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 Alumni
Investing in you from day one

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 #belongatBASF.
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 Alumni
MBA Leadership Development Program (MBA LDP)

+ Provides recent MBA graduates with the opportunity to use their background and prior work experience (3-6 years).

+ The LDP program is not just for individuals with technical backgrounds. Many of our alumni came to the program with non-technical undergraduate degrees and have excelled! The fast paced, immersive nature of the program accelerates the learning of all participants.

+ Offers high impact, visible assignments designed to showcase potential.

+ Consists of four six-month assignments 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 from business to business and around the globe.

“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 Alumni
AEF Leadership Development Program (MBA LDP)

+ Provides recent MBA/Masters in Accounting, Economics or Finance graduates with the opportunity to use their background and prior work experience. (3-6 years).

+ The LDP program is an opportunity to excel in individual contributor roles that will allow you the focus to be groomed for future team lead positions. The fast paced, immersive nature of the program accelerates the learning of all participants.

+ Offers high impact, visible assignments which are strategy focused.

+ Consists of four six-month assignments that include opportunities to learn about Corporate Finance & Accounting, Internal Audit, a Regional Business Unit Controlling 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 are exposed to 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

“BASF is not a German company anymore but a global company. And as we become a global company, we cannot separate the global nature of our diversity. That’s why the DLP program is so critical to make BASF more successful in the future.”

JUAN CARLOS ORDONÉZ
Senior Vice President – Performance Materials
North America

- 12-24 month program with strategic projects/assignments sponsored by our senior leaders in various areas within the BASF. Assignments feature opportunities for international exposure and the ability to drive high-profile results. The Diverse Leaders Program is comprised of one 12-month project/assignment that will either lead to a direct placement or to a 6-12 month project/assignment in a Business or Function Unit with a placement opportunity.

- Develop leadership skills, business acumen and networking across senior levels as you explore possible career tracks within BASF.

- Provides high-impact learning and development opportunities enabling you to further your career.

- Targeted toward students of diverse backgrounds completing their MBA Degree or those who have received their MBA within the past 5 years, seeking a career in General Management.
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!
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, giving you 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

We not only provide value to our customers, but to you as well. Through you@BASF, you can discover and take advantage of the perks, benefits and rewards that best suit your needs. With you@BASF, you create your own chemistry. 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 wellness program that rewards healthy actions, and a fitness reimbursement program
+ 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 program and fitness reimbursement
+ 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
3-4 weeks of vacation (based on program and/or years of experience).

Education Benefits
You can receive tuition reimbursement for courses you successfully complete in support of your career development goals, subject to certain eligibility requirements.
you@BASF
Periodic Table

In addition to the featured benefits, you@BASF offers a wide range of 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 employees to select and combine elements to make the most out of work and life.
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. seven years in a row.

**Global**
Approximately 122,000 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. The approximately 122,000 employees in the BASF Group work on contributing 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 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.