
When you choose Suncor Energy, you join a talented group of industry professionals who are proud to work for a leading North American energy producer. Suncor offers a diverse range of challenging career opportunities to skilled, motivated professionals. Our 12,000-plus employees represent many professions and trades. Join us and contribute to the ongoing success of Canada’s largest integrated energy company – one with a solid track record of growth, a focus on safety and sustainability and tremendous potential for the future.

Make the move and go further. Go ahead!
Working at Suncor

Suncor Energy – Canada’s premier integrated high-growth energy company – is headquartered in Calgary, Alberta, with operations that span the country and extend into the U.S. and to Europe.

Suncor’s commitment to people starts in the workplace and extends into the communities where we operate. Nothing is more important than protecting ourselves and others from harm. That means if we can’t do it safely, we don’t do it. We are looking to hire employees with a similar safety mindset.

Our oil sands facilities near Fort McMurray, Alberta are the centre of Suncor’s business. As the first company to develop the oil sands, we now hold one of the largest positions in the industry, recovering bitumen from oil sands through surface mining and in situ operations before upgrading it into refinery-ready crude oil products.
Our refining and marketing business includes refineries in Edmonton, Sarnia, Montreal and Colorado that provide a vital link between our large Canadian resource base and the growing North American energy market. We operate a network of 1,500 cross-Canada retail gas stations under the Petro-Canada brand.

Suncor also produces conventional and offshore oil and gas on Canada’s East Coast. We operate Terra Nova and hold interests in the Hibernia and White Rose fields. We hold interests in future developments and expansions, and are involved with exploration drilling for new opportunities.

As operator of the Terra Nova development, we are focused on running safe, reliable and environmentally responsible operations. As a joint venture partner, we hold a unique position as the only company on the East Coast with interests in all current producing fields – Hibernia, Terra Nova and White Rose – as well as the Hibernia South Extension, White Rose Extensions and the Hebron field.

Our East Coast operations are based in St. John’s, Newfoundland and Labrador.

Our Lubricants plant in Mississauga, Ontario produces and distributes more than 350 products to customers in more than 70 countries that are used in a range of industries, from food to transportation, power generation to mining.

Our international offshore interests are centred in the North Sea, with offices based in Stavanger, Norway and Aberdeen, UK. In Norway we have sustainable growth opportunities and the potential to build our business through participation in operated and non-operated exploration licenses. In the UK, we focus on high-potential, near-field developments, in operated and non-operated joint ventures.

The breadth of our business creates many exciting career opportunities including engineering and earth science roles, business careers such as accounting, human resources, communications, supply chain management, finance and legal, as well as trades and technical jobs. Suncor’s workforce is diverse in terms of geography, culture and expertise. We value the creation of a respectful workplace that includes employees with varied skills, backgrounds, experience and perspectives. Cultivating an inclusive and diverse workplace is fundamental to our continued growth, and is achieved by attracting, training and retaining the most qualified people.

Grow your career alongside a growing company. Succeed with us. Go ahead.

You’ll be glad you did.
Company values

Our employees play a central role in our success by living the values and behaviours we need to achieve Suncor’s business goals and ensure we continue to be a great place to work. Suncor employees act with integrity and respect, in support of our company values:

- **Leaders in safety**: Be personally responsible for employee safety and the safety of others.
- **Continuous improvement in sustainability**: Develop energy in a way that provides economic prosperity, promotes social well-being and preserves a healthy environment.
- **People**: Attract, grow and develop top industry talent.
- **Leadership by example**: Lead with courage, integrity, respect and wisdom.
- **Accountability**: Have clear responsibilities and deliver on our commitments.
- **Performance**: Deliver outstanding results.
Sustainability

At Suncor, being a socially responsible company is not only critical to our business success, we also feel it’s the right thing to do.

The key to our success is listening to and understanding the perspectives of our employees, our stakeholders, and Aboriginal neighbours. As a responsible energy developer, we pursue a triple bottom line vision of sustainable development: energy development should occur in a way that provides economic prosperity, promotes social well-being and preserves a healthy environment.

Environmental stewardship and responsible development make good business sense. We’re working hard to address global environmental issues, such as greenhouse gas emissions, as well as regional issues, including land use, reclamation, water use and air quality.

We’re investing in new environmental technologies in our existing and planned operations. We've also pursued a parallel path of renewable energy development, investing in wind power and ethanol facilities.

As a pioneer in oil sands development, we take pride in what we’ve accomplished. Yet we know there is more hard work ahead. Our success will continue to depend on our valued employees and their unyielding focus on finding innovative ways to reduce our environmental impact, while continuing to deliver on commitments we make to our stakeholders.
Fort McMurray

What attracts people to Fort McMurray is the range of rewarding career opportunities in the oil sands industry. What convinces people to stay is the close-knit community, natural beauty and quality of life.

Fort McMurray is the largest northern Canadian city in the Regional Municipality of Wood Buffalo. It's a city rich in resources, history and cultural diversity.

Located 435 km northeast of Edmonton, this growing city is nestled in the Boreal Forest in Wood Buffalo. With many services and amenities contributing to an outstanding quality of life, people from all over the world have made this community their home.
Fort McMurray offers a wide range of education choices for students including primary, secondary and college, an airport with daily flights to major centres and a hospital providing 24-hour emergency care. It also offers unbeatable outdoor activities all year long – canoeing, fly-in fishing, downhill and cross-country skiing, golfing and skateboarding to name a few. As well, there is a broad selection of organized sports and activities for different skill levels and ages such as hockey, softball, soccer, lacrosse, scouts and dance classes.

There is an extensive pathway system for runners and walkers, fitness and training facilities, a public library, community music and arts festivals, nightclubs with live entertainment, theatre, bowling, bingo and casino.

Suncor offers financial assistance for relocation. Although what we offer depends on the job you have accepted, most relocation packages provide some sort of financial assistance and temporary housing arrangements.

When you join Suncor and the Fort McMurray team, you are joining the heart of Suncor’s operations.

Visit [www.goaheadfortmcmurray.com](http://www.goaheadfortmcmurray.com) for more information.
Rewards

When you embark on a career with Suncor, you’re joining an organization that offers a comprehensive package of rewards that goes beyond your pay cheque.

- Pay programs reward you for your skills, experience and contributions
- Pension and savings plans provide opportunities to build a healthy financial future
- Vacation and other time-off programs support your quality of life
- Health and insurance benefits provide peace of mind
- Career and development opportunities and educational assistance help you grow
- Specific rewards can be dependent on the role you accept
Health and Insurance Benefits
We promote and support you in living well.
The flexible nature of our plans means you can personalize your benefits package to suit your needs. Suncor offers a number of different plans and options for medical and dental care, as well as a Health Spending Account (a means of paying for health and dental expenses not reimbursed by any other plan) and illness, disability, accident and life insurance programs.

Quality-of-life Benefits
We provide additional perks to help you and your family balance work and life.

Time off – Depending on the role you accept, Suncor offers employees a variety of time-off programs including vacation and Personal Time-Off (PTO) days. As a new full-time employee, you’ll receive three weeks of vacation, increasing as your service grows, to a maximum of six weeks of vacation after 25 years of service. Most new employees may receive additional vacation days up to one week as credit for previous related employment.

Employee and Family Assistance Program (EFAP) – Counsellors are available to provide employees with confidential assistance on a variety of issues including psychological (depression, anxiety, anger, grief/loss, trauma and abuse issues), marital or parenting issues, work concerns and more.

Dependent Scholarship Program – After one year of employment, the Suncor scholarship program provides funding for qualifying dependents attending university or college. Awards are granted annually for up to four years or until the first degree or diploma is received.

Pay
We recognize and reward your achievements.
Our “pay for performance” philosophy is a mix of base salary, annual incentives, mid- to long-term equity-based incentives, recognition and various allowances. Suncor offers competitive base pay as well as opportunities for annual salary increases and annual incentives tied to company and individual performance. Our compensation structure is benchmarked with the industry to remain competitive.

Pension & Savings Plans
We can help you build a healthy financial future.
Suncor offers competitive and flexible Pension & Savings Plans with both defined benefit and defined contribution features. So, whether you’re saving for your first home or for your golden years, you’ll find that Suncor’s Pension & Savings Plans will provide you with some great tools to help you meet your financial goals.

Employee deals
To qualifying employees, Suncor provides a five per cent discount on fuel, convenience store items and car washes purchased at Petro-Canada locations in Canada via the CIBC PETRO-POINTS MasterCard. Other employee deals are often available through our vendors.

The compensation and benefits program provided to Suncor employees may differ depending on job assignment and job location.
Careers and development

A career at Suncor is a career where your contribution is valued and where you’re learning and growing every day.

There are many opportunities for you to keep your skills sharp and build your capabilities. There is room to define your role and grow and develop. We have programs, tools and resources to ensure our employees get the most out of their careers.

The majority of employees own their own development. But you’re hardly alone. Our leaders are committed to helping our people learn new skills and develop their capabilities – whether it’s through on-the-job experiences, courses or seminars, or through mentoring.

Development goals and plans are a big part of our lexicon – and help guide employees in achieving professional goals and developing their interests. On an annual basis, your leader will collaborate with you to put together a plan on how you’ll learn and develop over the year. You’ll also have an annual meeting with your leader’s leader – which offers a great opportunity to talk about your career aspirations and development goals.

Your career and development matters to us because it matters to you. That’s why we work hard every day to build on our culture of learning and career development. And this goes beyond making sure your day-to-day job accountabilities are outlined.

Our company is growing and investing. Our partnership alliances, growth trajectory and end-to-end production means that our career possibilities are diverse – and you can work your entire career here and continue to grow and develop with us along the way.
Business careers

Grow your business career at Suncor, where you’ll make an impact. We offer a variety of rewarding opportunities for business professionals within a positive team environment. You’ll be trusted to make decisions that help positively impact our business goals, contributing to Suncor’s overall success. Your knowledge and experience will be recognized at Suncor, providing opportunities for career development and personal achievement. Join us, and expect growth.
Engineering careers
Succeed alongside other seasoned, high performing engineering professionals at Suncor. Continue to develop your career, uncovering cutting-edge solutions to Suncor’s unique challenges. Your experience and expertise will allow you to lead and mentor others within a stimulating work environment. You’ll find challenging and interesting work at Suncor. Join us, and expect success.
Trades careers

Think big with Suncor, where our committed trades and technical professionals use their experience and know-how to ensure our operations are safe, efficient and sustainable. As a member of our industry-leading trades and technical teams, you’ll have the opportunity to work on Suncor’s most intricate, up-to-date equipment and technology. Share your knowledge and experience with your team members, contributing directly to Suncor’s bottom line. Join us, and expect big.
Apply now

Go ahead and make the move toward unlimited potential for career growth, great colleagues who respect your talent and a sense of pride in your company’s experience and reputation.

Joining Suncor means you’ll be working for Canada’s premier energy company – one with a solid track record and tremendous future potential. Suncor has outstanding job opportunities for seasoned professionals and industry veterans. Take your career in an exciting new direction.

Go ahead.

Applying for a job

Tell us about yourself in an online profile. All job applications must be submitted online. Your first step is to create a profile on www.suncor.com/careers

Once your application is submitted online, your experience will be reviewed against the skill requirements of the position you are interested in.

Interviews

The interview process varies across the company depending upon location. In some instances, potential candidates are contacted by a recruiter to schedule an initial telephone conversation. If a candidate proceeds to the next step, an interview will be arranged with the recruiter and the hiring leader, usually in person but sometimes over the telephone. Candidates may also have a second face-to-face interview.

Other details

Reference checks will be part of the interview process. You may also have an opportunity to visit the Suncor location you have applied to, including a tour of the community if a move is required for you to accept the position.

Employment offers

The time from application to an employment offer can vary depending on the position.

Suncor is an equal opportunity employer and is committed to providing a workplace culture that promotes diversity and is respectful of all persons.

www.suncor.com/careers