Graduate Development Programs Overview

Who We Hire
In general, we look for individuals who:
• Have a graduate degree and applicable work experience.
• 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.

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.

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.

As a graduate student, you’ve invested significant time and energy into your education. Now, you’re ready 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 a life-changing career.

Chevron offers six 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 areas of the business and work on meaningful projects that have a real impact. And, you’ll be given opportunities for networking and mentorship with the highest levels of management in the company.

Even on an ordinary day, you’ll be part of an extraordinary mission to bring vital energy to the world.
Finance MBA Development Program
As a program participant, you will gain experience in evaluating and managing the financial performance of Chevron’s large and diverse portfolio of businesses. Focusing on robust capital stewardship and fiscal discipline, participants will ensure that Chevron is financially prepared to achieve its long-term strategic goals. Rotations could be in the following business areas:
• Corporate Comptroller
• Corporate Treasury
• Upstream & Gas
• Downstream & Chemicals
• Strategic Planning
• Business Development

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:
• Strategy Development
• Supply Chain Management
• Retail Operations
• Value Chain Optimization
• Lubricants Sales
• 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, delivered safely and reliably, at a competitive cost. Program members directly participate in this effort.
Rotations could be in the following areas:
• Category Management
• Strategic Sourcing
• Contracting
• Procurement Operations

Human Resources 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
As you progress through our various Gas & Midstream business units, you will apply your skills and experience to real issues that face the global oil & gas industry. In the Commercial Skills Development Program, rotations may include exposure to the following commercial activities and job families in the commercial function:
• Strategy and Planning
• Decision Analysis
• Asset Commercialization
• Business Development
• Physical and Financial Commodity Trading

Information Technology MBA Development Program
Chevron differentiates business performance through information and Information Technology. Accept the challenge of tackling complex global business problems and reaching innovative, yet practical solutions through IT.
Rotational assignments may include:
• Project Management
• Strategy and Planning
• Business Analysis
• Business Analytics and Consulting
• Technology Strategy
• Information Risk Management

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

Chevron Corporation
6001 Bollinger Canyon Road
San Ramon, CA 94583
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