

## Santos Graduate & Vacation Programs - EOI

### Who We Are

**Santos is a global energy company committed to increasingly cleaner energy and fuels production, with operations across Australia, Papua New Guinea, Timor-Leste and North America.**

At Santos, our commitment is to be a global leader in the transition to cleaner energy and clean fuels, by helping the world decarbonise to reach net-zero emissions in an affordable and sustainable way.

Santos is one of Australia's biggest domestic gas suppliers and a leading LNG supplier in the Asia Pacific region. We are committed to supplying critical fuels such as oil and gas in a more sustainable way through decarbonising projects, including the Moomba CCS Project, while we all transition to cleaner fuels.

For more than 65 years, Santos has been working in partnership with local communities, providing local jobs and business opportunities, safely and sustainably developing natural gas resources, and powering industries and households.

See more about our sustainability commitment here: <https://www.santos.com/news/2023-sustainability-report/>

### Our Vacation Program offers:

Santos offers 12 weeks' vacation employment to students who are currently in their penultimate year of undergraduate study.

Offered November through February each year, the program provides students with hands on experience through challenging project work. It gives students the chance to determine their interest in the industry, and Santos an opportunity to assess student potential for the following year's graduate positions.

As a Vacation Student, you'll get the opportunity to improve your knowledge and skills and enhance your personal development through hands-on experience, defined and challenging project work and working alongside subject matter experts. At the conclusion of the program, you will deliver a presentation on your project to various stakeholders within the business and receive structured performance feedback from your Project Leader.

Projects are based in our Adelaide, Brisbane, Perth locations, some projects require students to visit our site locations during placement. In most cases, students are generally employed into projects in their home locations. In the instance that projects are allocated in an alternate location to the applicant's home location, Santos will provide appropriate support to those students for the duration of the program in the project location.



### Our Graduate Program includes:

**Induction Program** which helps first-year graduates find their feet at Santos as they build networks with colleagues throughout the company.

**Performance goals** are set for each rotation, meaning graduates are clear about their performance outcomes and what they need to focus on. The goals are supported by ongoing feedback conversations with a leader.

**Individual development plans** are set with each graduate to support technical and professional development, as well as identifying areas of strength and opportunities to build skills, knowledge and competence.

**Job rotations** that give graduates exposure to various teams, projects and locations – some roles even offering offshore rotations – providing a strong technical foundation and breadth of industry-related business knowledge.

**Mentorship and support** is offered for first-year graduates, providing an assigned buddy and technical mentor to help with work, career guidance and settling in.

**Graduate Ambassadors** who organise social functions, assist with networking and graduate recruitment, and as graduate volunteers, provide ongoing contributions to improve the Graduate Program.

**Competitive remuneration and benefits packages** provide employees with value and choice across superannuation, access to share plans, the salary sacrifice scheme, bonuses, study assistance, education programs, employee assistance program, health and fitness memberships, professional memberships and relocation assistance, where applicable.

**A great place to work** Santos offers graduates flexibility in a nurturing and supportive environment. We understand the increasing importance of maintaining a diverse, adaptable and high performing workforce with a balanced lifestyle. We encourage involvement in the Santos Social Club and the many community and volunteering events supported by Santos, such as the Santos Tour Down Under.

### What are we looking for?

We are keen to hear from applicants who are willing to strive for high quality results working in a dynamic and challenging environment and be flexible in their work location.

Students interested in our **Graduate Program** will be finishing their studies in 2023.

Students seeking a **Vacation Program** / Internship will be in their penultimate year of study.

We have opportunities for students in the following disciplines :



### **Primary Qualifications**

Petroleum Engineering  
Mechanical/Mechatronic/Aerospace Engineering  
Chemical Engineering  
Electrical Engineering  
Civil Engineering  
Geoscience, Geophysics & Petroleum Geoscience  
Environmental Management/Science  
Conservation Management

### **Secondary Qualifications**

Corporate Function (Including but not limited to):

- Finance / Economics
- Supply Chain, Logistics, Procurement
- Information Technology
- Legal
- Human Resources

We require all applicants to be Australian or New Zealand citizens or Permanent Residents of Australia.

**Register your interest** via our Careers Portal:

<https://recruitment.santos.com/graduateCareers>

Learn more about our vacation and graduate programs via the early career pathways page on our website [www.santos.com](http://www.santos.com)

Contact the team at [Graduate.Recruitment@santos.com](mailto:Graduate.Recruitment@santos.com)