Network
- **Project Better World** – Focus on sustainable development
- **Shell Women's Network Canada**

These networks have been introduced to help make your evolution from university to work as smooth as possible.

DIVERSITY AND INCLUSION

We aim to create an organization where people feel involved, respected and connected – where the richness of ideas, backgrounds and perspectives are harnessed to create business value.



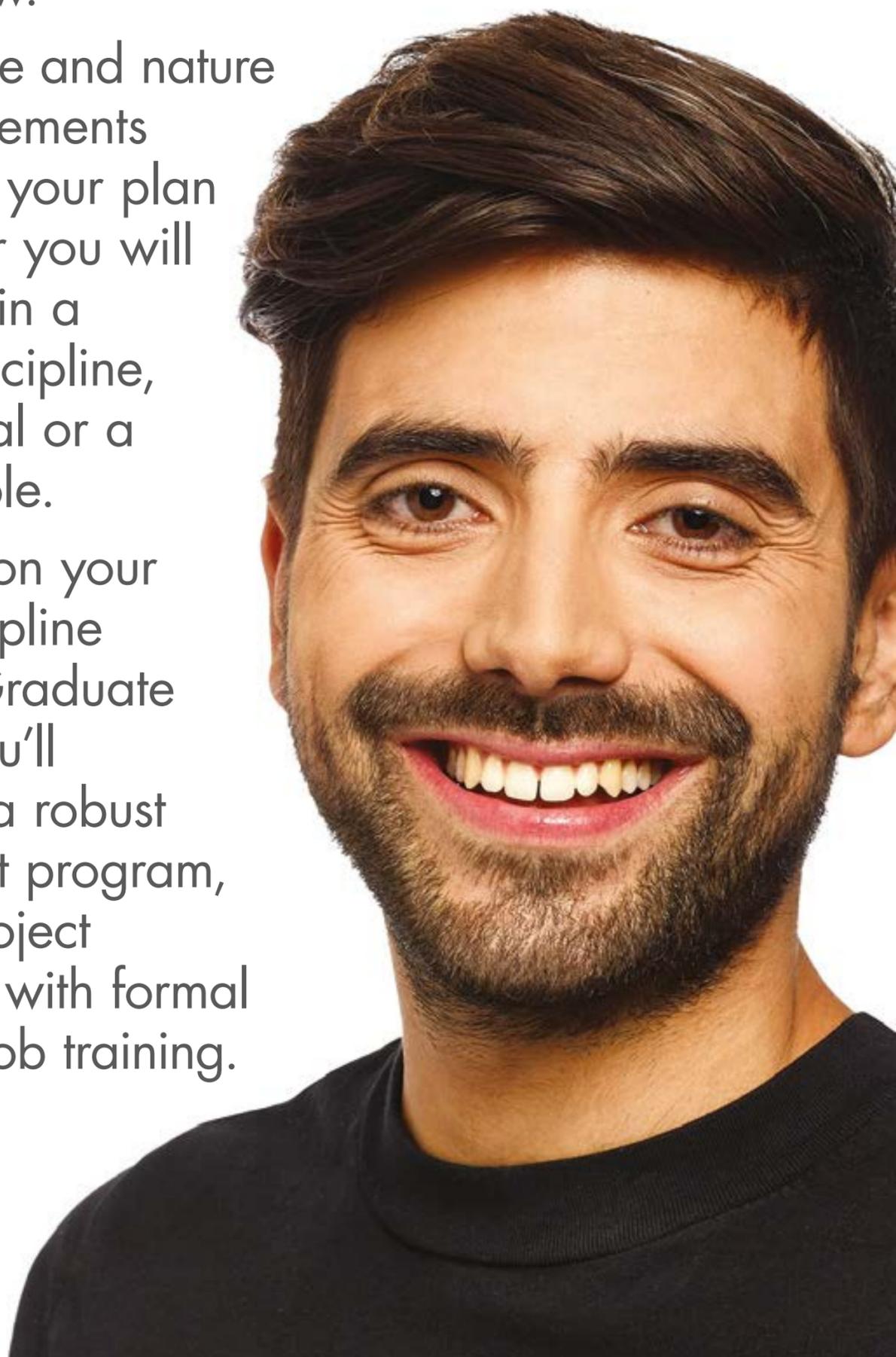
DISCOVER YOUR CAREER OPPORTUNITIES

Our Graduate Program is designed to widen in scope, enabling you to prove yourself in different situations, over time. Our aim is to nurture Shell's future leaders by giving you the tools required to build a solid foundation for a successful career.

An important aspect of the Program is monitoring and tracking your performance through regular appraisals with your supervisor and mentor, concluding with a final review.

The sequence and nature of your placements depends on your plan and whether you will be working in a technical discipline, a commercial or a corporate role.

Depending on your chosen discipline within our Graduate Program, you'll experience a robust development program, including project assignments with formal and on-the-job training.



WHAT DOES THE GRADUATE PROGRAM OFFER?



PROFESSIONAL DEVELOPMENT

- Formal leadership training
- Industry-leading development framework for each discipline and skillpool
- Mix of on-the-job training, in-person coursework and e-learning through our own "Shell Open University".



ASSURED PERFORMANCE AND COMPETENCE

- Coordination and tracking of your learning and development
- Formal end of program assessment.



COMPREHENSIVE FINANCIAL REWARDS AND BENEFITS

- Competitive salary and performance-related pay
- Industry competitive time off work including vacation, flex days and leave of absence policies
- Parental leave topped up for 16 weeks for birth mothers and 10 weeks for all other qualifying parents
- Health and Dental benefits, including Health Spending Account, disability benefits and Employee Assistance Program
- A Wellness Account to provide reimbursement for a wide variety of activities to support employee wellness
- Pension Plan for new employees, with employer contributions
- Employee Share Purchase Plan.



LIFE OUTSIDE WORK

- Whatever your interests, in many locations there's likely to be a sports team or social group that would welcome your involvement
- At Shell in Canada, the social side of work is just as important as putting in the hours. It's a community, young and friendly, where you soon get to know everyone.



ASSESSED INTERNSHIPS

An Assessed Internship is an excellent way to get to know us from the inside, immerse yourself in the energy industry and help you decide what career is right for you.

An Assessed Internship will give you the opportunity to deliver meaningful project work, identified to address a real business challenge. You'll join a team and work alongside Shell employees who are all professionals in their fields. An assigned supervisor and mentor will support you directly and you'll undertake regular assessments throughout your internship to ensure you get the most from the experience. They will provide feedback along the way to help you learn and grow.

By experiencing a Shell Assessed Internship, you'll explore what we have to offer as an employer and discover the exciting opportunities to develop and grow your skills, such as:

- Putting into practice theories and concepts that you've learned in university
- Discovering which skills you need to develop through constructive feedback
- Building valuable networks and contacts for future career opportunities
- A real project with a significant level of business impact
- A structured program designed to provide opportunities for learning
- Working for a globally recognized brand, tackling the energy transition challenge.

INTERNSHIP OUTCOME

Your success in the Assessed Internship could result in you being offered an opportunity in a full-time role on the Graduate Program.



SHELL CANADA BUSINESSES AND WHAT WE DO

EXPLORATION

Exploring for
oil and gas onshore



DEVELOPMENT AND EXTRACTION

Developing
fields



Producing
oil and gas



The Energy Transition Challenge

For Shell, this means that we will continue to sell the oil and gas that society needs, while preparing our portfolio to move into lower-carbon energy, when this makes commercial sense. We believe Shell's strategy, portfolio and strong financial framework give us the ability to thrive through potential changes to the energy system to 2030.



MANUFACTURING AND ENERGY PRODUCTION

Refining oil
into fuels and
lubricants



Producing
biofuels



Processing
petrochemicals



Generating
power



Converting
gas into liquid
products (GTL)



TRANSPORT AND TRADING

Liquefying gas by
cooling (LNG)



Shipping and
trading



Regasifying
(LNG)



Supply and
distribution



SALES AND MARKETING

Power



Aviation



Retail



Lubricants



CUSTOMERS B2B AND RETAIL



APPLICATION REQUIREMENTS

- Shell in Canada recruits three different types of university students for the Assessed Internships Program: Co-op students, Internship students and Summer students
- To be eligible for an internship, you should be an actively enrolled student who will complete at least one more semester of education following your internship. We hire students who are 12+ months away from graduation for “earlier year” student opportunities and top performers from this group are often offered return opportunities. We also hire students who are within 12 months of graduation for “penultimate” student opportunities, and assess their performance for full-time employment upon graduation in the Shell Graduate Program
- To be eligible for full time employment and become a “Graduate” in the Shell Graduate Program, you should be in your final year of study or have completed your degree with less than three years of work experience
- You must be legally entitled to work in Canada by way of Canadian Citizenship, Permanent Residency, or a valid work permit which would allow you to work for Shell.



HOW TO APPLY

1



ONLINE APPLICATION

Upon submission of your application, we will match your skills and qualifications with available opportunities. Visit the careers section of the Shell Canada website (shell.ca/students) – this is where you will find our graduate and intern opportunities and more about life at Shell in Canada. Applying is simple and should only take 5-10 minutes. You can also save time by connecting your LinkedIn profile.

2



ONLINE ASSESSMENTS AND ON-DEMAND VIDEO INTERVIEW

After you've submitted your online application, you will be invited to complete two online assessments:

- a cognitive assessment (verbal, numerical and abstract reasoning)
- a working styles assessment.

Based on the outcome of your two online assessments, you may be invited to complete a pre-recorded video interview. This offers a more comfortable way for us to get to know you. You can complete this within ten days of the invitation.

3



FINAL ASSESSMENT

FOR INTERNS: This stage includes a live virtual case study session with two Shell employees who will host the discussion. A case study document will be sent two days prior to the scheduled session. In the case study, your assessors will assign a topic relating to an aspect of your case, and you will be given some time to prepare a brief presentation to reflect your position on the materials and question provided. Following your presentation, the assessors will guide you through a series of questions.

FOR GRADUATES: This virtual assessment consists of two parts; a case study (as described above in the Intern Final Assessment) and a behavioral interview, where you will have the chance to get to know us, and we can get to know you. To make the interview process more convenient and comfortable, we are leveraging the latest digital technology to bring the experience to you, wherever you may be.

4



SHELL OFFER

FOR INTERNS: Following the successful completion of steps 1-3, you may be offered a place in the Internship Program. Here, you'll receive hands-on training and have the chance to be selected for a job at Shell Canada.

FOR GRADUATES: After successfully completing steps 1-3, you may be invited to a virtual or in-person meeting with your future manager and other Shell graduates.



FURTHER INFORMATION

DISCOVER MORE
AND APPLY AT

www.shell.ca/students



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SHELL_CAREERS



SHELL/CAREERS



SHELL

Shell is an Equal Opportunity Employer

