



bhpbilliton

resourcing the future



Foundations for Graduates Program

www.bhpbilliton.com/graduates

About BHP Billiton

BHP Billiton is a leading global resources company.

Our purpose is to create long-term shareholder value through the discovery, acquisition, development and marketing of natural resources.

Our strategy is to own and operate large, long-life, low-cost, upstream assets diversified by geography, product and market.

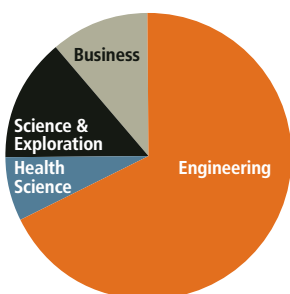
Our workplace is unique and our people are among the best and brightest in the industry. We seek talented and motivated graduates to work in our global operations and help us deliver on our growing project pipeline.



About the Foundations for Graduates Program

Our Foundations for Graduates Program is unmatched in the resources sector. Over two years, graduates learn from experts, develop a global network of colleagues, gain exposure to world-class development opportunities and grow personally and professionally in a dynamic and supportive culture. The program has been recognised as the Best Graduate Development Program in Australia by the Australian Association of Graduate Employers (AAGE) three times since 2008.

Graduate Disciplines



● Engineering

- Chemical
- Civil
- Commercial
- Construction
- Computer
- Control Systems
- Electrical
- Environmental
- Geotechnical
- Industrial
- Mechanical
- Mechatronic
- Metallurgy/Minerals
- Mining
- Petroleum
- Processing
- Project Management
- Safety

● Health Science

- Occupational Health & Safety
- Occupational Hygiene
- Occupational Therapy
- Physiotherapy
- Psychology
- Sociology

● Science & Exploration

- Chemistry
- Earth (Geology)
- Environmental Science
- Geophysics
- Hydrology
- Physics
- Spatial (Surveying)

● Business

- Accounting/Finance
- Communications (External/Internal)
- Community Relations
- Human Resources
- Information Technology
- Project Management
- Supply Chain

700+

graduates, representing over 30 engineering, science, exploration and business disciplines, working across the globe.



Graduate Journey

The BHP Billiton Foundations for Graduates Program is an integrated two-year program designed to smoothly transition graduates from study to a work environment. The program provides challenging and rewarding work to develop our future leaders and technical experts at BHP Billiton.

Recruited from a variety of disciplines, our graduates work across teams, businesses and geographic regions. Through exposure to multiple learning methods – including a combination of one-on-one coaching, classroom-based learning, structured projects, virtual learning and on-the-job experience – graduates learn about the organisation, teams and, most importantly, themselves. Participation in the program equips our graduates with the tools they need to establish a successful and rewarding career with BHP Billiton.

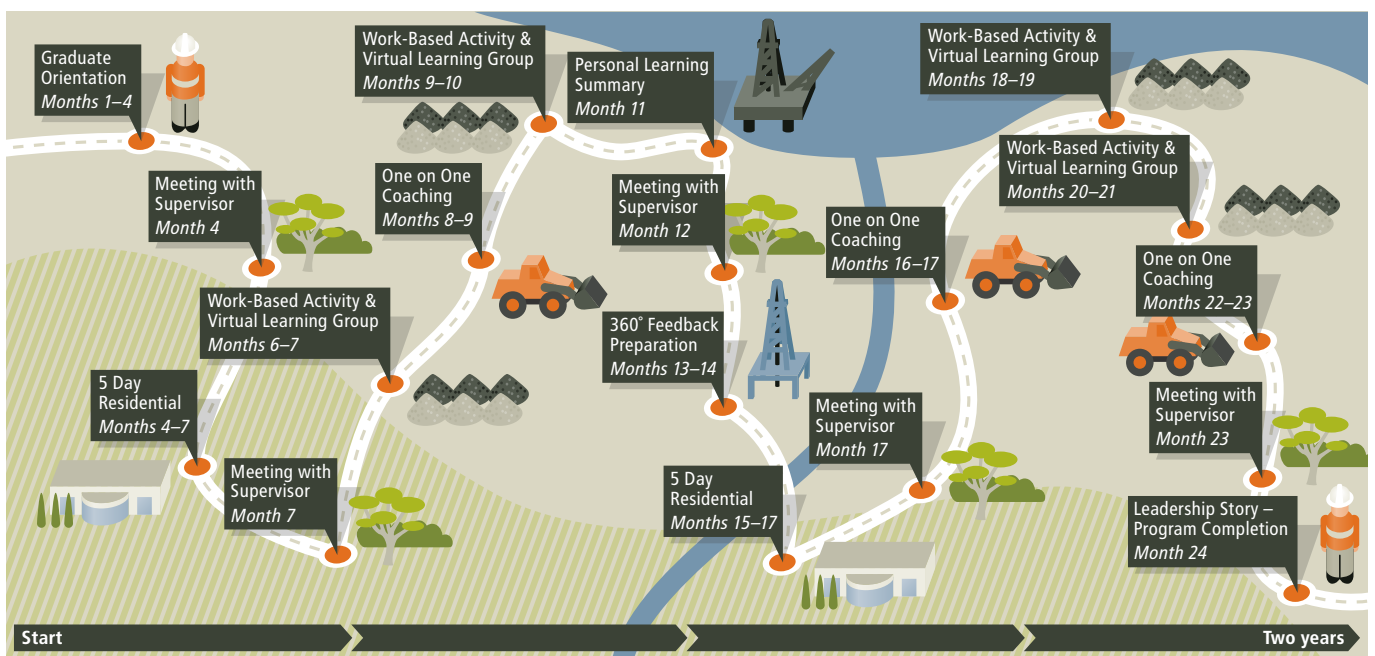
The initial focus of our award winning program is on providing graduates with an understanding of the organisation, self, team membership and dynamics. Our graduates learn about the BHP Billiton business, *Our Charter* values, develop excellent decision-making skills, critical thinking skills and identify key areas for development.

The focus then transitions to encouraging our graduates to explore critical leadership skills, enhancing their ability to contribute to the Company and take advantage of the wide range of opportunities on offer. Graduates also participate in a 360-degree feedback process, enabling them to identify critical development areas early in their career.

Due to the global nature of our organisation, graduates are required to work virtually in large and small groups, across geographical time zones and boundaries. The introduction of the online learning platform, 'Thread', allows graduates to learn and develop more effectively by providing access to program content from our educational partners. 'Thread' also enables our graduates to collaborate, network and share ideas with other BHP Billiton graduates in different geographical locations.

Each year, graduates are brought together for a five-day intensive residential program where they meet and network with other graduates from around their region. The residential program takes place in Melbourne, Australia (for graduates in Australia and the Asia-Pacific region); Santiago, Chile (for graduates in North and South America); and Johannesburg, South Africa (for graduates in Europe, the Middle East and Africa). Through this experience, graduates further increase their knowledge of our global operations from colleagues and peers and from our senior executives who share their personal leadership journeys.

By the conclusion of the Foundations for Graduates Program, together with challenging work and technical skill development, graduates are ready to move more quickly into leadership positions.



Join Us

For more information about the BHP Billiton Foundations for Graduates Program and to apply for opportunities, go to www.bhpbilliton.com/graduates.

Meet our Graduates



'I really like my job because there is a lot of variety in what I do...in the office and in the field.'

Angela Marshall, Graduate Geologist, BHP Billiton Mitsubishi Alliance (BMA), Peak Downs Mine, Moranbah, Queensland.

'I am one of three first year geology graduates in BMA and I feel quite lucky to have been chosen to be part of the Foundations for Graduates Program. I didn't really know what to expect moving up

to Peak Downs in Queensland, Australia, but there were a lot of opportunities presented to me. Being in the graduate program, I have got to go to a lot of places. They send you around the state and even

interstate for training courses. It's fun, interesting and challenging. I would tell a future graduate that their career is in their hands and to take every opportunity and make the most of that experience.'



'What I love about my job is that I am not confined to one place.'

Siyabonga Nxumalo, Graduate Metallurgist, BHP Billiton Aluminium South Africa, Hillside Operations, Richards Bay.

'What is exciting about working with the graduates at BHP Billiton is getting to meet other people. I've worked with operators, supervisors and my mentor, and they are very helpful when it comes to my personal development. I am now in year two

of the Foundations for Graduates Program and recently I was on a phone call for one-on-one coaching just to find out where I am and what I have been doing since I started year two. I should say that I have changed a lot. I have become more

responsible and I understand myself and other people better. I started (this job) with dreams, but never thought I would get to where I am.'



'If you can be a graduate with BHP Billiton, it is the best thing you can do.'

Raffaella Greco, Internal Communications Lead, BHP Billiton Base Metals, Escondida Copper Mine, Chile.

'I completed the Foundations for Graduates Program two years ago. I am now working for Escondida as the internal communication lead in the human resources area. When I joined the graduate program, I worked in the organisational

development area, specifically in the training area. I learned tools to manage people – a very important thing in this industry, as you relate with very different groups of people. Through this program I also met a very good group of people – I am still

in contact with many of them. We can support each other in our careers, share experience and also have fun. If you can be a graduate with BHP Billiton, it is the best thing you can do. It is a great opportunity.'