



BETTER ENERGY
NEEDS YOU



TOTAL

COMMITTED TO BETTER ENERGY

WE HAVE A DATE WITH THE FUTURE

"People need more than short-term, quantified goals to motivate them to go to work every day. They need an ambition that engages them meaningfully. At Total, we want to be the responsible energy major, by providing concrete solutions to the climate change challenge."



Patrick Pouyanné 
Chairman and CEO, Total

Although Total is a world-leading integrated energy company, we see our purpose as much bigger than that. Energy is a source of progress. It allows countries to develop and improve living conditions. Given the stakes, we all have a part to play.

Continued progress also involves major challenges for the future. They are engrossing and exciting, and together we can meet them.

We must produce the energy the world needs and make it accessible to as many people as possible — three billion still live without it — while being responsible, by mounting an effective response to climate change.

The men and women at Total strive to meet these challenges every day. Our ability to work effectively as a group and be enterprising is vital to our success. Our collective intelligence, acting and achieving through the additive effect of its talents around the globe, is what defines us.

This mindset and way of operating is what sets our corporate culture apart. It allows us to carry out ambitious projects while making everyone feel their work is meaningful and giving them an opportunity to pursue their personal development and fulfillment.

The future of energy is a daunting challenge. At Total, it is also an exciting personal adventure. Our ambition is to become the responsible energy major.

careers.total.com



Keep up with our news and job openings
in real time on social media

@Total @TotalCareers @PlaneteEnergies @TotalCampus



Total @Total - Nov. 12, 2015

RT to discover 50 [#Ideas4Climate](#) @ [SolutionsAndCo](#). Tell us what is your favorite project to [#MakeThingsBetter](#)



Total @Total - Nov. 10, 2015

"We can't ignore the [#climatechange](#) issue & I'm convinced that we're part of the solution" P. [#Pouyanné](#), CEO [#ADIPEC](#)

TOTAL TOP 5 PRIORITIES FOR CLIMATE:

NATURAL GAS
SOLAR AND BIOFUELS
ENERGY EFFICIENCY
ACCESS TO CLEAN ENERGY
INTERNATIONAL CLIMATE INITIATIVES



Total @Total - Nov. 10, 2015

[#Oil](#) and [#gas](#) CEOs jointly declare action on [#climatechange](#) po.st/2bKxmk



TOTAL'S PEOPLE HAVE A SHARED AMBITION

Our human resources **policy** is based on a deeply held conviction: our **people** are the **energy** that moves us forward. We cannot succeed unless our employees have what they need to articulate and realize their **potential**.



Farther in Every Respect

Because we're a global, integrated company, our employees can choose from a wide array of openings for regional and occupational mobility. Our career managers provide individual support and coaching to employees throughout their time with us. All employees also have a chance to perfect and broaden their expertise in their current positions, through a number of training opportunities.

Pursue Your Career Confidently

We aim to be an employer of choice everywhere we work in the world. Accordingly, we take great care to provide our employees with a quality work environment. We sign on to demanding agreements and commitments to ensure their health and safety and the best possible work-life balance.

Achieving Personal Growth Together

Diversity is an invaluable asset for Total. We recruit people from around the world and all our employees enjoy the same career opportunities. We are committed not only to respecting differences, but valuing and showcasing them. Promoting collective intelligence while giving everyone a chance to fulfill their potential enables our employees and Total alike to innovate and succeed.

Read Patrick Pouyanné's fluencer posts



Total @Total - May 14, 2015

Total signs [#LGBT](#) Commitment Charter@AutreCercle
[#lesbophobia](#) [#biphobia](#) [#homophobia](#) [#transphobia](#)



Total @Total - Janv. 22, 2015

Total signs first global agreement with IndustriALL
Global Union



Total @Total - March 7, 2016

Watch our new "Space Travellers" commercial.
<http://bit.ly/energisons-la-vie>



WE OPERATE IN MORE THAN 130 COUNTRIES



No. 4

international oil
and gas company*

*Based on market capitalization as at December 31, 2015.



150+

nationalities



Nearly 100,000

employees



9,022

permanent hires

TOP 3 REGIONS

- 37.8% in Latin America
- 24.3% in Asia
- 20% in Europe



32%

of our employees are women,

representing:

- 25.1% of managers
- 18.6% of senior executives
- 34.9% of permanent contract hires

GOAL:

25%

women
executives
by 2020



3.3

days of training a year

€170 million

spent on training

careers.total.com



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in real time on social media

@Total @TotalCareers @PlaneteEnergies @TotalCampus



Total @Total - Dec. 9, 2015

"Elles bougent", a French nonprofit
partnered by Total, educates and informs
young women students about STEM
careers.



Total Campus @TotalCampus

Here's @Total trainees with coaches
at the #JobCoaching workshop today!
#disability



Total @Total - Dec. 9, 2015

Unleash your potential with the Total IT
Student Contest! Registration is open
for students in France. This is your chance
to tackle some of the biggest challenges
facing the oil industry! [http://www.total-
campus.com/opportunities/ep-contest/](http://www.total-campus.com/opportunities/ep-contest/)

**TOTAL IT STUDENT
CONTEST
3RD EDITION**



TOTAL'S ACTIVITIES

EXPLORE AND PRODUCE

- 1 OIL AND GAS
- 2 SOLAR
- 3 BIOMASS

TRANSFORM AND DEVELOP

- 4 SPECIALTY CHEMICALS
- 5 POLYMERS
- 6 REFINING - PETROCHEMICALS

SHIP AND MARKET

- 7 TRADING - SHIPPING
- 8 MARKETING AND SERVICES



Read Patrick Pouyanné's [in](#)fluencer posts

Total @Total - Oct. 30, 2015
World's 2nd largest solar company w/ @SunPower, Total is committed to cutting-edge technology #MakeThingsBetter

Total @Total - Jan. 6, 2016
Total's "factory 4.0" #startup incubator will put #innovation at the center of #industry Total.al/4TpCPZ

Planète Énergies @PlaneteEnergies - Oct. 23, 2015
PHOTO OF THE WEEK:
The redrawn map of the energy world
bit.ly/1NXROeG #energies #world

LET'S CONNECT ON CAREERS!

Our **Total Careers** website posts every job open at our company, for all professions, countries and qualifications. It ensures a fair **hiring process**. You can apply and track the progress of your application by creating your **account** in the designated area.



www.careers.total.com



500
professional
fields



4,000
contract
internships



5,000
work-study positions
in three years



150+
nationalities
in the workforce



VIE co-op
placements
available in
15 countries.

careers.total.com



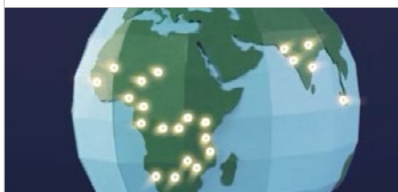
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Total @Total - Oct. 26, 2015

#MakeThingsBetter by 2020? Total will
give access to clean energy solutions
for 25 million people in Africa



Total @Total - June 19, 2015

Join us on **#LinkedIn**: [linkedin.com/
company/total](https://www.linkedin.com/company/total) **#MakeThingsBetter**



Strategies @strategies1
@Capgemini, @lorealparis.fr
and @Total, the most influential
brands on LinkedIn
bit.ly/1N8CjNb



Pull up the data about
our job openings on

LinkedIn
using your phone.

OUR FOUR-STEP RECRUITMENT PROCESS

YOUR APPLICATION

You applied for one of our jobs
And your background caught our eye...

The typical recruitment process below may vary depending on the specific local needs of our affiliates worldwide.



STEP 1

PRE-QUALIFICATION OF YOUR APPLICATION

You have responded to a job offer and your profile has caught our attention. At this stage, you might receive questionnaires designed to fill in any blanks in your profile and/or be invited for a telephone or video interview.



STEP 2

YOUR MEETING WITH A RECRUITER

You meet the recruiter assigned to the position you are applying for or an external recruiter employed by Total. This interview is the opportunity to find out more about your skills set, your experience and your motivations, and to discuss the outlines of the proposed job and your prospects within the group.



STEP 3

YOUR MEETING WITH OPERATIONAL MANAGERS

You meet managers in professional and operational fields linked to the job you are applying for. This gives you a clear picture of what the job will entail and what your new team might look like. You will discuss all aspects of your role and your working environment.



STEP 4

FORMALIZING THE TERMS OF OUR COLLABORATION

If you arrive at this step, it means we want to work together. Your recruiter makes you an offer. If you accept it, your contract will be signed with the Human Resources management team concerned. Welcome to Total!

You have successfully negotiated each step
in the hiring process.

Welcome to Total!

www.careers.total.com

total.com



Supplying affordable energy to a growing population, addressing climate change and meeting new customer expectations are the three main challenges Total must meet as an energy major.

That is what guides what we do. With operations in more than 130 countries, we are a top-tier international oil and gas company. We are also a world-class natural gas operator and a global solar leader through our affiliate SunPower. Our activities span oil and gas production, refining, petrochemicals and marketing. Demonstrating their commitment to better energy, our 100,000 employees help supply our customers worldwide with safer, cleaner, more efficient and more innovative products that are accessible to as many people as possible. Our ambition is to become the responsible energy major.



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