Be Part of the Team That Brings the World Vital Energy

Join Us
A Chevron career is more than just a job. It’s an extraordinary opportunity to explore an exciting and dynamic industry while helping to shape the future of energy.

Chevron offers a truly collaborative work experience. You’ll team up with other talented individuals from around the globe.

You’ll have access to leading-edge technology to create new energy solutions. You’ll pursue your professional goals, develop new skills and explore endless career opportunities.

Join Chevron, and together we’ll find more innovative and efficient ways to power the world.
Shape the Future of Energy

Providing Energy for Human Progress

Chevron is one of the world’s leading integrated energy companies. We’re actively involved in all aspects of the energy industry spectrum: exploration and production, manufacturing and sales, marketing, natural gas, chemicals and alternative energy solutions.

Our diverse and highly skilled workforce consists of approximately 60,000 employees worldwide. Our people are scientists, engineers, chemists, skilled-trade workers, researchers, marketers, environmentalists, programmers and safety specialists. Together we provide the energy that drives human progress.

We hire talented individuals who have a passion for innovation and a commitment to responsible energy.

The Chevron Way – It’s How We Do Business

We believe that what counts is not just what you do, but how you do it. All that we do is grounded in The Chevron Way – our statement of who we are, what we do, what we believe, and what we plan to accomplish. And at the heart of The Chevron Way is our vision ... to be THE global energy company most admired for its people, partnership and performance.

Chevron puts people at the center of everything we do – from protecting the safety and health of our people to caring for the communities and environment where we do business. Both inside and outside Chevron, we emphasize the value of human aspiration, inspiration and achievement.

Diversity is one of our core values – diversity of thought, education, national origin and gender. We value the full range of human experience. It’s not just good business practice; it’s the right thing to do.

Our future success is powered by ideas, and ideas come from all kinds of people. People like you.
Develop and Expand Your Career

At Chevron, you'll have opportunities for continuing education and training to help you develop and expand your career.

World-Class Training Programs

Chevron training and development programs begin on your first day and continue throughout your career. As a technical professional, you'll start with Horizons, which will help you expand your technical experience and job skills through challenging work assignments, mentoring and formal classroom instruction.

Horizons is a competency-based employee development program. The program's main focus is the first five years of your career, but the career development and planning tools used in Horizons will be valuable throughout your career. The Horizons program is for all recent graduates and employees with less than five years' work experience in the following technical functions: business development planning and commercial; drilling and completions engineering; earth science; facilities engineering; health, environment and safety; information technology; petroleum engineering; supply chain management.

The Pathways program picks up where Horizons leaves off, helping experienced employees continue to broaden their skills through training and networking.

Professional Growth and Development

Our Performance Management Process (PMP) helps you do your best in your role and set goals for your development. PMPs are established each year, and you will receive regular feedback from your supervisor to ensure you're on track to meet your goals.

Opportunities to Connect With Others

Chevron sponsors employee networks to bring together employees with similar backgrounds and interests for social, educational and networking events. Employee networks are inclusive and are open to any employee who wants to support the network's mission, vision and objectives.

Horizons Career Development Program

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<tr>
<th>Core Onboarding Modules and Training</th>
<th>Discipline-Specific Learning Programs and Training</th>
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Chevron petroleum engineers play a critical role in our operations by managing oil and gas-producing properties and identifying opportunities to improve their performance and profitability.

What You’ll Do
As a petroleum engineer, you may start out at any of Chevron's upstream operations, spending your first five to 10 years in production engineering, reservoir engineering or drilling engineering. Opportunities to transfer to overseas locations usually begin after five years of experience.

Production Engineers
Production engineers are involved in the full life cycle of field development – from conceptual design through the production phase and eventually abandonment. Production engineers specialize in reservoir surveillance and production system optimization, evolving development concepts and contributing to well completions. Your responsibilities may include:
- Daily management of oil and gas production operations.
- Assisting with maximizing profitability by increasing revenue and lowering operating expenses.
- Production monitoring and evaluation.
- Asset management planning.
- Workover design and execution.
- Production equipment design.
- Cost estimating and budgeting.

Reservoir Engineers
Responsibilities vary but may include:
- Evaluation of field performance and work plans to maximize the value of a property.
- Reservoir simulation.
- Reserves and performance predictions for well proposals and small developments.
- Waterflood and enhanced recovery.
- Field/area redevelopments.
- Performance predictions and evaluations.
- Pressure-transient analysis.
- Design and coordination of petrophysical studies.
- Economic analysis of major development programs.
- Reserves estimation for producing properties.
- Heat management studies in steam floods.
- Research and development projects: testing and deploying new tools, developing new work processes and assisting the research and development teams.

Heavy Oil and Unconventional Resources
Responsibilities vary but may include:
- Research and development in improved oil recovery.
- Reservoir management studies.

Who We Hire
We hire individuals with a bachelor’s, master's or doctorate degree in petroleum engineering or in other engineering disciplines but with previous oil industry experience.
Drilling and Completions Engineering

Chevron’s drilling and completions teams work in some of the world’s most challenging technical and operating environments.

What You’ll Do

Drilling Engineers
Your first drilling engineering assignments will be field-based (working at a rig site onshore or offshore) on a rotating schedule for about two years. You’ll then supervise more complex operations at remote sites. You may also have the opportunity to support well design, planning and rig operations.

Your responsibilities may include:
- Directing day-to-day drilling and completions operations to ensure the safety of all personnel on location and compliance with all applicable environmental regulations.
- Managing day-to-day activities of rig contractor personnel and third-party contractors.
- Managing logistics for personnel and equipment to and from the location.
- Providing accurate daily drilling reports and maintaining accurate cost control.

Completion Engineers
Chevron completion engineers design and implement completion techniques to help maximize oil and gas production.

Responsibilities vary depending on the position but may include:
- Modeling completion performance.
- Performing stimulation techniques (for example, acidizing, fracturing, water shutoff) based on well and reservoir diagnostics.
- Designing and installing sand control applications (for example, gravel packing, frac packing, consolidation).
- Optimizing completion and workover designs and operations.
- Designing horizontal and multilateral wells.
- Determining primary and remedial cementing procedures along with the design and installation of tubulars, packers and subsurface control and surveillance equipment.
- Designing through tubing/concentric workovers and intelligent completions.
- Preparing cost estimates and assessing risk in terms of probability and potential remedies.

Who We Hire
We hire individuals with a bachelor’s, master’s or doctorate degree in petroleum, mechanical or chemical engineering.
Facilities engineers play a vital role in the management of Chevron construction projects.

What You'll Do

Production/Project Management
You'll handle the development and management of construction projects, such as the installation of oil, gas and water production, separation and injection facilities (upstream), or petrochemical and refinery facilities (downstream). You'll deal with tanks, vessels, compressors, pumps, piping, power distribution, instrumentation and computer-based process controls. Your work will include repairs, additions and new installations. You'll also be responsible for managing and overseeing all aspects of construction projects, including:

- Project identification and scoping.
- Estimation of labor and material costs.
- Engineering and design of equipment and facilities, considering safety, operability and environmental impact.
- Preparation of specifications for construction and equipment purchases.
- Contract administration for construction activities.

- Interfacing with plant/field operations, process/petroleum/drilling engineering, maintenance and inspection.
- Assisting with startup and turnover of facilities.

Asset Management/Refinery Unit Operations
You'll be assigned to an interdisciplinary team within an oil field, refinery or plant. You'll work with your team to execute operating plans and capital expense budgets and to develop Chevron's assets in a cost-effective manner.

You'll develop budgets and plans for your assigned use, and you'll assist operations personnel in evaluating existing facilities for opportunities to improve efficiency and reduce costs including:

- Troubleshooting and optimizing facility operating processes like separation and catalytic conversion of crude oil into salable products like gasoline, jet fuel and diesel.
- Developing, designing and operating a wide range of technologies such as distillation, gas treating, hydrotreating, hydrocracking, catalytic cracking and sulfur recovery processes.
- Project identification, scoping, cost estimating, detailed engineering, construction and startup for improvement projects.
- Inspection of pressure vessel and process piping for reliability both during operation and maintenance events.

Technical Support
You may become involved with larger design and construction projects or specialize in a variety of technical areas. You may work as a structural design engineer developing new offshore platforms or modifying old ones, and you may become involved in other areas, such as corrosion, environmental engineering or implementing solutions using alternative energy sources.

Who We Hire
We hire individuals with a bachelor's, master's or doctorate degree in chemical, mechanical, civil or electrical engineering.
Earth science is the foundation of our industry; it is essential to unlocking the earth’s vital stores of energy. Chevron earth scientists collaborate with talented colleagues around the world to develop new ideas and technical concepts that drive Chevron’s major business segments.

**What You’ll Do**

Chevron earth scientists have the opportunity to work on all types of oil and gas reservoirs in a wide range of sedimentary basins located all around the world. Unique challenges may include subsalt imaging, shale gas development, enhanced recovery and many more. You’ll provide technical geological and geophysical support and risk assessment for prospect generation, reserves recovery and/or major capital projects. You may be part of multidisciplinary teams that include professionals from fields such as drilling engineering, subsurface production engineering and surface facility engineering. Some typical first assignments include:

- **Development geophysicist.** Apply your understanding of seismic data on a detailed scale to propose new infill drilling locations within an existing oil and gas property.
- **Exploration geophysicist.** Apply your technical geophysics knowledge to a regional data set and discover a new area for exploration.
- **Petrophysicist.** Apply your technical skills in sedimentary mineralogy and physics to analyze well data and determine quantitative reservoir properties and influence critical oil and gas well completion decisions.
- Reservoir properties from seismic.
- Exploration risk process.
- Integrated projects combining seismic, well log and core/rock data.
- Economic and business evaluation.

**Who We Hire**

We hire individuals with a master’s or doctorate degree in geology, geophysics, geological engineering or related fields.

During your first five to six years with Chevron, your technical skills will grow within your area of expertise but will also broaden into other earth science disciplines. Skills you may develop include:

- Reservoir characterization and modeling.
- Subsurface mapping and prospect generation.
- Drilling operations and well-site geology.
Health, Environment and Safety

Chevron's Health, Environment and Safety (HES) team protects the safety and health of our people as well as the environment in our operations and the communities where we work. Our Operational Excellence Management System (OEMS) helps us monitor safety, health, environmental, reliability and efficiency measures within our operations.

What You'll Do

When you join Chevron's Health, Environment and Safety (HES) team, you'll receive general business training, technical training and mentoring through our Horizons early career development program. You'll typically spend your first five years in a variety of positions, expanding your expertise and knowledge of the health, environment and safety issues related to our business.

**Occupational Safety and Health Professional**

Responsibilities vary depending on the position, but may include:

- Advise on safety and industrial hygiene regulatory requirements and best practices.
- Develop safety procedures and guidelines.
- Conduct safety inspections and audits.
- Conduct exposure assessments and monitoring.
- Evaluate and address economic risks.
- Advise on strategies to improve safety and health performance.
- Design and deliver safety and industrial hygiene courses.
- Work to ensure compliance with policies and regulations.

**Environmental Professional**

Your responsibilities will vary depending on your position, but may include:

- Advise on environmental regulatory requirements and best practices.
- Work with regulatory agencies to obtain permits.
- Develop environmental procedures and guidelines.
- Conduct emissions modeling for air, waste or water.
- Perform studies to estimate and reduce emissions.
- Implement waste management programs.
- Assess and manage environmental, social and health impacts.
- Assess control technology.
- Remediate contaminated sites.
- Work to ensure compliance.

Who We Hire

Occupational safety and health professionals hold a bachelor's or master's degree in safety sciences, industrial health and safety, occupational safety and health, or industrial hygiene, or a civil, chemical or mechanical engineering degree with an emphasis in safety or industrial hygiene.

Environmental professionals hold a bachelor's, master's degree, or a doctorate in environmental engineering or hydrogeology, environmental resource sciences, or a civil, chemical or mechanical engineering degree with an environmental emphasis.
Chevron Energy Technology Company (ETC)

At Chevron’s Energy Technology Company (ETC), our mission is to deliver leading-edge technology solutions and a full spectrum of services to all of Chevron’s global enterprises as well as to research and develop new ideas and tools needed for the future.

ETC is committed to developing differentiating technologies that provide Chevron with a competitive advantage. Through innovation and the expertise of more than 2,400 researchers, scientists, engineers, technical experts and support personnel, we solve the technical challenges of finding and producing new energy reserves safely and economically while protecting the environment and supporting those communities in which we operate.
Creating Value Through Partnership

ETC works in partnership with Chevron’s worldwide operations throughout the energy value chain, from deepwater fields offshore Africa to refineries and chemical plants in Asia to gas pipelines spanning North America. In fact, we are the first integrated technology company in the oil and gas industry to provide full research and development capabilities to upstream, downstream, global gas and emerging energy businesses.

ETC sets research and development priorities by working with business teams to align near-term business goals and long-term strategic growth objectives. We balance the solutions required today with long-term research in new technologies that may be needed well into the future.

Pioneering Technology Advancements

ETC’s research and development programs are directed at developing oil and gas resources as well as advancing unconventional resources to energy products for the marketplace. Among the exciting new technology investments now under way at ETC are:

- A technological breakthrough to convert heavy oil into valuable products.
- Geostatistical modeling applications.
- A simple, rugged and reliable technology to obtain wireless high-bandwidth data from deep, hot and challenging wells.
- Industry-leading seismic imaging and next-generation interpretation.
- Enhanced oil recovery and heavy oil recovery thermal technologies.
- Development of new, innovative drilling and completions systems.
- Oil shale commercialization studies.
- Advancements in deepwater production systems and facilities designs.
- Project Intersect — the development of a next-generation reservoir simulator.

Advanced Technical Services

In addition to technology research, the ETC team provides high-level technical consulting services whenever and wherever needed across Chevron’s global enterprise. Sometimes this means working directly with one of Chevron’s major capital project teams or providing technical advice on a business development opportunity. Specifically, ETC offers:

- Seismic acquisition, processing and interpretation services to find and develop resources.
- Reservoir modeling, simulation and engineering support to maximize production.
- Drilling, completions and well operations design and support.
- Engineering and design of safe, reliable and economic facilities and production systems.
- Process engineering and catalysts development for refining, chemicals and gas conversion facilities.
- Advanced technical computing infrastructure and application support.
- Ecological, occupational, health and safety assessments and solutions.
- Laboratory and measurement technologies — upstream and downstream.

Value-Creating Technologies and Support

ETC’s functional-based organization delivers value-creating technologies and competency support across a wide spectrum of activities:

- Earth sciences
- Reservoir and production engineering
- Drilling and completions
- Facilities engineering
- Health, environment and safety
- Process, analytical and catalysis
- Technical computing
- Strategic planning and organizational capability
Discover the Right Career for You

Put your education to work and consider Chevron's career opportunities.

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<thead>
<tr>
<th>Degree</th>
<th>Petroleum Engineer</th>
<th>Facilities Engineer</th>
<th>Earth Scientist</th>
<th>Drilling and Completions Engineer</th>
<th>Health, Environment and Safety (HES)</th>
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<td>Mechanical Engineering</td>
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<td>Civil Engineering</td>
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Competitive Pay and Benefits Programs

Chevron’s pay and benefits programs are designed to meet the diverse needs of our employees and their families.

**Competitive Pay**
You’ll receive a base salary that’s competitive with other major companies. In addition, we offer annual incentive awards when the company meets key financial, operating and safety goals.

**Comprehensive Benefits**
You’ll have a variety of benefits and programs to choose from.

- Health and welfare benefits to protect your health and financial well-being. Benefits include medical, dental and disability coverage and life and accident insurance.
- Retirement savings programs to help you save for your future. The Chevron Retirement Plan pays you a benefit when you retire (or when your employment ends if you have at least five years of service). Chevron’s 401(k) Savings Plan lets you save money for retirement and provides a matching contribution from Chevron.
- Benefits to enhance the quality of your life at work and at home. This includes access to confidential counseling services, onsite health and fitness centers, adoption assistance and more.
- Paid time off from work. You’ll be eligible for two to six weeks of paid vacation each year, depending on your length of service. In addition, you’ll have 10 paid holidays and may be eligible for paid or unpaid leaves of absence.
- Flexible work schedules, including compressed workweeks and rotational schedules.
Learn More and Apply

Recruiting Events for Current Students and Recent Graduates

Meet us in person on your college campus or at a special recruiting event. You'll have the opportunity to talk to employees and recruiters and ask questions about what it's like to work at Chevron. Before meeting with us on campus, please contact your campus career center for specific details and any necessary requirements.
Come explore Chevron.

Full-Time Employment Opportunities for Experienced Professionals

In addition to the careers explained in this guide, be sure to check out other opportunities at Chevron, such as:

- Accounting
- Finance
- Human Resources
- Information Technology
- Sales and Marketing
- Global Supply and Trading

Log on to our Careers Web site at www.chevron.com to learn about current Chevron opportunities in the United States and around the world and to submit an application.

Internships

Our internship opportunities enable you to use what you’ve learned, expand your knowledge and benefit from invaluable on-the-job experience. They’re a great way to get to know Chevron as a potential employer and to explore the career choices that lie ahead of you.

Graduate Development Programs

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 parts of the business, work on meaningful projects that have a real impact, and interact with the highest levels of management at the company.

For more information, visit us online at www.chevron.com/careers.