

Graduate and Vacation Employment Program



Santos



Santos is an Australian energy pioneer. We have safely and sustainably discovered, developed and delivered natural gas to the people of Australia and Asia for more than 60 years.

Graduates are our future

With origins in the Cooper Basin, Santos has one of the largest exploration and production acreages in Australia and extensive infrastructure. Our strategy is centred on a portfolio of long-life natural gas and LNG assets. These assets support our aim to be a leading Australian domestic gas supplier and a major LNG exporter supplying clean energy to Asia.

Santos is now the biggest domestic gas producer in Western Australia, and we are continuing to strengthen our offshore operating capability and enhance opportunities across our Western Australia and Northern Australia portfolios.

As an Australian owned and operated business, we work in partnership with local communities, governments and our business partners to make natural gas an affordable and reliable energy solution for all.

Santos recognises the strategic value in recruiting new talent at graduate level and provides excellent opportunities for growth and development through our Graduate Program.



Santos graduates will be guided by a clear purpose, an ambitious vision, and a strong set of values. These reflect how we work, how we treat each other and how we interact with the people and communities around us.

Our Purpose

Our Purpose is to provide sustainable returns for our shareholders by supplying reliable, affordable and cleaner energy to improve the lives of people in Australia and Asia.

Our Values



Work as one team

- + Value diverse perspectives
- + Challenge respectfully then get behind the decision
- + Unite and share learnings



Always safe

- + 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

- + Act ethically and do the right thing
- + Value our customer relationships
- + Confront the facts
- + Treat people with respect



Our Vision

Our Vision is to be Australia's leading natural gas company by 2025.



Be accountable

- + 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

- + 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

- + 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

Our program develops graduates through focussed rotations aligned to five discipline streams. It is supported by a comprehensive lifecycle induction, mentoring program, on-the-job experiences linked to the discipline stream, and technical and personal training.

Santos' Graduate Program provides accelerated career development incorporating on-the-job technical training and specialist development activities, including:

Graduate Induction Program which helps first year graduates quickly find their feet at Santos and build networks with their colleagues throughout the company.

Unlocking performance potential where individual performance agreements are set annually and regular conversations and feedback are given on performance and development.

Job rotations that give graduates exposure to various teams or locations providing a strong technical foundation and breadth whilst meeting graduate and business needs. Graduates will have opportunities to be involved in diverse projects across the organisation with some roles offering offshore rotations.

Mentorship and support where each first year graduate is assigned a buddy and technical mentor to help with technical work, career guidance and settling the graduate into the organisation.

Graduate Ambassadors graduate volunteers that organise social functions, assist with networking and graduate recruitment, and contribute to ongoing improvements to the Graduate Program.

Competitive remuneration and benefits package which offer employees choice including bonus, superannuation, access to a share plan, salary sacrifice scheme, study assistance and education programs, employee assistance program, health and fitness memberships, professional memberships and relocation assistance, where applicable.

A great place to work where we understand the increasing importance of flexible work options in maintaining a diverse, adaptable and high performing workforce and involvement in the Santos social club or 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 there may be additional positions that become available through our expressions of interest on-line application. 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. 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
- + Information Systems Engineering
- + Supply Chain Management
- + Procurement & Logistics

Santos targets high quality graduates who exemplify Santos' values and are committed to achieving commercial outcomes through technical excellence. Applicants will need to demonstrate effective communication skills and strong problem solving, analytical, time management and organisational abilities.

Location of work

Our graduates are generally placed into our Adelaide, Brisbane or Perth offices and have the opportunity to travel and work at our site locations throughout Australia. Later in their careers, high calibre graduates may have the chance to live and work at our overseas locations.

Graduate Recruitment Timetable

Please see the Vacation Program Recruitment Timetable for details of university presentations and careers fairs.

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 also submit an expression of interest application at any time via our website and we will advise you of opportunities as they arise.

Applications and selection

We require ALL applications to be registered online and these will be reviewed and shortlisted. See our website for application dates. Registrations will be received online when applications are open. Our structured selection process provides all candidates with the same opportunity to demonstrate our required attributes. This is achieved by utilising a consistent candidate evaluation process.

More details

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



Vacation Program

Santos offers 12 weeks' vacation employment to geoscience and engineering students who are currently in their penultimate year of undergraduate study. This employment is offered during November to February each year.

What the program provides

Students in the program will be given the opportunity to improve their technical skills and enhance their personal development. The program provides hands-on experience through challenging project work.

Feedback

At the conclusion of the program, students receive structured performance feedback from their Project Leader. Additionally, they are invited to provide their own feedback through an exit questionnaire.

Program benefits

Students have an opportunity to determine their interest in the oil and gas industry and the company has an opportunity to assess students for possible graduate positions in the following year.

Location of work

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

Applications and selection

We require ALL applications to be registered online and these will be reviewed and shortlisted. See our website for application dates. Registrations will be received online when applications are open. Our structured selection process provides all candidates with the same opportunity to demonstrate our required attributes. This is achieved by utilising a consistent candidate evaluation process.

Vacation Program Recruitment Timetable

MARCH	Online applications open
MARCH–MAY	University presentations and careers fairs
MAY	Online applications close
JUNE/JULY	Shortlisting, online assessments and telephone interviews
JULY/AUGUST	Assessment centre
AUGUST/SEPTEMBER	Employment offers



See our website for application
open and close dates

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

Meet some of our graduates



MATTILDA SHERIDAN GEOLOGIST

Geology Masters

Originally from Canberra, Mattilda joined the Graduate program in 2015 after completing her Master's degree at the University of Canterbury, NZ. Prior to starting as a graduate Mattilda did vacation work in our Adelaide and Brisbane offices. As a graduate Geologist, Mattilda's first rotation saw her based at a well sites as an Operations Geologist, she has worked in Sedimentary and Petrology where she was exposed to different basins and sedimentological analysing techniques. Mattilda currently holds a position within our Exploration and New Ventures team. Later this year Mattilda will rotate into a development geology role in our Cooper Oil team.

When have you felt most energised at Santos?

Working in the Sedimentology and Petrology team. Working in this role, I was exposed to different basins and sedimentological analysing techniques. I conducted rock typing, sedimentary logging, petrology, thin section analysis and Scale identification. I gained an appreciation on how the microscale analysis of rocks can provide answers to the much broader petroleum system.

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I am surrounded by extremely experienced geoscientists who constantly support and mentor me along the way. With the guidance of my team I have learnt a lot about exploration in the petroleum industry.

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When have you felt most challenged?

Recently I have been working in regional exploration as part of Santos' New Ventures team. My role involves understanding the petroleum systems of frontier basins on a regional level, often with limited data. In a previous role I was conducting microscopic rock analysis, shifting from small scale studies to regional large scale assessments was a steep learning curve. However, I am surrounded by extremely experienced geoscientists who constantly support and mentor me along the way. With the guidance of my team I have learnt a lot about exploration in the petroleum industry.



BEN THOMSON RESERVOIR ENGINEER

*Bachelor of Engineering (Petroleum),
Bachelor of Science (Geology and Geophysics)*

During his studies Ben completed several rounds of vacation work at Santos and worked with us part-time during his studies. He joined Santos in 2015 as a Graduate Field Support Engineer working a 2 week on 2 week off roster in our Roma gas field where he got hands on experience in operations. He then moved into a Reservoir Engineering role where he worked on development drilling programs in Big Lake. Most recently he has moved into the Production Engineering team where he has been working on re-fracture stimulation trials for the Cooper Basin.

What has been your highlight of the Graduate Program?

Working as a Field Support Engineer in the Roma CSG field on a two weeks on, two weeks off roster. Not only did it give me hands on experience in operations, but it also gave me the opportunity to work with some amazing people out in the field. I often catch myself drawing upon the knowledge I gained in that environment in almost every major project I've worked on to date.

FIONA WADEMAN PROCESS ENGINEER

*Bachelor of Engineering (Chemical),
Bachelor of Science (Biotechnology)*

Fiona joined Santos as a Graduate Engineer in 2013 and has had many unique experiences during her rotations. She began her Santos career in a Reservoir Engineering role in our Queensland Development team before rotating into a Field Readiness Engineer role for the upstream development of the GLNG project, then progressed to an Upstream Operations Process Engineering role. Fiona made a move to Downstream Operations in 2015 where she spent 2 years in Gladstone constructing, commissioning then working in the operations of our GLNG LNG Plant. In her current role as a Process Engineer in the Energy Solutions team Fiona is working to reduce the emissions intensity of operational sites across the business by reducing fuel gas, flaring and venting and working to help Santos adapt to a low carbon future.

Recall a time you thought 'Wow':

Sitting in the middle of the control room on Curtis Island at 4am on a Wednesday morning with our small commissioning and start-up team for Train 2 and seeing the first level reading on the LNG flash drum. It was an indescribable feeling to know we'd safely achieved first LNG after months of hard work and long hours.

The Santos Graduate and Vacation Program

See our website for Graduate and Vacation Program details
santos.com/careers/pathways

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The Santos logo is displayed in a large, bold, blue serif font at the bottom left of the page.