

Research and Development: Globally connected to create innovation

Are you interested in developing your career at BASF?

Visit the BASF website to find out more about your career opportunities at BASF. Meet our employees and learn more about their experience at BASF.

You can also get information on areas of activity in the research and development functions at BASF from our career website. You can apply directly via the online application system.

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

We look forward to hearing from you!



Visit our global career website



Learn more about the opportunities: www.basf.com/jobs

Find out more about BASF:



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Exciting prospects at BASF:
Find intelligent solutions to
global challenges.

Discover the power of connected minds!

BASF
We create chemistry



BASF was founded more than 150 years ago with 30 employees. Today, BASF employs more than 110,000 people worldwide, including around 10,000 employees in research and development (R&D).



BASF's **Xemium®** is the basic ingredient of many fungicides. Numerous crops, from apples to zucchinis, benefit from it – as evidenced by increased yields.



Optimal thermal insulation plays a vital role in energy-efficient construction and renovation. Our innovative insulating material **SLENTEX®** is based on an inorganic aerogel and adapts perfectly to a great variety of surfaces.

Career at BASF:

The power of connected minds

Already today, BASF is looking for the answers to tomorrow's questions. Chemical innovations play a key role. We work continuously on modern products, technologies and 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 supportive work environment with challenging tasks. As a researcher at BASF, you will develop products for use in daily life. Your opportunities will be just as diverse as our products – from cathode materials for batteries to vitamins, UV filters and carpaints.



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 is the future of the packaging industry.



The future needs powerful batteries – for example, in the field of electromobility. Our high-quality **cathode materials** make a vital contribution by improving the performance of batteries.



At some point, any diaper needs changing – but thanks to BASF, the baby stays dry. We have developed **super absorbers** that can store large amounts of liquid – not only in diapers.



This map shows the major BASF R&D locations worldwide.

The best team that contributes to our success

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 connecting, engaging, caring and that promotes learning. With us, you can contribute to creating a sustainable future and, at the same time, work on your personal development.

Our recipe for success

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 their best.
- We offer our employees a safe and reliable working environment.
- Training and development are an integral part of our working culture.

Inspiration through a global network

We are continuously working on new products and solutions as well as on innovative technologies and modern production processes for a sustainable future. Comprising three key areas of research, our knowledge and competence centers are the core of our global knowledge community. Our intensive cooperation with more than 600 renowned universities, research facilities and companies gives new perspectives for our research.



Here's what makes working at BASF so exciting

Three global research units – with different specializations

- In Advanced Materials & Systems Research, our expertise in polymers, organic and inorganic additives, surfactants, organic electronic materials, formulation of multi-component systems, and modelling form the basis of successful research to serve various customer industries.
- In Bioscience Research, we drive innovative sustainable solutions for agricultural, food and industrial applications by unleashing the potential of biosciences for a better life and an improved environment.
- In Process Research & Chemical Engineering, we develop new technologies and processes, and optimize existing procedures. Our research areas in Asia Pacific cover, for example, environmental catalysts and batteries.

You can look forward to a challenging job with a high degree of responsibility in R&D. Typically, you will start your career as a research laboratory supervisor and lead a laboratory team.

You will receive on-the-job training in a committed, competent team.

Specific areas of activity for researchers at BASF are, for example:

- Synthesis and development of new materials for crop protection compounds/products, polymers, effect pigments or catalysts
- New manufacturing procedures for basic chemicals, intermediates or chemical agents
- Biocatalysis and biotechnological procedures for the production of fine chemicals
- Application and development of physical measurement methods
- Implementation and evaluation of field trials for new crop protection compounds/products, and their registration
- Determining (eco)toxicological properties of new substances

Your responsibilities will include project management, market analysis and competition monitoring as well as patent applications.

You will work closely with partners in R&D, Marketing and Production in interdisciplinary and international teams.



Innovation Campus in Shanghai, China

Inaugurated in 2012, BASF Innovation Campus Asia Pacific (Shanghai) is BASF's largest research site in Asia Pacific and an important component of BASF's global R&D network. Located at BASF Greater China headquarters in Pudong, it is home to more than 20 R&D units, focusing on Advanced Materials & Systems Research and Process Research & Chemical Engineering, serving growth industries including automotive, construction, health and nutrition, and home and personal care. Since its inauguration, it has formed a strong R&D network with various BASF sites and universities in Greater China, Japan, South Korea and other countries.



Innovation Campus in Mumbai, India

The new Innovation Campus Mumbai, expected to be operational in early 2017, will include synthesis, application, process and analytical laboratories. Along with scientific facilities, the 20,000 square-meter site includes technical facilities, logistics areas, a full-scale auditorium and canteen, and employee amenities areas.

With access to state-of-the-art equipment, the BASF Innovation Campus (Mumbai) will host global research activities and regional and local development activities. Development activities will serve BASF's Performance Chemicals, Care Chemicals, and Dispersions & Pigments businesses. By combining development activities with global research, the campus will foster exchange of know-how and ideas about latest technologies and methods, and create synergies.



R&D center in Amagasaki, Japan

BASF is committed to the automotive and consumer markets with materials, innovations and technologies for the next generation of batteries. Our long-term objective is to become a leading provider of functional materials for cell and battery manufacturers worldwide.

We work closely with our customers to develop solutions and are expanding our global network of Application Technology Centers, R&D centers and production sites.

Covering new offices and laboratories located at a 600 square-meter site, the Research and Development Laboratory and Application Technology Center for Battery Materials in Amagasaki focus on developing cathode materials for high-performance lithium-ion batteries. In addition, the R&D center develops materials for organic transistor, photoactive materials (photoinitiator, photoacid generator) for the display industry through collaboration with key technology drivers in electronic industries.



Dr. Wei Leng

Global R&D and Application Laboratory
Performance Chemicals for Leather

Wei received a scholarship for a two-year master's course in chemistry at the University of Siegen in Germany after her undergraduate studies. There she had the opportunity to collaborate with BASF researchers at the global headquarters in Ludwigshafen for her PhD thesis and was impressed by the great working environment, the state-of-the-art equipment and the high safety standards.

Then, in 2008 she decided to join BASF as a laboratory leader in polyurethane research group and participated in a variety of research projects with a focus on polyurethane application for coatings, adhesives, sealants and elastomers.

After working in Germany for three years, she returned to China and contributed to the establishment of a new R&D center in Shanghai. Focusing on product development and application, she is now responsible for global innovation of leather chemicals.

In addition to the international working atmosphere, she also enjoys the close cooperation between research, development and business teams, and the open communication style.

Meet our people from around Asia Pacific

Dr. Kelly Zhang

Home Care, Industrial and Institutional
Cleaning Research

- Graduated from Oxford University, majoring in physical chemistry
- Engaged in the development of new effective additives for household laundry detergent which does not contain any materials that pose a negative impact on the environment
- Has a strong passion for chemistry and believes the new products developed by her team could improve quality of life
- Likes working at BASF because it makes her feel very proud to see how her work is applied in everyday life
- Enjoys working on meaningful projects at the Innovation Campus in Shanghai



When did you start at BASF?

After joining BASF in Japan as a new graduate, I was transferred to BASF in Singapore. I first started as a researcher in organic semiconductor materials that can be used in organic electronics. I now focus on lithium-ion battery materials research.

What do you like the most at BASF?

I really enjoy working in a diverse environment.

BASF is definitely one of the companies that invests in its people and provides opportunities for employees to try new things.

What has been your most exciting project?

I have been working with colleagues from various units and customers all over the world to develop a technical solution for the lithium-ion battery. It was an exciting project, and I am thrilled to be part of the team working towards a common goal.

What are you passionate about outside of work?

I love travelling since I really enjoy communicating with people from different backgrounds. Travelling abroad gives me the opportunities to experience other cultures, customs, languages and food.



Dr. Hiroyoshi Noguchi

Battery Materials Research

Tips for newcomers in R&D



Dr. Parag Kulkarni

Care Materials Research

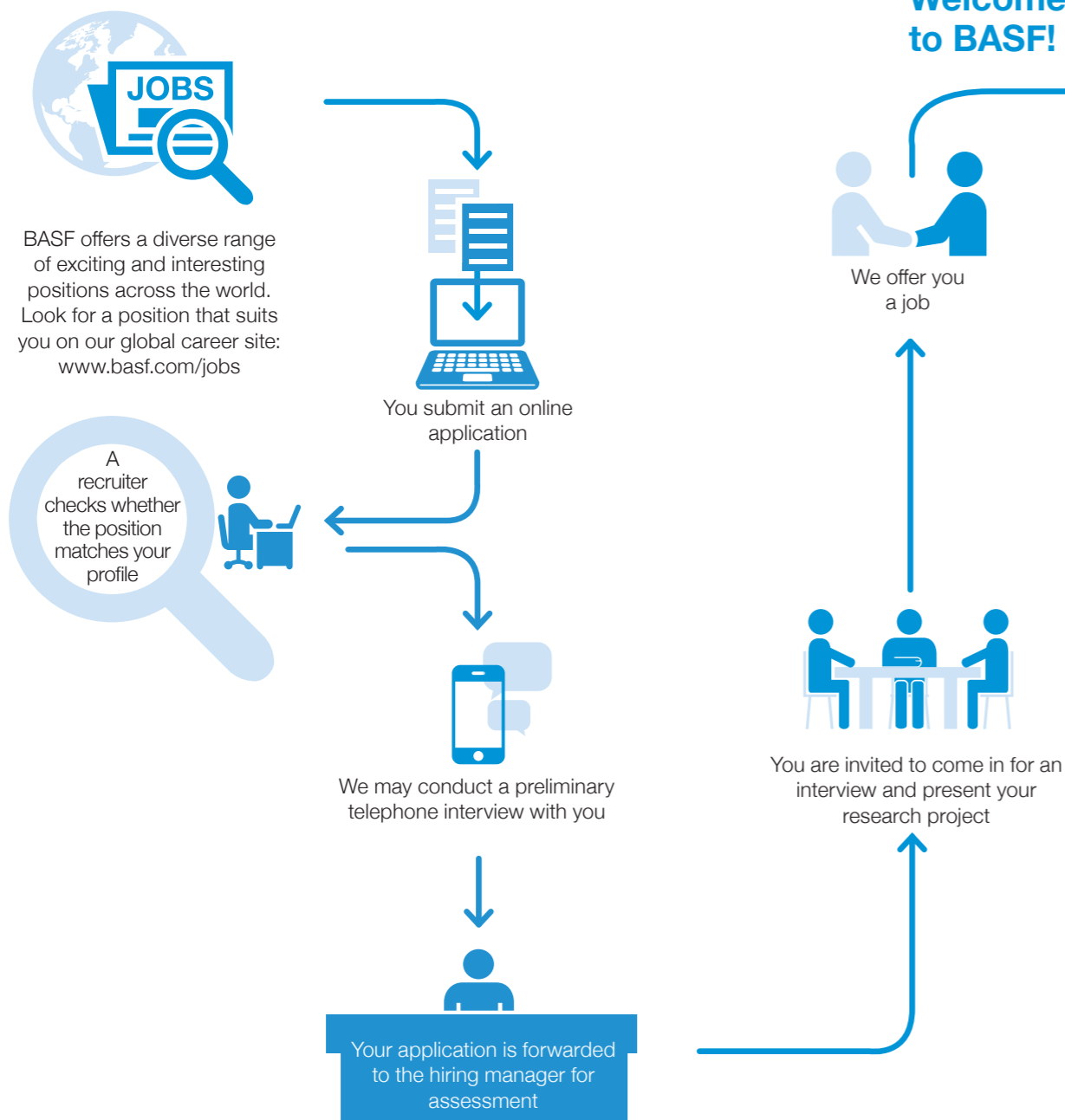
Build your network, outside of your team and within the R&D community

In Asia Pacific, there is an ever increasing demand for cosmetics, but the demand is quite different from the North American and European markets. As researchers, we have to understand the customer's needs from our marketing and sales colleagues. We regularly meet these colleagues to understand their problems and try to solve them by way of chemistry. After understanding the customer needs, our job is to translate them into chemical solutions. You will make new connection with a lot of colleagues through projects, which will help you learn more about BASF and the industry quickly.

Be open to new ideas

If you are hardworking and like what you are doing, your effort will be recognized. Moreover, there are various positions available for you to choose from. You will have the opportunity to try working in different roles and expand your experience. Remember this: "A winner never quits and a quitter never wins".

Your way to BASF



Are you interested in joining us as a trainee?

Whether you already have some professional experience or just graduated from university, our trainee programs offer an excellent combination of flexibility and responsibility.

Connect Asia Trainee Program

This 12- to 24-month rotational training program offers young professionals with a master's or doctoral degree opportunities to get international exposure in different locations across Asia Pacific. You will gain an in-depth insight into BASF's business in the region.

BASF "Grow" Graduate Program

This training program offers graduates with a bachelor's or master's degree opportunities to get to know BASF's business through rotations in various job functions. You can gain experience in one of the specialization areas, namely, business, manufacturing and technology, or corporate function at BASF in Asia Pacific. You can look forward to receiving excellent support that helps you maximize your potential, as well as plenty of opportunities for growth and development.

Have a fulfilling career with BASF

Opportunities to learn and grow, from day one

Onboarding

BASF's onboarding program helps prepare new joiners for a successful start within the company. This is how we help new employees effectively apply their strengths from the very beginning.

We appreciate the fresh perspective of new joiners and want to make sure that they can integrate quickly and feel like an integral 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.

What does this mean for natural scientists?

As a project manager in R&D, you will learn something new every day and be responsible for the outcome from day one. You will have many opportunities for further training and development – for example, at external conferences, in exchanges with colleagues and through collaboration with partners. Furthermore, we offer you a broad range of seminars to strengthen your professional qualifications.

In addition to a career in R&D, you will have opportunities to develop your career, for example, in marketing, sales, purchasing, operational management or in other positions.

You at your best. A unique total offer.

Imagine yourself at a company where more than 110,000 of the world's most talented people are doing work that will make the world a better place to live.

BASF values curiosity, new ideas and continuous innovation. You will be at the heart of a globally connected team working as one to create chemistry for a sustainable future. Here, you can reach your personal and professional best with benefits and opportunities that help you thrive.

Dr. Kailaskumar Borate

Process Development
Crop Protection Bioscience Research

I started my career as I was completing my PhD degree with a scholarship from BASF. This enabled me to do research in BASF laboratories, as well as learning about the industrial awareness of safety and the industrial problem solving approach. Since then I have worked on several different projects, including a project on reaction safety. What I find most helpful is the knowledge pool at BASF and the support from my colleagues that helped me settle into my new role.



Dr. Sebastien Garnier

Business Management
Automotive Refinish and Industrial Coatings

BASF has, from the very beginning, given me the opportunity to develop my skills in various areas. My previous roles range from research on Advanced Materials and Systems, operational recruitment in Europe, to establishment of the BASF Open Research Center Asia Pacific in Shanghai. More recently I have taken up a business management role in the Coatings business unit in Greater China. There is no boundary to career development at BASF. I particularly appreciate the support available such as training, which guides me through each transition.



you@BASF

PERIODIC TABLE

Retirement Benefits	Health Care					Diversity + Inclusion	
Long Service Recognition	Life Insurance	Leadership Development	Onboarding	Lifelong Learning	Employee Development	Recognition	Compliance
Employee Assistance Program	Vacation	Marketplace of Connected Minds	Internal Job Market	Performance Management	Development Discussions	Sustainability	Promotions
Relocation Support	Company Holiday	Health Checkup	International Assignments	Training Programs	Travel Safety	Employee Feedback	Merit Increases
Marriage Benefit	Maternity Leave	Paternity Leave	Education Sponsorship	Self-learning Resources	Ergonomics Support	Bonus	Base Pay

Your **Benefits** Your **Learning & Development** Your **Work Environment** Your **Compensation**

At BASF, you will have access to the offers and opportunities you need to get the most out of work and life: competitive compensation, comprehensive benefits, a safe and reliable work environment, lifelong learning and development, for example:

<p>BASF cares about the employees. We support employees to stay healthy and fit by providing a variety of health care benefits ranging from health insurance to fitness programs.</p>	<p>Marketplace of Connected Minds is a dynamic, information-packed event for our employees in Asia Pacific. This aims to strengthen the connection of diverse participants across the region.</p>
<p>BASF believes everyone have an outstanding moment and at BASF, your unique contribution is recognized and appreciated.</p>	<p>Managers in BASF support and enable employees to develop and realize their individual career and development plan via regular development discussions.</p>