Together, we create chemistry
Professional Development Programs
“As a PDP, I get quick access to many parts of the organization. With each rotation, I better understand not only the mechanics of our incredible global corporation, but also the interwoven culture of BASF’s people.”

EMILY ZVOSEC
Accounting PDP 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 Professional Development Program (PDP) allows 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.
“As a former PDP now with more than 20 years at BASF, I can attest to how this experience can accelerate your development. You will gain insights through a comprehensive on-boarding, take on challenging projects, learn through exposure to multiple stakeholders and build a sustainable network of peers and senior leaders. All this sets you up for success at work and in life.”

ALEXANDER J. NEUMANN-LORECK
Senior Vice President, Human Resources North America
These cross-functional training programs allow you to develop your skills and build your professional network.
18-Month Program

Agriculture

+ Open to high-potential graduates with a B.S. in Agribusiness, 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.
2-Year Programs

**Accounting, Economics and Finance**
- Open to high potential B.S./B.A. graduates in Accounting, Finance, or Economics.
- Consists of a 24-month program comprised of multiple 6-month rotations.
- May lead to opportunities in Corporate Finance & Accounting, Internal Audit, Financial Planning and Analysis roles within business, regional and functional units (Procurement, Human Resources, EHS, etc.), and Manufacturing Site Accounting and Analysis.

**Commercial and Sales**
- Open to high potential B.S./B.A. graduates in Sales, Marketing, Management, or Technical majors.
- Consists of two or three rotations, depending on your selected track. All participants will rotate first in Inside Sales for 8 months. After this, participants can choose from a 16-month rotation in Outside Sales or two 8-month rotations in Marketing and Procurement.
- May lead to opportunities in Account Management, Technical Sales, Distribution Account Management, Operations, Procurement, Product Management, Marketing and Inside Sales.
**Engineering**

- Open to upcoming B.S./M.S. graduates in Chemical, 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 Process Engineering, Manufacturing/Operations, EHS, Safety Engineering, and Technical Services. Graduates of the program are required to place into a technical role within BASF.
- Commitment to relocate anywhere in the U.S.

**Supply Chain**

- Open to high potential B.S./B.A. graduates in Supply Chain and Logistics.
- Consists of three 8-month rotations in Business, Corporate and Site Supply Chain.
- May lead to a variety of opportunities within Supply Chain.
“As a PDP, I have benefited from a combination of challenging work rotations and personal development opportunities. **The diverse experience provided by the program has allowed me to build a strong career foundation.**”

DAN MCAULEY
Supply Chain PDP Alumni
For many PDP 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. We encourage our PDPs to share these exciting opportunities with their social networks and to use #belongatBASF. Summer internships are available for students in Agriculture, Commercial, Engineering, Accounting, Economics, Finance and Supply Chain.
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!

Never stop learning

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 Professional Development Program provides an opportunity for you to see the diversity of career development options we offer at BASF. Use the program to understand our corporate culture, learn about which positions you truly enjoy and build your network along the way.”

ERIKA M. PETERMAN
Vice President, Senior Vice President, Intermediates North America Unit (N-CIN)
you@BASF

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 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!

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

Inspiring Work Environment
+ With our flexible work program, Designed to Fit, you can work with your manager to explore the options that allow you to get work done at the time or place that fits your life.
+ 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.

YOUR BENEFITS START THE MOMENT YOU DO
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.
### Your Benefits
- Employee Discounts
- Wine Cellar
- Health Care
- Onboarding
- Peer Coaching
- Performance Management
- Safety-First Work Environment
- Attractive Workplace
- Service Anniversary Awards
- Employee Referral Award Program
- Transitions at Work

### Employee Assistance Program
- Adoption Reimbursement
- Infertility Benefit
- Domestic Partner Benefits
- Rotational Development Programs
- Employee Development
- College Scholarships
- Employee Groups
- Retirement Gifts
- Bonus

### Wellness Programs
- Employee Assistance Program
- Wellness Programs
- Internships
- International Assignments
- Take a New Role
- Matching Gifts
- Flexible Work Arrangements
- Sales Incentives
- Recognition

### Financial Benefits
- Long-Term Care Insurance
- Fitness Reimbursement
- Tuition Reimbursement
- Leadership Training
- Giving Back
- Diversity + Inclusion
- Employee Feedback
- Base Pay
- Merit Increases

### Total Rewards Statement
- Learn a New Language
- Employee To Employee Fund
- Mobile Devices
- Total Rewards Statement
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.