

GRADS

thrive
here

**You have your degree.
Now you want to build
your skills as you apply
what you have learned
in the classroom.**

Chevron Phillips Chemical has a program for you. Our Graduate Rotation and Development Program (GRAD) is a challenging two-year development opportunity designed to help you obtain valuable company knowledge, hands-on experience and expertise in your chosen discipline.

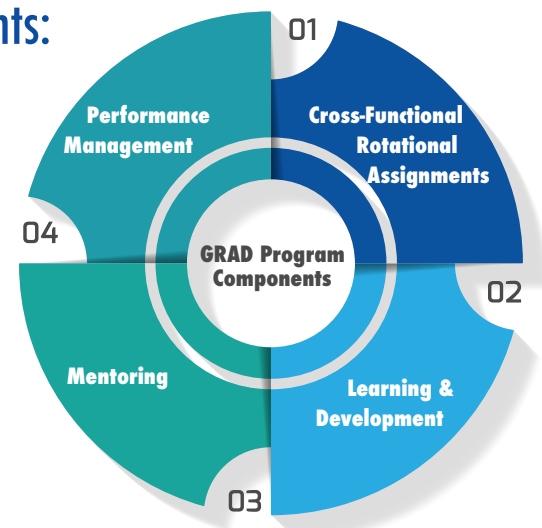
Interested in beginning your career at Chevron Phillips Chemical in engineering, research, technology, sales, client services, operations, supply chain, procurement, safety, finance or human resources? Our GRAD Program could be the right fit for you.

The GRAD Program consists of four components:

1. Cross-Functional Rotational Assignments

Experience on-the-job training and gain broad knowledge of our business during rotational assignments. Through at least two cross-functional assignments during the first two years, you could have the opportunity to gain invaluable practical work experience.

While we work to accommodate your location preferences, selection of assignments is based on business needs, your interests and experience, desired career path and development opportunities. Assignments may span different geographical locations.





2. Learning & Development

Training opportunities are designed to expedite learning about the company and its processes, the chemical industry and professional soft skills. Additionally, training is selected based on its ability to help meet your development objectives. Learning and development topics are covered in both classroom and online environments, as well as through project assignments. Other training opportunities are identified through discussions with your supervisor, assigned mentor and co-workers.

3. Mentoring

GRAD Program participants are paired with a peer advisor to help develop the skills required of a business professional. Your experienced peer advisor will help you refine your skills to grow and develop at Chevron Phillips Chemical.

4. Performance Management

The basis of Chevron Phillips Chemical's performance management process is ongoing dialogue between you and your supervisor. These conversations also provide opportunities for you to voice ideas, interests and concerns, obtain feedback on your performance, create objectives and establish career development goals.



Candidate Criteria

This highly competitive program is geared toward candidates who bring diverse approaches to problem-solving and knowledge transfer. Successful candidates typically possess these qualities:

- Leadership role in college and/or extracurricular activities
- Willingness to commit to a multi-year career at Chevron Phillips Chemical after completion of the GRAD Program
- Ability to relocate
- Desire to continually learn and take on new challenges
- Ability to collaborate with a diverse team of colleagues
- Entrepreneurial mindset
- Demonstrated history of taking initiative
- Commitment to excellence



Thrive with us!

Check out our opportunities at www.cpchem.com/careers

