

Engineering: Globally connected to drive technical solutions

Did we spark your interest?

Great! You should really visit our website to find out more about your career opportunities at BASF. Meet our employees and listen to what they have to say about their job at BASF.

You will also find all the usual things you would expect from a career's website, for example all of our vacancies worldwide. And you can apply directly via the system. Furthermore, you will get information on fields of activity in engineering at BASF.

Don't forget: An online application using our career pages will make the application process easier and faster.

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

We look forward to hearing from you!



Get an idea of the opportunities: www.basf.com/career

E-mail: jobs@basf.com

And another tip – please have a look here:



<https://www.xing.com/company/basf>



<https://www.linkedin.com/company/basf>



<http://www.facebook.com/basfcareer>



<http://www.twitter.com/BASFCareer>



<http://www.youtube.com/user/BASF>

Exciting opportunities at BASF:
Support our business success
with your innovative ideas.

Discover the power of connected minds!

BASF
We create chemistry



DID YOU KNOW?

BASF was founded more than 150 years ago with 30 employees. Today, BASF employs more than 110,000 people worldwide, who create sustainable solutions together with our customers.

BASF and BMW have teamed up: BASF supplies basecoats in four colours for the i3 production line at the BMW plant in Leipzig, Germany. With the paints, BASF contributes to the i3's unique design:

very clean, reduced but at the same time dynamic.



Running has a new favorite: the thermoplastic running sole by BASF with rebound effect that gives runners back part of their energy. **Infinergy**® provides almost infinite energy for all runners – from casual runners to the world class elite.

Exciting jobs – for all engineers who love diversity

Even today, BASF is looking for the answers to tomorrow's questions. Innovations in chemistry play a key role here. We work continuously on new products, pioneering technologies and modern production processes for a sustainable future. With our customized technology solutions, we set new standards and help our customers to become more successful.

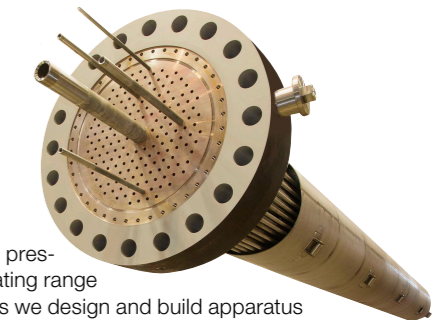
The power behind it is our worldwide collaboration. This makes for countless exciting opportunities for your personal and professional development and offers a safer workplace with challenging tasks. BASF wants your initiative and your technology skills to help implement innovative ideas. Your tasks as an engineer will be just as diverse as our products – from electrolytes for batteries to vitamins, UV filters and car paints.



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 the future of the packaging industry.



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



In the high pressure operating range of 325 bars we design and build apparatus weighing up to 300 tons, measuring up to 25 m in length and 4 m in diameter in our own workshops.

The best team with the highest potential

As a leading chemical company, we set ambitious goals for ourselves. These can only be achieved with the best team. That is why we have built a work environment that is inspiring, supporting and connecting. With us, you can contribute to creating a sustainable future and, last but not least, steer your personal development.

Our recipe for success has four ingredients

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.





Your tasks in our company are diverse

In your everyday work in the engineering units, you will have the chance to take on a variety of exciting projects – be it in Research, Production, Maintenance or more.

Here's what makes working at BASF so exciting

Whether in an entry level position or as an expert with excellent knowledge of technology and engineering, you can find your ideal workplace in one of the following fields:

- Planning, construction and optimization of production facilities and their maintenance
- Development of new or enhancement of existing chemical production processes
- Simulation of processes
- Automation of production operations and facilities
- Development of applications, for example, of components made out of fiber-reinforced plastic or other innovative materials
- Responsibilities in the field of power supply and waste management or environment and safety technology
- Product marketing, logistics, purchasing, distribution and many more

Because our work areas are so diverse, we are looking for engineers in many different fields, for example:

- Process Engineering
- Chemical Engineering and Biotechnology
- Mechanical Engineering
- Electrical Engineering and Automation

- Material Science and Engineering Technology
- Industrial Engineering and Civil Engineering

To achieve optimal results, cooperation with colleagues in other disciplines and customers is very important – internationally and cross-culturally as well. This creates an interesting transfer of knowledge as well as connections with other units. We call this: The power of connected minds.

Your possibilities for entry

There are various possibilities for entry in our engineering units:

- an internship at one of our sites
- an international internship in our 'Explore Together' program
- a thesis project (bachelor's/master's)
- our START IN, INSIDE Automotive and TOP START Engineering & Maintenance trainee programs
- a direct entry

You will find all open positions in our global job search at basf.com/jobs

Explore Together: your international BASF internship

With this exclusive program, we offer the opportunity to selected, highly qualified students to gain practical experience throughout the entire world every year.

The program is a unique experience and gives you the opportunity to become part of our European Talent Pool (ETP). This way, you can stay in contact with BASF and benefit from workshops and other opportunities to expand your BASF network.

A PERFECT START: OUR TRAINEE PROGRAMS

Whether you have just graduated from university or already have some professional experience: Our trainee programs offer an excellent combination of freedom and responsibility.

IN OUR TRAINEE PROGRAMS YOU WILL

- intensively get to know different fields of activity from day one
- immediately assume responsibility
- be supported professionally and personally
- build a large network with other BASF colleagues
- be supported personally by a mentor
- in certain programs, spend some time abroad

START IN TRAINEE PROGRAMS FOCUS ON:

- 'Production & Technology' for positions in the fields of Asset Management, Maintenance, Assembly or Site Engineering
- 'Engineering & Technology' for all-rounders who want to take on a lead position in our technology units in the future
- 'Engineering Coatings' for interdisciplinary positions in the field of coatings technologies

INSIDE AUTOMOTIVE

- Marketing and sales positions in the automobile industry business

TOP START ENGINEERING & MAINTENANCE

- Exclusive intensive program for future managers with top management mentoring

Dr. Alba Mena-Subiranas

Asset Manager TDI facility

Alba came into contact with BASF while she was working on her PhD in Chemical Engineering, and applied for a job. Following a successful job interview, she received two offers and decided on the position in process planning. Her second position was in the project management of an internal efficiency program for the region Europe. Afterwards, she took over the team lead for knowledge management and later worked in a staff function in the competence center Engineering & Maintenance. Today, she is Asset Manager of the TDI facility – the biggest single investment on the Ludwigshafen site. What Alba appreciates most at BASF are these diverse opportunities for development.



Four out of more than 110,000

Get to know your new colleagues



Dipl.-Ing. Peter Kühl

Strategy & Governance Engineering

- Studied technical cybernetics at the University of Stuttgart and the Danish Technical University Lyngby/Denmark
- Research Assistant at the IWR (Interdisciplinary Center for Scientific Computing) at the University of Heidelberg
- First position at BASF as Automation Engineer
- Operations Consultant in a production optimization program
- Senior Automation Manager in Bradford, UK
- Director Strategy & Governance Engineering since 2014
- In his job at BASF, he appreciates diversity, internationality, interdisciplinary collaboration and the opportunity for entrepreneurial action
- Hobbies: traveling, hiking, fine dining, art history
- Born in Slovenia, loves the Mannheim city life, proud father of a baby girl

DID YOU KNOW?

You can chat directly with colleagues in engineering positions and ask them about their experiences. Contact our 'Connected Minds' on the career page.

Five tips for newcomers in engineering



Dr. Bernhard Weigl

Assistant to the Chairwoman

The PhD in Brewing and Beverage Technology started at BASF in 2003 in the position as team lead in Chemical Engineering. Afterwards, he worked in the global marketing of animal nutrition and as a production manager for the bottling center before he became Assistant to the Chairwoman. We have asked him to give us five tips for 'newbies' to help them on their way.

- It is easy to start here: At BASF, all colleagues can get to know the size and complexity of the company from the outset in their own time.
- Build your network, outside of your team and the engineering community as well. Onboarding and training events will help you. You will make new contacts through projects and thus learn more about BASF quickly.
- Contribute with your ideas and suggestions. With us, you can apply your technical knowledge in practice and develop creative solutions.
- Learn about BASF's offers and benefits: flexible work, working-time accounts, training offers, insurance, health care, sports offers and cafeterias. You can also expect a competitive salary customary in the industry.
- Be open for new things: Use the opportunities for life-long personal and professional development. Through its size and diversity, BASF offers a variety of learning and development opportunities.

How did you start at BASF?

I studied Chemical Engineering at the University of Technology and Economics in Budapest/Hungary and also got my PhD in this field. During my PhD program, I worked as a Research Assistant at the University of Wisconsin-Madison. In 2011, I did an internship at BASF. At a job fair in Darmstadt in 2013, my future mentor pointed out a new trainee position to me for which I applied.

What do you like most at BASF?

At BASF, we have excellent experts in all fields – which means, we have a huge amount of shared knowledge which I can fall back on. The fact that this knowledge is spread all over the world, makes working here even more interesting.

What has been your most exciting project?

I have been included in the planning of security precautions for a new facility – I have learned a lot there. I saw how a facility is planned from the first concept to the smallest details, how such a huge task is managed in a team and how important good communication between all people involved really is.

What are you passionate about outside of work?

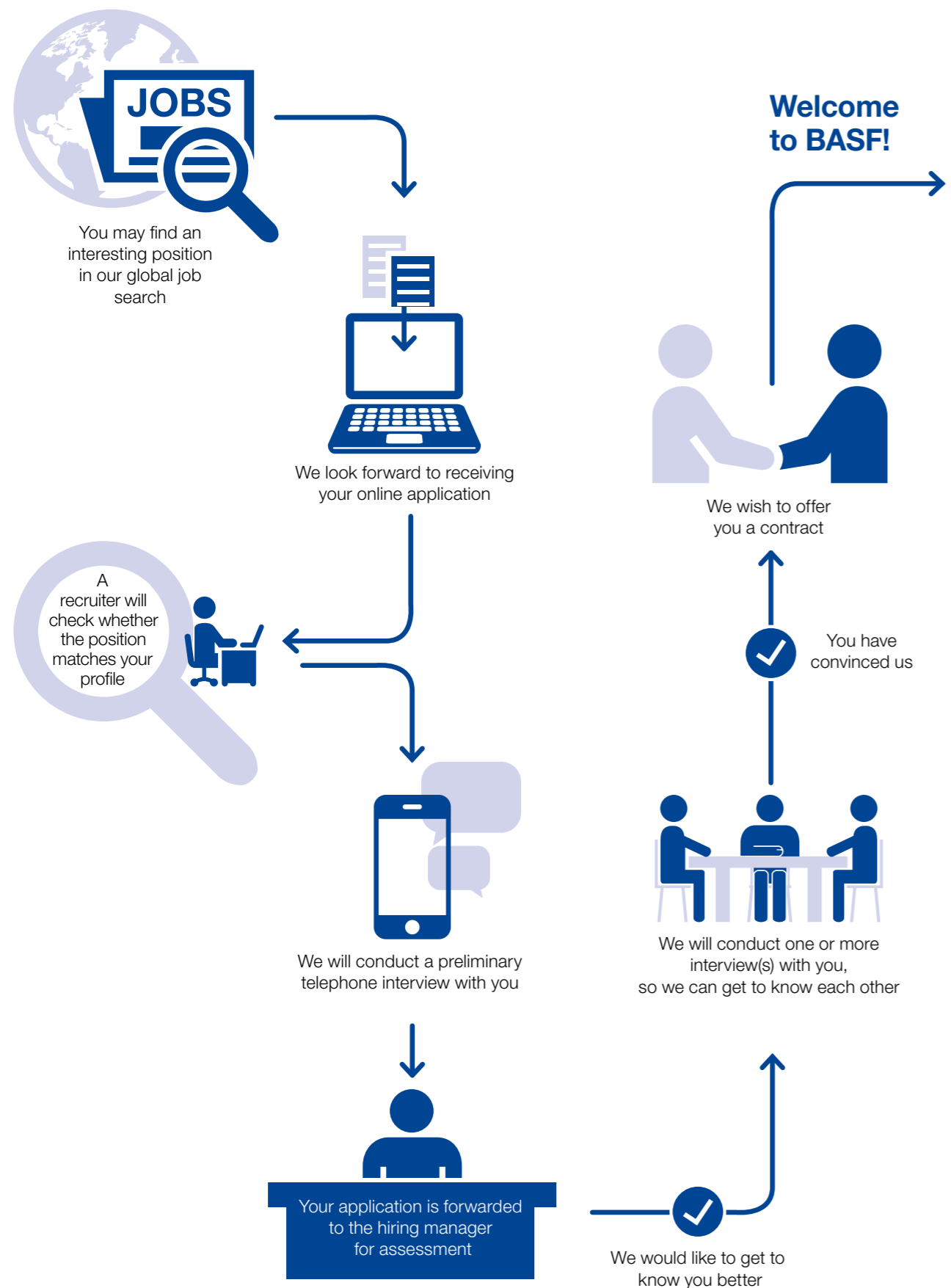
I love to relax while hiking or just being in nature. I also like to play board games, read a lot and watch webinars on the topics of new technologies, sociology and psychology.



Dr. Erika Pusztai

Junior Consultant
Process Safety

Your way to BASF



DID YOU KNOW?
At BASF, each application is assessed individually by a recruitment specialist. We do not leave the decision about our future colleagues up to some computerized preselection. We welcome applications from people of diverse backgrounds, gender, age and other characteristics or orientations.

Start off on the right foot – help shape the company actively!

Be a part of our team from day one

Onboarding

The program 'Welcome to BASF – BE PART' will perfectly prepare you for your work environment and a successful start within the company. This is how we help you to effectively apply your strengths from the very beginning. We appreciate your fresh perspective and want to make sure that you 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 and profitably in everyday life.

What does this mean for engineering positions?

Within the scope of a structured employee development process, you and your supervisor will actively shape your individual career path.

We will support you in the personal development of your strengths and interests, e.g. by offering a large selection of seminars or through cooperation in interdisciplinary and intercultural teams. BASF also promotes cross-functional development, such as switching from an engineering unit to Purchasing or Marketing. Apart from that, moving from research into a business unit or production is also possible.

Diversity and Inclusion

We are convinced that diversity helps to make BASF more successful and attractive. In the engineering units, you will work closely with partners from the areas of Research & Development, Production and several central units in interdisciplinary and international teams. Depending on your position, you will also manage international projects, for example, in plant construction, or be responsible for interdisciplinary topics.

Job satisfaction is our system

A comprehensive offer that impresses with 25 signs of appreciation:
We call it you@BASF

Because satisfaction is about more than just money, we have compiled a comprehensive offer that responds to the various needs of professional life. Our periodic table will provide you with an overview of the most important offers and services from which you can benefit. We have bundled them into the four categories: compensation, benefits, work environment and learning and development.

Dr. Ronja Münkel

Industrial Biotechnology –
Platform Chemicals

I studied biotechnology and got my PhD while working at the Fraunhofer Institute. Since 2014, I have been working as a Development Engineer in the Industrial Biotechnology Group at BASF. I have been well integrated into the team. Thanks to the amazing team and the excellent organization, I had a perfect start. Now, I have the opportunity to work part-time at 80% as a research engineer. This way, my partner and I can take turns taking care of our son in the afternoon.



Dr. Matthias Arend

Senior Production Engineer

After receiving my PhD in Chemical Engineering, I started at BASF in the international technology trainee program. BASF offers many opportunities here: Although I have only been working here for a few years, I was able to broaden my knowledge in diverse projects in Ludwigshafen and China. I have found this experience particularly beneficial. I am learning a lot from my colleagues all over the world. This helps me to develop personally and professionally.



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|---------------------|----------------|
| Health Care | Onboarding |
| Retirement Benefits | Campus Program |
| Vacation | Assignments |
| Accident Insurance | Management |

Benefits

you@BASF

PERIODIC TABLE

| | | | |
|----------------------|-----------------------|-------------------------------|------------------------|
| Lifelong Learning | Workplace | Safety-First Work Environment | Bonus |
| Employee Development | Mobile Working | Diversity + Inclusion | Compliance |
| Health Campaign | Sales Incentives | Internal Positions | Leadership Development |
| Sustainability | Global Family Program | Promotions | Merit Increases |

Base Pay

Development

Work Environment

Compensation

DID YOU KNOW?

Just like the elements in the periodic table, you@BASF has a variety of interlocking offers that make up our compelling total offer.