

# Finance Leadership Development Program



The Finance Leadership Development Program is a dynamic and challenging three year program comprised of three, 12-month rotations spread across the OneFinance organization. Selected participants will rotate throughout numerous departments and business segments, with the goal of the program being to gain a breadth of experiences over the three years. The program provides participants with the skills and tools needed to be successful by offering abundant resources to continue learning from demonstrated experts and develop into future leaders.

## What are the opportunities at LYB?

LYB's Rotational Program offers carefully selected positions across a wide range of finance and strategy teams. The positions provide exposure to the core finance functions that you would traditionally find at the corporate level of any company. The opportunity to get real-time finance and strategy business experience is unparalleled.

<p style="text-align: center;"><b>Treasury</b></p> <ul style="list-style-type: none"> <li>Manages liquidity, debt, share repurchases, dividend strategy, subsidiary financing, capital allocation, credit exposure and insurance programs</li> <li>Interact with external financial stakeholders such as equity investors, debt investors, banks and credit rating agencies</li> </ul>	<p style="text-align: center;"><b>Chief Accounting Office</b></p> <ul style="list-style-type: none"> <li>Controlling including oversight and execution of global accounting processes; internal and statutory reporting</li> <li>External reporting, investor relations and internal controls including SEC reporting and compliance with accounting policies</li> </ul>	<p style="text-align: center;"><b>Strategic Planning &amp; Transactions</b></p> <ul style="list-style-type: none"> <li>Responsible for corporate acquisitions, divestitures, mergers, co-locations, new joint ventures, APS transformation and other strategic transactions, including major organic capital investments</li> <li>Oversee the long-range capital planning and approval processes, along with the design and implementation of enterprise-wide strategic business processes</li> </ul>	<p style="text-align: center;"><b>Financial Planning &amp; Analysis</b></p> <ul style="list-style-type: none"> <li>Perform short-term and long-range budgeting, forecasting, and analysis that supports major corporate decisions of the CFO, CEO, and the Board of Directors</li> <li>Drive operational excellence, provide oversight, assurance, and business support on the governance of data, systems, and corresponding processes</li> </ul>
<p style="text-align: center;"><b>Tax</b></p> <ul style="list-style-type: none"> <li>Develops and executes the global tax strategy which focuses on optimizing tax positions based on business strategy and footprint through sustainable tax planning and effective tax governance</li> <li>Monitor tax legislation and maintain relationship with tax authorities in numerous countries</li> </ul>	<p style="text-align: center;"><b>Internal Audit</b></p> <ul style="list-style-type: none"> <li>Provides the Audit Committee of the Board of Directors, Stakeholders, and Management with an ongoing objective evaluation of the Company's internal control environment</li> <li>Add value to the business, by identifying opportunities to improve the reliability and quality of financial, operational and management processes</li> </ul>	<p style="text-align: center;"><b>Finance Strategy &amp; Transformation</b></p> <ul style="list-style-type: none"> <li>Leads the on-going OneFinance transformation focusing on establishing efficient finance operating models, delivering end to end process excellence</li> <li>Leverages data and technology solutions to support the finance organization and enterprise wide initiatives</li> </ul>	<p style="text-align: center;"><b>Business Finance</b></p> <ul style="list-style-type: none"> <li>Main business segments include O&amp;P Americas, O&amp;P EAI, I&amp;D, APS, and C&amp;LCS</li> <li>Business finance roles drive FP&amp;A activities including tracking run-rate financials, pro forma forecasting, and providing strategic analysis and decision support to senior management</li> </ul>

## How do I apply?

Interested in joining LYB and the FLDP? Apply through your university's online portal, our website at <https://www.lyondellbasell.com/careers> or @LyondellBasell on LinkedIn. Applications are now open and we look forward to meeting you!