

Research and Development: Globally connected to create innovation

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 more information about the fields of activity in research at BASF.

Don't forget: an online application via 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 LinkedIn or XING 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 prospects at BASF:
Find intelligent solutions to
global challenges.

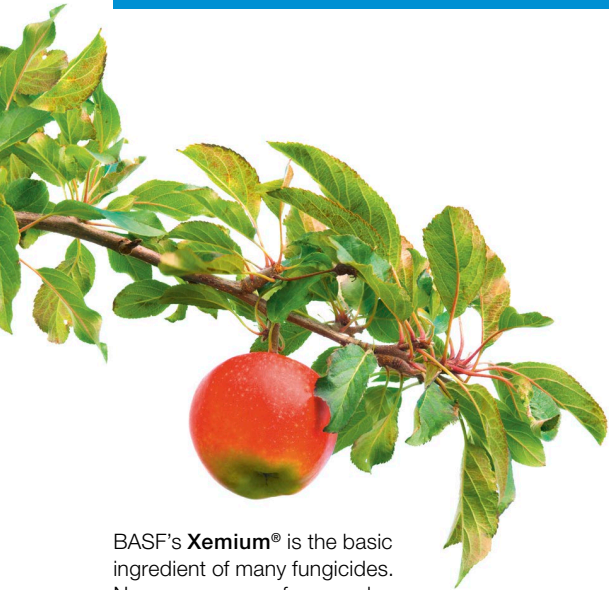
Discover the power of connected minds!

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, including more than 11,000 employees in Research & Development.



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.

**Interesting tasks –
for all those who love diversity**

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 safer workplace with challenging tasks. As a researcher at BASF, you will develop products for use in daily life. Your tasks 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.



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.

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

This map shows the major BASF research locations worldwide.



**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 built a working culture that is inspiring, supporting and connecting. With us, you can contribute to creating a sustainable future and, last but not least, work on your personal development.

Inspiration through a global network

Our knowledge and competence centers comprise three key areas of research. They are the core of our global knowledge community. 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', we develop solutions for various customer industries using functional materials and systems.
- Researchers in 'Bioscience Research' develop, among other things, new pesticides and use biotechnological methods for resource-efficient production of chemicals and innovative solutions in agriculture.
- In 'Process Research & Chemical Engineering', we develop new technologies and processes, and optimize existing procedures, for example, for energy conversion and storage.

Challenging tasks with a high degree of responsibility await you in Research and Product Development. Typically, you will start your career as a Research Laboratory Supervisor and lead a laboratory team.

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

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

Your training will be "on the job" in a committed, competent team. Specific areas of activity for researchers at BASF are, for example:

- Synthesis and development of new materials for pesticides, 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 pesticides, and their registration
- Determining (eco)toxicological properties of new substances

Your possibilities for entry

- an internship in one of the research laboratories
- an international internship with our 'Explore Together' program
- a thesis project (bachelor's/master's)
- a post-doc position in one of our global Post-Doc Centers
- our START IN trainee programs
- a direct hire for a position listed in our job portal

Explore Together: our international internship program

In this program, highly qualified students can get a practical glimpse at the broad range of BASF's global research activities. The program is a unique experience and gives you the opportunity to become part of our European Talent Pool (ETP). In this way you can stay in contact with BASF and benefit from workshops and other opportunities to expand your BASF network.

You will find all open positions in our global job search at [basf.com/jobs](https://www.basf.com/jobs)

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:

- 'Agro' for graduates in agricultural science or business with a focus on marketing or sales
- 'Coatings' for specialized research in coating technologies such as automotive and industrial coatings as well as decorative paints for buildings



Dr. Ivette Garcia-Castro

Polymers for Performance & Paper Chemicals

Ivette graduated from the University of Havana with a degree in chemistry and obtained her PhD in Rostock in the field of organic chemistry.

At BASF, she specialized in the research of ethylene-based polymers. The technical possibilities at BASF were manifested in her most exciting project to date – the construction of a pilot plant to produce new products with innovative applications.

Ivette loves her job as it gives her the opportunity to work with many people from various disciplines and to learn from one another. She also appreciates the flexible working hours.

Four out of more than 110,000

Get to know your new colleagues



Dr. Sabine Oepen

Research Polymers for Industrial & Automotive Coatings

- Studied chemistry in Münster and Cologne, PhD in Siegen
- Post-doc in the field of polymer chemistry in Akron, Ohio, USA
- Start in polymer research (plastics laboratory) in Ludwigshafen
- Various positions as a group leader in Marketing, Sales, Innovation Management and Styrenics Research
- Group Leader in Resins Research since 2014
- Likes to take responsibility, makes decisions, designs her organization and supports her employees in their professional growth
- Married, two children
- Hobbies: Playing the oboe in the symphony orchestra, gardening

DID YOU KNOW?

You can chat directly with BASF researchers and ask them about their experiences. Contact our 'Connected Minds' on the career page.

How did you start at BASF?

I had the opportunity to do an internship in Singapore through BASF's international internship program (Explore Together). During this time, I applied for and got a job as a laboratory manager for Physical Chemistry in formulation research here in Ludwigshafen.

How was it for you in the beginning?

The variety of projects and people is unbelievable. Every day, there is something new to discover and challenges to master in a relaxed yet motivating atmosphere. I enjoy being part of such a dynamic team.

You have been at BASF since 2013.

What is special about your work here?

I am working in a large network, in which I am connected with colleagues around the world. No matter how complex a problem seems to be, you can almost always find someone who can help you to work out a solution after a few phone calls. BASF is global and local at the same time.

What has been your most exciting project?

We have developed a technical solution for the automotive industry for which we cooperated with a partner overseas. Particularly interesting in this project were the connections between intellectual property, planning the pilot production and the budget responsibility.



Dr. Maximilian Hemgesberg

Research Formulation Hybrid Systems

Five tips for newcomers in research



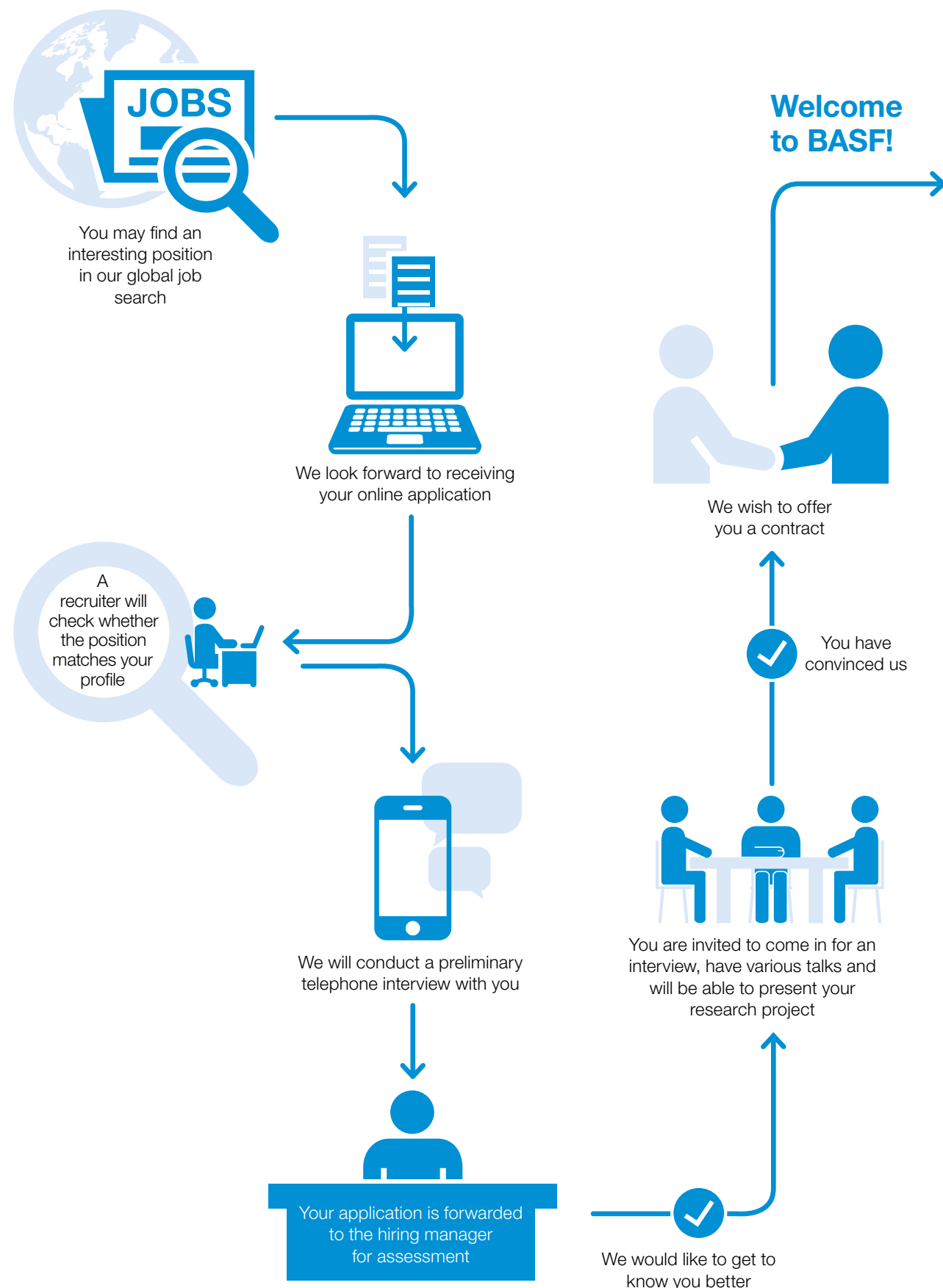
Dr. Wendel Wohleben

Characterization of Nanomaterials

The researcher with a PhD in physics started working at BASF in 2005 in the characterization of polymer particles. Today, he is researching the properties of nanomaterials. We have asked him to give us five tips for "newbies" to help them on their way.

- Working at BASF means taking responsibility for the laboratory team and projects from the very beginning. "On-the-job training" does not mean that you already have to know everything – it is far more important for you to delve into the unknown and actively ask questions!
- Research into new methods and products ensures that you will be the first among the competition to be successful on the market. Unite courage and decisiveness with scientific thoroughness.
- With the right outside-the-box thinking and curiosity about other technical languages and cultures, you will create a successful team. Common interest, for example, resulted in my lab team pursuing an entirely new field of research.
- A variety of development opportunities can give rise to exciting career paths. Follow your own ideas for your development and actively promote these! This is how I got the opportunity to work as a visiting scientist at the Weizmann Institute and at the Harvard School of Public Health.
- Take advantage of the diverse opportunities for work-life balance at BASF. For example, taking parental leave for fathers – that time was an important experience for me.

Your path 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 established 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 natural scientists?

In your central role as a project manager in Research & Development, you will learn something new every day and be responsible for the outcome and employees from day one. You will have many opportunities for further training and development – for example, at 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 research, you will have opportunities to develop your career, for example in marketing, sales, purchasing, operational management or in other positions.

Diversity and Inclusion

We are convinced that diversity helps to make BASF more successful and attractive. In research, you will work closely with partners from the areas of Research & Development, marketing and production in interdisciplinary and international teams. Depending on the project, you will also manage international research collaborations with universities or research institutions.

Job satisfaction is our system

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

Because satisfaction is more than just about 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. Torben Adermann

Process Research & Chemical Engineering



I have been working in the development of new materials for various industries at BASF for a year now – and no day has been like the other. BASF is so large and diverse that there are always new things to discover and explore. In addition to diverse tasks, the professional team, the international orientation and the size of the company also offer good development prospects and an excellent work-life balance.









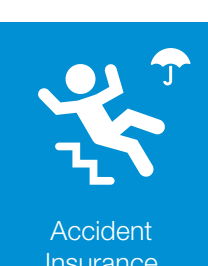

Dr. Sebastien Garnier

Scouting for Open Research Center Asia Pacific and Research Care Materials



BASF has, from the very beginning, given me the opportunity to develop my skills in international projects. I started out in the research unit Advanced Materials and Systems Research at our headquarters in Ludwigshafen before I started managing a team in Berlin for operational recruitment in Europe. Currently, I am working on the establishment of the BASF Open Research Center Asia Pacific and am supporting the development of research activities in Asia.







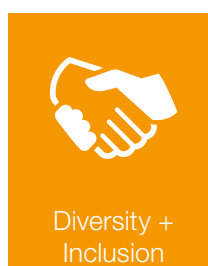











 Health Care	 Onboarding
 Retirement Benefits	 Campus Program
 Vacation	 Assignments
 Accident Insurance	 Management

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

■ Benefits
 ■ 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.