



energise your career
with the Woodside Graduate Program





energise



your career

Why and how we deliver what you are looking for	2
Who we are	4
Sustainability	6
Where we are	8
Our people	10
Our values	12
Our graduate development program	12
Young professionals group	16
What we can offer	18
Our graduate opportunities	20
Graduate profiles	22



Why we deliver what you are looking for

Our Graduate Development Program is a key component of the company's strategy to build long term capability. It is designed and implemented to attract and retain the best possible candidates.

How we deliver what you are looking for

We offer you permanent employment with Australia's leading independent producer of oil and gas.

Our graduate program has been in existence since 1982. Its objective is to develop and retain high potential graduates from selected core disciplines by providing a development program which ensures the graduate achieves his or her potential.

Woodside graduates are permanent employees. They kick start their careers on our three-year structured development program

which comprises various assignments or rotations. The program has been developed as a balance between providing you with tasks that allow you to make a meaningful contribution and develop depth in a specific area, and exposing you to the many and varied facets of the business as it relates to your discipline.

We will provide continual development through:

- ▶ Rotational assignments, extensive on-the-job training, and structured business and

development courses specifically designed to develop skills within your chosen discipline, and help you achieve your ambitions;

- ▶ Support from senior leaders from your discipline;
- ▶ Technical mentors and a 'graduate buddy'; and
- ▶ Involvement in our dynamic community of more than 100 graduates.

“I like Woodside because the work life balance is encouraged. As a career opportunity and as a lifestyle choice, the Woodside graduate program is second to none.”

Dan, Subsea





As Australia's largest independent oil and gas company with decades of operational experience, Woodside has an enviable range of upstream and downstream capabilities.

Woodside is the biggest operator of oil and gas production in Australia. Throughout Woodside's 57 year history we have strived for excellence in our safety and environmental performance and we aim to ensure that wherever we operate, the community benefits from our presence.

Woodside produces around 700,000 barrels of oil equivalent each day from an extensive portfolio of facilities which we operate on behalf of some of the world's major oil and gas companies.

We are the most active exploration company in the deepwater provinces of Australia, having participated in around 40% of Australia's deepwater

exploration wells, including Alaric, Australia's deepest water depth exploration well. We have been operating our landmark Australian project, the North West Shelf, for more than 25 years and it remains one of the world's premier LNG facilities.

Woodside is one of the world's largest non-government operators of LNG plants.

The natural gas we produce and market helps meet the demand for cleaner energy from our customer countries, including Australia, Japan, China, Korea and other countries in the Asia Pacific region.

Our international assets include deepwater production facilities in the USA Gulf of Mexico

plus exploration acreage in the USA, Brazil, Peru and South Korea.

In 2012 Woodside will begin production from the Pluto LNG Project. At full capacity it will add more than 100,000 barrels of oil equivalent a day to our operated production. We are seeking to expand the Pluto facilities and build new standalone projects including our Browse and Sunrise LNG developments.

Through the depth of our experience, the capability of our people, and our strong relationships with customers, co-venturers, governments and communities, we seek to be the partner of choice.

Our position in the global energy market is growing, with an impressive portfolio of oil and gas developments including our foundation Pluto LNG Project.





Our goal is to become an Australian leader in sustainable development.

As Australia's largest LNG operator, Woodside is playing a significant role in meeting the world's growing energy needs. As our business grows, so too does our commitment to sustainable development.

Sustainable Development is central to the way we conduct our business, by operating our existing business and developing new business opportunities in an economically, environmentally and socially responsible way.

At Woodside, we believe sustainable development should deliver benefits that meet the needs of the present generation, without compromising the ability of future generations to meet their needs.

We want to meet our long-term economic objectives. We also want to reduce our environmental footprint, invest in social programs in the areas in which we operate, and improve the lives of the many people we touch through our day-to-day business.

We continue to invest in technology to reduce our environmental footprint, including our land, sea and air emissions.

We are efficient users of energy resources such as water and power and initiate environmental best-practice waste and recycling management strategies.

At Woodside, we are committed to protecting the biodiversity and ecosystems, as well as the cultural heritage, in the areas in which we operate.

At Woodside, we are committed to protecting the biodiversity and ecosystems, as well as the cultural heritage, in the areas in which we operate.



Our head office is in Perth, Western Australia's capital city.

Perth is the very heart of Western Australia, the nation's largest state. Located in a superb position on the banks of the Swan River, and nearby acres of natural bushland in Kings Park, make for a city centred on the outdoors. In the heart of the city, you can picnic, jog, sail, water ski and parasail. There are many ways to delight in the relaxed, easy going atmosphere and bright, sunny climate.

Culture lovers are also catered for with a rich tapestry of museums, restaurants, cafes, theatres, cinemas and art.

The wide diversity of restaurants and nightlife has some constants – almost all have a focus on fresh local produce, fine wines and a superb setting. In fact the warm climate often encourages people out onto the street and down to the water's edge.

With more hours of sunshine than any other Australian capital city, Perth enjoys a true Mediterranean climate with long hot summers (December to February) and mild cool winters (June to August).

“Having moved from Brisbane to take up my role in Perth, I have been impressed by the opportunities presented to me. Technical and personal development, real world experience and mentoring are all part of the Woodside Graduate Program. ”

Katrina, Environment





While our gas resources guarantee Woodside's future, it is our talented people who have driven our reputation for agility, innovation and success.

Our People

Our workplace embraces diversity and places an emphasis on the wellbeing of our people through an unwavering commitment to health and safety. Woodside encourages diversity of ideas, thoughts and experiences and recognises that a talented and diverse workforce is a key competitive advantage.

Our success at Woodside has been driven by our dynamic, dedicated teams who truly underpin our reputation for agility, innovation and our passion for getting things done.

“The graduate program has been a great introduction to Woodside and the oil and gas industry and the current growth profile has made this an exciting company to work for, for years to come.”

Trent, Finance





Our values

Woodside offers people the potential to grow in a supportive and caring workplace. Caring for each other, the environment and the community is one of our core values.

Our values as a company are strong and sustainable performance, care and respect, integrity and trust, initiative and accountability, creativity and enterprise, and working together. We put paramount importance on the health and safety of our people.

Our Graduate Development Program

As a Woodside graduate, you will be on our three-year structured development program comprising rotational assignments. The program has been developed as a balance between providing you with tasks that allow you to make a meaningful contribution and develop depth in a specific area, and exposing you to the many and varied facets of the business as it relates to your discipline.

We will ensure you have the opportunity to continually develop through:

- ▶ Extensive on-the-job, discipline related training and development with rotational assignments in different parts of the company to develop your skills in your chosen discipline;
- ▶ Technical, business and personal skills training;
- ▶ Support from senior leaders from your discipline and a great graduate community; and
- ▶ Technical mentors and graduate buddy.

Caring for each other, the environment and the community is one of our core values.



your graduate **career** with woodside

Graduate professional development program

year **01**

Corporate Induction

- ✦ Company awareness
- ✦ Woodside's business strategy and operations
- ✦ Industry awareness

+

Technical professional development and mentoring in skill pool

+

Exposure to company projects and business operations

+

Personal work effectiveness and managing self and career (In-house workshops)

year **02**

Technical professional development and mentoring within your skill pool

+

Ongoing on-the-job training, business exposure and development program attendance, based on your personal development plan

+

Optional:
Engineers: Complete Chartered Engineers (CPEng) program
Essential:
Accountants: Complete CA/CPA program

+

Optional:
Community involvement

future possibilities with woodside

Considerable
professional
and industry
experience

Choose a managerial
/ professional
career path

Supervisor / First Line Manager	Manager	Senior Manager / Executive
<p>Supervise others.</p> <p>Manage company resources.</p> <p>On-the-job training and mentoring.</p>	<p>Manage company resources, projects and finances.</p> <p>Lead others.</p> <p>Practical experience in company operations and management systems.</p>	<p>Strategic leadership and management.</p> <p>Lead and manage company resources and major projects.</p> <p>Mentor and lead others.</p>
Supervisor and technical development	Management curriculum	Executive Development

OR

professional /
technical
career path

Technical Specialist	Technical Leader	Discipline Chief
<p>High-end technical analysis, innovations and solutions.</p>	<p>Lead teams of professionals to achieve complex professional solutions.</p> <p>Mentoring and coaching.</p>	<p>Lead disciplines and develop professional capability.</p> <p>Be Technical Authority for company.</p>

At the completion of the graduate program you will be able to continue the advancement of your career through our Young Professionals Group.

Features and benefits of the young professionals group include:

- ▶ Helping bridge the life/career pathway after the graduate program;
- ▶ Providing access to a multi-disciplinary pool for knowledge and experience sharing;
- ▶ Providing greater transparency so that young professionals are aware of and can actively pursue career path development;
- ▶ Providing a focal point for the nomination of people to participate in school, career and educational presentations and fairs;
- ▶ Creating a community with access to information to further develop individual capability;
- ▶ Helping improve self management skills, for example, making public presentations; and
- ▶ Networking and social events.

“A great initiative to provide value added professional development and social networking opportunities for professionals with up to 10 years experience.”

Mark, Former Chair, Woodside Young Professionals



What we can offer you

Our graduate program gives you the opportunity to join a great group of like minded people and gain a broad range of competencies in an exciting and challenging environment. You may also have the opportunity to travel during your assignments.

We remunerate fairly and responsibly in accordance with the regional and (in certain cases) international markets in which we

operate, maintaining rewards and benefits that are highly competitive within our industry.

You will receive remuneration, which includes performance-based incentives. In addition, our package includes superannuation, health insurance allowance, and employee equity plan.

Who can apply?

The Graduate Program is open to students completing their studies in the year of application, and to graduates with up to two years of discipline-related experience.

How to apply

Apply online, between January and April, at www.woodside.com.au.
Dates can vary from year to year.

The training and career opportunities offered at Woodside are excellent, and my time here has been one of the most rewarding and educational experiences of my life.

Tess, Information Technology



We are now seeking people from the following disciplines.

Engineering

- Aeronautical
- Chemical
- Civil
- Completions and Well Services
- Instrumentation, Control Systems and Electrical (ICE)
- Mechanical
- Mechatronics
- Petroleum
- Structural

Business/Other

- Accounting/Finance
- Commercial
- Health and Safety
- Human Resources
- Information Management
- Information Systems
- Information Technology
- Supply Chain/Logistics

Science

- Geology
- Geophysics
- Environmental
- Mathematics
- Physics

The Graduate Program is open to students completing their studies in the year of application, and to graduates with up to two years of discipline-related experience.

Degree Discipline	Woodside Graduate Roles																			
	Geologist	Geophysicist	Petroleum Engineer (Petrophysics)	Petroleum Engineer (Reservoir)	Petroleum Engineer (Production Technology)	Drilling & Completions Engineer	Process / Process Control Engineer	Subsea Engineer	Electrical / Instrumentation / Control Engineer	Mechanical Engineer	Materials & Inspection Engineer	Civil / Structural Engineer	Business System Analyst / IT Tech Specialist	Information Management Coordinator	Accountant	Commercial Analyst (Revenue / Cost)	Health & Safety / Risk Advisor	Environmental Advisor	Corporate Affairs (Sustainability) Advisor	
Chemical / Process Engineering			○	○	○		●	○											○	
Mechanical / Aeronautical Engineering				●	●	●		●	○	●	●								○	
Oil & Gas Engineering / Ocean Engineering			○	●	●	●	○	●		●										
Electrical Engineering / Instrumentation / Control			○	○	○			○	●	○										
Mechatronics					○			●	○	●									○	
Materials Engineering											○	●								
Petroleum / Mining Engineering			●	●	●	○														
Geology	●	○	○																	
Geophysics	○	●	○	○																
Naval Architecture / Structural Engineering / Civil Engineering										○		●								
Physics	○	●	●	○																
Chemistry	○	○	○	○		○														
(Applied) Mathematics	●	○																	○	
Computer Science / Information Systems													●	○						
Accounting															●	○				
Finance / Economics															○	○				
Commerce													○		○	●				○
Law																○				
Supply Chain and Logistics																	●			
Information Management / Media and Information														●						
Occupational Health & Safety																		●		
Environmental Engineering / Science																			●	
Public Relations / Communications / Business Management																				●
Political Science / Sociology / Psychology																				●

- Good compatibility with role
- Possible, depending on specialisation

Katrina: Environment

I joined Woodside in 2010 as a Graduate Environmental Engineer. Since this time I've worked predominantly on Browse LNG Development in both environmental approvals and environmental engineering roles.

During my first rotation, I travelled to the project site in northern Western Australia to support a turtle survey working along traditional owners. Another highlight was participating in an

aerial whale survey over the Dampier Peninsula, this was a truly amazing experience.

In my second rotation with the onshore engineering team, my role involves challenging our designers to consider the environmental aspects of their work.

Having moved from Brisbane to take up my role in Perth, I have been impressed by the opportunities presented to me. Technical and personal

development, real world experience and mentoring are all part of the Woodside Graduate Program. Along with Perth's great lifestyle, whether it's road cycling around the Swan River at sunrise, mountain biking through the Perth hills, exploring the south west or experiencing the warm summer evenings with friends, Perth truly is a great place to live and work.

Tess: IT

I joined Woodside as an IT Graduate in early 2011 because of the focus on continuous improvement and sense of excitement my future colleagues imbued in me during my interviews. This atmosphere hasn't diminished and has made for a very exciting first year.

My first rotation has been in Information Management, where I have been given very in-depth training, a clear outline of the department's vision for the future, and guidance on

how I can contribute to that vision. From day one the department encouraged me to speak up, and engage with my peers even if it was to query a process or to offer an opinion on a software program.

The best part of this job has been the variety of roles and responsibilities I have been able to experience in Information Management which has given me a broad overview of the discipline that few are afforded. This has allowed me to

approach my projects and tasks with a holistic outlook. I learn something new everyday, and love how I can be interviewing a user for their software requirements one day, and auditing and improving work processes the next.

The training and career opportunities offered at Woodside are excellent, and my time here has been one of the most rewarding and educational experiences of my life.

“As a newbie into the oil and gas industry, I believe Woodside has been a great choice for the start of my career as it is not only a company which is aligned with my own personal values, but it is also a company which challenges me to reach my full potential.”

Fiona, Geology



Dan: Subsea

I graduated with a Bachelors of Engineering in Mechatronics in 2009 at the University of Auckland, and joined Woodside's Subsea Brownfields Project team in August 2010. This team is responsible for carrying out subsea installation and construction campaigns on existing Woodside assets. This has given me the opportunity to work on the majority of Woodside's fields and gain many months of offshore exposure on installation support vessels. In the 'Horst' and 'Vincent

Phase III' installation and commissioning campaigns, my roles have included Offshore Project Engineer and Woodside Site Representative at the King Bay Supply Base in Karratha.

My most memorable work scope with Woodside was commissioning my first spool and subsea Xmas tree in the Enfield oil field offshore from Exmouth. This involved controlling ROV pilots (subsea robots) and performing a sequence of valve operations

which required constant communication with the Ngujima Yin FPSO.

I enjoy the challenging and hands-on aspect of my work. It has enabled me to develop my knowledge and skills through both project management and technical exposure. I also like Woodside because the work life balance is encouraged. As a career opportunity and as a lifestyle choice, the Woodside Graduate Program is second to none.

Trent: Finance

In my first year of university I was lucky enough to be placed for vacation work at Woodside. Upon the completion of my vacation work I was offered a Finance Graduate role commencing in 2010, and I haven't looked back since.

Throughout my time at Woodside I have worked in numerous roles in the corporate function. My roles have seen me

analyse cost flows of our helicopter operations out of Karratha and Learmonth to managing budgets for corporate sponsorships.

Each role has given me great exposure to the business and to the numerous employees that make Woodside the company that it is.

As a finance graduate both industry and professionally relevant studies are

supported. This has seen me undertake a Chartered Accountants Qualification as well general oil and gas industry training.

The Graduate Program has been a great introduction to Woodside and the oil and gas industry and the current growth profile has made this an exciting company to work for, for years to come.

Fiona: Geology

In 2008 I began my career with Woodside as a Geology Intern during the university summer period. I then went on to the Australian School of Petroleum to complete my honours degree in which Woodside sponsored my project, and after which I was hired as a graduate Geoscientist in 2010.

In my two years since starting as a graduate, I have had roles in both the North West Shelf Development team and Australian New Ventures Exploration teams, where respectively

my highlights have been: spending a month on an exploration rig 300km offshore from Karratha taking part in rock cuttings analysis as well as seeing day-to-day operations from start to finish including BOP tests, installing riser, ROV dives, VSP surveys and installation of cement plugs and working up frontier gazettal blocks in Australia for bids to the Government.

My current role is in the Australian New Ventures team which not only allows me to stretch my

geological creativity, but also encourages me to test ideas which may have been previously overlooked. As a newbie into the oil and gas industry, I believe Woodside has been a great choice for the start of my career as it is not only a company which is aligned with my own personal values, but it is also a company which challenges me and provides me with the work and opportunities I never expected to achieve at university.





Woodside Energy Ltd.
240 St Georges Terrace
Perth WA 6000 Australia

Postal Address:
GPO Box D188
Perth WA 6840 Australia

T: +61 8 9348 4000
F: +61 8 9348 5539

December 2011

www.woodside.com.au

#82283 expo design

