



## HOW TO APPLY

### GRADUATES OR INTERNS

Applying to Shell is simple. There are four steps, and it should only take 5-10 minutes to apply. If you want to know more, speak to one of our employees or watch the video on the Shell Careers website.



#### 1. ONLINE APPLICATION

Visit the careers section of the Shell website ([www.shell.us/careers](http://www.shell.us/careers)) – this is where you will find our graduate and intern opportunities and more about life at Shell. Complete your application online – you can save time by connecting your LinkedIn profile. Before applying, make sure you are eligible to work in the country where the opportunity is based. The application should take between 5-10 minutes.

#### 2. ONLINE ASSESSMENTS & ON-DEMAND VIDEO INTERVIEW

After you've submitted your application, you'll be asked to complete three online assessments. We will guide you through this, but in a nutshell these are:

- A general cognitive test, with numerical, verbal and abstract reasoning
- An assessment of your 'working style'
- A self-recorded video submission. This is an on-demand video interview where you can show us who you are as you answer questions from our recent joiners.

Altogether this will take about 40 minutes, and will need to be completed within 10 days of being received.

#### 3. FINAL ASSESSMENT

**FOR GRADUATES:** This virtual assessment consists of two parts: a case study for which you will be asked to prepare a presentation (the case study will be shared with you in advance); and an interview, where you will have the chance to get to know us, and we can get to know you. To make the interview process more convenient and comfortable, we are leveraging the latest digital technology to bring the experience to you, wherever you may be.

**FOR INTERNS:** This stage includes a live virtual case study session with two Shell employees who will host the discussion. A case study related to one of the business and skills areas that you rated in your application form will be sent to you two days prior to the session. You will be assigned a topic relating to an aspect of your case, and then asked to prepare a presentation.

#### 4. SHELL CONNECT

**FOR GRADUATES:** After successfully completing steps 1–3, you may be invited to our offices to meet your future manager and other Shell graduates. During your Shell Connect visit, you will have an opportunity to see Shell from the inside and meet people that could become your new colleagues.

**FOR INTERNS:** Following the successful completion of Steps 1 – 3, you will be offered a place in the Internship program. Here, you'll receive hands-on training and have the chance to be selected for a job at Shell.