

# Engineering: Globally connected to drive technical solutions

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 engineering function 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](http://www.basf.com/jobs)

Find out more about BASF:



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



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



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



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



<http://on.basf.com/youku>

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

**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, who create sustainable solutions together with our customers.

BASF and BMW have teamed up: BASF supplies basecoats in four colors 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 dynamic at the same time.

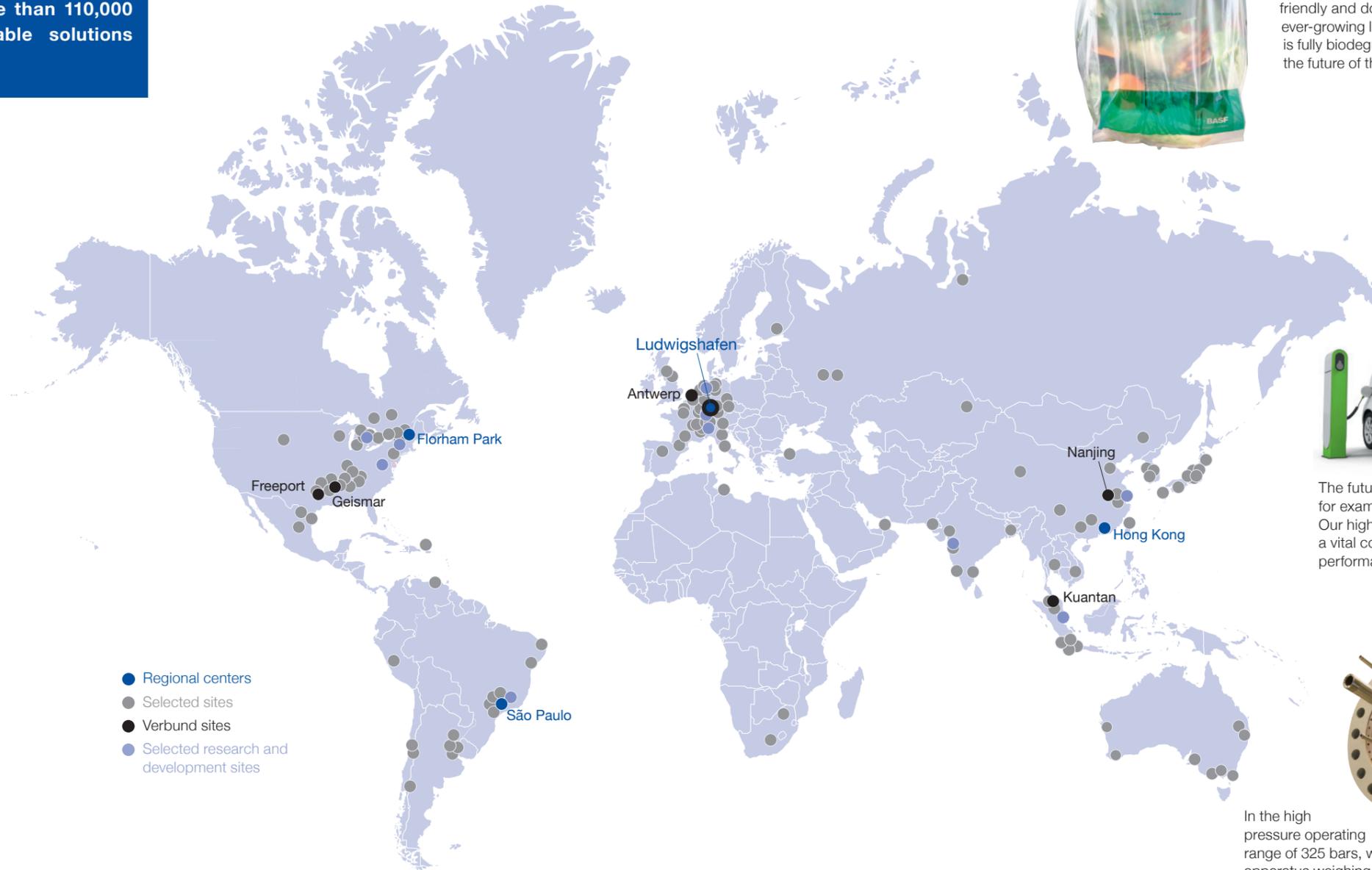


Running has a new favorite: the thermoplastic sole by BASF with rebound effect that gives runners back part of their energy. **Infinergy**® provides almost infinite energy for all runners – from casual runners to the world class elite.

### 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.

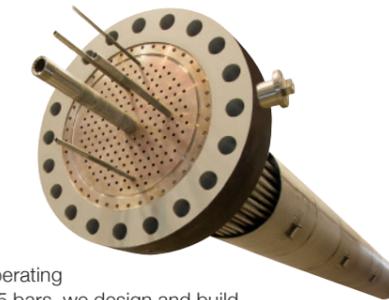
The power behind it is our worldwide collaboration. This makes for countless exciting opportunities for your personal and professional development and offers a supportive work environment with challenging tasks. BASF values your technology skills to help implement innovative ideas. Your opportunities 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 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.



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 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.

## Career with countless possibilities at BASF

In your everyday work in the engineering units, you will have the chance to take on a variety of exciting projects – be it in engineering, maintenance, production, research 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 engineering technology, you can find your ideal workplace in one of the following fields:

- Provide sustainable process engineering innovations for partners in production, technology and engineering
- Process basic design, expertise consultancy, plant trouble shooting and optimization
- Large capital project management, which includes managing the detail engineering to reflect operational needs of reliability, availability, accessibility and maintainability in detail design; managing, monitoring and controlling all construction & construction safety related activities including contractor/vendor quality performance on-site and off-site
- Engineering management in electrical & instrumentation, mechanical & machinery, piping, civil, materials engineering & QA/QC inspection
- Management of maintenance reliability that helps optimize the balance between maintenance cost and reliability

- Turnaround management assessments and support for turnaround process implementation and project execution

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

- Chemical and Bioengineering
- Electrical and Automatic Control Engineering
- Industrial and Civil Engineering
- Materials Science and Engineering
- Mechanical Engineering
- Process Engineering

To achieve optimal results, cooperation with colleagues in other disciplines and customers internationally and cross-culturally is very important. This creates an ongoing transfer of knowledge as well as connections with other units.

We call this: The power of connected minds.



Pudong Site

BASF's site in Pudong is one of the company's major integrated sites outside of Germany. Established in 2000, Pudong site is BASF's first wholly-owned production site in Greater China. It has been home to BASF's Greater China headquarters and Innovation Campus Asia Pacific since 2012. Integrating global, regional and local know-how under the "Verbund" concept, the site provides a platform for intensive interactions between all parties in the innovation process.

In Pudong, we produce advanced materials (engineering plastic, TPU, Cellasto® system house), acrylic dispersions & copolymer colorants, detergents, metal complex dyes, and leather & textile auxiliaries.



Nanjing Site

BASF-YPC Co., Ltd. ("BASF-YPC"), founded in 2000, is a 50-50 joint venture between BASF and China Petroleum and Chemical Corporation (SINOPEC). The integrated petrochemical site produces three million tons of high-quality chemicals and polymers for the Chinese market annually. The products serve the rapidly growing demand in multiple industries including agriculture, construction, electronics, pharmaceuticals, hygiene, automotive and chemical manufacturing.



Kuantan Site

BASF PETRONAS Chemicals Sdn Bhd is a joint venture between BASF and Malaysia's state-owned Petroleum Corporation and Petroleum Nasional Berhad (PETRONAS). BASF PETRONAS Chemicals' fully integrated site in Gebeng, Kuantan, Malaysia is one of the two and the largest Verbund sites in the fast growing Asia Pacific region. In Kuantan, we produce acrylic monomers, oxo alcohol (solvents) and butanediol & derivatives. In addition, investments are ongoing to expand Kuantan site to meet downstream demand.



Dahej Site

BASF India Limited inaugurated its large scale chemical production complex at Dahej in Gujarat, India in 2014. With a project cost of approximately €150 million, the site represents BASF's single largest investment in India. The site produces care chemicals, dispersions, and polyurethanes for global and local customers. With a reinforced focus on safety, the site has received certifications such as ISO 9001, ISO 14001 and Good Manufacturing Practice certificates.



## Ramesh Babu Sundaramoorthy

### Project Management

Ramesh gained a lot of experience in executing large capital projects and managing multidisciplinary and multicultural project teams. While he finds it challenging to manage such big projects, he loves that BASF, as an international employer, gives him the opportunity to connect with different people and solve challenges as a team. As every project is unique, it is necessary to continuously take part in different training courses and develop new competencies. What Ramesh appreciates most at BASF is the support to maintain work-life balance, even during the peak times of a project.

# Meet our people from around Asia Pacific



## Hugo Garcia

### Regional Technology - Operations & Projects

- Was inspired by a chemistry kit from his mother to explore the chemical world
- Originally from Venezuela, worked in Germany, Shanghai and now works in Singapore, responsible for investment projects, technology development and operational management in the region
- Loves to have the opportunity to change the world, for example, through project work on reducing emission of CO<sub>2</sub> with the Intermediates business unit
- Appreciates that there is a variety of jobs and opportunities at BASF – you can work in research, marketing, production and engineering
- Recommends BASF to anyone who wants to work in a multicultural team and likes to drive sustainable solutions
- The onboarding activities and his buddy helped him feel fully immersed in the new working environment

## Tips for newcomers in Engineering



## Dr. Guangbin Rao

### Materials Engineering

#### Take ownership of your career development.

BASF provides a supportive environment for young engineers to develop their careers. You will have plenty of learning opportunities, for example, by learning on the job or from high-quality training. Identify your career interests and proactively seek opportunities for your personal and professional development.

#### Be open and enjoy the diverse environment.

In the multicultural working environment, you will have many opportunities to work with people from different backgrounds. Be open to other cultures, and enhance your expertise by learning from your colleagues. Your supervisor, peers, and internal stakeholders are always ready to acknowledge outstanding achievements, which motivates you to go even further.

*The Materials Engineering unit advises production plants, research and technical units on chemistry-related behavior of materials and components in the development and marketing stage of BASF products. This is crucial for ensuring safety, reliability, profitability and sustainability of BASF's plants.*

#### What is your educational background?

*I studied Chemical Engineering in Calcutta University, India. Chemistry has always been my passion, and I am interested to see how it is applied during the industrial process.*

#### Why did you choose BASF as an employer?

*Engineering is not the end of the manufacturing process – you want to see the result and the end product. Here at BASF, with experience of manufacturing more than 8,000 chemicals, there are plenty of opportunities. You conceptualize, you design, you create and you feel like an actual builder, contributing to the plant operation.*

#### What is your role at BASF?

*Being involved in the process of different engineering projects as well as the set-up of plants is an eye-opening experience. I can witness the end-to-end process and also can access the global technical know-how.*

#### What is special about BASF?

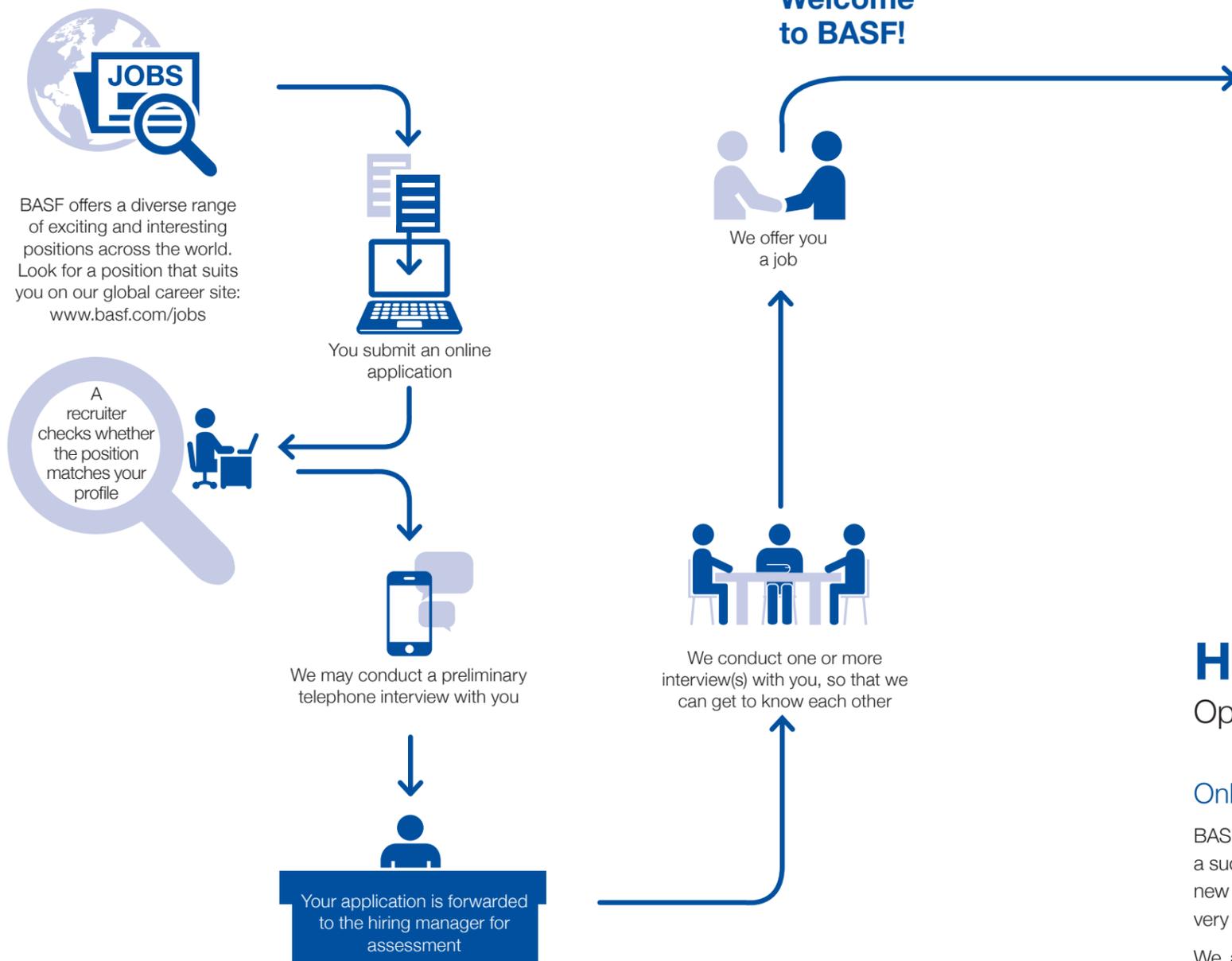
*In a company with a history of 150 years, you have the opportunity to interact with so many different teams: experienced global technology team, the construction team, the environment, health and safety team, the site operation team, just to mention a few. This is a never-ending process of learning and I am always impressed by the great collaboration between people across different countries, business units and job functions.*



## Ratnadeepa Das

### Project Engineering

## Your way to BASF



## 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 to 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. As an engineer, you can also seek project management career or technical expert career. Development also means benefiting from your own experience and that of others and using this knowledge practically.

### What does this mean for engineers?

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

We will support you in the personal development of your strengths and interests, for example, by offering seminars or through cooperation in interdisciplinary and intercultural teams. BASF also promotes cross-functional development, such as switching from an engineering unit to production, business, purchasing, research or process safety.

### 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.

## 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.

### Jessie Gu

Regional Controlling, Asia Pacific

Having completed an assignment in Germany, I now work at BASF's Shanghai office, which just happens to be my hometown! That assignment helped my development a lot and I really appreciate BASF's culture of openly discussing career development with supervisors. I love the training programs at BASF because you're always learning something new and in depth. Also, I can well balance my professional and personal life here.



### Anup Pandey

Regional Product Management, Asia Pacific

I'm from India and have recently begun my assignment in Hong Kong, which is an incredible city. I have a degree in mechanical engineering instead of chemistry, but BASF values people from a whole host of backgrounds. Having served in a variety of roles in a number of locations, I appreciate the incredible opportunity to gain exposure to different segments. Working for BASF continues to be a great source of pride and inspiration.



you@BASF		PERIODIC TABLE						Diversity + Inclusion	
Retirement Benefits	Health Care	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:

- Health Care:** 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.
- Marketplace of Connected Minds:** 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.
- Recognition:** BASF believes everyone have an outstanding moment and at BASF, your unique contribution is recognized and appreciated.
- Education Sponsorship:** BASF provides suitable employees with financial assistance for education/training which is relevant to their current or future career needs.