



REWARDS & BENEFITS

Fuel your needs and power your passions at Shell. We offer some of the most competitive compensation and benefits packages in the industry and we take work-life balance seriously.



Care

Shell health plans offer flexibility and choice to help meet the health care needs of you and your family (including Domestic Partners). Your options in Medical, Dental and Vision provide access to high quality care providers throughout the United States. Flexible Spending Accounts offer tax savings when used to reimburse out-of-pocket expenses incurred by you and your Dependents.

For more information, please see our [Shell Summary Plan Description \(SPD\) \(PDF, 2 MB\)](#)



Protection

Shell offers programs to protect you and your family with company-paid coverage, plus the flexibility to choose optional insurance coverage to meet your specific needs.

We recognize that there are additional demands outside of work. We offer programs that help you with those everyday challenges and child care needs. We also offer programs that focus on additional protection for your family.

For more information, please see our [Shell Summary Plan Description \(SPD\) \(PDF, 2 MB\)](#)





Wealth

Shell offers a contemporary and highly competitive wealth and retirement benefit package. We offer a savings plan with generous employer contributions. You can also participate in an employee stock purchase plan. Through a combination of plans and special features, you have the flexibility to actively manage your retirement benefits. These benefits are designed to provide a foundation for your future financial security.

For more information, please see our Shell **Summary Plan Description (SPD) (PDF, 1 MB)** .



Employee Policies

Shell understands and respects the importance of both work and personal life. That is why we have made – and are continuing to make – changes in the workplace that make it easier for you to achieve balance in all aspects of your life. Shell's policies and resources offer solutions that are innovative and flexible to meet employees' diverse needs.



Work and Family Programs

To help balance and support work and family responsibilities, Shell offers a variety of programs such as Employee Clubs, Wellness Reimbursement for approved fitness and nutritional activities, Parental Leave and Child Care Referral services, as well as Adoption Assistance.



Virtual Careers Assistant



“

At Shell, we value work-life balance. We support flexible working arrangements to encourage our employees' well-being.

Joyce Loh, HR Manager

”



Read Joyce's
story

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Discover the impact you can make at Shell. Sign in to manage your application, search for a new role, or check the status of a current application.

Contact us

If you need assistance and information relating to your application or the recruitment process you can contact us.

Recruitment scams

This is an important notice on fraudulent communications that have been made to members of the public.

Careers FAQs

Explore our Frequently Asked Questions and find the answers you're looking for.
