

TNK-BP Employer Brand

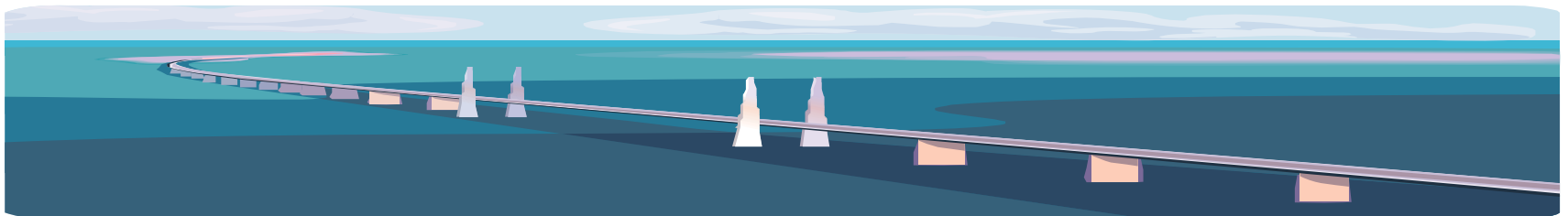
AEB, May 16, 2008



Resourcing Strategy, Key Questions:



- Where are we now?
- Where do we want to be?
- What do we need to do to be where we want to be?



Where are we now?



Attraction

- Employee Referrals
- Internal moves
- Media
- Agencies
- Job Search Tools
- Direct Applications

Candidate Management

- Application
- Requirements
- Expectations
- Feed-back

Selection

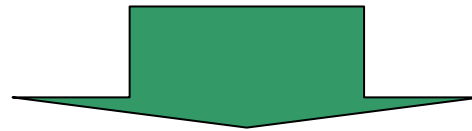
- Pre-screening
- Professional Eval.
- Behavioral Eval.
- Candidate Authorization

THK-BP Group of companies recruit annually about 9,000 people

VISION



- Resource business today and provide sustainable supply of professionals and talents for the future
- Preferred Employer in the oil and gas industry in Russia
- Attractive employer in the areas of new projects and business operations



Organizational Capability Development

What do we need to do to be there?



Attraction

- Job Search Tools
- Direct Applications
- Media
- Internal Moves
- Employee Referrals
- Agencies

Candidate Management

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TNK-BP Employer Brand





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Search criteria selected: All

Number of jobs, which match your criteria: 6

Position:	Location:	Closing date:
Manager, Corporate Training and Development	Moscow Head Office	14.05.2008
Personal Assistant	Moscow Head Office	14.05.2008
Executive Assistant	Moscow Head Office	14.05.2008
Administrative assistant	Moscow Head Office	14.05.2008
Senior Specialist, Compensation and Benefits Department	Moscow Head Office	26.05.2008
Engineer of the Information and Technical Support Department	Moscow Head Office	14.05.2008

[General application](#) [Search agent](#)

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Key Features



- TNK-BP is one of the industry's leaders; a large, stable, and growing company.
- A dynamic career, growth, opportunities for self-actualization, "an honest career"
- Continuity of traditions, a combination of longstanding Russian and advanced international experience.
- Regular, transparent, and flexible compensation system, substantial bonuses that actually depend upon work results
- Contemporary management system
- Professional development in an environment where state-of-the-art technologies and innovations are implemented
- Highly developed, structured, and high-quality training system aimed at professional and leadership development
- High occupational safety and security requirements
- Comprehensive employee benefits in regions of company operations

TNK-BP Resourcing Strategy



- Introduce transparent recruitment planning and reporting system based/integrated with the business planning
- Employer Brand for TNK-BP needs to be shaped and communicated
- Introduce Recruitment standards, process and methodology
- Develop Recruitment Capabilities
- Set up the Recruitment infrastructure to optimize recruitment sources

Thank you!

THK·BP

