



QATAR SHELL EMPLOYEE VALUE PROPOSITION



MAKE AN IMPACT THAT MATTERS

You can have a purpose-driven career at Shell. The work you'll do everyday can have a positive impact on your life, your community & the world.



WIN TOGETHER

We are committed to each other's well-being and success within a culture of collaboration, respect and integrity. Imagine all that we can achieve together.



EXPLORE A WORLD OF OPPORTUNITIES

Our global scale and business diversity give you the flexibility to explore a variety of opportunities within Shell, enabling you to continuously grow your career.



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MAKE AN IMPACT THAT MATTERS

You can have a purpose-driven career at Shell. The work you'll do everyday can have a positive impact on your life, your community & the world.



ME

- Our acclaimed global Shell Graduate Program enables you to gain the right professional competencies that can help you reach your full potential.
- At Qatar Shell, you can start a local career in a global company which gives exposure to global leaders and best practices.
- Highly admired company with competitive compensation and benefits package along with rewarding our employees through an annual performance bonus.



WE

- Qatar Shell supports Qatarization. In 2017, Shell was awarded "Most improved in Qatarization".
- Give back to your community through our Shell Campus Ambassadors Program and volunteering in selected Corporate Social Responsibility activities.
- Qatar Shell Corporate Social Responsibility programs and partnerships are aligned with Qatar National Vision 2030 through programs such as Tafawoq, STEM and Road Safety.



WORLD

- Make The Future and support Qatar's global energy aspiration by helping run and maintain Pearl as the world's largest GTL plant.
- Pearl is the world's largest GTL plant supporting our global energy aspirations while contributing to energy demands and our integrated gas business.
- Join Shell as one of the largest and most innovative energy companies in the world.



ME

- As an international company, you will enrich your experience and be exposed to top tier colleagues both locally and around the globe.
- Flexible working opportunities that support work life balance while maintaining performance and attaining aspired goals.
- Highly admired company with competitive compensation and benefits package along with rewarding our employees through an annual performance bonus.



WE

- Support Qatar's growth by contributing and developing a diverse business portfolio across the value chain together with our research center at Qatar Science and Technology Park.
- Qatar Shell supports Qatarization. In 2017, Shell was awarded "Most improved in Qatarization".
- Qatar Shell Corporate Social Responsibility programs and partnerships are aligned with Qatar National Vision 2030 through programs such as Tafawoq, STEM and Road Safety.



WORLD

- Pearl is the world's largest GTL plant supporting our global energy aspirations while contributing to energy demands and our integrated gas business.
- Be part of a world class safety culture and mindset.
- Join Shell as one of the largest and most innovative energy companies in the world.



WIN TOGETHER

We are committed to each other's well-being and success within a culture of collaboration, respect and integrity. Imagine all that we can achieve together.



ONE TEAM

- Your safety is our first priority. As a team, we always value safety before anything else.
- We work together to drive innovation and value learning from one another to overcome challenges and achieve more as ONE Qatar Shell team.
- We value fresh ideas and continuously improve our ways of working.
- We offer the opportunity to experience our Collaborative Work Environment. CWE is an innovative virtual tool that simultaneously integrates people, processes, and technologies across multiple locations to help improve operations and flexible ways of working.



APPROACHABLE LEADERS

- Shell encourages open communication between staff and leaders at all levels.
- Your honest opinion matters – At Shell, we are proud to share our common values: Integrity. Honesty. Respect.
- At Shell, our leaders are accessible for knowledge sharing to help accelerate learning.



DIVERSITY & INCLUSION

- Shell values inclusiveness being an equal opportunity employer. And at Qatar Shell, we have an active local Women Association Network.
- Be part of our diverse team and have daily stimulating conversations while working together in an inclusive environment.
- Shell is proud to be the first major integrated oil and gas company to introduce a new global standard of 16 - weeks paid maternity leave.



ONE TEAM

- Your safety is our first priority. As a team, we always value safety before anything else.
- We work together to drive innovation and value learning from one another to overcome challenges and achieve more as ONE Qatar Shell team.
- We value people for their ideas and value non-Shell experiences that add-value to our ways of working.
- We offer the opportunity to experience our Collaborative Work Environment. CWE is an innovative virtual tool that simultaneously integrates people, processes, and technologies across multiple locations to help improve operations and flexible ways of working.



APPROACHABLE LEADERS

- Shell encourages open interaction channels between staff and leaders at all levels.
- Your honest opinion matters – At Shell, we are proud to share our common values: integrity, honesty, and respect.
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DIVERSITY & INCLUSION

- Shell values inclusiveness being an equal opportunity employer. And at Qatar Shell, we have an active local Women Association Network.
- Shell is proud to be the first major integrated oil and gas company to introduce a new global standard of 16 - weeks paid maternity leave.
- Shell is a large and diverse organization; working alongside those from different cultures and backgrounds encourages collaboration and cooperation.



EXPLORE A WORLD OF OPPORTUNITIES

Our global scale and business diversity give you the flexibility to explore a variety of opportunities within Shell, enabling you to continuously grow your career.



GLOBAL ORGANISATION

- Make a difference by being a part of a truly global company in more than 70 countries with over 100 years of success in managing a highly complex business.
- We are a Global Team. You have the opportunity to apply for virtual trainings and work with the best global professionals.
- Add value to our global organization as a leader in energy transition, research, and development.



ROBUST CAREER PATHS

- Shell graduates can focus on globally recognized capabilities that shape long-term career plans.
- The Shell Graduate Program (SGP) positions graduates to become highly competent global professionals.
- *The Shell Advanced Technical Program (SATP) is a second stage structured development program designed to enhance your capabilities and stretch your career path in technical disciplines.



REDISCOVER YOURSELF

- Multiple rotations are provided through the Shell Graduate Program (SGP) to explore the business and your discipline.
- Utilize the Shell open university portal for training and development opportunities.
- Every employee has their own Individual Development Plan, focusing on individual learning needs, strengths, and areas for improvement.



GLOBAL ORGANISATION

- The opportunity to participate in impactful projects and share ideas with colleagues around the world.
- As an experienced professional, you have the opportunity to contribute in-part to a highly diverse international team.
- Add value to our global organization as a leader in energy transition, research, and development.



ROBUST CAREER PATHS

- At Shell, you will have the opportunity to develop your career by working with global talent and international assignments.
- Receive feedback on your career plan and development through annual performance appraisals.
- Be a part of our highly competitive and challenging energy market.



REDISCOVER YOURSELF

- Shell offers different tools and platforms for leadership development to unlock exceptional leadership skills.
- Training opportunities as well as mentoring programs are available to support career and personal growth.
- Every employee has their own Individual Development Plan, focusing on individual learning needs, strengths, and areas for improvement.

* Starting the SATP requires successful completion of SGP [i.e. SGP is a pre-requisite for SATP].