Welcome to OMV – We are the energy for a better life

If energy is your life, this is your future.
Are you fascinated by the energy industry, its opportunities and its impact on our lives?
Do you want to be part of an internationally growing and challenging business and to help us grow? Are you looking for meaningful work rather than just a job? Then…

Welcome to OMV

Are you interested in joining our growth journey?
In this brochure you will get an overview on the fascinating world of OMV, the 5 reasons to join us and our wide range of career opportunities for young talent as well as professionals.

Did you know that…?

OMV was ranked amongst the world’s best employers 2017:
> Top ranked company in Austria
> 5th ranked Oil and Gas company globally

If energy is your life, this is your future.
Join our international growth journey

Our vision is to get bigger and better. Our OMV Strategy 2025 sets the pillars for our growth, both in scale and in our international expansion. Building on our strong international footprint, we focus on further growth in Australasia, Russia, Middle East & Africa and the Black Sea region.

This, in turn, means that for you as an OMV employee there are opportunities across the energy life cycle, from Upstream, Downstream, to Corporate Functions as well as through international assignments to our locations worldwide.

Find out more about our 2025 strategy and growth journey on our website.

5 reasons to join OMV

With our purpose “We are the energy - for a better life” (the “Why”), we strive to contribute to making people’s lives better. As a major European employer with a strong growth focus, powered by our people, we translate energy into quality of life, and focus on creating an environment where people can develop professionally and fulfil their personal aspirations in line with our business needs.

1 Join our international growth journey

2 Be at the forefront of technology

We focus on technology across the energy value chain, to ensure our technological expertise safeguards and serves our purpose – energy for a better life. We invest in modern technologies to increase efficiency, process sustainability and product value.

As we are a market leader in enhanced recovery methods and due to our continuous investments in digitalization (like our 3D Visualization Center, Drilling Cockpit, “Dynamic Matrix Control” System or “eTop” - Electronic Turnaround Optimization), you will have the opportunity to be at the forefront of technology and drive innovative development across the O&G value chain.

Discover more about our investment in technology and innovation on our website.
Develop yourself and your career internationally within the OMV family

OMV is a place to learn, grow, connect and collaborate. Our company size enables us to offer exciting opportunities by providing personalized and tailored development. Developing our employees is key to our success. We encourage you to actively drive your own career and to shape your professional development. In return we help you navigate the OMV career paths and unlock your potential and pursue your career ambitions, in line with OMV’s strategy.

Our employees are engaged and proud to work at OMV, which is reflected in our ranking amongst the world’s best employers in 2017.

Learn more about our commitment to development on our website.

Be part of a diverse team

We strive to continuously develop new initiatives and measures that promote diversity and equal opportunities at OMV. We believe that by strengthening our teams with more diversity in skills, experiences, perspectives and ideas, we will build a more resilient and competitive business. That is why we see diversity as a key competitive advantage for OMV.

This approach is also reflected in our commitment to Sustainability. We strive to create long-term value and conduct our business in a responsible way. We respect the environment and contribute to the communities in the locations where we operate.

Find out more about our commitment to diversity on our website.
OMV is producing and marketing oil and gas, innovative energy and high-end petrochemical solutions – in a responsible way. With Group sales of EUR 20 bn and a workforce of more than 20,000 employees, OMV Aktiengesellschaft is one of Austria’s largest listed industrial companies.

In Upstream, OMV has a strong base in Romania and Austria and a balanced international portfolio, with the North Sea, the Middle East & Africa and Russia as further core regions. 2017 daily production stood at approximately 348,000 boe/d. In Downstream, OMV operates three refineries with a total annual processing capacity of 17.8 mn tona and more than 2,000 filling stations in ten countries as of year-end 2017. OMV runs gas storage facilities in Austria as well as in Germany; its subsidiary Gas Connect Austria GmbH operates a gas pipeline network in Austria. In 2017, gas sales volumes amounted to 113 TWh.

2025 Strategy: OMV set to become bigger and more valuable

- Greater internationalization of both our Upstream and Downstream Business
- Expanding position in the European gas market and petrochemicals industry
- Continuing our efficiency drive
Our diversity strategy.
We focus on attracting and retaining both men and women into the energy industry and to OMV. We strive for diverse teams and, specifically at management level, we aim to increase our female representation in Senior Leadership roles from 18% to 25% by 2025. We support this through a number of initiatives such as mentoring, succession planning, and specific training addressing topics like unconscious bias.

By continuing to promote STEM subjects in both schools and universities, we are encouraging girls and young women to become interested in technical topics and thus support their development towards technical careers. These initiatives, linking our diversity and sustainability strategies, build our long-term pipeline of diverse talent at OMV. We believe that we can only evolve our corporate culture and thrive as a business with a strong diverse mix of employees and by ensuring a healthy work environment and work-life balance.

We live Diversity

Do you want to be part of a diverse team?
Diversity is an enormous strength that we actively build on, now and in the future. Mutual respect and a sense of responsibility and fairness are the basis of our working relationships and daily business.

How do we live diversity?
Our aim is to create an inclusive work environment and culture, where people from all backgrounds can contribute and flourish. We consider diversity in our people essential to achieve our growth and sustainability objectives and to drive our business performance.

In our global organization, cultural diversity infuses our spirit. We collaborate with colleagues and partners across borders; being open-minded and understanding is a key element of our corporate culture. We actively look for employees who are flexible, mobile and keen to experience new cultures.
Our goal is to provide an environment where you can develop professionally and fulfill your personal aspirations in line with our business needs. We encourage you to actively drive your own career and to shape your professional development. In return, we help you navigate the OMV career paths, build development plans and unlock your potential.

**Career Paths**

Whichever function you work in, you’ll find a career path designed to help you explore the experiences and skills needed, at different career levels. The career paths help you have effective development planning conversations, define concrete development needs and activities, and align your professional ambitions with our organizational needs.

Learn and develop with us

Are you looking for a great place to work?
Welcome to OMV – a place to learn, grow, connect and collaborate.
We offer learning and development programs that support our employees to perform for today, learn for tomorrow and create the energy for a better life.

Our Development Approach is based on 70:20:10
We believe people learn through experience, from colleagues and formal training.
OMV has four competence areas and we offer learning and development across all of them. The courses are linked to your individual development plan and help you to achieve your career ambitions.

Learn more about our commitment to career development on our website.
OMV Rewards

Are you curious to know what else we offer?
Learn more about OMV Rewards.

We believe that our success is directly linked to the performance and effort of our employees. Working at OMV, you can expect to be rewarded for your commitment and achievements.

Our competitive compensation and benefits packages ensure a balanced and transparent mixture of fixed and variable, monetary and non-monetary components. We offer a wide range of benefits, which are customized for each of the countries we operate in, to meet the needs of our local employees.

Recognition Program
We believe that outstanding achievements and great role models deserve special recognition.

With our group-wide Recognition Program “thx!” we increase transparency and visibility of extraordinary results and role model behavior of individuals and teams.

Discover more about our recognition program.
OMV Foundation

To support OMV’s business strategy and evolve our culture, we clearly articulated our OMV Foundation, which answers the questions: Why does OMV exist? What are we doing? How are we getting there?

Our Purpose:
The energy for a better life
Energy is part of our lives: conventional and alternative fuels enable mobility. Natural gas heats homes. Petrochemical products form the basis for plastics we use everywhere – from everyday products to high-tech applications. Behind all of these products is the energy of OMV: an energy bringing more convenience and more comfort to life. Along the entire value chain, OMV contributes expertise, technological know-how and innovation to improve people’s quality of life. Safe. Secure. Responsible. And Profitable. Today and tomorrow.

Our Business Reason:
OMV is producing and marketing oil and gas, innovative energy and high-end petrochemical solutions – in a responsible way. Oil and gas has been – and will continue to be – the backbone of global energy supply. This is why OMV has been investing in modern technologies for more plant efficiency, process sustainability and product value. OMV’s innovative capacity and technological expertise safeguard energy for a better life.

Our Principles:
Team Spirit, Accountability, Passion, Pioneering Spirit and Performance describe what we can expect from each other and how we want to work together.
To support our 2025 strategy we are constantly looking for experienced professionals interested in helping us grow our business.

How can you be part of our growth journey?

- Take on a challenging role across one of our Skill Pools ranging from Commercial, Sales, HSSE to Projects, Geoscience, Petroleum Engineering, Well Engineering, Operations, Facilities Engineering & Maintenance
- Start an international assignment in one of our growth regions, such as the Middle East & Africa, Russia, Australasia and the Black Sea
- Bring expertise to our Corporate Functions at Head and Hub Offices
- Contribute to the success of our Downstream business and international retail networks

Do you want to be part of the energy for a better life?

As an integrated oil and gas company we offer exciting international career opportunities across the entire energy value chain – whether you are a technical or functional expert or a leader within your field, you can make a difference with your expertise and energy.

Professionals

Are you ready to apply and join a passionate team? Visit our job board and check our current vacancies on www.omv.com/jobs

We are looking forward to receiving your application.

You want to find out more about the fascinating world of OMV? Watch our inspiring job stories and read our blog at www.omv.com
Young Talent – Start your Career @OMV

At OMV we offer a number of different exciting opportunities for pupils, students and graduates to get a first insight into working life. Explore more details at www.omv.com and apply.

Internships in Austria
Make your internship @OMV an experience! Apply your theoretical knowledge and gain practical experience during your internship at OMV.
- BE FIRST! Project internships
- Six-month internships
- Summer internships

Apprenticeships in Austria
Get a unique on-the-job experience! Take the opportunity to be part of the main processes of the energy generation – one of the main challenges of the future.
Check for detailed information on our Austrian Website: www.omv.at

Master Scholarships
Get your career started! Through our university cooperation with Montanuniversität Leoben we offer:
OMV Excellence Scholarships
- Sponsorship of a cutting edge Master’s degree in Petroleum Engineering, combining practical experience and theory in interdisciplinary projects
- Sponsorship of a new double degree Master program on “Advanced Onshore and Offshore Well Construction” between Gubkin University in Moscow and Montan University in Leoben

Graduate programs
Empower the future!
- Structured, fast-track development
- Interdisciplinary expertise & competences coupled with hands-on field experience
- Networking and intercultural exchange
Our programs include:
- Integrated Graduate Development (IGD) – Upstream
- Downstream Graduate Program

Our Young Talent share their experiences

Chloe (Geoscientist, completed Integrated Graduate Program):
“The knowledge I gained from completing the Integrated Graduate Program became the building blocks for my current work. For the past 3 years I have had the opportunity to work on projects spanning across the world, from Yemen to Pakistan and also Austria as an Exploration Geoscientist. The variety of technical work, group members, and team dynamics has allowed me to expand my range of technical and administrative skills, which keep me on the technical leading edge, thriving for more knowledge, and, most importantly, staying curious about the world around me.”

Manuela (International Petroleum Academy scholarship, attended a government event):
“Speaking at the Austrian Federal Chancellery about my technical field of study and the scholarship I received from OMV has shown me how important and rewarding it is to share my experiences with like-minded people. I had the opportunity to connect with two successful women at OMV and get their support for preparing my talk and starting a career within OMV. This positive feedback and support is an incredible motivator in the last months before my graduation from university.”

Corina (completed an internship @OMV and started her career after graduation in Finance):
“During my internship, I worked closely with several teams from Corporate Controlling on different topics where I enjoyed a great deal of responsibility and faced a steep learning curve. Following my internship, I am now pursuing a career within OMV in a field that I am most interested in - Value Management Controlling. I receive valuable guidance from management, while working independently and gaining recognition for my work. It is a great pleasure to see that the theoretical notions learned during my studies are widely applied, while innovative concepts are always welcome. Working in an international environment within a motivated and bright team, enhanced my experience paving the way for future challenges in the exciting world of OMV.”
Your Career at OMV

Take the opportunity to join our growth journey and become a member of the OMV family.

“We are looking for motivated and open-minded people with an international mindset who are eager to drive their career, go the extra mile and are seeking an exciting challenge in an intercultural environment.

Take the opportunity to learn more about OMV and the careers we offer across the entire energy value chain. Join us at various job fairs and conferences where we will be pleased to give you first-hand insight and answer all your questions.”

Isabell Hametner
Senior Vice President
Human Resources

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