Human Resources Development Program

Your Career.

Past Rotational Assignment Locations

Human Energy. Yours.™

A program designed for people like you.

Chevron Corporation is one of the world’s leading integrated energy companies with subsidiaries that conduct business across the globe. The company’s success is driven by the ingenuity and commitment of approximately 62,000 employees who operate across the energy spectrum.

Chevron explores for, produces and transports crude oil and natural gas; refines, markets and distributes transportation fuels and other energy products and services; manufactures and sells petrochemical products; generates power and produces geothermal energy; and develops and commercializes the energy resources of the future, including biofuels and other renewables. Chevron is based in San Ramon, California.

Check with your placement center to see if we are scheduled to interview at your school.
For more information and to apply, please visit us at www.chevron.com/careers and select Students & Recent Graduates.

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Chevron Human Resources Development Program

The Human Resources Development Program offers hands-on, broad-based experience that can lead to a dynamic career with Chevron, a global leader in the oil and gas industry. Chevron focuses on corporate and professional growth and innovation where creativity and flexibility are valued. Your formal education, training and HR experience can play an integral role in meeting our ambitious goals.

Who We Hire

Our company succeeds because of its strong ability to manage change, encourage new ideas and envision the future. We understand that our continued success relies on hiring and developing talented people with a master’s in HR or M.B.A.s with a concentration in HR. Our HRDP is pivotal in developing Chevron’s HR professionals.

The HRDP seeks recent graduates and individuals with relevant work experience who have a passion for human resources. We look for people with demonstrated leadership skills, strong communication abilities and a desire to be challenged with diverse assignments around the globe.

Successful candidates thrive in a work environment that builds on increasing responsibility and quick thinking. HRDP participants rotate positions and work sites and must be able to easily relocate. If this describes you, the HRDP may be the career path for you.

What You’ll Do

The Human Resources Development Program (HRDP) is composed of four six-month rotational assignments within various corporate and operating company units. These assignments are in-depth experiences that let you sharpen your skills, understand the different aspects of our operations, and demonstrate your abilities to a broad range of managers. Each assignment includes significant responsibility because we know it pays off — both in your career development and in Chevron’s future.

There are several core experiences that are part of each participant’s journey. Some of the typical roles include:

Business Partner
As a business partner, you will provide generalist support to a dedicated client base. Your responsibilities may include salary planning, senior management support, employee development, pay determination, analyzing customer satisfaction survey findings and succession planning.

Total Remuneration Analyst
As a total remuneration analyst, you will focus on either compensation or benefits, domestically or globally. Benefits design, salary surveys, benefit plan administration, job evaluations and organizational redesign are all possible projects to which you may be assigned.

Employee Relations Counselor
As an employee relations counselor, you will be the point of contact for HR processes including investigations, alternative dispute resolution, outplacement, redeployment, exit interviews and policy counsel.

Where You’ll Work

HRDP assignments are based on business needs as well as program participant’s development interests.

Because we are a global organization, we look for individuals who are comfortable working in both the U.S. and international work sites. Many HRDP assignments are based in either the San Francisco Bay Area, at our corporate headquarters in San Ramon, California, or in Houston, Texas. Past international assignment locations have included Singapore, Indonesia, Angola, Kazakhstan, Kuwait and Nigeria.

The HRDP consists of four rotations which last six months. Typically, rotations consist of three domestic assignments and one international assignment.

Professional Growth

Each assignment includes increasing responsibilities that will enhance your career development at Chevron.

As an HRDP participant, you will receive performance progress updates during each rotational assignment. Formal feedback between you and your manager is generally scheduled as outlined below:

• At the start of each six-month period, you will meet with your rotational assignment manager to set goals and objectives.
• At the halfway point of your assignment, you will review your progress with your manager.
• At the end of your rotation, you will meet with your manager to discuss your accomplishments and identify future learning opportunities.

Next Career Steps

The HRDP is a key priority for Chevron’s HR management team. Senior HR executives are involved in the selection of participants and in determining participant assignments.

The commitment of HR executives to the development of participants’ careers continues even after participants have successfully completed the program. With these key decision makers watching your progress, you won’t be lost in the crowd.

Summer Internship Program

Our summer internship program targets first-year graduate students who would like to take a closer look at Chevron. As an intern, you will gain a better understanding of our business, people and culture through mentoring and formal presentations.

To learn more about internships, visit www.chevron.com/careers and select Students & Recent Graduates.

Program Alumni

“Chevron is serious about employee development and the support provided in the HRDP has proved beneficial. It has enabled me to quickly learn about Chevron’s business worldwide and establish a network of contacts that have helped me get to where I am today.”

Taryn Shawstad
General Manager, Total Remuneration

“Since we have operations around the world and a globally diverse workforce, the opportunities to work on the most complex HR issues are vast. One day you could be consulting with a manager on an organizational change and the next day be navigating immigration and payroll policies to place a South African employee in an assignment in Latin America.”

Barbara Curran
General Manager, Human Resources, Global Upstream

“Flying to Deepwater rigs in the middle of the ocean to check on customers. Participating in union negotiations in Nigeria. You can’t top this type of unparalleled international exposure, professional growth and business access. I’ve had the privilege to work with bright professionals across the world with unrivaled integrity. Chevron believes in the power of Human Energy and I’ve seen evidence of that throughout my entire career.”

John Hicks
HR Manager, Global Lubricants