

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.

We foster a work environment based on respect and maintain a deep sense of accountability for our decisions, attitudes and actions. One of our corporate values is working steadfastly to enrich the communities where our employees live and work.

INTERNSHIP LOCATIONS

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



EXPLORE YOUR PASSION HERE.

PIONEER
NATURAL RESOURCES

FOR MORE INFORMATION

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PIONEER
NATURAL RESOURCES



WHAT OUR INTERNS ARE SAYING



Lindsey Gipson
Geology
Northern Arizona University • 2019

"I came into the Pioneer internship with only the most basic knowledge of the oil industry, and left feeling confident in my understanding of the industry and my ability to contribute to meaningful projects for the company. Everyone I interacted with at Pioneer was so friendly, encouraging, patient and honest. I was given the opportunity to work with amazing high-level software and had the freedom to steer my project in whichever direction I chose. The intern program at Pioneer is one of a kind, and I highly recommend it even to those who have never considered working at an oil company."

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 for 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. Aside from the project aspect of the internship, the summer was incredibly well-orchestrated between lunch and learns, shop tours and a trip to Midland. All of these opportunities made for a one-of-a-kind experience which solidified for me that Pioneer was exactly where I wanted to work full-time."



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. Overall, it was exciting to be able to apply what I'd learned in school to real-world topics in a company dedicated to innovation."



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.