



# Energy of the future

Career Pathways:  
Graduate &  
Undergraduate  
Programs

**Santos**



**For over 65 years, Santos has been working to harness Australia's natural resources. From the natural gas reserves that lay beneath the ground, to the bold and innovative people that live and work above it.**

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# Our graduates are going places



**Santos knows the value of investing in our best and brightest new resources – the future of our workforce and future leaders within our business. That’s why we invest in our graduates as permanent employees and provide unique opportunities for accelerated career development.**

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With origins in the Cooper Basin, Santos has one of the largest exploration and production acreages in Australia. And the gas we produce here is the perfect partner for renewable energy, generating 50% less CO<sub>2</sub> emissions than coal energy – making it the best way to keep us going and growing.

Australian owned and operated, we work with local communities, governments and business partners to safely and sustainably develop our country’s natural gas resources. Our commitment to protecting the land is evident in the care we’ve always taken extracting natural gas, leaving the environment in the same, if not better condition than we found it. After all, Australia’s our home too.

And while we already supply gas to every state in Australia, by 2025 we plan to be this country’s leading supplier of natural gas, making it an affordable, secure and dependable source of energy for all.

Santos graduates are guided by a clear purpose, an ambitious vision and a core set of values. These are the fundamental driving forces behind our brand, business, behaviours and decisions. They reflect how we work, treat each other and interact with the people and communities around us.

# Purpose

**Provide sustainable returns for our shareholders by supplying reliable, affordable and cleaner energy to improve the lives of people in Australia and Asia.**

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# Vision

**Be Australia's leading natural gas company by 2025.**

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# Values

## Work as one team

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Value diverse perspectives

Challenge respectfully then get behind the decision

Unite and share learnings

## Always safe

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Plan work to protect all from harm

Be skilled and competent

Understand the risks, controls and barriers

Follow the rules and respond to change

Speak up

Step back, think and be ready

## Act with integrity

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Act ethically and do the right thing

Value our customer relationships

Confront the facts

Treat people with respect

## Be accountable

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Do what we say we are going to do

Take responsibility for our actions

Be disciplined about meeting requirements and standards

Learn from success and failure

## Pursue exceptional results

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Deliver value for our stakeholders

Be decisive about what we can do better

Recognise and reward achievement

Strive for constant improvement

Enable innovation

## Build a better future

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Leave a positive legacy

Invest in our people

Have a positive impact in our communities

Protect the environment

Be health and safety champions



# Graduate Program

# Graduate Program

We empower and challenge our graduates as they learn to grow within a publicly-traded company. Our Graduate Program facilitates rotations aligned to discipline streams, all industry related and future focussed. It is supported by a lifecycle induction, mentoring program, on-the-job experience, plus technical and personal training.

## For accelerated career development, our Program includes:

**Graduate 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.

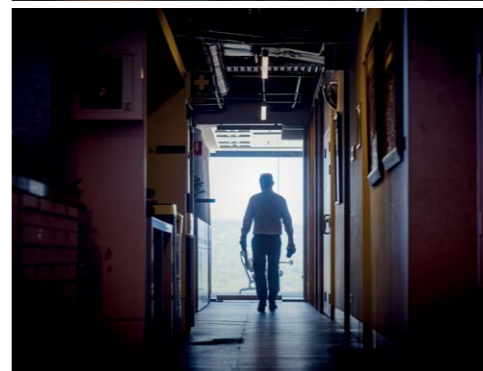
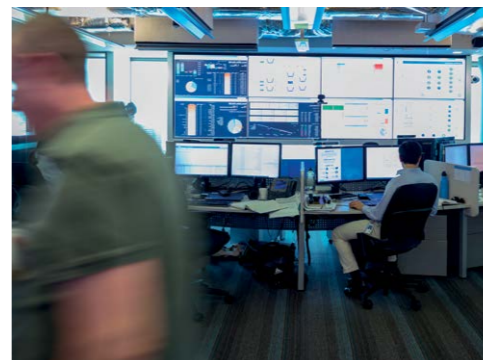
## Graduate positions

Our Vacation Program is the main pathway to the Santos Graduate Program, however, we know the value of investing in new talent, so additional positions may become available through our expressions of interest online application.

We are keen to hear from applicants who are striving for high-quality results, are eager to work in a dynamic and challenging environment and can be flexible in their work location. We target graduates who demonstrate our values, resonate with our purpose and strive for our vision.

Applicants will need to demonstrate effective communication skills and strong problem solving, analytical, time management and organisational abilities. Applicants should be in the final year of their Honours degree in one of the following disciplines:

- + Geology, Geophysics and Petrophysics
- + Petroleum Engineering
- + Chemical Engineering
- + Mechanical/Mechatronic Engineering
- + Electrical Engineering
- + Civil Engineering
- + Environmental Engineering
- + Computer Science and Data Analytics
- + Finance and Commercial



## Work locations

Our graduates are generally placed in our Adelaide, Brisbane or Perth offices, and have the opportunity to travel and work on our site locations throughout Australia. Spanning modern metro capital cities, outback posts in central Australia, to offshore rigs in Western Australia, our graduates will gain office and field experiences.

## Graduate recruitment timetable

Applications open each year in March. The Vacation Program is the main pathway to our Graduate Program, but we will advertise additional positions as they arise on our website. You may submit an expression of interest application at any time via our website to receive notifications for opportunities.

## Applications and selection

We require all applications to be registered online. Registrations will be received when applications are open – see our website for dates. Applications are then reviewed and shortlisted with our structured selection process. We use a consistent candidate evaluation to provide all candidates with the same opportunity to demonstrate our required attributes.

FOR MORE INFORMATION, VISIT  
[SANTOS.COM/CAREERS/PATHWAYS](https://www.santos.com/careers/pathways)



# Undergrad Programs



# Vacation Program

Santos offers 12 weeks' vacation employment to geoscience and engineering students who are currently in their penultimate year of undergraduate study. Students have the opportunity to improve their technical skills and enhance their personal development.

## Program benefits

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.

## Work locations

Project work is generally based in our Adelaide, Brisbane or Perth offices. Some projects require students to travel to our site locations in South Australia and Queensland during placement.

## Feedback

Once completing the program, students receive beneficial performance feedback from their Project Leader. Additionally, they are invited to provide their own feedback through an exit questionnaire.

## Applications and selection

We require all applications to be registered online. Registrations will be received when applications are open – see our website for dates. Applications are then reviewed and shortlisted with our structured selection process. We use a consistent candidate evaluation to provide all candidates with the same opportunity to demonstrate our required attributes.

### Vacation program recruitment timetable

**APRIL** Online applications open

**MARCH–MAY** University presentations and careers fairs

**JULY** Online applications close

**JULY/AUGUST** Shortlisting, online assessments and telephone interviews

**AUGUST** Assessment Centre/interviews

**SEPTEMBER** Employment offers

SEE OUR WEBSITE FOR KEY DATES AND APPLICATION DEADLINES  
[SANTOS.COM/CAREERS/PATHWAYS](https://www.santos.com/careers/pathways)

# Indigenous Undergrad Cadetship Program

Santos offers 12-week placements to Indigenous students who are currently in any year of their first undergraduate degree. These placements provide the opportunity to be part of a dynamic and innovative team, working on practical projects to enhance their personal and professional development.

We offer undergraduate cadetships across a broad range of disciplines including:

- + Engineering
- + Geology/Geoscience
- + Finance
- + Law
- + Human Resources
- + Health, Safety and Environment
- + Information Systems

## Program benefits

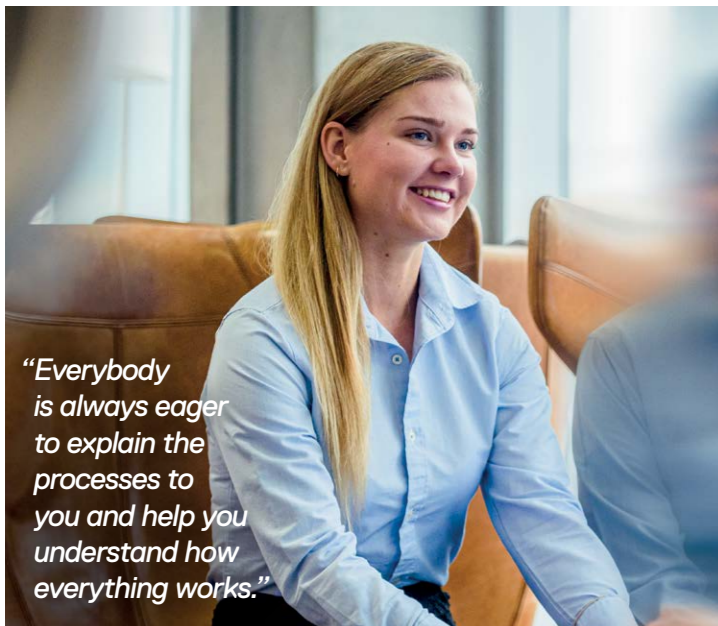
Our Cadetship Program is flexible with tailored placement options to ensure every student achieves the optimal work, life and study balance. The program provides students with personalised, hands-on experience through challenging project work, as well as access to the support of technical and professional mentors. Students also have the opportunity to access personal and professional development training programs.

## Applications and selection

An extensive evaluation process ensures placements best meet the professional development interests of the student, including department rotations and experience working in office and field locations.

REGISTER YOUR INTEREST VIA EMAIL  
[ABORIGINAL.PARTICIPATION@SANTOS.COM](mailto:ABORIGINAL.PARTICIPATION@SANTOS.COM)

# Meet some of our graduates



“Everybody is always eager to explain the processes to you and help you understand how everything works.”

## ANIA MANKA / GEOPHYSICIST

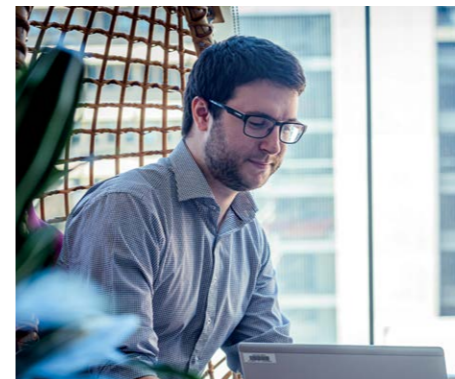
Ania successfully applied for a summer vacation internship as a student geophysicist at Santos. Completing honours at the Australian School of Petroleum, Ania undertook another internship with Santos before commencing a graduate position in June 2018. Starting her graduate journey in Brisbane as a petrophysicist for 10 months, she gained drilling and wellsite experience in Operations Geology for before returning to Adelaide to learn about seismic acquisition and processing in her current role.

### When have you felt most energised at Santos?

*I was fortunate enough to be on a dual lateral well in Fairview, which intercepted a vertical well under 2km away. We were using a resistivity tool to help us steer and stay within the coal seam, and a magnet in a nearby vertical well we were aiming to intercept. To be standing on the ground 800m above the churning drill bit, looking at the pressure gauges in anticipation of the pressure dropping that would tell us we had successfully intercepted, was such an exciting experience and an incredible scientific and technological accomplishment.*

### What has been your highlight of the Graduate Program?

*Getting out to see the various field operations the business is involved with, from early exploration acquiring seismic data, to drilling a well, completing it and seeing the compressor stations. Everybody is always eager to explain the processes to you and help you understand how everything works.*

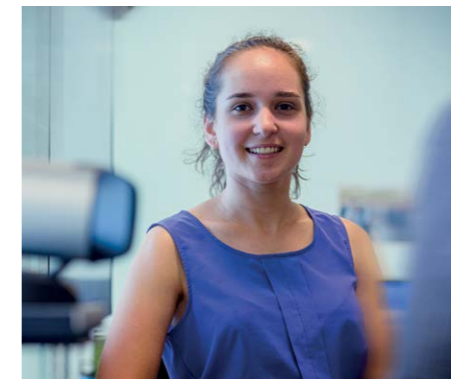


## THEO VISAN DATA ANALYTICS ENGINEER

Theo started working for Santos part-time back in mid-2017. He was in a Production Engineering role primarily focused around integrated asset modelling of the upstream Cooper Basin gas network. He moved into the Advanced Analytics team in mid-2018 to assist with engineering and programming across a variety of projects. Theo's been involved in a broad range of projects across the business – all the way from interpretation of PNG subsurface data to automatic detection and reporting of blowdown events in the Cooper Basin. At the start of 2019 he joined the Graduate Program – his main focus on production technologies and drilling optimisation.

### What has been your Graduate Program highlight?

*Having the opportunity to visit the field as part of my role in the Advanced Analytics team. I gained a much better understanding of our daily operations through first-hand involvement, which has fed into much of my project-related decision making. This was a profound experience for me and is something I consider pivotal in my professional development.*



## LAURA FORTUNA PROCESS ENGINEER

Laura started in the Santos Graduate Program in 2018. Her first rotation was in the Production Engineering team, where her main responsibility was to produce and optimise production from oil wells in the Cooper Basin. This involved both surface and subsurface technologies and ranged from day-to-day to long term projects. Laura recently moved into a new role in Process Engineering, supporting the Cooper Upstream assets, and is excited to be utilising some of the skills she learnt at university, as well as gaining broad knowledge and experience in this discipline.

### When have you felt most challenged?

*The great thing about the Graduate Program at Santos is that you are given challenging roles with responsibilities and deliverables. I have felt most challenged when managing my own projects from opportunity identification through to execution, ensuring everything runs smoothly and making project go-forward decisions.*



## ALEX BYGOTT GRADUATE RESERVOIR ENGINEER

In 2016, Alex was involved creating dashboards for the assets that summarised production data, as well as static and dynamic reservoir data. He stayed on part-time throughout 2017 working in Reservoir Development, working with Scotia, Arcadia, Fairview and Roma teams, working predominantly on creating dashboards for the team and designing ways to better manage large amounts of data. Alex started full-time as a graduate in Feb 2018, working closely with the Production Engineering team in Reservoir Management.

### When have you felt most challenged?

*Presenting on our asset production and future development to the GLNG Joint Venture representatives. The meetings are important to reflect that as operators we know what we're doing. As a graduate I was initially nervous to present, but in hindsight it was great exposure and I am thankful to Santos for providing such opportunities so early in my career.*

# Santos Graduate and Undergraduate Programs

See our website for Graduate, Vacation and Cadetship Program details  
[santos.com/careers/pathways](https://www.santos.com/careers/pathways)

## Adelaide

Santos Ltd  
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60 Flinders Street  
Adelaide, South Australia 5000

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## Brisbane

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Level 22, Santos Place  
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Brisbane, Queensland 4000

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## Perth

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Level 7  
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# Santos

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[www.santos.com](https://www.santos.com)



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