

European Young Engineers Program



About LyondellBasell

LyondellBasell (NYSE: LYB) is one of the largest plastics, chemicals and refining companies in the world. Our products and technology are found in nearly every sector of the economy and are key to advancing food safety, protecting the purity of water supplies, and improving the safety, comfort and fuel efficiency of many of the cars and trucks on the road.

With a nearly 70-year legacy of game-changing innovation, LyondellBasell is the world's largest licensor of polyolefin and polypropylene technologies and sells products into approximately 100 countries.

Every day, our 13,400 dedicated employees work to advance the positive future we know is possible.



Why you should join this program

LyondellBasell launched the European Young Engineers Program to develop a pool of mobile engineering talent, that will further build our Manufacturing organization in Europe.

What this program offers you:

- Management skills
- International career development
- Technical skills development
- Personal effectiveness, project management and influencing skills

What the program looks like

- Selected candidates will be hired in the Netherlands as Dutch employees and then assigned to our sites across Europe.
- Once hired, you receive at least three different assignments at our manufacturing sites in the Netherlands, Germany, Italy, France and Spain.
- Before the first assignment, new hires complete an induction/onboarding program in the Netherlands.
- A complete training program is in place to support career progression.
- Once the program is completed (maximum nine years), participants transfer to one of the European manufacturing sites to continue their careers.



Your profile

You are a Chemical, Mechanical, Electrical, Safety or Environmental engineer with a 'best-in-class' Master's degree. You have two years or less of work experience in the field. You think outside the box and you have strong interpersonal skills. You are organized and thorough, able to meet deadlines, driven by results and able to manage multiple tasks simultaneously. You are also proficient in MS Office.

Other program eligibility requirements include:

- Citizenship within the European Union – ability to relocate from one European country to another without separate work permits
- Availability and willingness to relocate internationally for shorter or longer periods of time
- Fluency in English; fluency in a second and third language is preferred (German, Italian, French)



What you will learn

We must continuously focus on improving our customer relationships and service. In a more challenging market, our reputation, reliability and relationships will provide a real competitive edge.– Bob Patel, LyondellBasell CEO

LyondellBasell has a comprehensive training structure in place for its engineering talent called Engineer University or Engineer U. The program offers a practice-based and integrated approach to engineer development. To achieve the required level of capability, the program is a combination of on-the-job learning, social learning and formal training.

Mentorship

You will be appointed a mentor at the start of your employment. Your mentor provides coaching, professional insight and advice and will help you find opportunities to develop your skills and set career goals. Mentors have an ongoing commitment to help you reach technical goals through dialogue, suggested training and field exercises.



Terms and Conditions of Employment

Successful candidates will be employed in the Netherlands under Dutch Law and Regulations. The unlimited employment contract will include a mobility clause. The Dutch employment conditions include:

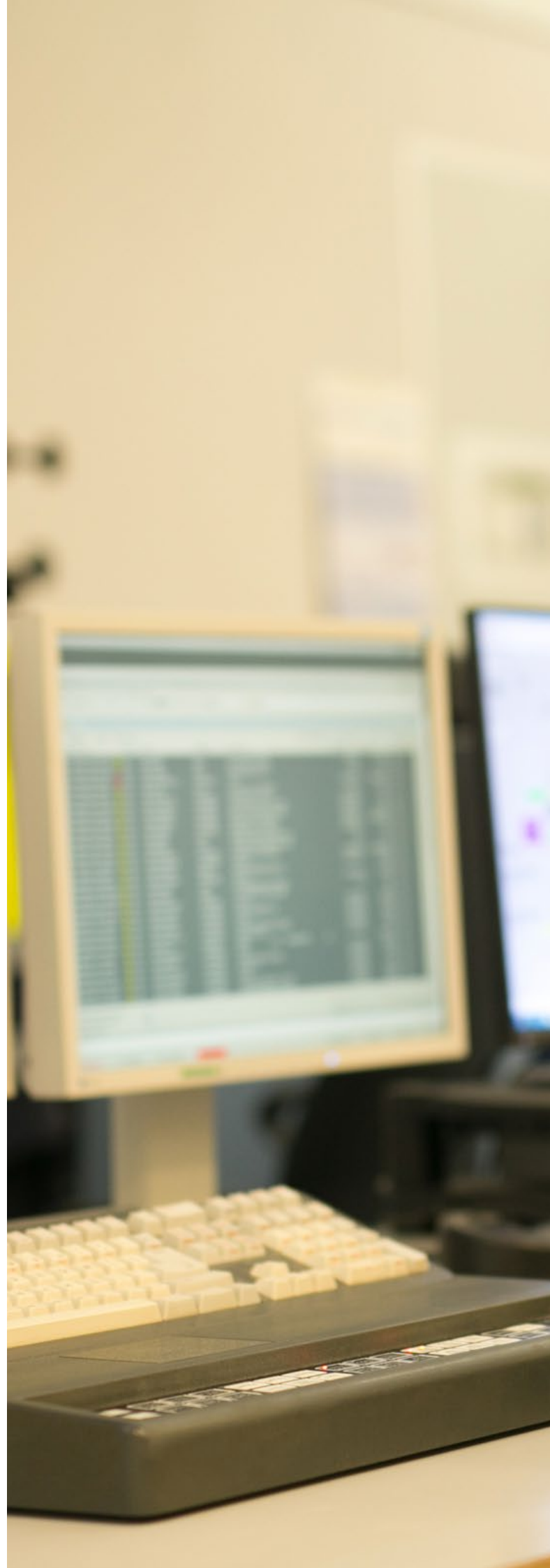
- Competitive base salary
- Attractive bonus / incentive program
- Annual merit increases as per the corporate process
- LyondellBasell Netherlands Pension fund – Defined contribution, associated insurances
- Competitive secondary benefits (including holiday policy)
- Career progression and related attractive compensation packages as per company policies

How to apply

For your convenience, your application will be reviewed by HR at the country of your choosing. You will be able to interview in this country upon selection.

For external applicants, please visit <https://www.lyondellbasell.com/en/careers/university-recruiting/EUT/young-engineers-program/> and send us your resume and application letter through the appropriate link.

For internal applicants, please revert to your local HR Business Partner.





LONDON

One Vine Street, 4th Floor
London W1J 0AH
United Kingdom
Tel: +44 207 220 2600

ROTTERDAM

Delftseplein 27E
3013 AA Rotterdam
Netherlands
Tel: +31 10 275 5500

HOUSTON

LyondellBasell Tower, Ste 300
1221 McKinney Street
Houston, TX 77010
USA
Tel: +1 713 309 7200