opportunities at pdo for graduate recruits
Expand your horizons

Join our team of young professionals and be a part of one of the most dynamic companies in the Sultanate of Oman. Petroleum Development Oman (PDO) is the major exploration and production company in the Sultanate and produces most of the country’s crude oil and nearly all of its natural-gas supply. More recently, PDO has further enhanced its technological capabilities to cater to the challenging needs of exploration & production. We use modern methods such as Enhanced Oil Recovery (EOR), Smart Fields and Collaborative Work Environment (CWE) to maximise oil volumes, offering you a challenging and exciting work environment. PDO invests in the learning & development of young graduates, like yourselves, and helps you achieve your career aspirations.

Over the last forty years, PDO has contributed to the Sultanate’s development through the production of oil and gas. It has also led projects that helped the people of Oman through the building of schools, health centres and much more.

PDO has a variety of technical and commercial (non-technical) roles for graduates to pursue. Whichever path you choose to follow, your opportunities will be endless. You may find opportunities for your discipline under both the technical and/or commercial roles. Please consider the information in this brochure as a guide only.
Why join PDO

In PDO, our staff are the most valuable asset, in fact our vision is: “To be renowned and respected for the excellence of our people and the value we create for Oman and all our stakeholders”. In order to maintain our position as one of the most attractive employers in Oman, PDO ensures competitive remuneration packages, career development, working environment and much more. The Company provides its staff with Employee Value Proposition (EVP) in order to attract a high calibre of employees, retain outstanding staff and create pride among them. Each employee is accountable for his/her actions to further enhance the Company’s overall performance and in return gain competitive benefits, such as:-

- Competitive starting salaries
- Performance-related pay and bonuses that ensure that your individual contribution is rewarded
- Becoming a member of PDO’s pension fund and housing scheme
- An interest-free housing loan for Omani’s*
- A personally tailored mix of on-the-job and off-the-job training. For many professional qualifications this will include provision for fees, study leave and revision courses
- Having the opportunity to work in a diverse environment, with people from different cultures, nationalities and backgrounds
- Being offered free primary healthcare at PDO’s Clinic as well as secondary & tertiary medical services through a referral scheme
- Being eligible to become a member of PDO’s Recreational Centre
- A challenging opportunity to rotate among the different job functions

Join us in being a part of PDO family.

*Please consult PDO’s People and Change Directorate for details and eligibility criteria
Networking for success

The Omani youth is the future of PDO. It is vital that their skills and capabilities are developed in a nurturing and supportive environment.

The Young Professional Network (YPN) has become an important platform for young graduates to flourish, build confidence, develop networks, and advance in their careers. This body is open to employees who have less than 10 years of work experience in the oil and gas industry and are below the age of 35.

The YPN aims to enhance the communication and knowledge-sharing among PDO young professionals, motivate them and remove the hurdles in their path to further grow in their careers. Unleashing their full potential will in turn assist in the overall progression of PDO as a company.

Members participate in an interesting mix of internal and external events to boost technical knowledge, enhance leadership as well as team-building abilities and socialise with colleagues from other directorates.

The PDO YPN was initiated in 2004 by petroleum engineers in the North. It was then expanded to other petroleum engineering departments in 2006 and continued to grow across all directorates. The steering committee, which has a diverse membership in terms of directorates, departments and disciplines, serves a two-year term.
Opportunities available to you

The matrices in this brochure highlight the technical and commercial roles within PDO. These matrices will enable you to have a clearer idea on the possible career opportunities for you.

To read the matrix on the opposite page, follow these steps:
1. Look at your area of study within the ‘Degree Discipline’ list on the vertical axis
2. View your potential career role(s) by horizontally moving across the right-hand side from your ‘Degree Discipline’ until you reach a yellow or black point.
3. Move upwards to identify the potential role(s) under ‘Career Role’ on the horizontal axis
More details on our technical roles

At PDO, we offer you best in class learning and development at our learning centre at Mina Al Fahal, Muscat or overseas. Each graduate will be developed in his / her discipline of work. Our roles could be based in Muscat or anywhere in our Field locations, in the Interior.

Geomatics (Surveying and Mapping)
Join us to experience the complete lifecycle of oil and gas exploration and production activities from setting first Ground Control using latest GPS and Remote Sensing techniques to final map production by GIS applications. You will be taking part in:
- Field surveying and data acquisition
- Map making through Geo-Information and GIS applications
- Monitoring activities using latest airborne and terrestrial Remote Sensing
- Enabling information and data accessibility to improve E&P business
Possible function to work in is Exploration.

Geology/Geophysics
Join us in this area and you will be responsible for finding new reserves of oil and gas as well as developing and maximising the output of existing fields. Your responsibilities may include:
- Acquiring or processing 3D seismic data
- Creating advanced geological models
- Defining reservoir properties
- Planning development wells
Possible functions to work in are Exploration and Petroleum Engineering.

Petrophysics
Critical at every stage from first exploration to full production, petrophysicists acquire and evaluate well data that helps us construct reservoir models, predict the potential flow and manage our reservoirs. More specifically you will:
- Design and justify data acquisition programmes
- Evaluate reservoir properties
- Evaluate changes in reservoir properties due to production
- Evaluate flow into the wellbore
Possible function to work in is Petroleum Engineering.

Reservoir/Petroleum Engineering
You’ll develop a detailed understanding of how oil, gas and water are distributed within a reservoir. This involves transforming petrophysical and geological data into dynamic models. Your work will involve:
- Developing economically viable plans
- Using multi-cell simulation techniques
- Forecasting oil and gas flow rates
- Recommending well locations
- Manage wells and Reservoirs to maximise recovery
Possible function to work in is Petroleum Engineering.

Production Technology
Working within a team of geoscientists and petroleum engineers, you’ll be involved in the full lifecycle of field development. The nature of the technical challenges you will face depends on geographic location and field maturity. You may work on:
- Well production improvements
- Field monitoring and flow optimisation
- Conceptual design of development wells
- New technology development and implementation
Possible functions to work in are Petroleum Engineering and Production Technology.

Production Chemistry
You will develop a detailed understanding of how oil, gas and water are produced and transported through the production systems from the well bore to the crude export at the Terminal. This involves providing technical consultancy and technical solutions to a broad range of production issues such as well stability and performance, fluid assurance, fluid compatibilities, souring, integrity and other chemistry related fields. You could work on:
- Subsurface chemistry:
  - Drilling fluids, Cementing & Well Stimulation & new Technologies
- Projects & Surface Chemistry:
  - Flow Assurances, Souring, Design and Chemical Programs & new Technologies
- Analytical Laboratory Operation
- Chemical Supplies and Chemical Services Contract Management
Possible function to work in is Petroleum Engineering.
Well Engineering
You will be responsible for the design, construction and maintenance of oil and gas wells, as you help find the best technical, commercial and environmental ways to recover hydrocarbons. You could be a member in the following teams:
• Well construction and maintenance
• Field development plans
• Sub-surface data gathering
• Health, Safety and Environmental management
Possible function to work in is Well Engineering.

Discipline Engineering
Across our businesses, we need the expertise of skilled professional engineers from a wide range of technical disciplines such as mechanical, civil, electrical, instrument, materials & corrosion, process and process control engineering.
Whatever your passion, you can make a vital contribution by:
• Carrying out conceptual studies, designing and constructing our production facilities
• Ensuring facilities are constructed to operate in a safe, reliable and environmentally responsible operations
• Ensuring engineering projects are executed safely on time and within budget
• Representing PDO in professional technical institutions and conferences
Possible function to work in is Engineering.

Process/ Concept Engineering
PDO provides a real opportunity for graduates to utilise their process engineering skills. Our process engineers are in the forefront of design; having major input to projects worth USD 50K to those that are more than USD 100 million in order to sustain current production and mature the potential of reservoirs.
As a process graduate, you will be enrolled into a three-year structured, development programme recognised by the Institute of Chemical Engineers (IChemE) that emphasises on the importance of on-the-job learning. Our framework includes:
• Competences
• Job tasks and performance
• Strong supervisory support and coaching
• Learning curriculum (training, e-learning modules, face-to-face workshops)
If you are ambitious, self motivated, analytical and have the ability to learn quickly as well as propose solutions, join our Process Engineering team of multi-cultural employees and develop your career into an exciting and stimulating one.

Project Engineering
In order to execute world-class projects in a safe and sustainable manner; we need leading Project Managers and Project Engineers to be a part of our team. Our portfolio includes the full range of projects from mega multi-billion projects, to midsize and smaller projects of varying natures, all of which are spread across PDO’s concession areas.
We require Project Engineers to:
• Plan, control and coordinate activities which are aimed at delivering a project
• Develop and execute future project opportunities
• Deliver a production system for the development of business opportunities and enable the company to earn revenues from the sale of products
Whatever challenge you choose to take, our team can offer you a career in a dynamic, project world with the opportunity to work with experienced professionals in Project Engineering.

Production Engineering
You will see the full lifecycle of field development from conceptual design through to production and, eventually, abandonment. Managing day-to-day operations you might be involved in:
• Ensuring safe, reliable and environmentally responsible Well and Facility Production Operations
• Monitoring, trouble shooting and optimising day-to-day & longer term production and injection performance
• Preparing, Planning and scheduling activities
• Ensuring readiness of new facilities commissioning and start up
Possible functions to work in are Operations and Engineering.

Maintenance Engineering
You’ll join a team which provides critical engineering support to oil and gas production facilities. This involves:
• Maintenance Planning & execution
• Asset Integrity management
• Reliability engineering
• Input to new plant design
• Spare parts management
Possible function to work in is Operations.
To read the above matrix, follow these steps:
1. Look at your area of study within the ‘Degree Discipline’ list on the horizontal axis
2. View your potential career role(s) by vertically moving downwards until you reach a yellow or black point
3. Move leftward to identify the potential role(s) under ‘Career Role’ on the vertical axis

### Commercial roles

<table>
<thead>
<tr>
<th>DEGREE DISCIPLINE</th>
<th>CAREER ROLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accountancy</td>
<td>Logistics</td>
</tr>
<tr>
<td>Biology</td>
<td>Human Resources</td>
</tr>
<tr>
<td>Business</td>
<td>Information Technology &amp; Information Management</td>
</tr>
<tr>
<td>Administration</td>
<td>External Affairs</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>Health/Safety/Environment (HSE)</td>
</tr>
<tr>
<td>Commerce</td>
<td>Finance &amp; Accounting</td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>Contracting &amp; Procurement</td>
</tr>
<tr>
<td>Computer Science</td>
<td></td>
</tr>
<tr>
<td>Data Communication</td>
<td></td>
</tr>
<tr>
<td>Economics</td>
<td></td>
</tr>
<tr>
<td>Economics &amp; Management</td>
<td></td>
</tr>
<tr>
<td>Electronics / Telecom</td>
<td></td>
</tr>
<tr>
<td>Engineering</td>
<td></td>
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<tr>
<td>Environmental Management</td>
<td></td>
</tr>
<tr>
<td>Environmental Science</td>
<td></td>
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<tr>
<td>Finance</td>
<td></td>
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<tr>
<td>Human Resource Management</td>
<td></td>
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<tr>
<td>Industrial Relations</td>
<td></td>
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<tr>
<td>Information Technology</td>
<td></td>
</tr>
<tr>
<td>Information System Management</td>
<td></td>
</tr>
<tr>
<td>Information Technology &amp; Information Management</td>
<td></td>
</tr>
<tr>
<td>International Relations</td>
<td></td>
</tr>
<tr>
<td>Law</td>
<td></td>
</tr>
<tr>
<td>Management</td>
<td></td>
</tr>
<tr>
<td>Marketing</td>
<td></td>
</tr>
<tr>
<td>Mathematics</td>
<td></td>
</tr>
<tr>
<td>Operations Management</td>
<td></td>
</tr>
<tr>
<td>Organization</td>
<td></td>
</tr>
<tr>
<td>Psychology</td>
<td></td>
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<tr>
<td>Safety Engineering</td>
<td></td>
</tr>
<tr>
<td>Science Management</td>
<td></td>
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<tr>
<td>Social Sciences</td>
<td></td>
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<tr>
<td>Sociology</td>
<td></td>
</tr>
<tr>
<td>Strategic Management</td>
<td></td>
</tr>
<tr>
<td>Supply Chain/Logistics</td>
<td></td>
</tr>
<tr>
<td>Telecommunications</td>
<td></td>
</tr>
<tr>
<td>Quantity Surveying</td>
<td></td>
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<tr>
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<td></td>
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- Possible, depending on specialisation
- Good compatibility with role
More details on our commercial roles

Contracting & Procurement
Join us in this area and you’ll enjoy a rare chance to gain exposure to both local and international contracting and procurement, and the tools used in purchasing everything from pencils to pipelines. You’ll be involved in predicting demand and anticipating market movements, and will be responsible for:

• Developing category and contracting strategies
• Developing sources of supply
• Managing supplier relationships
• Contract bidding and negotiation
• Managing the contract award process
• Reviewing and optimising contracts

Finance
Within our Finance Team, we need the expertise of Professional Finance staff who would help lead PDO’s drive for operational excellence by controlling costs, managing risks and ensuring effective implementation of the control framework. You’ll handle:

• Operating & Capital Budget Financial Planning and Monitoring
• Financial Accounting and IFRS Compliance
• Establishing Financial Controls and Implementation
• Pension Fund Administration & Investment Planning Management
• Treasury Management
• Internal Audit

Health Safety and Environment
Join us in this area and you may be advising Management and the line on how to achieve and maintain optimum health and productivity for employees. You may also be involved in covering issues related to safety both within, as well as outside the workplace. You’ll be responsible for issues as diverse as:

• Health, safety and environment auditing
• Environmental Performance Monitoring
• All permit applications and other contacts with the Government
• Associated Gas Management Plan
• Produced Water Management Plan
• Environmental Impact Assessments
• Environmental Campaigns
• Abandonment & Restoration
• Chemicals Management
• Waste Management
• HSE Management Systems
• Behavioural Safety
• HSE Auditing
• Emergency Response & Planning

People and Change (Human Resources)
Within a diverse team, you could be involved in:

• Change Management & Organisational support
• Attraction and recruitment of new employees
• Talent Management & Omanisation
• Setting up policies & recommending benefits
• Training & developing staff

Build your career in one of these exciting roles and make a difference with us.

Infrastructure and IT / IM
Pursue a career in IT at PDO and you could find yourself developing customised applications or working closely with clients and colleagues to deliver world-class solutions. You might specialise in:

• Global project implementation, e.g. SAP
• Strategic IT consultancy
• Pre-sales support and analysis
• Applications development
• Project management

External Affairs and Communications
In today’s world, Communications is the key driver in the exchange of information. Enhancing PDO’s reputation both inside and outside the company is our target. Join our team and take part in:

• External communications & Media relations
• Internal communications
• Events Management
• Marketing
• Investing in the community & engaging with the Omani nation
• Liaising with government officials
• Translation
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After you have joined

Onboarding and Early Career Graduate
As a new graduate, we offer you a structured approach to the development of your competencies and capabilities in the first 3-5 years of your career at PDO. This will include the following:

On-the-job learning and development
2-3 assignments to develop your skills and competencies, gradually increase your responsibility, learn about PDO and Exploration and Production, and establish personal and professional networks.

Formal training
Training courses provided through PDO's Learning and Development Centre; foundation training in your discipline area; courses on leadership and interpersonal effectiveness, Health, Safety, Security and Environment courses; Diversity and Inclusiveness training. Programmes are delivered locally and overseas.

Formal personal development
You will have discussions every 6 months on your personal development plan and future development training requirements based on identifying your gaps and areas where you require more training.

Coaching and Mentoring
You will be assigned a coach who will support you in your tasks by providing you with tools, knowledge and opportunities to discover solutions for yourself. A mentor is someone you select yourself and who is typically a more experienced colleague or role model.

How to apply
All applications are submitted online through the Careers website at wwwpdo.co.om
On the site, you will be able to view a range of job roles available for new graduates. If you find a suitable position, simply enter your personal details, and attach your CV.

PDO Briefing Day
If your application is successful at this stage, you will be invited to attend a PDO briefing day where we will give you the opportunity to learn more about us and gain some insight into our selection process.

Assessment Centre
In the next stage of your application process, you will be invited to an Assessment Centre. This day is a mixture of interviews and exercises designed to assess the way you think, rather than examine what you know.

For more information
Further information about PDO’s exciting opportunities for graduates & upcoming events can be obtained by visiting our Careers website: wwwpdo.co.om or contact us on PDOrecruitment@pdo.co.om
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**What we look for**

You may find it useful to know how we will be assessing your potential during the selection process.

**Capacity**
- We will look for your ability to analyse data quickly and learn fast, basing judgments on facts and proposing innovative solutions.

**Achievement**
- We will look for your drive and enthusiasm to deliver results, and the courage and self-confidence to tackle unfamiliar problems and to go against the crowd when necessary.

**Relationships**
- We look for good communication skills, teamwork, and respect for others.

**Technical know-how**
- If you are applying for a technical graduate position, you will be assessed against technical skills required for the specific role.

**For more information**

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“I graduated from Sultan Qaboos University and PDO offered me the opportunity to continue my higher education and provided me with a MSc scholarship in Welding Engineering at Cranfield University, UK. In January 2013, I was sent to Spain on the ‘Harweel HP Separators Replacement’ assignment which is one of the major projects currently taking place in the country. My ambition is to grow with PDO and enhance my technical and managerial abilities.”

- Tariq Kashoob
  Material Engineer