



Human Resources Development Program



Human Energy™

Past Rotational Assignment Locations



Chevron Corporation is one of the world's leading integrated energy companies with subsidiaries that conduct business across the globe. The company's success is driven by the ingenuity and commitment of approximately 59,000 employees who operate across the energy spectrum.

Chevron explores for, produces and transports crude oil and natural gas; refines, markets and distributes transportation fuels and other energy products and services; manufactures and sells petrochemical products; generates power and produces geothermal energy; and develops and commercializes the energy resources of the future, including biofuels and other renewables. Chevron is based in San Ramon, California.

Please check with your placement center to see if we are scheduled to interview at your school.

For more information and to apply, please visit us at www.chevron.com/careers, select Students & Recent Graduates.



Make an Impact

Chevron's Human Resources Development Program was created to develop our future senior Human Resources leaders.

A program designed for people like you.



Chevron Corporation
6001 Bollinger Canyon Road
San Ramon, CA 94583

www.chevron.com/careers

Chevron Human Resources Development Program



Begin a career at Chevron and work where the future of energy is being shaped. Use your talents to accomplish more than you ever thought possible – and transform your passions into human energy that will fuel human progress.



The Human Resources Development Program gives you the hands-on, broad-based experience that leads to a dynamic career in one of the biggest companies in the world. Chevron is a company focused on growth where innovation, creativity and flexibility are stressed and where the skills you acquired in school will play an integral role in meeting our ambitious goals.

Who We Hire

Chevron has prospered because of its ability to manage change, foster innovation and envision the future. We know that our continued success depends on identifying and developing talented professionals with a master's degree in human resources or M.B.A.s with a human resources concentration who can lead Chevron forward. The Human Resources Development Program (HRDP) plays a critical role in helping us find this expertise.

The HRDP seeks recent graduates and individuals with relevant work experience who have a passion for human resources and who aspire to become senior-level managers. We look for people with demonstrated leadership skills, strong communication abilities and a desire to be challenged with diverse assignments around the globe.

You must be someone who embraces the responsibility of new challenges and grasps new concepts quickly. If you have these attributes, the HRDP may be the path to your future success.

What You'll Do

The HRDP is composed of four six-month rotational assignments within various corporate and operating company units. These assignments are not mere training exercises, but rather in-depth experiences that let you sharpen your skills, understand the different aspects of our operations, and demonstrate your abilities to a broad range of managers. Each assignment includes significant responsibility because we know it pays off – both in your career development and in Chevron's future.

There are several core experiences that are part of each participant's journey. Some of the typical roles include:

> Business Partner

As a business partner, you will provide generalist support to a dedicated client base. Your responsibilities may include salary planning, supporting senior management with employee development, analyzing customer satisfaction survey findings, and succession planning.

> Total Remuneration Analyst

As a total remuneration analyst, you will focus on either compensation or benefits, domestically or globally. Benefits design, salary surveys, benefit plan administration, job evaluations and organizational redesign are all possible projects to which you may be assigned.

> Employee Relations Counselor

As an employee relations counselor, you will be the point of contact for HR processes including investigations, alternative dispute resolution, outplacement, redeployment, exit interviews and policy counsel.

Non-U.S. Assignments

You will work with HR issues outside the United States. Past assignment locations have included Angola, Kazakhstan, Kuwait, Nigeria and Venezuela. Your assignment will be based on business needs as well as your development interests.

Where You'll Work

We look for individuals who are willing to relocate for different assignments. Assignment locations may be within the U.S. or at our international locations. Many HRDP assignments are located in San Ramon, California (San Francisco Bay Area). Chevron's corporate headquarters and many of its operating companies are located here. We also have a large Human Resources presence in Houston, Texas.

Your Continued Growth

While in the program, you'll have the chance to receive frequent performance feedback during each rotational assignment. More formal feedback occurs as follows:

- Beginning of each six-month period: Meet with your rotational assignment manager to set goals and objectives.
- Halfway point: Review your progress with your manager.
- End of rotation: Meet again to discuss your accomplishments and identify any areas for future development.
- You will also have periodic performance and career planning discussions with the program manager.

After the Program

Chevron's Human Resources Development Program is a key priority for our Human Resources management team. Senior Human Resources executives are involved in the selection of participants and in determining participant assignments. The commitment of HR executives to the development of participants' careers continues even after participants have "graduated" from the program. With these key decision makers watching your progress, you won't be lost in the crowd.

Program Alumni

"Throughout my career, my Chevron colleagues and I have been seen as a valued business partner helping to provide strategic HR counsel. Strong, cultivated, strategic HR experts is what our business needs and expects."

– **Jim Schultz**, General Manager, Human Resources Strategy and Capability

"Chevron takes seriously the development of our employees, and the support provided in the HRDP is no different. It's enabled me to quickly learn about Chevron's business worldwide and establish a network of contacts that have helped me get to where I am today."

– **Taryn Shawstad**, General Manager, Global Workforce Development

"Since we have operations around the world and a globally diverse workforce, the opportunities to work on the most complex HR issues are vast. One day you could be consulting with a manager on an organizational change and the next day be navigating immigration and payroll policies to place a South African native on an assignment in Latin America."

– **Barbara Curran**, General Manager, Human Resources, Global Upstream

Summer Internship Program

Our summer internship program targets first-year graduate students who would like to take a closer look at Chevron. As an intern, you will gain a better understanding of our business and learn more about our people and our culture. As an intern you will be exposed to a variety of Chevron's organizations, current and former HRDP alumni, and senior Chevron management. Additionally, you will gain an understanding of our business through formal presentations. Summer internships are generally located in the San Francisco Bay Area.

Get a preview of what it's like at Chevron by joining as a summer intern after your first year of graduate school. As an intern, you'll gain a better understanding of our business and learn more about our people and our culture.

