

OUR GOAL.

Our goal is to offer an **enjoyable, challenging and rewarding work experience** for all employees. The Pioneer internship program aims to provide a mutually beneficial experience in which interns learn about their area of specialty in the oil and gas industry while contributing to our company in a meaningful way.

We relish the opportunity to welcome talented individuals into our unique company culture.

WHAT MAKES PIONEER DIFFERENT?

The opportunity to have a tangible impact! Each member of our multi-disciplined teams is a contributor. With a dedicated and diverse professional staff, innovative technical ideas are standard here.

Pioneer is known as a company with the technology, capital and assets of a major, with the culture and spirit of a true independent. Professional growth is ensured by meeting the challenges of our projects.

At Pioneer, values aren't lip service on a glossy brochure. Environmental stewardship and social responsibility are inherent to our Pioneer culture, present in our RESPECT values and, as we view it, critical to both our company and our industry. We want our stakeholders to know we don't simply talk about responsible stewardship – we practice it.

INTERNSHIP LOCATIONS

Field and office opportunities in
• Dallas, TX • Midland, TX



FOR MORE INFORMATION


pxd.com | NYSE: PXD
campusrecruiter@pxd.com

LET'S GET SOCIAL!

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 Pioneer Natural Resources Company

PIONEER
NATURAL RESOURCES



EXPLORE YOUR PASSION

HERE.

NOTE FROM OUR NEW GRADUATE PROFESSIONALS

Dustin Engel

Petroleum Engineering
University of Oklahoma • 2019

“Interning for Pioneer was, without a doubt, one of the most rewarding experiences in my professional career many reasons.

I was given a challenging and impactful project, the deliverables of which are still used to this day. This would not have been possible without the help of my mentor, as well as the dozens of people who took the ‘open door policy’ to heart and made time for me whenever I needed.



Catherine Leigh

Applied Mathematics
University of Texas at Dallas • 2019

“As an intern, I was given the freedom to explore questions that interested me and enriched my assigned project. That freedom looked like access to myriad tools

and trainings; collaboration with interns from different technical backgrounds; and mentorship from career professionals at Pioneer. The egalitarian culture made it easy for me to ask questions and propose solutions, which improved my confidence in my own knowledge base and encouraged me to develop my skillsets even more.”

NOTE FROM OUR CEO

Scott Sheffield

Chief Executive Officer

“We carefully select our Pioneer interns and place them on challenging, problem-solving projects that maximize learning and collaboration, allowing students to apply their studies to real-world settings. Those who are selected for our program benefit by walking away with a solid foundation of technical knowledge and experiential training that is second to none.”



A UNIQUE LEARNING EXPERIENCE

You will have the opportunity to be on location for a wide variety of oil field operations, such as drilling, completions, stimulations, facilities development and gas processing, while interacting with engineers, geoscientists, technicians and field personnel. Field trips, which are designed to develop a comprehensive understanding of Pioneer’s oil and gas operations, also serve as a great way for interns to get to know each other, as well as Pioneer employees, in an informal environment.

AN INTERNSHIP WITH PIONEER OFFERS

- State-of-the-art technology
- A relaxed work environment
- Career development
- Diverse opportunities with multiple assignments
- A training program tailored to fit experience needs
- One-on-one mentoring by experienced professionals

FOCUS AREAS

- Engineering
- Land
- Geoscience
- Accounting & Finance
- Mathematics
- Information Technology
- Supply Chain
- Data Science



WHAT YOU CAN EXPECT

Pioneer carefully selects interns and places them on challenging, problem-solving projects that complement our ongoing exploration and development efforts. Each intern is assigned one or more mentors to maximize both learning and team contributions.

INTERNS IN OUR PROGRAM ARE

- Highly motivated and receive great satisfaction from a job well done
- Fearless in accepting challenging assignments that make a true impact
- Eager for an opportunity to learn and gain invaluable experience as well as advance professionally
- Independent thinkers who strive to affect the short-term and long-term future of the company
- Committed to improving their technical and leadership skills

At the conclusion of your internship, you will present the results of your project work to a group consisting of your managers and senior executives. If you are interested in developing your technical skills and building a solid foundation for a successful career, we encourage you to consider Pioneer.

