



Nils Petter Eide for eni

Bring your energy to life
Careers with **eni** international resources (eirl)



eni

eni.com

international careers with eni

From the North Sea to the Gulf. From China to Angola. From Alaska to Sub-Saharan Africa. All around the globe, you'll find **eni's** international employees applying their deep technical expertise to some of the biggest and most important projects in the energy industry.

Join them and you'll be part of an organization where you're valued as a colleague and respected as a professional – and where you can develop a long-term career that's rich in opportunity, success and personal growth.

about eni international resources (eirl)

eirl is the specialist team responsible for ensuring **eni** remains a destination of choice for the very best international talent in the oil and gas industry.

As well as recruiting highly skilled and internationally mobile professionals for assignments across the world, we also give each of those individual employees a comprehensive range of career support – all the way from practical assistance in areas like tax, housing and transport, through to HR services and training and development.

who we look for

To join our high-caliber team of international employees, you will typically need subject-matter expertise in one of the following areas:

- Exploration
- Development (including engineering and construction)
- Operations
- Support disciplines including HR, procurement and HSE
- Drilling, geological, geophysical and reservoir
- LNG

Our assignments are often located in remote parts of the globe, so flexibility and mobility are key qualities we look for in all our people. In return, we commit to providing you with support and rewards that are among the very best in the industry.



about eni

eni is an integrated company that operates across the entire energy supply chain. Active in 85 countries with more than 82,000 employees, we have activities that span oil and natural gas exploration; field development and production; and the supply, trading and shipping of natural gas, LNG, electricity, fuels and chemical products.

We've grown dramatically since our beginnings in 1953, but we've stayed true to our roots in many ways. Today we may be the largest company in Italy – and also the world's sixth largest oil company by market capitalization – but our culture remains genuinely people-focused, while our values of respect, integrity and sustainability guide every aspect of our operations.

- **eni's** exploration success is unmatched in the industry. Between 2008 and 2013, we discovered 9.5 billion boe – around 2.5 times the amount we produced in the same period.
- a leader in sustainability, **eni** is listed in the FTSE4Good and Dow Jones Sustainability indices.

"I love my role at eni. The door is always open to explore what I want to do in my career, and I'm constantly exposed to new technical challenges."

Armando, Geological Services, UK



some of our key locations

London

The main base for the **eni international resources (eirl)** team.

Milan and Rome

Our global headquarters.

Congo (Brazzaville)

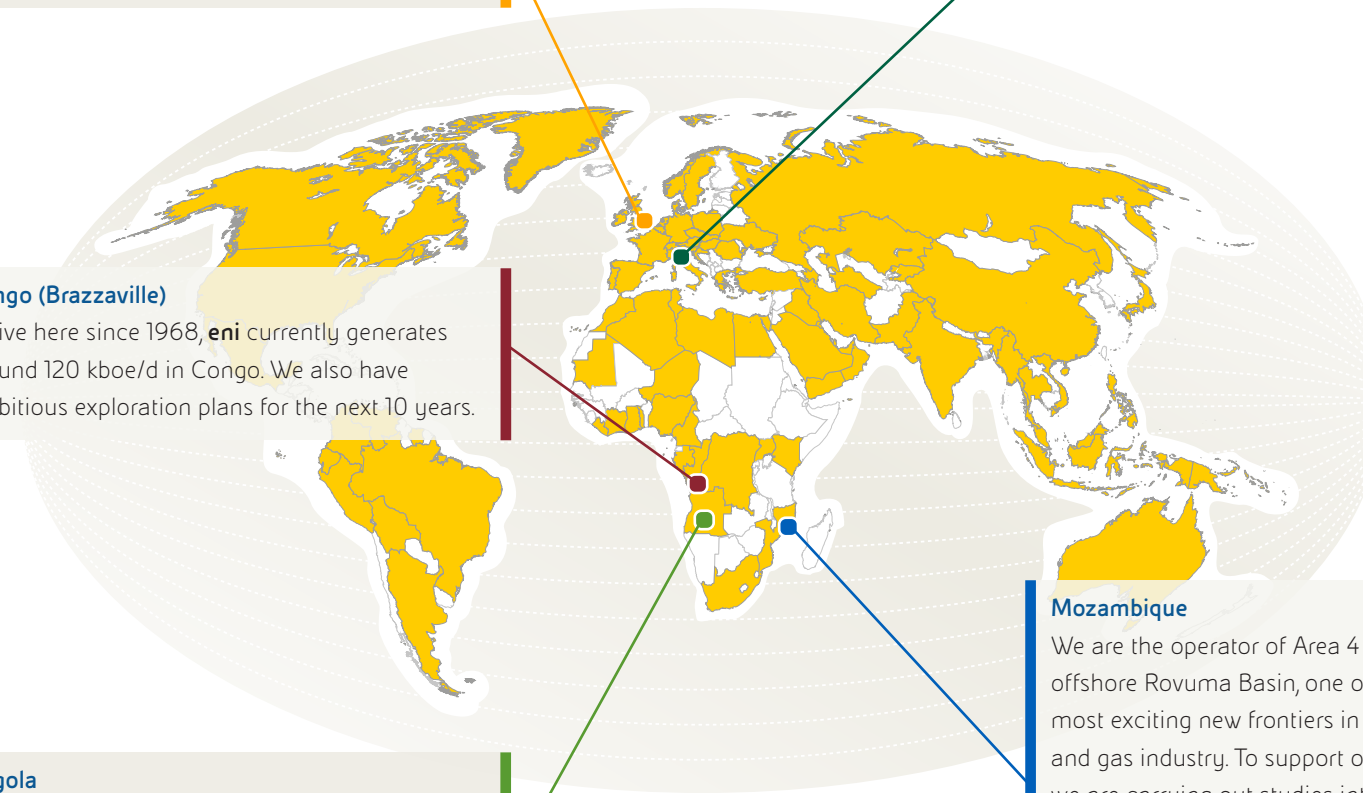
Active here since 1968, **eni** currently generates around 120 kboe/d in Congo. We also have ambitious exploration plans for the next 10 years.

Angola

eni is part of the consortium running the LNG plant that is expected to deliver 10,594 bcf of gas over the next 30 years. We're also involved in exploration that could potentially lead to a second LNG train in the region.

Mozambique

We are the operator of Area 4 in the offshore Rovuma Basin, one of the most exciting new frontiers in the oil and gas industry. To support our work, we are carrying out studies into the region's biodiversity and ecosystems – and also investing in local talent by launching a training program at the University of Mozambique.



the support we offer

As one of our international employees, you'll often be moving between assignments in different remote locations. But our way of working means you'll never be short of practical help, long-term career development, or opportunities to collaborate with expert peers.

The all-round support you'll experience here demonstrates the importance we place on making sure you are well rewarded for your work – and able to keep growing professionally as an integral part of our team. Your support network will include the following:

Professional area: whatever your area of specialism, you'll join a global network of peers that collaborates and knowledge-shares on a regular basis. Every one of our key professional areas is represented within our Milan headquarters. As well as ensuring **eni** continues to push back the boundaries of the possible in different technical disciplines,

our professional areas play a pivotal role in supporting and driving the ongoing career development of our international employees.

Local team: although employed by **eirl** and supported by your professional area, you will be first and foremost a full and highly valued member of the local team on your assignment. Expect to be working alongside world-class colleagues from a wide range of professional disciplines – and experiencing projects that are setting the standard in the oil and gas industry.

eirl: we are a business function that exists to help our international employees succeed in their work. Wherever you are based, we'll be there to give you dedicated career support. As well as acting as your main point of contact on practical matters and HR issues, we also ensure you have access to the learning and development resources you need to reach your full potential.

"The level of support is fantastic. The HR team in London gives great advice and you really feel taken care of, no matter where you're currently assigned."

Rafael, Commercial Contracts and International Negotiations, Italy



the rewards you'll enjoy

At **eni**, we understand that hiring and retaining the industry's best people is key to our future success. We therefore take care to benchmark our rewards and benefits against the best in the international market – and ensure our packages always rank among the most competitive.

Tax support: we work hard to make tax arrangements for our international employees as convenient and advantageous as possible. We pay all employment-related taxes and social security in your assignment country, for example, and we also give you access to bespoke advice from a leading firm of tax experts.

Pension scheme: as an **eirl** employee, you will receive a pension that has been designed to suit international employees who often work and live outside of their country of origin. Flexible and highly competitive, our defined contribution plans include 8% to 20% of base salary from **eirl**, with at least 5% of base salary coming from you.

Family support: in many of the countries we operate in, we provide high-quality support that ensures the whole family can enjoy excellent quality of life while on international assignments. The services we provide include help with finding suitable housing, as well as financial assistance with school fees for all children under 20 in full-time education.

compensation and benefits

All international employees of **eni** receive the following benefits:

- Highly competitive salaries
- Private medical insurance
- Pension scheme
- Risk assurance
- Annual holiday entitlement
- Discretionary annual bonus
- Access to tax support

In addition, international employees who are working outside their country of origin also receive:

- Housing support
- Schooling support
- Shipment of belongings
- Travel arrangements
- Flights home
- Working partner support
- Transport support

Please note – these benefits only apply to employees with residential status, not those working on rotation.

To find out more and apply, please visit the Jobs & Careers page at **eni.com**

