**ENERGY CLUB
INTERVIEW PREP GUIDE – BY COMPANY**

**Cameron**Position: Business Development Intern

* What technical questions were you asked?
	+ No technical questions.
* What behavioral questions were you asked?
	+ What are you career goals? Would you like a career at Cameron? Why? What about the Energy industry interests you the most?
* Is there any industry/function specific information that is important to know?
	+ The most important thing for me was having a valid and convincing story of why I wanted to get in the Energy Industry when I come from supply chain in retail. I have been asked this multiple times at interviews.

**Cameron**Position: Marketing Research Intern

* What technical questions were you asked?
	+ None
* What behavioral questions were you asked?
	+ Typical questions like “Why interested in Cameron/Marketing position”, “Why I came to Rice MBA”, “What I did during the ALP (I worked on an ALP project with another Cameron division)”
* Is there any industry/function specific information that is important to know?
	+ Because every Cameron division/department recruits independently. I suggest doing homework about the division-specific products/projects. And show your qualifications for the positions during the interview

**Chevron Finance MBA Program**

* Interview was more like a conversation, not actual “interview questions” for behavioral, but probed enough to get to the point of “tell me about yourself” etc.; some questions were more in depth – discussed “what are life lessons you’ve learned”, for example.

**Chevron Tech. Ventures**Position: Business Analyst

* What technical questions were you asked?
	+ None.  For both the EE group and the Planning group, the interview is solely behavioral
* What behavioral questions were you asked? (these are mixed from both the EE and Planning group interviews…)
	+ Describe a time when you had to persuade others at work
	+ Describe a time when you had a conflict with a coworker
	+ How do you feel about corporate policies?
	+ Tell me about a time when you had too many things to do and had to prioritize your tasks
	+ Describe a time when you led others
	+ Describe a time when you went above and beyond expectations
	+ Describe your experience with financial modeling and quantitative analysis
* Is there any industry/function specific information that is important to know?
	+ Candidates (particularly for the planning group) should be able to demonstrate a robust knowledge of different renewable energy technologies, and demonstrate a strong quantitative/analytical capacity.
	+ Candidates for the EE group should be able to demonstrate strong project management and financial scenario modeling experience.  Experience with Solar, Wind, or nano-scale technologies will also be a plus.

**ExxonMobil**Position: Business Development Analyst Intern

* What technical questions were you asked?
	+ Wasn’t asked any technical questions.
* What behavioral questions were you asked?
	+ Exxon was big on the STAR method of answering: Situation, Task, Action, Result
	+ Describe your leadership style.
	+ Tell me an example of a time that you made a decision that wasn’t popular.
	+ Describe a time you lead a team.
	+ Give an example of a time you disagreed with a  client or boss.
	+ Many others (interviews were long). Pretty much most of the questions in the CMCs list of behavioral questions to prepare for.
* Is there any industry/function specific information that is important to know?
	+ Need to be very proficient with Excel and Power Point.
	+ Necessary to know NPV analysis and other valuation techniques.
	+ Need to be comfortable presenting in front of large groups of people.
	+ Engineering background is a must. One of the projects that I was placed on required that I look at schematics and understand the mechanical function of pipeline assets.

**ExxonMobil**Position: Treasurer’s Intern

* What technical questions were you asked?
	+ Majority of questions for first round were technical. Prep as if you had an IB interview
* What behavioral questions were you asked?
	+ Very few (first round) – leadership, conflict, teamwork, process improvement
* Is there any industry/function specific information that is important to know?
	+ why energy? Why XOM? Brent vs. Cushing? Where’s the industry heading (challenges, opportunities)? What should XOM be doing?

**ExxonMobil**Position: Financial analyst intern (Controller’s organization)

* What technical questions were you asked?
	+ No technical questions asked
* What behavioral questions were you asked?
	+ All standard stuff. Tell me about a time you worked with a difficult team-member.  Tell me about your most meaningful leadership experience. Walk me through your resume.  WHY Controller’s (instead of Treasurer’s, Chemical’s etc.).  Do you think numbers tell the whole story?  What do you think about safety?  Do you like procedure or do you prefer to freelance?
* Is there any industry/function specific information that is important to know?
	+ Know Exxon and WHY Exxon vs. other companies.  Do research on the projects that are big right now (they just struck a deal with Gazprom).  Talk about how much you value safety.  Show that you like numbers and working with numbers and quant in general.  Talk about stability and looking for a long-term career.

**ExxonMobil**Position: Gas and Power Marketing Intern

* What technical questions were you asked?
	+ None.
* What behavioral questions were you asked?
	+ None. Just asked to walk through my resume and why I was interested in oil and gas/EM.
* Is there any industry/function specific information that is important to know?
	+ I’d say be as current as possible.  Look for natural ways to interject your knowledge of current events and the company into the conversation.  Also, I saw really “smart” (good grades) folks not get hired because they could not carry on a conversation with the group.  Fit is very important to EM as all decisions are made within groups – If you can’t network and communicate – you will not go very far. Never, Never, never eat lunch alone or at your desk!....especially as an intern.

**Express Energy Services**Position: International Business Development Intern

* What technical questions were you asked?
	+ Mostly overall knowledge of the oil and gas industry (upstream) and knowledge about Latin American markets for oil and gas (Mexico, Colombia and Argentina).  I was given a leasing agreement from Argentina and was asked about concerns, possible risks and strategies to mitigate those risks while doing business there.
* What behavioral questions were you asked?
	+ Gravitated towards previous professional experience (walk me through your resume). Questions on past experiences leading projects and teams.
* Is there any industry/function specific information that is important to know?
	+ Good knowledge of finance and oil and gas industry. Financial modeling skills, forecasting P&L experience.

**FMC Technologies**Position: Business Analyst

* What technical questions were you asked?
	+ Not many. The most important thing is to have a basic understanding of the company (divisions, businesses, financial status)You can find most at [www.fmcti.com](http://www.fmcti.com)
* What behavioral questions were you asked?
	+ Basic questions:
		- Why are you a good fit?
		- What do you like about FMC?
* Is there any industry/function specific information that is important to know?
	+ Again, check the current status of the company.
	+ Check what competitors are doing.
	+ Check current status of the oil and gas industry.

**GE – Oil & Gas**Position: Strategic Marketing Intern

* What technical questions were you asked?
	+ None that I can remember. Although, I had to recall budgeting decisions and process improvement examples from a former position.
* What behavioral questions were you asked?
	+ Describe a professional problem is which you created a solution. How did you implement it?
	+ Walk me through your resume...
	+ Why Oil & Gas?
	+ Why GE?
* Is there any industry/function specific information that is important to know?
	+ If someone does not have an Oil & Gas background, I feel that it is important to have a good explanation as to why they want this internship. I am a complete career changer, but I got this internship because I had memorized so many GE O & G stats, and I had a good "story" as to why I wanted O&G. I know that was the key. However, the interview was definitely behavioral more than technical.

**Newfield Exploration**Position: Corporate Development Intern

* What technical questions were you asked?
	+ Can't recall any (was less technical than the Anadarko interview). I found ways to exhibit finance knowledge in behavioral answers though
* What behavioral questions were you asked?
	+ Pretty cookie cutter (tell about a time when you've led a team, what is your biggest weakness, etc)
* Is there any industry/function specific information that is important to know?
	+ Be able to communicate NFX-specific knowledge (transition to an oil company, the locations of their "foundational" assets, talk about senior management or at least know who they are, why their stock may be undervalued, who their competitors are, knowledge of production-sharing contracts - reading the most recent conference call transcript and looking a what happened to their stock price will explain why this is important).

**NextEra Energy**Position: Risk Analytics Intern (Pricing Analyst for wholesale and retail power deals)

* What technical questions were you asked?
	+ Walk me through an analytics project you have done in the past.
	+ Analytics Question:  Ex) Rank the four items (temperature, peak load, plant outages, and natural gas price) in order of significance in a regression.  How do you know they are significant?
	+ Walk me through a DCF
* Is there any industry/function specific information that is important to know?
	+ Understand how the bid stack works and power prices are set.
	+ The differences between deregulated and regulated and how each functions.
	+ Coal/gas power plant switching

**PFC Energy**Position: Financial Services Intern

* What technical questions were you asked?
	+ At the interview, they did not ask me any technical questions, although I believe they have been including spreadsheet exercises for recent applicants.
* What behavioral questions were you asked?
	+ My interview was mostly behavioral, and it included typical questions like previous experience, how I ended up in Houston, why do I want to work in consulting, and what do I want to work at PFC Energy.
* Is there any industry/function specific information that is important to know?
	+ If I had to give advice to anyone applying to PFC Energy, I would tell them to be mindful of the difference between broader management consulting firms and narrower niche-focused consulting firms like this one.

**RenRe Energy Advisors**Position: Research Consultant (Natural Gas Desk)

* What technical questions were you asked?
	+ What do you know about the weather derivatives industry?
	+ Explain delta related to a futures/options position?
	+ Do you know what Gamma trading is?
	+ Can you describe what causes the spread (price) differential between different pipelines?
	+ Can you tell me any (all) the gas pipelines that you know of throughout Texas?
	+ What are the major physical gas trading hubs, besides henry hub?
	+ Tell me how you think our business works, how we structure or sell risk management solutions for other businesses?
	+ A few questions about statistical analysis. What type of regressions I’ve used or know of, how do you deal with non-linear data etc…
		- All of the weather trades that the company entered into were structured by guys with financial engineering backgrounds
		- These deals were the ones not focused on natural gas.
	+ Why would a power generator want a physical hedge instead of a financial hedge? How could we offer a physical hedge?
	+ What do you know about natural gas storage economics?
* What behavioral questions were you asked?
	+ Why do you want to be a trader?
	+ Why gas, or ‘energy’, why not wheat?
	+ Why are you getting a MBA?
	+ Why Renre?
* Is there any industry/function specific information that is important to know?
	+ Know about how natural gas moves, pipelines, logistics etc…
	+ Basics of futures and options
	+ Matlab - wish I knew more, would have saved me tons of time
	+ VBA and Macros – again, necessary when working a lot of data for efficiency

**Statoil**Position: Commercial Intern

* What technical questions were you asked?
	+ Talk about some valuation techniques, excel modeling
* What behavioral questions were you asked?
	+ Walk me through your resume
	+ Why energy
	+ Why Oil & Gas
	+ Why Statoil
* Is there any industry/function specific information that is important to know?
	+ Know about the energy market in general

**Statoil**Position: GBS finance and accounting intern

* What technical questions were you asked?
	+ No technical questions. It was pretty much all behavioral.
* What behavioral questions were you asked?
	+ Asked about
		- my proudest personal achievement
		- how I handled conflict in a team
		- what classes I enjoyed the most and the least
		- what was my short term and long term goals
		- what specifically made me interested in Statoil
* Is there any industry/function specific information that is important to know?
	+ I felt it was important to know about what's going on in the company as a whole. Example. Statoil ha just purchased Brigham and it helped to talk about how that was going. Applicants should know about Statoil's big push into us onshore and GoM. Should also be aware of how different the corporate culture is compared to Exxon/Conoco/BHP. Very self-driven and entrepreneurial.

**Statoil**Position: Finance and Control Intern

* What technical questions were you asked?
	+ None
* What behavioral questions were you asked?
	+ Do not remember exactly, but they were all related to my resume, leadership, team, and interpersonal skills.
* Is there any industry/function specific information that is important to know?
	+ Not for the interview.