



Women in Science Roundtable
Edinburgh – 27 October 2011

Ellen Williams, Chief Scientist, BP



Overview of BP's business



Upstream
Exploration and Production



- Giant Oil and Gas Fields
- Deepwater Resources
- Unconventional Resources

Refining & Marketing



- Petrochemicals
- Lubricants
- Fuels
- Refining

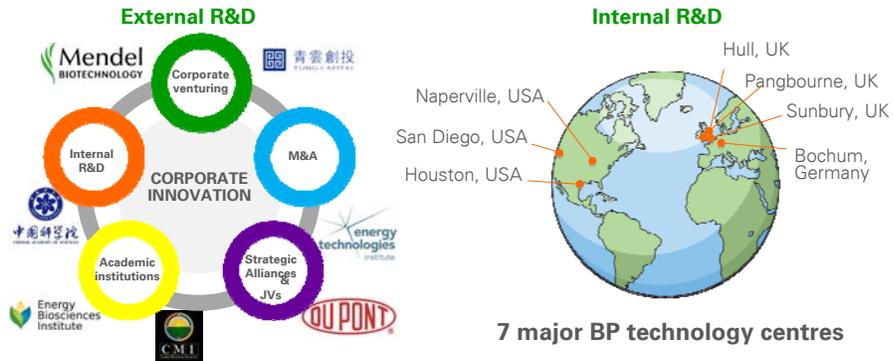
Alternative Energy



- Low carbon power
- Carbon management
- Biofuels

- 80,000 Employees operating in over 70 countries
- **Supporting Technical Disciplines:** Geology, Geophysics, Geochemistry, Chemistry, Chemical Engineering, Biology, BioEngineering, Civil Engineering, Mechanical Engineering, Operational Engineering, Statistics, Fluid Dynamics, Oceanography, Agronomy, Environmental Science, Tribology, Materials S&E

BP's innovation ecosystem



- 21 Major Technology Programs
 - Value delivery in resource discovery & extraction, conversion efficiency, differentiated products, and developing areas
 - Range of focus from basic bioscience through high performance computing through 'smart' instrumentation of major facilities

3

How we manage careers: Upstream eXcellence programme



The **eXcellence Programme** is about development of technical and functional skills.

Structured development roadmaps are provided for key technical and functional roles that specify required job experiences and formal learning along with structured informal support.

	Challenge	Role One	Role Two	Target Role
Job experience		On-the-Job experiences		
Formal learning		Structured Curriculum		
Structured informal support		e.g. Websites, Guidelines, Coaching		
Development reviews		Individual Reviews		
	New graduate	4-6 years	7-10 years	Past 10 years

4



[Home](#) [Events](#) [Resources](#)

▶ BPWIN Home

About us

BPWIN was launched in 2009. It is a virtual global network run by a Steering Committee of senior women across the business.

About us



Newsletters

Sharing news – Do it local - share it global - BPWIN Newsletter

▶ [Newsletters](#)



Local women's networks

BPWIN a global network connecting women in BP

▶ [Local Women Networks](#)



Previous Events

We hold several events each year to support the aims of BPWIN through different forums.

▶ [Events](#)

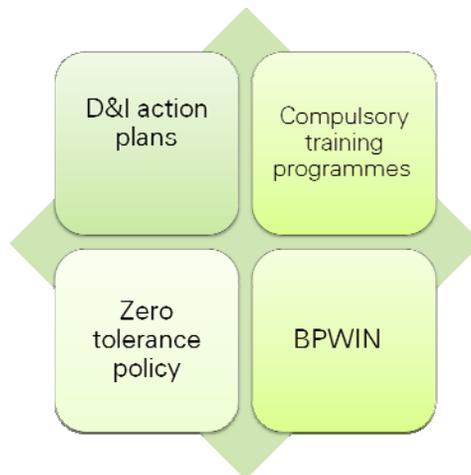
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5

Diversity and Inclusion



BP is committed to attracting, recruiting and retaining a diverse workforce. Our programmes include:



6

6

Women in Science



Issues

- 'Otherness'
- Communication
- Social pressures

- Recognition

- Early engagement

- Statistics of small numbers

Ameliorants

- Environment
- 'WFL' training
- Self definition
Family support
- Quality of work
Support of sponsor
- Career models
Positive experience
- Flexible hiring plans