



Human Energy®

Graduate Development Programs Overview



As a graduate student, you've put a lot of time and energy into your education. Now you want to put your knowledge to use.

Begin a career at Chevron and find out how to use your talents to accomplish more than you ever thought possible. Work where the future of energy is being shaped, and experience how you can translate your passions into life-changing work.

Chevron offers five graduate development programs for a select group of talented and motivated individuals who want to accelerate their careers and become future company leaders. You'll be exposed to all parts of the business, work on meaningful projects that have a real impact and interact with the highest levels of management in the company.

Who We Hire

In general, we look for individuals who:

- Demonstrate proven leadership and communication skills.
- Thrive in a high-performance culture.
- Aspire to become senior-level managers who can think through complex business problems and reach creative yet practical solutions.
- Are flexible and can move among different assignments and work locations both within and outside the United States.
- Have a graduate degree and applicable work experience.

What You'll Do

Your first two years at Chevron will be spent in rotational assignments, each lasting approximately 6-12 months. There is no pre-established sequence for your rotations. The path you follow will grow out of your interests and development areas, as well as Chevron's business needs, with guidance from the program manager.

Even on an ordinary day, you'll be part of an extraordinary mission to bring vital energy to the world.

Summer Internships

The majority of the programs offer summer internships for first-year graduate students who would like to take a closer look at Chevron. Contact a particular program to inquire about summer internship opportunities.

For more information about each of the programs, read the descriptions listed or check out our Careers website at www.chevron.com/careers.



Downstream & Chemicals Graduate Development Program

Aspire to lead by enhancing and broadening your critical skills and competencies. Gain experience that will help develop strong knowledge of the company and personal growth as you progress toward potential future leadership roles within the Downstream & Chemicals organization or the global Chevron enterprise.

Rotational assignments may include:

- Crude Supply and Trading
- Product Supply and Trading
- Strategy Development
- Supply Chain Management
- Retail Operations
- Brand and Product Management
- Franchise Development
- Planning and Operations

Procurement/Supply Chain Management MBA Development Program

Chevron's Procurement/Supply Chain Management function ensures that our operating companies and business units have the goods and services they need, safely and reliably, at a competitive cost. The Program members are assigned to rotations that allow them to directly participate in this effort.

Rotations could be in the following areas:

- Category Management, including Strategic Sourcing
- Supplier Management, Integration and Contracting
- Procurement Management Technologies
- Decision Support Analysis

Human Resource Development Program

Directly apply your HR expertise to deliver critical HR solutions in a challenging and collaborative environment. Gain exposure and experience in a diverse set of rotations and business segments that will launch your dynamic career in Chevron Human Resources.

Rotations could consist of:

- Embedded HR Business Partner
- Total Remuneration (Compensation and Benefits)
- Employee Relations
- Projects and Planning
- Labor Relations
- HR Analytics
- Organization Capability
- Global Mobility
- International Human Resources

Commercial Skills Development Program

Apply your skills and experiences to real world issues that face the global gas business.

While rotating through the various Gas & Midstream business units, further develop the following commercial skill sets:

- Strategy and Planning
- Decision Analysis
- Asset Commercialization
- Business Development

Finance MBA Development Program

Analyze the financial performance of our operations, make strategic plans on where billions of dollars in capital and operational expenditures should be directed, and execute our fiscal policy with discipline, all in an effort to maximize our stockholder value and help move the business forward.

Rotations could be in the following business areas:

- Corporate Comptroller
- Corporate Treasury
- Upstream & Gas
- Downstream & Chemicals
- Strategic Planning
- Business Development

For more information, contact fmbadp@chevron.com.

To get more information about these programs, please visit our Careers website at www.chevron.com/careers and select Students & Recent Graduates.

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www.chevron.com/careers