



CAREERS AT SHELL BRASIL





WHY JOIN SHELL?

At Shell, we are working together to help meet the world's rising demand for energy. In our search for new ways to produce and deliver cleaner energy sustainably and responsibly, we are looking for creative and ambitious people who can help us develop new technology and innovations. We provide the resources and a collaborative environment to put your ideas into action while supporting your quality of life with outstanding benefits and rewards.

We offer you a career at the forefront of industry innovation, with continuous professional development and the opportunity to work on some of the most demanding and exciting energy projects in the world. The diversity of our business means that whatever your specialty, you can put it to work at Shell. We find, produce and trade a range of energy resources, including oil, natural gas, fuels, lubricants, petrochemicals and alternative energies with operations in over 70 countries around the world. We also support the energy industry with consulting, technical services and research and development.

Whatever your role at Shell, as part of a diverse and globally interconnected network comprising some of the finest minds in the business, you could be helping to power people's lives around the world, now and into the future. If you're ready for new challenges, better development opportunities and the ability to make a real difference, come and discover how you can propel your career and help solve some of the world's biggest energy challenges.

UNDERSTANDING THE SHELL'S CULTURE

People who enjoy the Shell culture are the ones who agree that our values of honesty, integrity and respect for people are very important to them. A second key attribute of people who do well at Shell are the ones that are passionate about helping to find solutions

to the energy needs of a changing world. In order to find those solutions, people who can expand their reach across the business and enjoy working in a diverse company are the type of people who build successful careers at Shell.

HEALTH, SAFETY, THE ENVIRONMENT AND COMMUNITIES

Safety is critical to our ability to deliver energy responsibly. We develop and operate our projects and facilities with the aim of preventing incidents that may harm our employees and contractors or nearby communities, or cause environmental impact. With this in mind, Shell launched the Goal Zero campaign, which aims to prevent accidents and have zero fatalities. Shell companies aim to be good neighbors by continuously improving the ways in which we contribute directly or indirectly to the general wellbeing of the communities within which we work.

We manage the social impacts of our business activities carefully and work with others to enhance the benefits to local communities, and to mitigate any negative impacts from our activities. In addition, Shell companies take a constructive interest in societal matters, directly or indirectly related to our business. Our aim is to help meet society's need for energy in economically, environmentally and socially responsible ways. Through experience, we have learned that working with communities where we operate helps us to share greater benefits from our projects.



WHAT TYPE OF TRAINING CAN YOU EXPECT?

The energy market is highly competitive so you can expect constant challenges in your work. We'll give you every opportunity to stretch yourself and to take on increasing responsibility as we tackle tough energy and environmental issues. You will have a chance to develop networks outside of Shell to maximize business opportunities, through professional associations linked to your area of expertise.

WHAT ARE THE OPPORTUNITIES FOR PROGRESS AND PROMOTION?

We provide opportunities for growth in your own discipline area as well as opportunities to gain experience in other disciplines. You will have access to our open resourcing system listing most jobs within Shell, with the opportunity to move up in the talent pipeline to help you manage your career and develop your capabilities.

SHELL: WHO WE ARE?

Shell is a global group of energy and petrochemical companies. Our aim is to meet the energy needs of society in ways that are economically, socially and environmentally viable, now and in the future. We have around 90,000 employees in more than 70 countries and territories. Our headquarters are in The Hague, the Netherlands. The parent company of the Shell group is Royal Dutch Shell plc, which is incorporated in England and Wales.

WHAT KIND OF WORK WILL I BE RESPONSIBLE FOR?

Your role will involve helping to understand and meet the needs of our different global customers. Challenges are complex and constant to ensure that you are really stretched yet supported. You will be able to develop networks within Shell Worldwide in order to create and maximize business and development opportunities and leverage your ideas for replication across Shell. You'll be responsible for helping to manage the reputation and standards of one of the world's most famous and globally recognized brands. Shell can help you progress your career because we are:

CHALLENGING

We'll give you opportunities to stretch yourself and to take on increasing responsibility. The energy market is highly competitive so you can expect constant challenges in your work.

SUPPORTIVE

We encourage every individual to explore their potential. We're committed to providing the training and development you need to reach your own personal goals. From on-the-job learning and training for recognized professional qualifications to personal development programs, mentoring and regular appraisals, we help make sure you reach your personal and professional goals.

DIVERSE

You'll have every opportunity to pursue the wealth of different possibilities provided by both our technical and commercial operations. And it's not just our jobs that are diverse. Whether you're working on a remote offshore oil rig, an onshore natural gas project, or at a corporate office, the same principles apply – respect and appreciation of differences in culture, nationality, religion and life experiences. In this way we learn, develop and share the benefits with our customers, employees, shareholders and the countries and communities where we operate.



INCLUSIVE

At Shell, we've created a working culture where all differences are valued: from age and ethnicity to thinking styles and beliefs. Our aim is to make everyone feel involved, respected and connected - where the richness of our different ideas, backgrounds and perspectives work together to create stronger business value. To us, diversity and inclusion are interrelated. To help achieve our individual and global goals, we maintain a focus on both. We reduce the barriers that stand in the way of full participation to help unleash the creativity that comes from differing ideas and experience.

REWARDING

You'll feel motivated and secure in your ongoing career progression because we recognize and reward your achievements. Everyone has different priorities. In recognition of that, we make efforts to provide the kind of rewards and benefits that will complement your own particular lifestyle and needs.

INNOVATIVE

We're passionate about innovation and actively encourage new ideas to help direct change and deliver success. Our work environment is characterized by forward thinking and we have processes in place across the organization to help us innovate. Game Changer, for instance, is a global process that enables anyone, anywhere, to propose, nurture and mature ground-breaking ideas that could impact the business.

GLOBAL

Operating in more than 70 countries and with around 90,000 employees, we're able to provide a vast range of opportunities. You could expect to work with colleagues from all around the world. You'll also benefit from the chance to exchange expertise, be exposed to projects in every corner of the globe, and be part of a highly diverse international team that is making a real difference to world challenges today.

CREATE A BETTER WORLD FOR FUTURE GENERATIONS

Your work will not only impact society today, you will also be finding new ways to make and use energy and protect earth's natural resources.

OUR BUSINESSES

Upstream explores for and extracts crude oil and natural gas. Downstream refines, supplies, trades and ships crude worldwide, manufactures and markets a range of products, and produces petrochemicals for industrial customers. Projects & Technology manages delivery of Shell's major projects and drives the research and innovation to create technology solutions.

Our Numbers: 2014

- Revenue: \$420 billion
- Income: \$14.7 billion
- Net capital investment: \$23.9 billion
- Investment in research and development: \$1.2 billion

SHELL IN BRAZIL

Shell Brazil is now one of the largest energy companies in the market, Shell has been present in Brazil for more than a century. Below is a summary of Shell's milestones in Brazil.



1913	Start-up of activities in Brazil as the Anglo-Mexican Petroleum Products Company.
1922	The first gasoline pumps begin to appear in streets and garages in state capitals and upstate towns, as well as along highways.
1927	First commercial flight in Brazil. Anglo-Mexican is the first aircraft fuels and lubricants distributor.
1957	The Shell banner is the first to fly in Brasilia, supplying fuel in the future capital city.
1975	Through Pecten, a Shell group subsidiary, Shell partners with Petrobras on a risk contract in the Santos Basin.
1982	Launch of the award-winning "Shell Responde" publication, with driving tips and road-safety information. These publications were distributed free of charge at the service stations.



1989	The Shell Theatre Award is established.
1997	Shell, who is a global leader in supply of natural gas, enters the Brazilian market, purchasing shares issued by the Companhia de Gás de São Paulo (Comgás).
1999	The integrated Health, Safety, Security and Environment Management System (HSSE-MS) is launched as one of the pillars of the Shell group's worldwide corporate policy.

2000	First private enterprise to explore for oil in the Campos Basin.
2003	First company to produce oil after the state monopoly is lifted, with production starting up at Bijupirá and Salema.
2007	OC Plus, a Fuel Oil, which was designated for industrial use, is the only one in Brazilian market with special additives to improve combustion efficient.



2009	Start-up of oil production at Parque das Conchas, 110 kilometers off the coast of Espírito Santo, in the Campos Basin.
2011	Shell invests in biofuels with the creation of the Raízen downstream joint venture.



2011	Helix HX6 Flex is launched, the first lubricant developed by Shell to meet the needs of the Flex fuel fleet in the Brazilian market.
2012	Shell starts up its first onshore project in Brazil at São Francisco Basin, Minas Gerais state.
2013	Shell celebrates 100 years in Brazil and a 35 year contract to explore oil and gas in the Libra Field.
2014	Launch of New Lubricant Shell Helix Ultra – Pure Plus.





GET TO KNOW SHELL BRASIL

SHELL BRASIL

Shell is a global group of companies, which has as its main aim to meet society's energy demands today and in the future in economically, environmentally and socially responsible ways. In 2013, Shell marked a century of uninterrupted operation in Brazil. Shell, one of the world's biggest energy companies, was the first international oil company to produce oil in Brazil, in the Campos Basin, after the market was opened up to private investment. Currently, in addition to its involvement in 6 assets, Shell has two FPSOs (Floating Production, Storage and Offloading vessels) in operation in the Campos Basin: FPSO Espírito Santo and FPSO Fluminense.

The Downstream segment includes Lubricants and Marine business units. Through the downstream joint venture Raízen, Shell is investing in ethanol and sugar production, power generation, and fuel supply and distribution for retail and commercial markets. The company is also involved in oil trading and technology projects.

UPSTREAM

Shell participated in the winning consortium of Libra's field in October 2013, signing a 35-year contract to explore and produce oil and gas in one of the world's largest reserves, the Libra Field, which is located in the pre-salt layer of Santos Basin. Shell owns 20% of the winning consortium.

In August 2003, Shell became the first International Oil Company (IOC) operating a field in Brazil to start production on a commercial scale, from the Bijupirá and Salema fields offshore Rio de Janeiro, and to operate a full-field development. The Parque das Conchas project (the BC-10 license block), off the coast of Espírito Santo state, came on-stream in July 2009, making Shell the first IOC in Brazil to develop a concession from exploration right through to first oil. Several new technologies were developed to bring the Parque das Conchas project to fruition. These included:

- Subsea oil and gas separation and pumping
- Steel catenary lazy-wave risers attached to a turret-moored FPSO
- High-voltage multi-circuit electro/hydraulic control umbilicals
- First use of surface blow-out preventers (BOPs) for well completion

Another milestone in Shell Upstream business was attending 2013 with the first oil of phase 2 of Parque das Conchas (BC-10). This is a multibillion dollar project, which will contribute to the sustainability of the production of BC-10 for years. Equipment was installed on the ocean floor, including some innovative technology, such as 4D seismic permanent (Life of Field Seismic), which had, in Brazil, the deepest well, about 1800m. When seven wells were drilled, the company starts the completion, installation and subsea infrastructure connection in the Massa and Argonauta do Sul fields. It is expected that the third phase get into production in 2016 and reaches an estimated peak of approximately 28,000 equivalent barrels per day.



LUBRICANTS

Shell is one of the world's best-selling brand of lubricants. In Brazil, Shell has 13.3% of market share. The company is stepping up its investments in advanced technology and has a broad portfolio of products, services and maintenance solutions. Investments in technological innovations deliver optimum engine cleanliness and protection in light vehicles, with Shell Helix for passenger cars and Shell Advance for motorcycles. In 2014, Shell launched Shell Helix Ultra with PurePlus Technology, the first motor oil made from natural gas. Pioneering an entirely new way to produce premium motor oils, Shell Helix Ultra uses a revolutionary gas-to-liquid (GTL) process to design a pure, synthetic base oil - the main component of lubricants, which delivers higher levels of cleansing and protection.

Shell works in partnership with some of the world's major manufacturers of trucks and light vehicles, and construction companies. These partnerships stimulate the development of products to meet the constantly changing requirements for lubrication, and guarantee compliance with environmental protection legislation. The portfolio also includes Rimula, Spirax, Gadus and Donax products as well as industrial lubricants.

SHELL MARINE

Shell Marine Products markets lubricants in Brazil and provides technical support to shipping. Its customers range from the Merchant Navy (coastal and long-distance shipping), to port services companies, offshore service providers, shipyards and fishing companies.

Currently, Shell supplies more than 100 types of marine lubricants for diesel engines and gas turbines, as well as bunker fuels.

Shell Marine Products is one of the three largest lubricants distributors in Brazil's maritime sector at Brazil's 36 major ports and continually stepping up its investments. The Shell group has a systematic approach to the management of Health, Safety, Security and the Environment (HSSE) designed to achieve continuous performance improvement. To this end, Shell companies manage these matters as critical business activities, set standards and targets for improvement, and measure, appraise and report externally on performance. We continually look for ways to reduce the environmental impact of our operations, products and services.



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A Shell oferece oportunidades iguais.