

Career Development

Opportunities within Pertamina are extremely wide because we operate such a diverse set of businesses: Exploration & Production, Refining, Distribution to Marketing of products, and geothermal. The efforts of our employees, at every level, contribute daily to the transformation of the company and the achievement of our strategic goals. At Pertamina, we invest in our future by investing in you. We are investing more than ever before in cultivating young talents, future leaders, with the task of steering Pertamina through the challenges ahead. We are also committed to advanced research and development, driven by cutting-edge technology.

A vital element in the transformation is a change in our culture. We are committed to continuously develop performance-focused culture. We give you the same opportunity to develop ideas, creativity, and innovation. We give you the opportunity to unleash your potential. We sure that you can give the best performance to the company.

Recruitment

We recruit talents and potential employees from:

- Fresh graduates - Program for graduate starter are Bimbingan Profesi Sarjana (BPS), Bimbingan Praktis Ahli (BPA), Bimbingan Praktis Ahli Teknik (BPAT). These programs provide class room, on-the-job training, a support network and an introduction to our company, our business and our values
- Experienced professionals - to fulfill our need on particular expertise dan experience

Development Programs

Pertamina development programs begin on your first day and continue throughout your career. Our development programs includes as follows:

- Opportunities to continue your education in Indonesia and abroad (selective) to develop your professional capabilities and competencies
- Training, Seminar and Workshop - through Pertamina Learning Center or other institution in Indonesia and abroad in Managerial, Specialist, Technical, Leadership and Culture
- Professional certification
- Coaching & mentoring
- People Review as our Performance Management System, is a performance appraisal tools and a basis to design development program
- Managerial and specialist career path
- Internal job posting, give you opportunities to change your career within Pertamina
- Assignment to our subsidiaries to enrich you experience and exposure as part of development program