Together, we create chemistry

Leadership Development Programs
“The Leadership Development Program offers its candidates an unprecedented pace of learning. The consistent pressure to integrate and deliver value forges dynamic leaders with large professional networks and a potent range of business experiences.”

ELLIOTT MYERS ETHRIDGE
MBA LDP Alumnus
Talent is in everyone. To form the best team, that talent needs to be developed and supported at every stage. By providing on-the-job training and diverse assignments, the MBA and PhD Leadership Development Programs allow you to #growatBASF.
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.**
“Our success is driven by passionate people. This is why at BASF, we are seeking creative and entrepreneurial minds to help shape our future.

The Leadership Development Programs accelerate development through challenging opportunities.”

PETER ECKES
President, Bioscience Research
Leadership Development Programs

Our Leadership Development Programs enable you to use your background and prior work experience to hit the ground running by working on challenging projects and gaining the skills necessary to become a future BASF leader.
“The PhD Leadership Development Program is an amazing opportunity to create a strong network and explore diverse career opportunities. Through these experiences, I can better collaborate and drive innovation and sustainability at BASF.”

SAMANTHA AU GEE  
Senior Team Leader Alumna

PhD Leadership Development Program

+ Open to students completing their PhD in Biochemistry, Bioscience, Chemical Engineering, Chemistry, Materials Science, Polymer Science or those completing the first or second year of their first post-doctorate position.

+ Consists of three 8-month assignments, which are customizable to match participants’ background, interests and business needs.

+ PhD LDPS are expected to leverage their leadership potential through a variety of enrichment opportunities throughout the program such as: cross functional teams, innovation events, leadership seminars, conferences and research initiatives.

+ Program participants are encouraged to take on assignments in areas completely outside their research expertise.

+ May lead to R&D or opportunities in materials, organic chemical, polymers, agro-chemical, biotech, ecology, innovation and other areas.
MBA Leadership Development Program (MBA LDP)

- Open to MBA graduates within the last three years who have 3–6 years’ work experience and an interest in General Management.
- This program is an opportunity to excel in individual contributor roles that will allow you the development and experience for future leadership positions. The fast paced, immersive nature of the program accelerates the learning of all participants.
- Offers high impact, visible assignments which are strategy focused and designed to showcase potential.
- Consists of four, 6-month assignments in various domestic locations that include opportunities to learn about various businesses, a functional unit within BASF and a guaranteed international rotation. These assignments help you gain a diverse perspective of how BASF operates.

“As an LDP, I’ve had a lot of early exposure to several executives who have a real desire to help you succeed here at BASF. The network I have been able to build and caliber of talent I work with daily have made my experience extremely rewarding.”

IFE ENI-OLORUNDA  
MBA LDP Alumnus
MBA Accounting, Economics & Finance Leadership Development Program (MBA AEF LDP)

+ Open to MBA/Masters graduates within the last three years who have 3–6 years’ work experience and an interest in Accounting, Economics or Finance.

+ This program is an opportunity to excel in individual contributor roles that will allow you the development and experience for future leadership positions. The fast paced, immersive nature of the program accelerates the learning of all participants.

+ Offers high impact, visible assignments which are strategy focused and designed to showcase potential.

+ Consists of four, 6-month assignments in various domestic locations that include opportunities to learn about Corporate Finance & Accounting, Internal Audit, a Regional Controlling Business Unit within BASF and a guaranteed international rotation. These assignments help you gain a diverse perspective of how BASF operates.
For many LDP participants, their introduction to BASF begins with a 10-12-week summer internship. Along with assignment responsibilities, interns perform community service, attend networking events and work closely with BASF leaders. We encourage our LDPs to share these exciting opportunities with their social networks and to use #belongatBASF. Summer LDP internships are available for students seeking their MBA or PhD.
Diverse Leaders Program

Diverse Leaders Program (DLP)

+ Open to MBA graduates within the last five years who have 7–10 years’ work experience and an interest in General Management.

+ This program is targeted towards traditionally underrepresented cultural groups, including but not limited to African American, Asian, Latino/Hispanic, Native American, or Pacific Islander descent.

+ Offers high impact learning, development opportunities, networking and mentorship across senior levels.

+ Consists of either a 2-year leadership assignment or two, 1-year leadership assignments in various domestic locations that feature opportunities for international exposure and the ability to drive high profile results.

“Having a diverse workforce is a business imperative. It enables us to seize opportunities and address challenges faster and more creatively. At BASF, we are committed to creating a safe place for everyone to celebrate and embrace their uniqueness. We are also committed to create an environment where everyone can have opportunities and equal chance to thrive. The Diverse Leaders Program is an important part of that commitment.”

GULAY K. SERHAKTULU
Senior Vice President,
Performance Materials North America
At BASF, we put learning first. We offer a number of internal development opportunities 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!
The development you need, available when you need it.

At BASF, we partner with best-in-class institutions to offer learning solutions how and when you need it. Two of the most popular are:

**Harvard Manage Mentor (HMM)**

HMM provides self-paced online courses that feature tools, tips and valuable information on a wide variety of topics. And the best part? It’s free. Night or day, you set your own learning schedule.

**eCornell**

eCornell features a number of courses and certification programs online. Online posts and the opportunity for interaction and networking with others outside of BASF provide you with learning and knowledge that help you excel.
“The LDP program has allowed me to experience working in different business units and functions within BASF, and develop various skills to become a well-rounded leader. It has also broadened my view of the company’s strategic direction.”

GAD EIDELS
MBA LDP
Health. Wealth. Happiness. Find them here. At BASF, our commitment to you means keeping you safe in the workplace, providing access to competitive health insurance 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.
Putting you first with you@BASF

At BASF, our compelling total offer is known as you@BASF. Through you@BASF, you can discover and take advantage of the perks, benefits and rewards that best suit your needs. Here’s an overview on what you can expect:

+ Total compensation that includes a competitive base salary, and an annual bonus that rewards your performance and the Company’s results
+ Valuable financial benefits, including Company contributions of up to 10% of your eligible compensation towards retirement savings
+ Programs that go beyond the standard health insurance like Healthy YOU, our program incorporating every aspect of your wellbeing
+ Leaves of absence for when you need time for yourself or others, including paid parental leave for new moms, dads and adoptive parents
+ Flexible work options to help you manage your work and life
+ Perks, discounts and much, much more!

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 & Wellness Benefits
We offer a number of health benefits options so you can select the ones that work best for you. Options may include:
+ Medical insurance (HSA, PPO, EPO)
+ Prescription drug coverage
+ Dental and vision insurance
+ Wellness programs
+ Leaves of absence, including paid parental leave

Compensation
Beyond competitive pay, we also provide you with opportunities to earn incentives and rewards that add to your total compensation.
+ Annual bonus
+ Recognition awards
+ Service anniversary awards
+ Employee referral program

Perks and Discounts
Perks make life better. And we like making your life better whenever we can.
+ Discounts on auto, home and other insurance
+ Preferred supplier discounts on cars, major appliances and more
+ Discounts on mobile devices and plans

Retirement Savings Plan (RSP)
BASF provides a generous dollar-for-dollar match on the first 5% of pay you contribute to your 401(k) as well as an automatic 5% employer retirement contribution, which vests after three years of service.

Generous Vacation Benefits
Three to four weeks of vacation (based on program and/or years of experience).

Inspiring Work Environment
+ Our flexible work solutions are designed to fit your life and help you deliver results.
+ Opportunities to volunteer and give back through we@BASF

Education Benefits
You can receive tuition reimbursement for courses you successfully complete in support of your career development goals, subject to certain eligibility requirements.
Create Your Own Chemistry

In addition to the featured benefits, you@BASF offers a wide range of other perks, benefits, rewards and opportunities. The easy-to-use, color-coded you@BASF Periodic Table highlights all we offer. From benefits and development to work environment and compensation, you@BASF empowers you to select and combine elements to make the most out of work and life, and achieve total wellbeing.
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. nine years in a row.

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

Award Winning
We're not only one of the World’s Most Admired chemical companies, we’re also consistently recognized for our sustainability, diversity and safety practices.

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, one of only a handful in the United States.

Socially Responsible
Our employees regularly donate time, resources and their talents to local charities, disaster relief and community organizations.
We create chemistry for a sustainable future

At BASF, we create chemistry for a sustainable future. We combine economic success with environmental protection and social responsibility. More than 110,000 employees in the BASF Group contribute to the success of our customers in nearly all sectors and almost every country in the world. Our portfolio is organized into six segments: Chemicals, Materials, Industrial Solutions, Surface Technologies, Nutrition & Care and Agricultural Solutions.

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 more than 80 countries we’re currently operating in worldwide.

Make sure to follow us on:

WE LIVE OUR VALUES

- **CREATIVE**
  We embrace bold ideas and give them the space to grow.

- **OPEN**
  We value diversity—in people, opinions and experience.

- **RESPONSIBLE**
  We make sustainability part of every decision.

- **ENTREPRENEURIAL**
  We seize opportunities and think ahead.