

*“Marathon has a great flexible rotation program that allows new hires to **experience different positions** within the company. The time and position is mostly based on you. It’s all about when you feel like you understand your current discipline fully and are ready to move on to something new. You are not forced to move when you feel like you haven’t fully grasped the concepts of the position. Marathon’s Skill Builder program allows you to drive your next position as well. You can try both office and field positions and all the different engineering positions if you like. Ultimately, **you drive your career** with the guidance of experienced engineers within the company.”*



**Cathy**, Marathon Oil  
Reservoir Engineer



**Marathon Oil**  
Corporation

*For more information about the Marathon Oil Geoscience and Engineering Skill Builder Program and to learn what it's like to work for us, please visit [www.marathonoil.com/careers](http://www.marathonoil.com/careers).*

© 2012 Marathon Oil Corporation | [MarathonOil.com](http://MarathonOil.com)

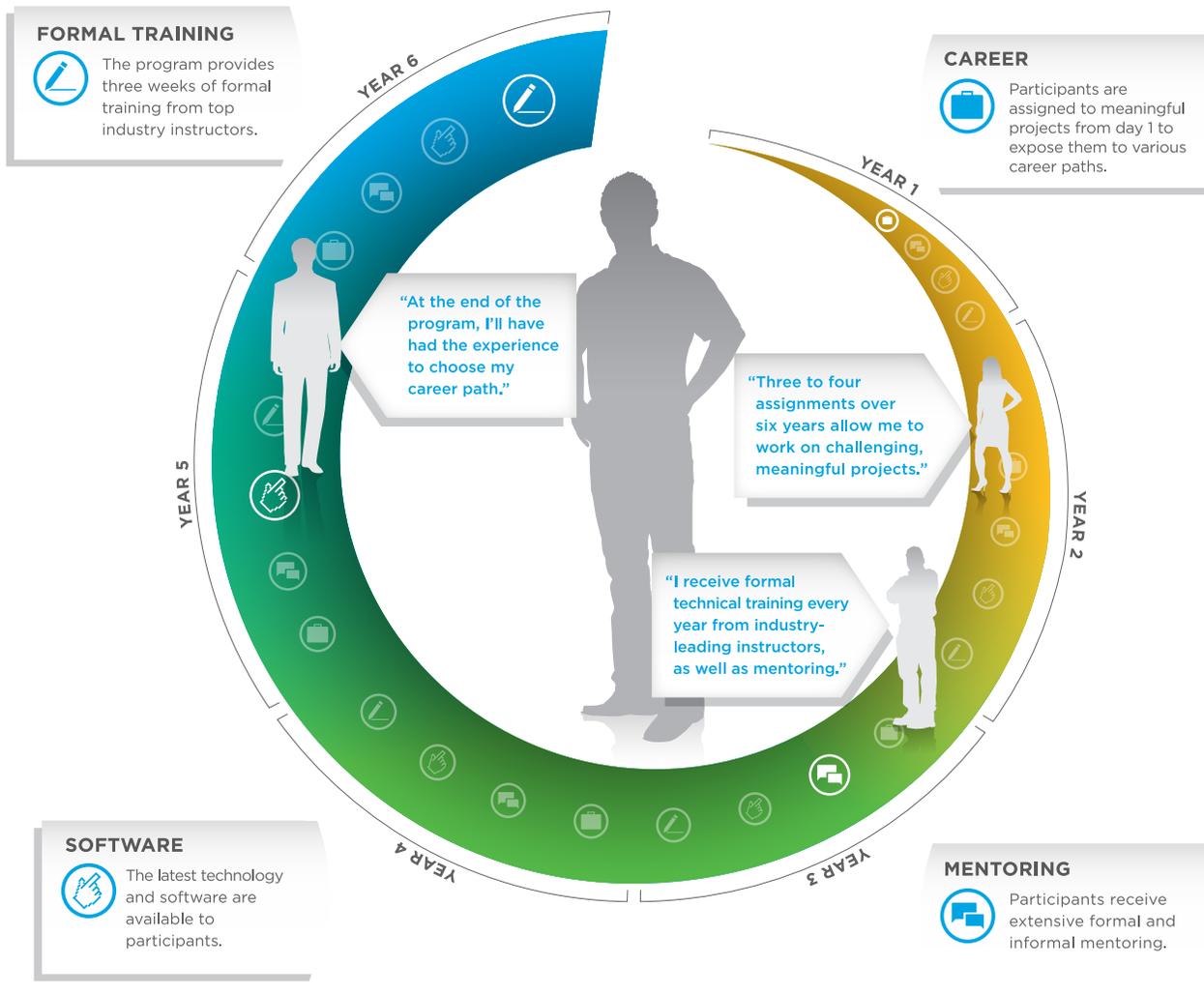
  
**Marathon Oil**  
Corporation



**GO FURTHER.**

Marathon Oil Geoscience and  
Engineering Skill Builder Program

# Skill Builder Program



## > A Firm Foundation

Marathon Oil's Skill Builder Program gives geoscientists and engineers hands-on industry experience during the first six years of their career to help hone their skills and give them a firm foundation to build on. At the end of the program, they will have enough varied experience to influence which career path(s) to take: generalist, specialist or supervisor.

## > Hands-on Experience

Over the course of about six years, Skill Builder participants are given three to four work assignments, each in differing aspects of their technical field. These assignments allow Skill Builders to work on challenging and meaningful projects that will contribute to both their own success and that of the company. These projects emphasize hands-on training, field/operations, and technical responsibilities that will give the participants the insight and skills to do more with and go further in their career.

## > Top Training

Skill Builder participants receive about three weeks of formal technical training each year, plus any required software and health, environment and safety (HES) training. Marathon has alliances with top industry training providers like Nautilus and PetroSkills that provide courses taught by industry-leading instructors. Additionally, both formal and informal mentoring programs enhance the "on-the-job" training.

## OPPORTUNITIES

### Geoscientists:

- Conventional and Unconventional reservoirs
- Domestic and International assignments
- Oil and Gas plays
- New Ventures, Exploration, Production, Operations, Technology
- Onshore and Offshore operating environments

### Engineers:

- Reservoir, Production, Drilling, Completions, Facilities
- Both Field-based and Houston assignments are highly recommended
- Onshore and Offshore operating environments
- Oil and Gas plays