



The PDP program is unique in that it provides both breadth and depth of experience. It's given me exposure to a wide array of activities, projects and teams at BASF while still allowing me to become engaged in a meaningful way.

CHRISTIAN FIEDLER
IS PDP

BASF CORPORATION
BASF is an Equal Opportunity Employer: M/F/D/V
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To explore careers and apply: <http://careers.basf.us>
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[instagram.com/BASF_CareersNA](https://www.instagram.com/BASF_CareersNA)

BASF
The Chemical Company

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The Chemical Company

Together, we create
chemistry.

Professional and Leadership Development Programs

Start here.

At BASF, we believe that people are the key to our long-term success and that talent is in everyone. That's why we empower our employees with the tools, guidance and opportunities they need to advance and succeed in work and life. Giving you the support you need to be your best and fulfill your personal ambitions is what helps us create chemistry. After all, our success is linked to yours.

Whatever path you envision, BASF is a great place to build a rewarding, successful career.

BASF is:

Diverse

We embrace diversity of gender, race, experience and points of view and have been named a Top 50 Company for Diversity by DiversityInc.

Global

Over 110,000 employees serve customers in more than 80 countries worldwide.

Award Winning

We're not only the World's Most Admired chemical company, we're also consistently recognized for our sustainability, diversity and safety practices.



Innovative

On average, BASF files more than 1,200 patents every year.

Successful

We are a financially strong company, creating chemistry for a better world since 1865.

Sustainable

Our headquarters in Florham Park, New Jersey is built to U.S. Green Building Council LEED® Double Platinum standards, only the fifth of its kind in the U.S.

Socially Responsible

Our sites and employees regularly donate time, resources and their talents to local charities, disaster relief and community organizations.

We create chemistry for a sustainable future.

BASF is the world's leading chemical company. We believe in combining economic success with social responsibility and environmental protection. Through science and innovation, we enable our customers to meet the current and future needs of society. Our products and solutions contribute to conserving resources, ensuring healthy food and nutrition and improving quality of life.

WE LIVE OUR VALUES

- CREATIVE**
We have the courage to pursue bold ideas.
- OPEN**
We value diversity—in people, opinions and experience.
- RESPONSIBLE**
We act responsibly as an integral part of society.
- ENTREPRENEURIAL**
We all contribute to our company's success, as individuals and as a team.


Our rotational development programs provide a great opportunity for new, early-in-career employees to explore BASF. They'll experience different aspects of their chosen field and get a true sense of the day-to-day business.

CHRIS TOOMEY

Senior Vice President Procurement

Investing in you from day one.

We believe that talent is in everyone. To form the best team and allow for people to perform at their best, that talent needs to be developed and supported at every stage. And that's exactly what you'll find at BASF. Whether it's classes and training, our Professional Development Program (PDP), or global assignment opportunities, there are many ways to develop and grow with BASF.



Professional Development Programs

These cross-functional training programs allow you to develop your skills and build your professional network.

LILIAN NGOBI
Operations Engineer - N-EDN/OM
(former Engineering PDP)



18-Month Program

Agriculture

- + Open to high-potential graduates with a B.S. in Agricultural Sales, Marketing, Agronomy, Biology, Plant Science or a related field.
- + Learn and address the business needs of growers, retailers, distributors and key influencers.
- + Consists of a 9-month marketing rotation working with a product manager and a 9-month sales rotation working with field sales and technical services.

16/24-Month Program

Engineering

- + Open to upcoming B.S. / M.S. graduates in Biochemical, Chemical, Civil, Construction, Electrical, Environmental and Mechanical Engineering.
- + Consists of three 8-month rotations. Assignments are customized to match participant's background, interests and current business needs.
- + Graduates typically place into positions in manufacturing, engineering, sales, marketing, technical services and product management.

DISCOVER OUR GLOBAL OPPORTUNITIES

Where will your BASF career take you? With global opportunities, a position in one location may lead to opportunities for an assignment in China, Germany or any one of the 170 countries we're currently operating in worldwide.



2-Year Programs

Accounting

- + Open to candidates graduating with a degree in Accounting.
- + Program consists of four rotations in Corporate Accounting & Reporting, Business Management Accounting/Business Unit Planning & Analysis, Internal Audit and a Site (Cost) assignment at a major U.S. production facility.
- + *Note: Formally, the accounting program is 3 years. After 2 years of rotations, PDPs complete a mandatory 12-month assignment in an accounting discipline within the United States.*

Commercial

- + Open to high-potential graduating B.S. / B.A. business majors in Marketing, Logistics, Finance, Management or other business-related disciplines.
- + Program consists of four 6-month rotations in Sales, Marketing, Procurement and an elective.
- + May lead to opportunities in Procurement, Sales and/or Marketing.

Controlling (Finance)

- + Open to high-potential graduating B.S. / B.A. Finance or Economics majors.
- + Consists of four 6-month rotations in functional, central and business controller roles.
- + Completion of the program may lead to a variety of opportunities within Finance.

Human Resources

- + Open to upcoming B.S. / B.A. in HRM and MHRM graduates.
- + Three 8-month rotations in Talent Management, Recruiting and HR Operations.
- + Graduates of the program may place off into a variety of areas within Human Resources.

Information Systems

- + Open to high-potentials graduating with a B.S. in Computer Science, IT or related disciplines.
- + Four 6-month rotations in areas including: SAP Applications, Business Systems and Site Systems, IT Audit and Infrastructure/Operations.
- + Completion of the program may lead to a variety of opportunities within Information Systems.

PhD

- + Open to students completing their PhD degree or those with less than 2 years of a Post-Doc assignment in Chemistry, Biochemistry, or Chemical Engineering.
- + Consists of three 8-month assignments, which are fully customizable to match participants' background, interests and business needs.
- + May lead to R&D or applications opportunities in materials, organic chemical, polymers, agro-chemical, biotech, ecology, innovation and other areas.

Supply Chain

- + Open to graduating B.S. Supply Chain and Logistics majors.
- + Four 6-month rotations in Business, Corporate and Site Supply Chain.
- + Completion of the program may lead to a variety of opportunities within Supply Chain.

A thirst for knowledge in my field coupled with an endless network and opportunities both domestically and abroad has awakened me to my own potential and motivated me to strive for nothing but the best.

RYAN CATHCART
Accounting PDP

Leadership Development Program

The Leadership Development Program (LDP) provides recent MBA graduates with the opportunity to use their background and prior work experience (4-6 years) to hit the ground running, solving challenging problems and gaining the managerial skills necessary to become future BASF leaders. The program consists of three domestic six-month assignments and one international assignment.

EDUCATION BENEFITS

Did you know that we offer 100% tuition reimbursement for courses you successfully complete (depending on certain eligibility requirements)? And that includes fees for test prep or other course materials. Keep learning and growing!

Internships

For many PDP and LDP participants, their introduction to BASF begins with a 10- to 12-week summer internship. Along with assignment responsibilities, interns perform community service, attend networking events and are exposed to BASF leaders. Summer internships are available for students in Accounting, Agriculture, Controlling (Finance), Business, Engineering, Human Resources, Information Systems, MBA and Supply Chain.



Learning at BASF

At BASF, we put learning first. We offer a number of internal development classes that are designed to give you the tools you need to succeed in your BASF career from day one. Learn all about the strategy, mission, history and culture of our company and network with your new colleagues! Classes for new hires include:

Welcome to BASF

Learn more about our global “We Create Chemistry” and regional business priorities, meet senior leaders and network with other new colleagues.

Apples & Oranges

Financial statements come to life through a simple yet profound model of a company.

Perspective (Key Concepts Part A)

This two-day workshop focuses on customer-oriented value creation.

Career Management

This workshop will introduce you to Employee Development at BASF.

MyCareer@BASF System Overview

An introduction to the features of MyCareer@BASF and benefits of using this system.

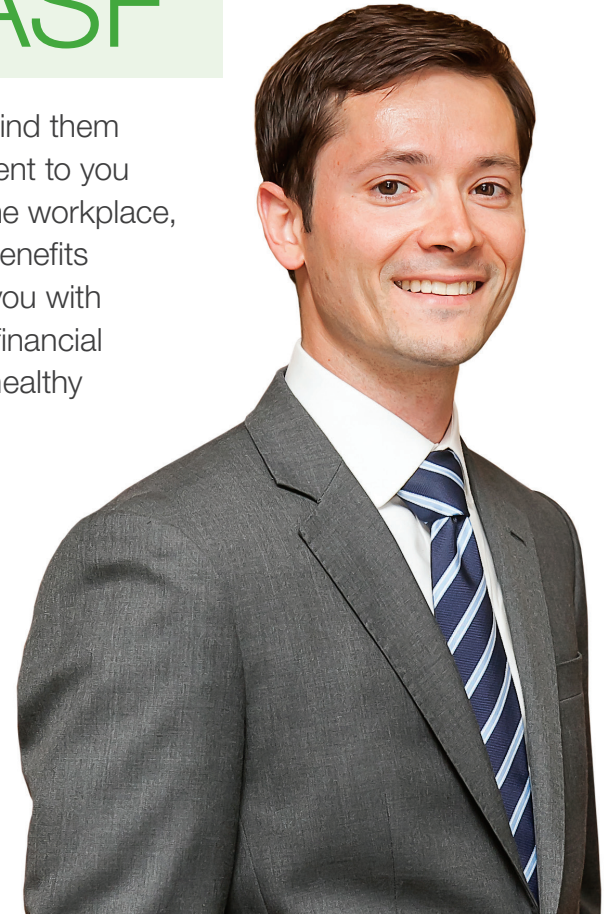
BASF remains committed to forming the best team. Our rotational programs are the cornerstone of hiring the best entry-level talent directly out of top universities and is critical to developing tomorrow's leaders today.

ANN SCALFI

Senior Vice President Controlling

you@BASF

Health. Wealth. Happiness. Find them here. At BASF, our commitment to you means keeping you safe in the workplace, giving you health and other benefits from day one and providing you with opportunities for career and financial advancement. When you're healthy and successful, we are too.



KYLE BROUWER

*Strategic Planning Manager - EV
(former MBA LDP)*

you@BASF perks:

you@BASF is a set of perks, benefits and rewards to help you meet your needs, in and out of the office. Here's just an overview of what you can expect:

- + Discounts on auto, home and other insurance
- + Discounted mobile devices and cell phone plans
- + Opportunities to volunteer and give back to the community
- + Travel bargains

DID YOU KNOW?

As part of our commitment to a diverse and inclusive work environment, all BASF employees and their domestic partners have equal access to our perks and benefits.

Health Benefits

We offer a number of health benefits options so you can select the ones that work best for you. Options may include:

- + Medical (HSA, PPO, EPO)
- + Prescription Drug Coverage
- + Dental
- + Vision

Compensation Benefits

Think beyond the paycheck. Not only do we provide competitive pay, but we also provide you with opportunities to receive incentives and rewards that add to your Total Compensation.

- + Performance-related rewards
- + Service anniversary rewards
- + Recognition & Rewards programs

Retirement Savings Plan (RSP)

Did you know you can contribute up to 50% of your eligible pay on a before- or after-tax basis? BASF also provides a dollar-for-dollar match on the first 5% of pay contributed and contributes an automatic 5% retirement contribution of your eligible pay, whether you decide to join the plan or not.

Fitness (Wellness) Reimbursement

Whether it's taking a yoga class after work, buying a treadmill for your home, or signing up for Weight Watchers, our Fitness Reimbursement procedure supports you in your wellness goals. In fact, we'll reimburse you for 50% of the cost—up to \$300 per year—for eligible wellness programs and expenses.

Generous Vacation Benefits

All new hires start off with up to 3 weeks of vacation. Bon voyage!

you@BASF Periodic Table

In addition to the featured benefits, you@BASF offers a wide range of perks, benefits, rewards and opportunities. Here is our easy-to-use, color coded you@BASF Periodic Table highlighting all we offer. From benefits and development to work environment and compensation, you@BASF empowers employees to select and combine elements to make the most out of work and life.

 Disability Coverage	 Leaves of Absence	 Fitness Reimbursement						 Global Family Program	 Mobile Devices	 Total Rewards Statement
 Pet Insurance	 Employee Discounts	 BASF Wine List	 Health Care	 Concierge Services	 Auto Discounts	 Employee Referral Award Program	 Onboarding	 Safety-First Work Environment	 Transitions at Work	 Service Anniversary Awards
 Retirement Benefits	 Matching Gifts	 Life Insurance	 Vacation	 Group Legal Services	 College Scholarships	 Mentoring Program	 Employee Development	 Ergonomics Support	 Attractive Workplace	 Overtime Pay
 Home/Auto Insurance Discounts	 Cell Phone Discounts	 Adoption Reimbursement	 Long-Term Care Insurance	 Domestic Partner Benefits	 Professional Development Program (PDP)	 Goal Setting	 Take a New Role	 New Computers	 Retirement Gifts	 Bonus
 Vision Care	 Back-up Care Service	 Employee Assistance Program	 Wellness Program	 Lifelong Learning	 Internships	 International Assignments	 Diversity + Inclusion	 Flexible Work Arrangements	 Sales Incentives	 Recognition
 Dental Care	 Flexible Spending Accounts	 College Readiness Support	 Tuition Reimbursement	 Learn a New Language	 Leadership Training	 Peer Coaching	 Employee Groups	 Base Pay	 Promotions	 Merit Increases