

## Participant Profiles

### ROYAL DUTCH SHELL

Royal Dutch Shell has 5,500 expatriates, including expatriates from joint ventures and subsidiaries. Employee wishing to move up the ranks can expect to be posted overseas at some point during their career.

Shell sponsors OUTPOST, an independent network of information centres around the world, created to provide practical information to Shell expatriates and their families. OUTPOST provides the following services:

- **Information Services** - Personal contacts throughout the Global Network in over 50 locations, and a lending library of personal reports, books, and videos.
- **Inpost** - A welcoming and information service for newcomers to The Hague.
- **Shell Family Archive Centre** - A collection of primary resources documenting the social history of Shell expatriates.
- [www.outpostexpat.nl](http://www.outpostexpat.nl) - An extensive listing of worldwide resources, for all expatriates both at pre-departure stage and for settling in.
- **Destinations Magazine** - A quarterly magazine for expatriate families.

Employees use OUTPOST to research jobs and locations before applying or accepting a new position.

In 1995, Shell created a Spouse Employment Centre to assist spouses of employees to find employment. The Centre provides information and advice to spouses pursuing career interests during expatriation and upon repatriation. Consultants in the Spouse Employment Centre meet with spouses to discuss their career and learning needs, as well as questions regarding opportunities and constraints in foreign locations. The consultants also scan several national and international publications for vacancies. The Centre provides career workshops and resume writing assistance, and assists with networking through a database of more than 1000 spouses worldwide.

Shell will reimburse up to 80 percent of the cost of eligible courses for spouses up to a certain value.