



Phillips 66

Providing Energy. Improving Lives.

We are excited about the future of energy. Our advantaged and forward thinking company is full of seasoned leadership and talented people making responsible choices to adapt and explore the opportunities the changing market brings.

We do this while living out our values of **safety, honour and commitment**, to improve lives by providing access to energy which is essential to a high standard of living and health throughout the world.

Our employees, suppliers, and partners share this vision to provide energy in ways that improve lives. Our hard work, dedication, and team work, keeps energy flowing. We do the work that makes the world work.

In the United Kingdom, Phillips 66 has an office in the heart of London and the Humber Refinery is at the centre of the UK business and Phillips 66



The Humber Refinery is located in North Lincolnshire and has a crude oil processing capacity of 221,000 barrels per day. Crude oil processed at the refinery is supplied primarily from the North Sea and includes lower-cost, acidic crudes. Humber is one of the most complex refineries in the Phillips 66 portfolio and one of the most sophisticated in Europe. It is a fully integrated refinery that produces light products and fuel oil.

Humber is the only coking refinery in the United Kingdom and is the world's largest producer of specialty graphite cokes and the largest anode coke producer in Europe. Approximately 70 percent of the light oils produced in the refinery are marketed in the UK, while the other products are exported to the rest of Europe and the US.

The Humber Refinery employs a wide range of skills and employees to keep the business running successfully, from Engineers including chemical, mechanical and electrical, instrumentation, refinery process operators and various technical roles", to Operators and Safety professionals. There is also an array of Business Support staff including Marketing, Accounts, Procurement, HR and IT Departments.



What training programmes are offered?

The Humber Refinery helps its staff develop through numerous training opportunities personal, professional and vocational development. Last year employees carried out more than 11,000 pieces of training.

The Refinery also has an award winning apprenticeship programme and offers University Summer and Industrial Placement Programmes in Engineering covering Process, Mechanical and EC&I disciplines. A secondary school work experience programme is also available. If you are interested in work experience please write a letter to HR at Humber Refinery, South Killingholme, North Lincolnshire, DN40 3DW

How does your company recruitment process work?

Phillips 66 vacancies are advertised in the local press, through Phillips 66 social media channels and www.phillips66.jobs or www.phillips66.co.uk/careers Applications can be made directly through the website. Phillip66 recruit apprentices through HETA .



What skills do you require from your workforce?

At Phillips 66, while "what" we do may be very different from person to person, there's a "how" that connects all of us. It is how we work, how we collaborate and how we succeed together. It's this shared "how" that our competency framework describes in detail. We call it the Keys to Success because it can unlock the potential within us all.

Keys to Success



- Assoc: Adaptability—Adapt And Learn
- Assoc: Building Collaborative Relationships—Form Relationships
- Assoc: Communication—Communicate Openly
- Assoc: Judgment—Apply Sound Logic
- Assoc: Results Orientation—Seek Process Improvement

What do you see the skill gaps are for your company now and in the future?

In 2020 the UK will need 2 million new STEM professionals

Where can you go to find out more about the qualifications you may need and where you can study?

For information on the courses and apprenticeships available across the Humber visit www.logonmoveon.co.uk (Hull and East Riding), www.lincs2.co.uk (North East Lincolnshire) and www.lincs4u.co.uk (North Lincolnshire). For more information on the growth sectors, occupational information and job search techniques/guidance please visit <https://careersyandh.co.uk/> and click on the 'contact us' button.

You could also visit <http://www.tomorrowseengineers.org.uk> to find out more about the different engineers that the industry will need.

