

# Business & Corporate: Globally connected to achieve success

Did we spark your interest?

Great! You should really visit our website to find out more about your career opportunities at BASF. Meet our employees and listen to what they have to say about their job at BASF.

You will also find all the usual things you would expect from a career's website, for example all our vacancies worldwide. And you can apply directly via the system. Furthermore, you will get more information about BASF's business & corporate functions.

Don't forget: An online application via our career pages will make the application process easier and faster.

All features of our application portal are also available for mobile devices. You can transfer your profile information from LinkedIn or XING directly to our system.

We look forward to hearing from you!



**Get an idea of the opportunities:** [www.basf.com/career](http://www.basf.com/career)

E-mail: [jobs@basf.com](mailto:jobs@basf.com)

And another tip – please have a look here:



<https://www.xing.com/company/basf>



<https://www.linkedin.com/company/basf>



<http://www.facebook.com/basfcareer>



<http://www.twitter.com/BASFCareer>



<http://www.youtube.com/user/BASF>

Exciting opportunities at BASF:  
Your dedication will further our business.

**Discover the power of connected minds!**

**BASF**  
We create chemistry



**DID YOU KNOW?**

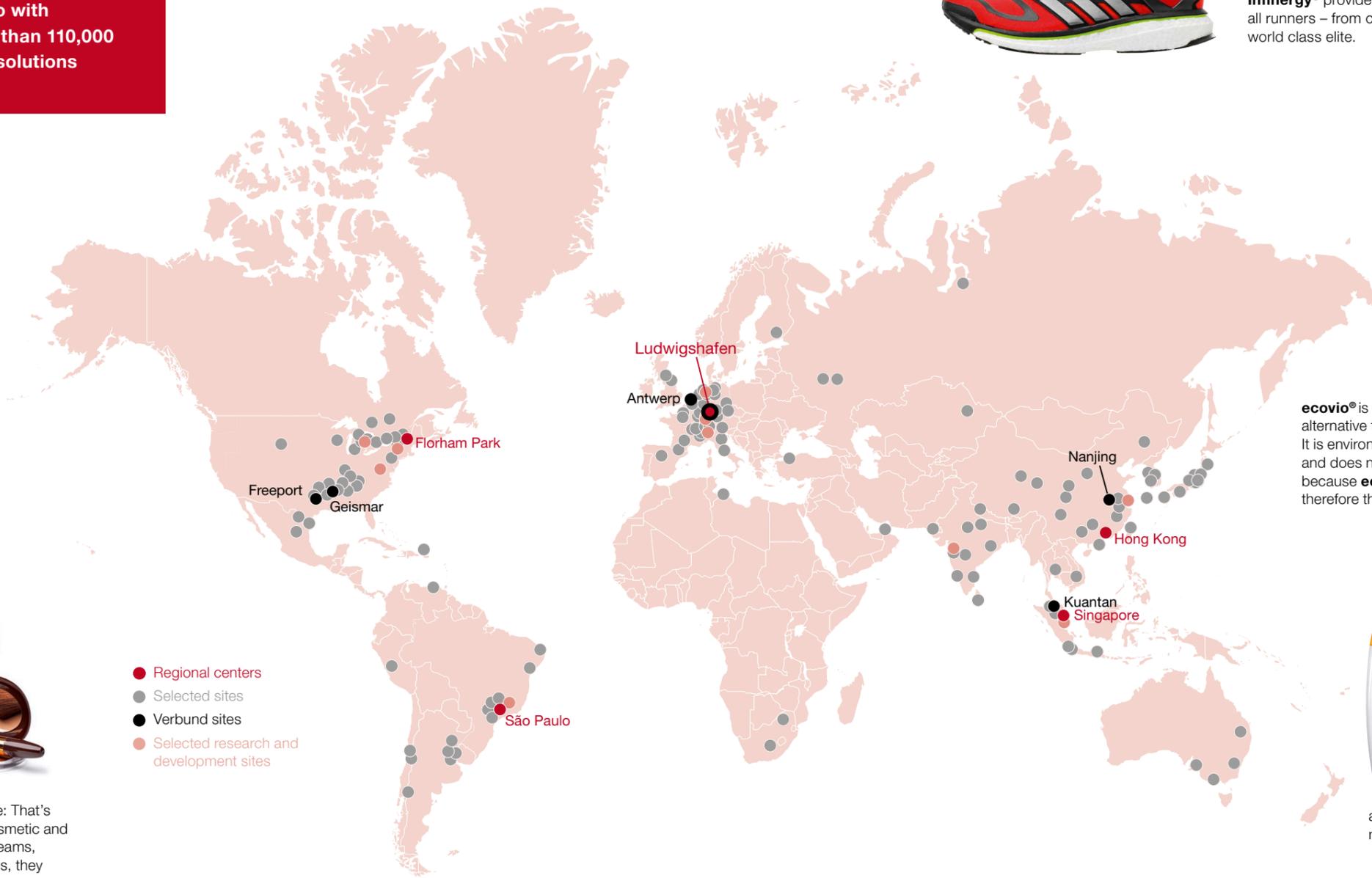
**BASF was founded more than 150 years ago with 30 employees. Today, BASF employs more than 110,000 people worldwide, who create sustainable solutions together with our customers.**

BASF and BMW have teamed up: BASF supplies basecoats in four colours for the i3 production line at the BMW plant in Leipzig, Germany. With the paints, BASF contributes to the i3's unique design: very clean, reduced but at the same time dynamic.



A fresh, youthful, and healthy appearance: That's what most consumers want from their cosmetic and body care products. To make sure that creams, lotions, mascaras, etc. fulfill their promises, they contain ingredients produced by BASF.

- Regional centers
- Selected sites
- Verbund sites
- Selected research and development sites



Running has a new favorite: the thermoplastic running sole by BASF with rebound effect that gives runners back part of their energy. **Infinergy®** provides almost infinite energy for all runners – from casual runners to the world class elite.



**ecovio®** is the compostable alternative to traditional plastic. It is environmentally friendly and does not end up on the ever-growing landfill – because **ecovio®** is fully biodegradable and therefore the future of the packaging industry.



Don't be afraid of the sun: **Tinosorb®** is the first raw material worldwide for sunscreens that not only absorbs harmful UV radiation with an organic molecule but actually reflects it with its micro-fine structure.

**Exciting jobs –  
for all those who love diversity**

Already today, BASF is looking for the answers to tomorrow's questions. Chemical innovations play a key role. We work continuously on new products, pioneering technologies and modern production processes for a sustainable future. With our customized solutions, we set new standards and help our customers to become more successful.

The power behind it is our worldwide collaboration. This makes for countless exciting opportunities for your personal and professional development and offers a workplace with challenging tasks. BASF wants your initiative and your business expertise to help implement innovative ideas. Your tasks will be just as diverse as our products – from electrolytes for batteries to vitamins, UV filters and car paints.

**The best team  
with the highest potential**

As a leading chemical company, we set ambitious goals for ourselves. These can only be achieved with the best team. That is why we built a working culture that is inspiring, supporting and connecting. With us, you can contribute to creating a sustainable future and, last but not least, work on your personal development.

**Our recipe for success  
has four ingredients**

The best team needs to be nurtured by the right working culture. That is why we follow our four principles:

- We bring together people and their knowledge.
- We motivate everyone to actively bring out their best.
- We offer our employees a safe and reliable working environment.
- Training and development is an integral part of our working culture.



## We want your expertise and enthusiasm

To be successful in one of our business positions, you don't necessarily need to have knowledge of chemistry. Apply your expertise and your commitment in interdisciplinary and intercultural teams to further our business.

# Here's what makes working at BASF so exciting

In your day-to-day duties, you will be responsible for exciting projects, large budgets, complex processes and, lastly, for our business success. With an eye on global relationships, you will make important business decisions in your team every day. In short: You will get things moving together with us!

Because our areas of application are so diverse, we are seeking dedicated students, graduates and experienced professionals in various fields to fill our business positions; fields such as:

- Purchasing
- HR
- Consulting
- Internal Audit
- IT
- Marketing & Sales
- PR & Communication
- Legal, Taxes & Insurance
- Controlling, Finances & Accounting
- Logistics & Supply Chain Management

To achieve optimal results, cooperation with colleagues and other disciplines and customers is very important – internationally and intercultural as well. This gives rise to interesting knowledge transfer as well as connections with other units. We call this: The power of connected minds.

## Your possibilities for entry

There are various possibilities for entry in our business functions:

- an internship at one of our sites in Germany
- an international internship with our 'Explore Together' program
- a thesis project (bachelor's/master's)
- our START IN, INSIDE Automotive and TOP START trainee programs
- a traineeship in Communications & Government Relations BASF Group
- a direct entry

**You will find all open positions in our global job search at [basf.com/jobs](https://basf.com/jobs)**

## Explore Together: your international BASF internship

With this exclusive program, we offer the opportunity to amass practical experience throughout the entire world every year to selected, highly qualified students.

The program is a unique experience and gives you the opportunity to become part of our European Talent Pool (ETP). In this way, you can stay in contact with BASF and benefit from workshops and other opportunities to expand your BASF network.

## A PERFECT START: OUR TRAINEE PROGRAMS

**Whether you have just graduated from university or already have some professional experience:** Our trainee programs offer an excellent combination of freedom and responsibility.

### IN OUR TRAINEE PROGRAMS YOU WILL

- intensively get to know different fields of activity from day one
- immediately assume responsibility
- be supported professionally and personally
- build a large network with other BASF colleagues
- be supported personally by a mentor
- in certain programs, spend some time abroad

### START IN-TRAINEE PROGRAMS FOCUS ON:

- Finances, Controlling & Audit
- Human Resources
- Purchasing
- Marketing & Sales
- IT

### INSIDE AUTOMOTIVE

- Marketing and sales positions in the automobile industry business

### TOP START BUSINESS DEVELOPMENT PROGRAM

- Exclusive intensive program for prospective managers with top management mentoring



## Katja Graef

### Marketing Manager Industrial Chemicals

Katja spent her childhood in Brazil and France, among other places. She got to know BASF during her studies in chemistry and business through internships such as in global natural gas purchasing in Florham Park, USA. She wrote her thesis at BASF Coatings in Münster, Germany about a strategy for the market launch of an innovative rim coating. BASF's global presence, quality of the teamwork and development opportunities convinced her to accept BASF's job offer in strategic raw materials purchasing.

After three exciting years, Katja switched to the Marketing Industrial Petrochemicals department. Katja especially appreciates the diverse cultures, working style and professions at BASF. In this field she can take on new tasks and positions, thereby experiencing further personal and professional growth.

## Four out of more than 110,000

Get to know your new colleagues



## Dr. Alexander Weiser

### Controlling Performance Materials

- Apprenticeship as a Financial Assistant at Commerzbank
- Studies in economic sciences at the University of Mannheim, PhD
- Entry as a Procurement Consultant in technical purchasing at BASF
- In two years, Senior Buyer Technical Procurement
- Product management for polyamides in the Performance Materials division
- Five years management of the Controlling business unit in Engineering Plastics (Performance Materials division)
- Since 2014, management of the Controlling business unit for Performance Materials
- Hobbies: running, mountain biking, diving
- Is always on the lookout for new and exciting things from Asia: Tokyo is his favorite city; is fascinated by the historic site of Angkor Wat, Cambodia
- Motto: If you enjoy doing what you do, you will be successful!

### DID YOU KNOW?

You can chat directly with colleagues in our business departments and ask them about their experiences. Contact our 'Connected Minds' on the career page.

## Five tips for newcomers



## Isabel Schneider

### Personal Assistant in the Global Talent Management department

The graduate in English Studies with business qualification started her career in 2010 in HR marketing for engineers and technical personnel. We asked her to give us five tips for 'newbies' to help them on their way.

- Network with colleagues, including outside of your own field, and use your networks. This will not only help you to get to know BASF better but will also give you access to valuable expert knowledge. BASF will help you with onboarding measures and training.
- Don't be daunted by the size and complexity of the corporation – because it is exactly this that entails a host of opportunities! Take on the challenge and use the various opportunities for your professional and personal development.
- Be open to other cultures. We value diversity of opinion and varied experiences. They add to both our expertise and fruitful cooperation.
- Inform yourself and use BASF's offers and services: from health care, sports offers, insurance and value accounts to diverse offers for work-life-balance, such as mobile working.
- Don't be intimidated of complex business processes, large budgets or demanding customers. After all, it's not about knowing everything from the very beginning but rather about having the courage to make the right decisions.

### What did you do before you came to BASF?

*I was born in Rwanda, grew up in Brussels and studied in the UK. I have a master's degree in management and finance. I gained my first professional experience at a consulting firm. I came to BASF via the Finance, Controlling & Audit trainee program.*

### What was your most exciting project?

*The most exciting project was the development of a business case. This concerned the development of a research project for the agriculture sector. It is simultaneously challenging and rewarding to support our B2B business model as a chemicals company – and the volume that we move along our value-added chain is rather impressive.*

### How would you describe working at BASF?

*For me, working at BASF means having the opportunity to get to know a wide range of different business sectors within a company, both strategically as well as operationally. I want to remain curious and continue to learn – both professionally and personally.*

### What else is important for you in life?

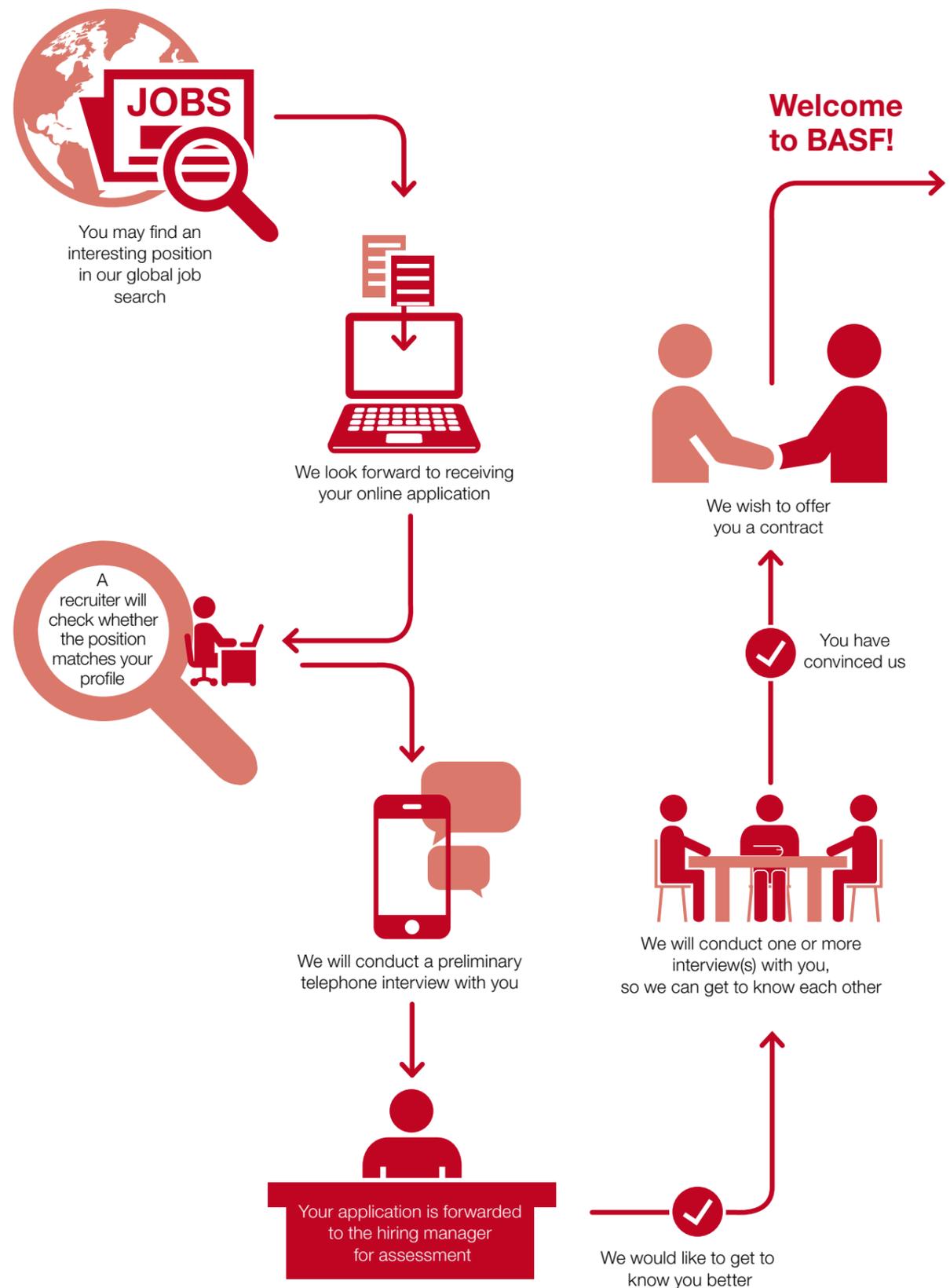
*I am passionate about travelling, discussions and philosophy. In general, I like to challenge convictions. But there's nothing I enjoy more than spending time with friends and family.*



## Jean-Louis Bisangwa

### Global Controlling Performance Chemicals

# Your way to BASF



**DID YOU KNOW?**  
 At BASF, each application is assessed individually by a recruitment specialist. We do not leave the decision about our future colleagues up to some computerized preselection. We welcome applications from people of diverse backgrounds, gender, age, and other characteristics or orientations.

## Start off on the right foot – help shape the company actively!

Be a part of our team from day one

### Onboarding

The program 'Welcome to BASF – BE PART' will perfectly prepare you for your work environment and a successful start within the company. This is how we help you to effectively apply your strengths from the very beginning. We appreciate your fresh perspective and want to make sure that you can integrate quickly and feel like an established member of the BASF team.

### Employee Development

For us, 'We form the best team' means jointly discovering and utilizing the existing potential of each employee. It also means aligning your ideas with your professional position in the best possible way.

Development means more than just a vertical management career, a job change or a rise on the salary ladder. Development also means benefiting from your own experience and that of others, and using this knowledge practically and profitably in everyday life.

### What does this mean for business positions?

Within the scope of a structured employee development process, you and your supervisor will actively shape your individual career path. We will support you in the personal development of your strengths and interests, e.g. by offering a large selection of seminars or through cooperation in interdisciplinary and intercultural teams. BASF also promotes cross-functional development, such as switching from Purchasing to Marketing or from HR to Communications.

### Diversity and Inclusion

Whether you are in Marketing, Purchasing, HR or Finance: You will always work together with colleagues outside of your own field. We are convinced that diversity helps to make our company more successful and attractive. That is why we create a culture that values human diversity. We recruit versatile, talented people from both within and outside of the company in order to promote innovation and growth in all business areas.

## Job satisfaction is our system

A comprehensive offer that impresses with 25 signs of appreciation:

We call it you@BASF

Because satisfaction is more than just about money, we have compiled a comprehensive offer that responds to the various needs of professional life. Our periodic table will provide you with an overview of the most important offers and services from which you can benefit. We have bundled them into the four categories: compensation, benefits, work environment, and learning and development.

### Dr. Manuel C. Solbach

Sales Adhesives EMEA



I have experienced internationality since my first day at BASF in 2000: I worked in London for a year and a half in the M&A department and then five years in Florham Park/New Jersey in the Investor Relations & Marketing department. Since then, my duties in Marketing & Sales have included the responsibility for all of Europe – which is professionally, culturally, and personally rewarding every day.



### Úlia de Domènech

Corporate History & Visitor Center



As a Catalan with a degree in political sciences, I have worked for BASF in Spain and Germany. I currently manage the visitor center and the corporate archive at BASF's headquarters in Ludwigshafen. Since my daughter was born, I have been making use of the opportunities for balancing my career and my family, such as telecommuting. My daughter really likes the BASF day care center 'LuKids', and I feel good when I am at work because I know she is being well taken care of.



  
 Health Care

  
 Onboarding

  
 Retirement Benefits

  
 Campus Program

  
 Vacation

  
 Assignments

  
 Accident Insurance

  
 Management

# you@BASF

## PERIODIC TABLE

  
 Lifelong Learning

  
 Employee Development

  
 Internal Positions

  
 Mobile Working

  
 Leadership Development

  
 Diversity + Inclusion

  
 Sustainability

  
 Workplace

  
 Compliance

  
 Global Family Program

  
 Safety-First Work Environment

  
 Health Campaign

  
 Promotions

  
 Base Pay

  
 Bonus

  
 Sales Incentives

  
 Merit Increases

Benefits

Development

Work Environment

Compensation

### DID YOU KNOW?

Just like the elements in the periodic table, you@BASF has a variety of interlocking offers that make up our compelling total offer.