Talent Acquisition at MOL Group
WPC Tomorrow’s Leaders Symposium

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MOL GROUP IS A LEADING INTERNATIONAL, INTEGRATED OIL AND GAS COMPANY WITH OVER 75 YEARS' EXPERIENCE

**Core Activities**
- Upstream
- Gas Midstream
- Downstream

**Key Financial Figures**
- CCS EBITDA: USD 2.2 BN
- CAPEX: USD 2.3 BN
- Capitalisation: USD 4.7 BN
- Net Revenue: USD 21.0 BN

**Statistical Figures**
- 750,000 Retail transactions per day
- 28,000 Employees worldwide
- 36 Million barrels per year
- 40 Countries in across Europe, Middle East, Africa and Asia
- 6 Downstream production units
AS AN INDEPENDENT O&G PLAYER, MOL GROUP HAS TO RESPOND TO THE SHORTAGE OF O&G TALENTS ON THE GLOBAL MARKET IN ORDER TO SAFEGUARD ITS STRATEGIC TARGETS

Straight from Baby Boomers to Whyers – Shortage of talent

**Background**
- Unfavorable demographic trends:
  - Aging population
  - Skilled O&G workforce is short in supply
  - Unfavorable labor market and educational trends
- By 2016, shortage of experienced PTPs will reach 20% of total talent pool globally (estimated gap between demand and supply of ~15,300 PTPs)

**Critical success factors**
- Improve the attractiveness of natural sciences
- Having the sufficient number of talents on board
- Accelerated learning & knowledge transfer is needed due to rapid aging of experienced professionals
WE TAILORED OUR APPROACH TOWARDS KEY TARGET EMPLOYEE GROUPS

PROFILED TECHNICAL EXPERTS

FUNCTIONAL PROFESSIONALS

GRADUATES

MOST DESIRED EMPLOYER 2014

HR Distinction Awards
RETAIL VISUAL IS THE NEWEST IN OUR EMPLOYER BRAND CONCEPT
SYSTEMATIC APPROACH TOWARDS SOCIAL MEDIA STRENGTHENS OUR BRAND BOTH INTERNALLY AND EXTERNALLY
MOL GROUP TARGETS SECONDARY SCHOOLS TO PROMOTE NATURAL SCIENCES HENCE ENGAGE STUDENTS AT AN EARLY STAGE

ACCORDINGLY, MOL GROUP’S SECONDARY SCHOOL CONCEPT IS CONSTANTLY REFRESHED AND CUSTOMIZED FOR ALL COUNTRIES
OUTSIDE-IN APPROACH IN HR IS BUILT ON CLEAR COMMUNICATION TOWARDS EXTERNAL TALENT POOL

WE ACTIVELY PROMOTE OUR VALUE PROPOSITION THROUGHOUT WHOLE RANGE OF OUR TALENT PLATFORMS
GROWWW is MOL Group’s widely recognized recruitment platform that brought 1,570 young talents since 2007.

GROWWW 2015 Program runs in 11 countries: Bosnia and Herzegovina, Croatia, the Czech Republic, Hungary, Italy, Pakistan, Poland, Romania, Serbia, Slovakia and Slovenia.
UPPP IS OUR NEW E&P DEDICATED TALENT ACQUISITION PROGRAM

YOUR ADVENTURE AWAITS...
VIDEO SHOULD BE PLAYED
SHAPE THE WORLD WITH US