



Valero Benicia Refinery Hiring Process

Benicia Refinery



Agenda

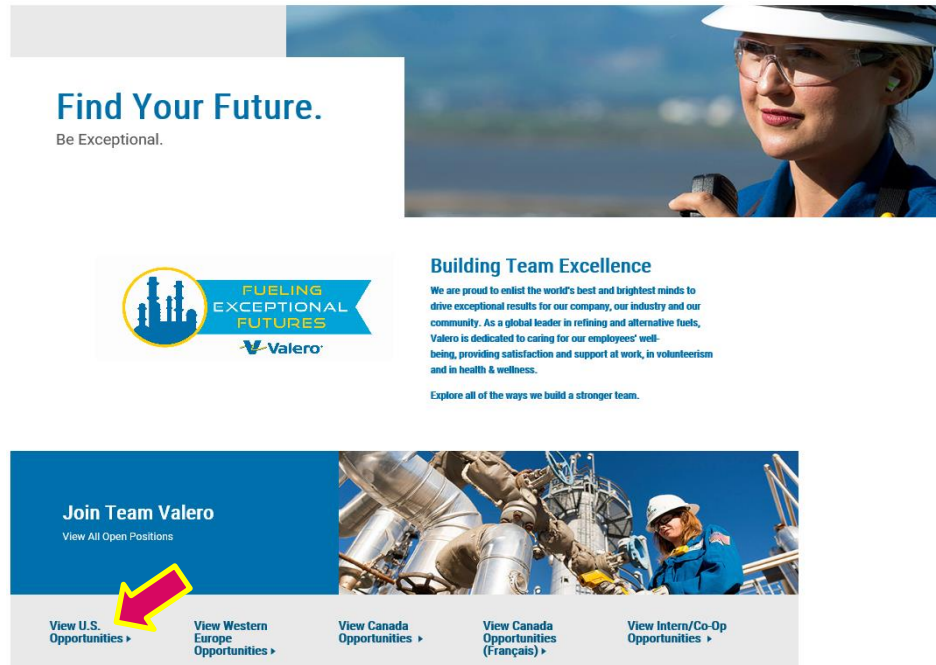
- 1 Company Overview
- 2 Operations
- 3 Maintenance
- 4 Professionals
- 5 Benefits

Company Overview



Application Process

- Valero.com > Careers > U.S. Opportunities
- Create candidate profile
- Fill out application
- **If referred by Valero employee, make sure to include that name on your application**
- Submit for review



The screenshot displays the Valero careers website. At the top, it says "Find Your Future. Be Exceptional." with a background image of a woman in a hard hat and safety glasses. Below this is a banner for "FUELING EXCEPTIONAL FUTURES" with the Valero logo. To the right, there is a section titled "Building Team Excellence" with a paragraph of text and a link to "Explore all of the ways we build a stronger team." At the bottom, there is a "Join Team Valero" section with a link to "View All Open Positions" and five buttons for viewing opportunities: "View U.S. Opportunities", "View Western Europe Opportunities", "View Canada Opportunities", "View Canada Opportunities (Français)", and "View Intern/Co-Op Opportunities". A red arrow points to the "View U.S. Opportunities" button.

Find Your Future.
Be Exceptional.

FUELING EXCEPTIONAL FUTURES
Valero

Building Team Excellence
We are proud to enlist the world's best and brightest minds to drive exceptional results for our company, our industry and our community. As a global leader in refining and alternative fuels, Valero is dedicated to caring for our employees' well-being, providing satisfaction and support at work, in volunteerism and in health & wellness.
Explore all of the ways we build a stronger team.

Join Team Valero
View All Open Positions

View U.S. Opportunities >

View Western Europe Opportunities >

View Canada Opportunities >

View Canada Opportunities (Français) >

View Intern/Co-Op Opportunities >

Operations – Online Risk Assessment

- Refinery Operator Trainee position will be posted for 1-2 weeks
- After the posting has closed, an email will be sent to candidates who are eligible to move forward to take an Online Risk Assessment
- The assessment closes 5 days after the invitation email is sent
- Duration: 30-45 minutes

Mechanical Aptitude & Use of Information Test

- Candidates who are eligible to move forward will receive an email invitation to take the Mechanical Aptitude and Use of Information Test
- The online assessment closes 5 days after the email invitation is sent
- Duration: 2 hours
 - 45 minutes to complete the Mechanical Aptitude test
 - 1 hour to complete the Use of Information test
- Results are valid for 365 days

Operations - Resume Review/Interview

- The candidates who are eligible to move forward in the hiring process will have their resumes reviewed
- This review process could take 2-3 weeks
- Selected candidates will then be contacted to schedule an in-person interview
- Duration: 30-60 minutes
- STAR Method
 - Situation (What/Where/Why?)
 - Task (What?)
 - Action (How?)
 - Results (What effect?)

Operations - Work Schedule & Pay

- Basic Operator Training (BOT) Class for the first 4 months of employment
 - Mon-Fri, 8-hour work day at \$38.18
- Once BOT is complete the trainee will then start working their field post
 - 4 shifts on 4 shifts off rotating days and night, 12-hour shift at \$33.51

Maintenance – Craft Test

- After applying for a maintenance position, an invitation email will be sent to qualified candidates to test
 - Routine Maintenance – Pipefitter Test
 - Instruments/Electrical – Instrumentation or Electrical Test
 - Rotating – Rotating Equipment Test
- Candidates will have three hours to complete the in-person test
- Results are valid for 365 days

Maintenance - Resume Review/Interview

- The candidates who are eligible to move forward in the hiring process will have their resumes reviewed
- This process could take 1-2 weeks
- Selected candidates will then be contacted to schedule an in-person interview (2 interview process)
- Duration: 30-60 minutes
- STAR Method
 - Situation (What/Where/Why?)
 - Task (What?)
 - Action (How?)
 - Results (What effect?)

Maintenance - Work Schedule & Pay

- All maintenance hourly positions work 4x10 schedules
 - Mon-Thu or Tues-Fri, 10-hour work day
- Pay will be based on experience level of the position the candidate applied:

Lead Mechanic	\$56.38
Mechanic 2	\$54.73
Mechanic 1	\$53.00
Mechanic	\$51.39
Mechanic Trainee (24-36 mos)	\$48.42
Mechanic Trainee (12-24 mos)	\$44.01
Mechanic Trainee (0-12 mos)	\$38.18

Professionals – Engineering, Admin, Accounting, Etc.

- After applying for a Professional position candidate resumes will be reviewed
- Some positions may require testing that will assess behavior, computer skills, and/or data analytics skills
 - If testing is required candidates will have 45-60 minutes
- Results are valid for 365 days

Professionals – Interview

- Selected candidates will then be contacted to schedule an interview (video or in-person)
- Duration: 60 minutes – full day
- STAR Method
 - Situation (What/Where/Why?)
 - Task (What?)
 - Action (How?)
 - Results (What effect?)

Questions and Answers

