

Starting your career in Information Digital Technology through the Shell Graduate Programme

Power Your Progress



Join us as a Graduate at Shell where you can grow and thrive as we power progress together.

Whichever part of our business you join, you will have the chance to work with experienced colleagues and share your unique perspective and fresh ideas on how to tackle energy-related challenges.

Our inclusive and collaborative culture will provide you with the support you need to grow your skills as you work on meaningful projects with exciting responsibilities right from the start.

Corporate Functions

Information Digital Technology

A career in Information Digital Technology at Shell will provide you with a challenging, fast-paced and rewarding working environment in which you will help to build, implement and support IDT solutions across a range of functions, business, and industries. We are a full IDT service provider with all core IDT capability in house through our delivery hubs in Netherlands, United Kingdom, USA and India ranging from IT strategy consulting, IT management, software engineering, data engineering, to service management.

Are you able to apply innovative ideas and push the boundaries of Shell's operations? With hands-on experience on groundbreaking projects and guidance from some of the IT industry's leading experts you will develop your leadership and technical qualities while becoming an accomplished Shell IDT professional. We are looking for the next generation digital leaders that have a passion for complexity, teamwork and drive to deliver. Curiosity and the desire to learn new things will prosper your career at Shell.

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The Shell Graduate Programme

In this programme, you will undertake two different 18-month assignments during your three years in the programme. From start to end, your roles are defined and earmarked. These are real jobs that support our Powering Progress strategy; hence are great entry points to equip you with the necessary leadership foundation, business understanding and experience. The aim is for all Graduates to undertake a cross business assignment, but this may depend on availability, mobility and development needs.

You will be given real responsibility within one of the largest IDT organisations in the world and work within international teams that drive Powering Progress through innovative digital products and platforms. We work with the largest software vendors in industry

such as Salesforce, ServiceNow, Microsoft, SAP and IBM. Whilst also working with an ecosystem of start ups and smaller companies to ensure we provide cutting edge technology where it matters: Open Source, native cloud development, Blockchain, Data Science and Digital Twins.

As part of our IDT organisation, you will be involved in creating solutions for autonomous energy production of our assets (plants) of the future, setting up digital ecosystems with partners to connect with our customer across the globe, developing data models and systems for future hydrogen plants and networks, creating algorithms to trade energy and electricity or any of the other new ways of helping Shell to Power Progress.



What we offer our graduates

Learn today, lead tomorrow

When you join, you will be assigned to a role with exciting challenges and opportunities. You will be supported in crafting a development journey tailored to your strengths and needs with the opportunity to contribute to meeting the energy challenge.

Shell's focus on enabling employees to adopt a 'learner mindset' helps unlock the potential in each of us, creating a supportive, high-performance environment based on openness, curiosity and growth, where you can learn from experiences and build the skills that let you grow today and lead in future.

Collaborate with experienced colleagues

With access to a global network of expertise you can make meaningful connections and continue your growth and learning at Shell. We invite people to think differently and learn from the

diversity of backgrounds, cultures, ideas and knowledge at Shell.

Achieve balance in a values-led culture

We live our core values of honesty, integrity and respect, so you can work in an environment that encourages you to be the best version of yourself and respects the individual journeys that each of us will take.

Develop the energy solutions of today and tomorrow

How can the world transition to net-zero emissions while providing the secure, affordable energy that powers lives? By working with experienced colleagues who bring expertise from a range of areas, you will have the chance to work towards our shared ambition to reduce the net carbon footprint of the energy products we offer society.

Graduate Milestones



Intake discussion & Graduate Development Plan
(1st four weeks in the role)



Graduate Development Plan Discussions
(Every mid-year and year-end) &
2 Graduate Rotations (18 months duration per rotation)



Roundtable Assessment & Close out
(3 year mark)

Complemented by Shell Business skills development, Technical Upskilling, and Business & Professional competencies development

Competencies

Working on different rotations will provide you with an on-the-job insight into various functions of this highly technical division. Roles include:

- Blockchain Analyst
- Software engineer
- Data Manager
- IT advisor
- Business analyst
- Innovation analyst
- Data Engineer
- IT Architect
- Project Manager
- Service Delivery Manager

Responsibilities could include:

- Implementing global projects
- Development of data models, data data insights
- Set up and improve customer service
- Selection of new technology
- User experience (UX/UI) design
- New digital strategies and business models
- Developing new software solutions
- Set up vendor alliances, build new eco systems

Training and development opportunities

Underpinned by a culture of continuous learning, this Programme will develop you in various aspects of Shell's IT functions. You will experience technical, commercial and leadership training helping you skilfully apply technical knowledge to our business needs. Each rotation will offer the opportunity to select part of the training curriculum aligned to the role and personal wishes of the graduate.

In addition you'll receive continuous coaching and mentoring and regular in-depth development checks to ensure you are on track to reach your potential.

Your degree, your options.

As well as being innovative, driven and interactive you should have a degree in a subjects such as:

Business Administration / Business/Commerce / Business Information Management / Computer Engineering / Computer Science / Data Science / Engineering (Electrical/Mechanical/Civil) / Information Technology / Management Information Systems / Mathematics / Software Engineering / Supply Management / Technology Management / Telecommunications

Join the Shell Graduate Programme to help achieve the future you envision.



Power Your Progress

Join us on our journey where you can progress as we work on the energy transition together.

Visit shell.com/careers or scan QR code to apply online



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