

BASF
We create chemistry

BASF
We create chemistry

BASF
We create chemistry

BASF
We create chemistry

BASF
We create chemistry

 LOUISIANA

PIPELINE

SUMMER 2022



Cole McCullough (left) and Deone Hughes (right) having a discussion in the Utilities unit.

A Day in the Life: Technical Development Program

BASF's Gulf Coast Technical Development Program (TDP) is a two-year program that offers entry-level engineers the ability to develop their knowledge and skills by providing hands-on training and guidance from experienced mentors. The program is available at Louisiana and Texas sites including Geismar, Freeport, Houston, Beaumont and Port Arthur, and includes two 12-month rotations (within the site) to ensure a thorough insight and understanding into their specific areas of interest. Instead of the corporate Professional Development Program that promotes regional rotational assignments

across manufacturing and commercial areas, the TDP program encourages technical expertise and serves as a pipeline of talent for anchor positions specifically in manufacturing.

The Geismar site currently employs four TDPs, two of which are within their first year and two of which are within their second. The Pipeline magazine spoke with these four individuals to provide a deeper look into their experience and why they chose to grow their career at BASF's Geismar site. If you're interested in learning more about the program, contact **Francesca Shreve** (francesca.shreve@basf.com).

In this article:

Clay Knight
Electrical Engineer

Gabriel Ragusa
Mechanical Engineer

Deone Hughes
Mechanical Engineer

Cole McCullough
Chemical Engineer

As former interns, what attracted you to BASF's Geismar site?

Clay: BASF maintained their commitment to its 2020 summer interns, unlike my previous internship. I also felt that BASF would provide more opportunities than other places.

Gabriel: BASF sponsors the BASF Sustainable Living Lab at LSU, which was where I was introduced to BASF. That introduction, combined with hearing great things from friends that work at BASF, convinced me that I wanted to be a part of the team!

Deone: I was attracted to BASF's internship program because of the friendly recruiters at a career fair I attended. They gave me a ton of insight about the company and the different roles that were available, which made me want to pursue the opportunities available to a mechanical engineer working for a chemical company.

Cole: The first time I heard of BASF was through the LSU AIChE (American Institute of Chemical Engineers) Sophomore Camp, which the company sponsored. During a tour of the site, they spent a generous amount of time teaching us about the facility, talking to us about careers, and even taking



Gabriel Ragusa

us into the plant. From there, I started to see the tremendous amount of community involvement and outreach events, including investments into LSU's engineering program and facilities. I knew I wanted to do an internship with a company that is committed to developing future employees.

Why did you decide to continue your career with BASF following your internship?

Deone: I knew this was the place for me after I finished my first internship with BASF. Everyone was welcoming, encouraging and even challenging at times, which pushed me to step out of my comfort zone. I felt comfortable asking questions and getting involved onsite, which led me to return for a second internship with BASF.

Cole: Through my internship, I witnessed BASF's culture and knew this would be a company at which I would be very happy.

Clay: I enjoyed the people I worked with and the culture at the site.

Gabriel: I was offered the opportunity to become one of the first TDPs at the Geismar site, so it was a no brainer! This was a great opportunity to develop my technical engineering skills.

Why were you interested in becoming a TDP?

Deone: This program outlined an opportunity for me to continuously grow my career within BASF without the challenge of starting a new career and new life away from home.

Cole: This program appealed to me because of the opportunity to get multiple experiences within a short period of time. These opportunities have allowed me to determine which roles excite me and which roles I excel at.

Gabriel: My wife and I love Louisiana and plan to build our lives here. Having



Clay Knight

“After my internship, I knew a developmental position would include a variety of learning opportunities and tons of support, which are needed for an entry-level engineer.”

Clay

Electrical Engineer

the opportunity to be a TDP in Geismar means I get to stay close to home while building my career.

What have you enjoyed most about being a TDP?

Clay: I enjoy the opportunities I have experienced and the connections I have made, which aren't always available to an entry-level engineer.

Deone: Being a TDP has been filled with lots of great people, volunteer events and opportunities to build my technical skills. My favorite part has been traveling with my team to another BASF site to provide continuous improvement strategies for noticeable deficiencies within the site's warehouse.

AROUND THE SITE

Cole: Having done the 12-week summer internship previously, I'm excited about working for a longer period. This program will allow me to spend more time in my unit and become more confident in my knowledge of my area.

What do you like most about the Geismar site?

Clay: The complexity of the site and the various business units make every project different and interesting.

Gabriel: The size and culture. There are plenty of opportunities for learning, networking, and cultivating relationships.

Cole: I don't think it's possible to ever be bored at the Geismar site. It is such a huge place with 32 different units and experts in each of those units to gain knowledge from. You could find something new every day.



I like how leadership values their employees and continuously gives them the opportunity to grow across the site.”

Deone

Mechanical Engineer



Deone Hughes



Cole McCullough

How does it feel to be one of the first four TDPs at the Geismar site?

Gabriel: It is a huge honor and I hope to set a good precedent for those who take part in this program after me!

Deone: It feels amazing to be one of the first of four TDPs at Geismar because we have the chance to lay the foundation for those after us. I think I speak for all four of us when I say BASF, the HR team, and our managers have provided us with the resources to become successful in this program and in our careers to follow.

Cole: I think it's really exciting to be one of the first TDPs at the Geismar site. Our experiences and feedback will be used to mold the program to attract future employees.

What would you tell someone who is considering an internship/TDP position with BASF?

Clay: Do it. The industrial experience is second to none at Geismar.

Gabriel: Do it! You will hone and develop your skills at the largest chemical manufacturer on the planet.

Cole: BASF has a great culture of caring about their employees and their community. They are a global company with tons of global opportunities. ■

Technical Development Program Facts

2021 

THE FIRST YEAR THE GEISMAR SITE OFFERED THE TECHNICAL DEVELOPMENT PROGRAM.

5 

BASF SITES WITHIN TEXAS AND LOUISIANA CURRENTLY OFFER THE TECHNICAL DEVELOPMENT PROGRAM.

4 

TDPs ARE CURRENTLY WORKING AT THE GEISMAR SITE. TWO MORE ARE SET TO JOIN IN 2023, WHILE TWO OF THE CURRENT TDPs WILL COMPLETE THE PROGRAM.

2 

12-MONTH ROTATIONS ARE REQUIRED TO COMPLETE THE PROGRAM.

3 

TYPES OF ENGINEERING DISCIPLINES ARE CURRENTLY REPRESENTED IN THE PROGRAM AT GEISMAR: CHEMICAL, MECHANICAL AND ELECTRICAL.



We create chemistry

8404 River Road
Geismar, LA 70734

Prsrt Std
U.S. Postage
PAID
BRPI



BASF
We create chemistry

Innovation starts in Geismar
#wecreatechemistry

www.basf.us/la