



cenovus
ENERGY

**OUR STUDENT & RECENT GRADUATE
POSITIONS ARE OPEN!**

Visit [cenovus.com](https://www.cenovus.com) to apply.

Are you a student or recent graduate looking to deepen your learning and broaden your skillset? Cenovus has a fantastic range of opportunities for aspiring talent.

Our student & new grad programs aim to attract, develop and retain exceptional employees. We offer a variety of technical and non-technical positions with opportunities for on-the-job experience.

WHAT WE OFFER:

Our student and new grad programs aim to attract, develop and retain exceptional employees, providing you with dynamic workplace experience and development opportunities as you enter your career.

CENOVUS PERKS:

- Employee development, including buddy, mentorship and networking opportunities.
- Flexibility to work from home one day a week (role permitting).
- Competitive pay.
- Employee giving and volunteer opportunities through *Cenovus Cares*.
- Innovative well-being programs and services.
- Various inclusion and diversity networks.



STUDENT PROGRAM

We're committed to your learning and development, and our Student Program provides meaningful, valuable and hands-on work experience.

- Placements in Canada and the U.S., across our corporate offices and operations.
- Work terms that range from four to 16 months across multiple disciplines.
- Training and development with meaningful and valuable work experience that allows you to learn more about the industry and your chosen discipline.
- Networking, mentorship, learning opportunities, volunteering and social events organized by Cenovus.

Learn more about our Student Program.

PROGRAM QUALIFICATIONS

- Legal authorization to work in the country identified in posting without employment sponsorship.
- Strong academic performance.
- Enrolled in or actively working toward a program of the related discipline with a recognized post-secondary institution.
- Ability to work 40 hours per week during the scheduled semester.
- Pre-employment background check and medical and drug/alcohol assessment may be required based on role and location.



NEW GRAD PROGRAM

Our New Grad Program accelerates your development as you enter your career, with the goal of developing and mentoring our future experts and leaders.

New grads complete three consecutive rotations and are then matched to a permanent position within the organization based on their career aspirations, experience, past performance and opportunities available.

- Placements in Canada and the U.S. across our corporate offices and operations.
- Participants complete three, 12-month work assignments. This may include being placed in a variety of work or site locations.
- Each discipline has a variety of possible rotation assignments available and will focus on giving participants a variety of experience within their discipline.
- Positions for apprentices studying various trades programs in Alberta and Saskatchewan, offering on-the-job experience at our operations.

PROGRAM QUALIFICATIONS

- Completion of undergraduate, masters or PHD program within two years of role start date.
- Less than two years of professional experience, not including co-op or student positions.
- Legal authorization to work in the country identified in posting without employment sponsorship.
- Willingness to relocate for one or more of your rotations.
- Pre-employment background check and medical and drug/alcohol assessment may be required based on role and location.

PROGRAM BENEFITS

- Rotational schedule is developed with input from the new grad to their Program Advisor.
- Field assignments (for engineering).
- Relocation assistance (if eligible).
- Professional membership fee reimbursement.
- Safety training.

Learn more about our New Grad Program.

MAJORS RECRUITED

- Engineering
- Geosciences
- Accounting (CPA)
- Business
- IT
- Finance
- ...and more!



GROW WITH US

We're committed to your learning and development, in and out of the workplace. In addition to the day-to-day work, you'll have the opportunity to attend networking events, participate in volunteer initiatives through our *Cenovus Cares* program and get the chance to connect with fellow students and recent graduates at a variety of events.

TESTIMONIALS



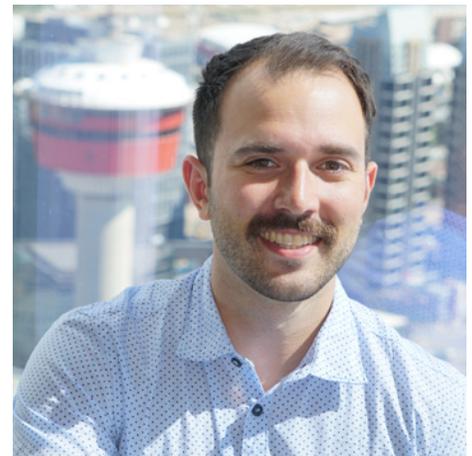
“Participating in this program has been a game-changer for my long-term career goals. It’s not just about gaining hands-on experience across different areas of the company; it’s also about developing essential skills in leadership, communication and problem-solving. Ultimately, this program equips me with the expertise and insight needed to carve out a successful career path within the industry, and I’m thrilled about what is to come!”

ASHLEY RICHARD



“Cenovus’s New Grad Program has been an eye opener. It offers a unique blend of flexibility and depth, and the exposure to diverse roles has allowed me to discover my true interests within the industry. I am also able to work towards my Chartered Professional Accountant (CPA) designation during my rotations, making the program a great fit for my long-term development.”

DUNCAN KNORR



“Networking was a big factor to my success and enjoyment in my rotations. The ability to meet young professionals from all over North America at different operations has positively affected my work and formed lifelong friendships.”

NATHAN NEWMAN

ABOUT CENOVUS

We're a Canadian-based integrated energy company headquartered in Calgary. We're committed to maximizing value by developing our assets in a safe, responsible and cost-efficient manner.

We operate in Canada, the United States and the Asia Pacific region. Our operations include oil sands projects in northern Alberta, thermal and conventional crude oil and natural gas projects across Western Canada, crude oil production offshore Newfoundland and Labrador and natural gas and liquids production offshore China and Indonesia. Cenovus's downstream operations include upgrading, refining and marketing operations in Canada and the United States.

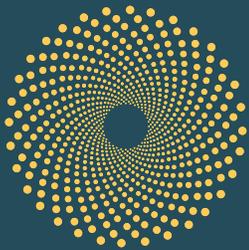
Our shares trade under the symbol CVE, and are listed on the Toronto and New York stock exchanges.



OUR PURPOSE

We **energize** the world to make people's lives better

OUR VALUES



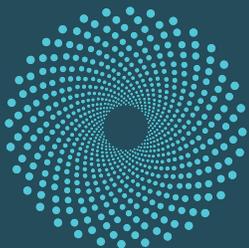
Protect what **matters.**

Safety will always be our top value. We care about each other and our communities.



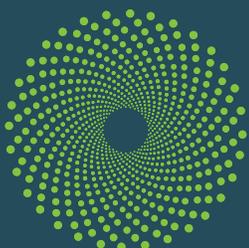
Do it **together.**

We are one team. Together we win, grow and celebrate. We're determined to be successful through inclusivity, trust and empowerment.



Make it **better.**

Performance matters and we always look for opportunities to improve. We make decisions with a sense of urgency and pivot to meet changing needs. We don't shy away from hard work or difficult conversations.



Do it **right.**

Accountability is vital and how we achieve results makes a difference. We listen, respect and value diversity. We are transparent and act with integrity.



SCHOLARSHIPS



INDIGENOUS SCHOLARSHIP

Every year, we offer scholarships for Indigenous students residing in our operating areas who are pursuing a full-time degree, diploma or certified trade.

Learn more at

[www.cenovus.com/Careers/](http://www.cenovus.com/Careers/Students-and-new-grads/Indigenous-Scholarship)

[Students-and-new-grads/Indigenous-Scholarship](http://www.cenovus.com/Careers/Students-and-new-grads/Indigenous-Scholarship).



STEM SCHOLARSHIP

The Cenovus Energy STEM Scholarships are focused on empowering and attracting enthusiastic high achievers pursuing an education in science, engineering, technology, or math (STEM) disciplines.

Learn more at

[www.cenovus.com/Careers/](http://www.cenovus.com/Careers/Students-and-new-grads/STEM-Scholarship)

[Students-and-new-grads/STEM-Scholarship](http://www.cenovus.com/Careers/Students-and-new-grads/STEM-Scholarship).

FOLLOW US ON:



Visit www.cenovus.com/Careers/Students-and-new-grads to apply!

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