BASF
The Chemical Company

BASF Hiring Process At-a-Glance

STEP 1
Create Your Profile

Visit http://basf.ca/jobs to learn about exciting BASF job opportunities. Join one of our Talent Communities to create your profile. You can subscribe to receive email notifications when relevant, new jobs are posted. Creating a profile will make it easier for you to complete your job application once you decide to apply for a position.

STEP 2
Apply For A Job

When you see a job that interests you, complete your online application. Allot enough time to thoughtfully complete your application. You will receive an acknowledgement of your application immediately after applying.

BASF posts jobs both internally (typically positions are posted for 14 days) and externally (ongoing until filled). Internal and external postings are usually concurrent

STEP 3
Application **Prescreening**

Before the hiring manager sees your application, our team reviews it. If your experience and salary requirements match our need, your application will go to the hiring manager. BASF receives more than 10,000 applications per month. So hopefully you can understand that we are unable to communicate with every applicant. But we wish we could! We invite you to connect with members of our Recruiting team on LinkedIn, and encourage you to stay connected.

STEP 4
Review & Phone **Interview**

At this point, the team shares qualified candidates with the hiring manager and you might be asked to do a phone interview. Once all qualified candidates have been screened, a member of the Recruiting team discusses with the hiring manager who will be invited to interview in person.

STEP 5
In-Person **Interviews**

Interviews are conducted after all initial screenings have been completed. We strive to make the interview process as efficient as possible. You may be invited to individual or panel interviews. BASF conducts behavior-based interviews, so be prepared to discuss how your past experiences have shaped your qualifications for the position.

STEP 6
The Offer

Once all interviews have taken place, the hiring team makes a decision and an offer is extended. Information regarding BASF's competitive compensation and benefits will be shared with you, and you will have the opportunity to ask us questions to clarify anything that may be unclear.

STEP 7
Background **Check**

Almost there! Once you have accepted our offer, we will begin required background and reference checks. This process could take some time, especially if you have lived and/or worked in different provinces or countries so please be patient.

Resign/Give Notice

You'll want to let your current employer know that you'll be leaving only after you are informed by our team that you are cleared for employment

STEP 8
Onboarding

Congratulations! You're officially a member of the BASF team, and we're happy to have you on board. Once you have been cleared for employment, a member of our team will confirm your start date. You'll participate in new hire orientation and will begin what we know will be a successful and rewarding career with BASF!