



 **BASF**
We create chemistry

Together, we create
chemistry

Leadership Development Programs

“The Leadership Development Program offers its candidates an unprecedented pace of learning. The consistent pressure to integrate and deliver value forges dynamic leaders with large professional networks and a potent range of business experiences.”

ELLIOTT MYERS ETHRIDGE

MBA, LDP Alumnus

Investing in you from day one

Talent is in everyone. To form the best team, that talent needs to be developed and supported at every stage. By providing on-the-job training and diverse assignments, the MBA and PhD Leadership Development Programs allow you to #growatBASF.



Belong here

At BASF, we believe that people are the key to our long-term success and that talent is in everyone. That's why we empower our employees with the tools, guidance and opportunities they need to advance and succeed in work and life. Giving you the support you need to be your best and fulfill your personal ambitions is what helps us create chemistry. After all, our success is linked to yours.

Whatever path you envision, BASF is a great place to build a rewarding, successful career.

“Our success is driven by passionate people. This is why at BASF, we are seeking creative and entrepreneurial minds to help shape our future. **The Leadership Development Programs accelerate development through challenging opportunities.**”

PETER ECKES

President, Bioscience Research

Leadership Development Programs

Our Leadership Development Programs enable you to use your background and prior work experience to hit the ground running by working on challenging projects and gaining the skills necessary to become a future BASF leader.



“The PhD Leadership Development Program is an amazing opportunity to create a strong network and explore diverse career opportunities.

Through these experiences, I can better collaborate and drive innovation and sustainability at BASF.”

SAMANTHA AU GEE

Senior Team Leader Alumna



PhD Leadership Development Program

- + Open to students completing their PhD in Biochemistry, Bioscience, Chemical Engineering, Chemistry, Materials Science, Polymer Science or those completing the first or second year of their first post-doctorate position.
- + Consists of three 8-month assignments, which are customizable to match participants' background, interests and business needs.
- + PhD LDPs are expected to leverage their leadership potential through a variety of enrichment opportunities throughout the program such as: cross functional teams, innovation events, leadership seminars, conferences and research initiatives.
- + Program participants are encouraged to take on assignments in areas completely outside their research expertise.
- + May lead to R&D or opportunities in materials, organic chemical, polymers, agro-chemical, biotech, ecology, innovation and other areas.



MBA Leadership Development Program (MBA LDP)

- + Open to MBA graduates within the last three years who have 3–6 years' work experience and an interest in General Management.
- + This program is an opportunity to excel in individual contributor roles that will allow you the development and experience for future leadership positions. The fast paced, immersive nature of the program accelerates the learning of all participants.
- + Offers high impact, visible assignments which are strategy focused and designed to showcase potential.
- + Consists of four, 6-month assignments in various domestic locations that include opportunities to learn about various businesses, a functional unit within BASF and a guaranteed international rotation. These assignments help you gain a diverse perspective of how BASF operates.

“As an LDP, I’ve had a lot of early exposure to several executives who have a real desire to help you succeed here at BASF. The network I have been able to build and caliber of talent I work with daily have made my experience extremely rewarding.”

IFE ENI-OLORUNDA

MBA LDP Alumnus



MBA Accounting, Economics & Finance Leadership Development Program (MBA AEF LDP)

- + Open to MBA/Masters graduates within the last three years who have 3–6 years' work experience and an interest in Accounting, Economics or Finance.
- + This program is an opportunity to excel in individual contributor roles that will allow you the development and experience for future leadership positions. The fast paced, immersive nature of the program accelerates the learning of all participants.
- + Offers high impact, visible assignments which are strategy focused and designed to showcase potential.
- + Consists of four, 6-month assignments in various domestic locations that include opportunities to learn about Corporate Finance & Accounting, Internal Audit, a Regional Controlling Business Unit within BASF and a guaranteed international rotation. These assignments help you gain a diverse perspective of how BASF operates.



Internships

For many LDP participants, their introduction to BASF begins with a 10-12-week summer internship. Along with assignment responsibilities, interns perform community service, attend networking events and work closely with BASF leaders. We encourage our LDPs to share these exciting opportunities with their social networks and to use [#belongatBASF](https://twitter.com/belongatBASF). Summer LDP internships are available for students seeking their MBA or PhD.



Diverse Leaders Program

Diverse Leaders Program (DLP)

- + Open to MBA graduates within the last five years who have 7–10 years' work experience and an interest in General Management.
- + This program is targeted towards traditionally underrepresented cultural groups, including but not limited to African American, Asian, Latino/Hispanic, Native American, or Pacific Islander descent.
- + Offers high impact learning, development opportunities, networking and mentorship across senior levels.
- + Consists of either a 2-year leadership assignment or two, 1-year leadership assignments in various domestic locations that feature opportunities for international exposure and the ability to drive high profile results.

“Having a diverse workforce is a business imperative. It enables us to seize opportunities and address challenges faster and more creatively. **At BASF, we are committed to creating a safe place for everyone to celebrate and embrace their uniqueness.** We are also committed to create an environment where everyone can have opportunities and equal chance to thrive. The Diverse Leaders Program is an important part of that commitment.”

GULAY K. SERHATKULU

Senior Vice President,

Performance Materials North America

Never stop learning

At BASF, we put learning first. We offer a number of internal development opportunities that are designed to give you the tools you need to succeed in your BASF career from day one.

Learn all about the strategy, mission, history and culture of our company and network with your new colleagues!





The development you need, available when you need it.

At BASF, we partner with best-in-class institutions to offer learning solutions how and when you need it. Two of the most popular are:

Harvard Manage Mentor (HMM)[®]

HMM provides self-paced online courses that feature tools, tips and valuable information on a wide variety of topics. And the best part? It's free. Night or day, you set your own learning schedule.

eCornell

eCornell features a number of courses and certification programs online. Online posts and the opportunity for interaction and networking with others outside of BASF provide you with learning and knowledge that help you excel.

“The LDP program has allowed me to experience working in different business units and functions within BASF, and develop various skills to become a well-rounded leader. It has also broadened my view of the company’s strategic direction.”

GAD EIDELS

MBA LDP

you@BASF

Health. Wealth. Happiness. Find them here. At BASF, our commitment to you means keeping you safe in the workplace, providing access to competitive health insurance and other benefits from day one and providing you with opportunities for career and financial advancement. When you're healthy and successful, we are too.



Putting you first with you@BASF

At BASF, our compelling total offer is known as you@BASF. Through you@BASF, you can discover and take advantage of the perks, benefits and rewards that best suit your needs. Here's an overview on what you can expect:

- + Total compensation that includes a competitive base salary, and an annual bonus that rewards your performance and the Company's results
- + Valuable financial benefits, including Company contributions of up to 10% of your eligible compensation towards retirement savings
- + Programs that go beyond the standard health insurance like Healthy YOU, our program incorporating every aspect of your wellbeing
- + Leaves of absence for when you need time for yourself or others, including paid parental leave for new moms, dads and adoptive parents
- + Flexible work options to help you manage your work and life
- + Perks, discounts and much, much more!

DID YOU KNOW?

As part of our commitment to a diverse and inclusive work environment, all BASF employees and their domestic partners have equal access to our perks and benefits.



Health & Wellness Benefits

We offer a number of health benefits options so you can select the ones that work best for you. Options may include:

- + Medical insurance (HSA, PPO, EPO)
- + Prescription drug coverage
- + Dental and vision insurance
- + Wellness programs
- + Leaves of absence, including paid parental leave



Compensation

Beyond competitive pay, we also provide you with opportunities to earn incentives and rewards that add to your total compensation.

- + Annual bonus
- + Recognition awards
- + Service anniversary awards
- + Employee referral program



Inspiring Work Environment

- + Our flexible work solutions are designed to fit your life and help you deliver results.
- + Opportunities to volunteer and give back through we@BASF



Perks and Discounts

Perks make life better. And we like making your life better whenever we can.

- + Discounts on auto, home and other insurance
- + Preferred supplier discounts on cars, major appliances and more
- + Discounts on mobile devices and plans



Retirement Savings Plan (RSP)

BASF provides a generous dollar-for-dollar match on the first 5% of pay you contribute to your 401(k) as well as an automatic 5% employer retirement contribution, which vests after three years of service.



Generous Vacation Benefits

Three to four weeks of vacation (based on program and/or years of experience).



Education Benefits

You can receive tuition reimbursement for courses you successfully complete in support of your career development goals, subject to certain eligibility requirements.

**YOUR BENEFITS START
THE MOMENT YOU DO**

Create Your Own Chemistry

In addition to the featured benefits, you@BASF offers a wide range of other perks, benefits, rewards and opportunities. The easy-to-use, color-coded you@BASF Periodic Table highlights all we offer. From benefits and development to work environment and compensation, you@BASF empowers you to select and combine elements to make the most out of work and life, and achieve total wellbeing.



Disability Coverage



Leaves of Absence



Pet Insurance



Life Insurance



Retirement Benefits



ID Theft Protection



Home + Auto Insurance



Family Care Solutions



Vision Care



Flexible Spending Accounts



Dental Care



College Readiness Support

Your **Benefits**


Your **Learning & Development**

Your **Work Environment**


Your **Compensation**

you@BASF


PERIODIC TABLE



Performance Management



Employee Crisis Support



Total Rewards Statement




Employee Discounts




Wine Cellar




Health Care




Learn a New Language



Onboarding




Grow & Tell



Employee Assistance Fund



Safety-First Work Environment




Service Anniversary Awards




Vacation




Group Legal Services



Supplier Discounts




Mentoring




Lifelong Learning




Volunteering



Ergonomics Support



Employee Referral Bonus



Transitions at Work




Adoption Reimbursement




Infertility Benefit




Telemedicine




Rotational Development Programs




Employee Development




College Scholarships



Employee Groups




Retirement Gifts



Bonus



Employee Assistance Program




Wellness Programs




Internships




International Assignments



Take a New Role




Matching Gifts



Flexible Work Arrangements




Sales Incentives



Recognition




Long-Term Care Insurance



Second Opinion Services




Tuition Reimbursement




Leadership Development




Giving Back




Diversity + Inclusion



Employee Feedback



Base Pay



Merit Increases



BASF is:

Diverse

We embrace diversity of gender, race, experience and points of view and have been named a Top 50 Company for Diversity by DiversityInc. nine years in a row.

Global

Approximately 110,000 employees serve customers in more than 80 countries worldwide.

Award Winning

We're not only one of the World's Most Admired chemical companies, we're also consistently recognized for our sustainability, diversity and safety practices.

Successful

We are a financially strong company, creating chemistry for a better world since 1865.

Sustainable

Our headquarters in Florham Park, New Jersey is built to U.S. Green Building Council LEED® Double Platinum standards, one of only a handful in the United States.

Socially Responsible

Our employees regularly donate time, resources and their talents to local charities, disaster relief and community organizations.



We create chemistry for a sustainable future

At BASF, we create chemistry for a sustainable future. We combine economic success with environmental protection and social responsibility. More than 110,000 employees in the BASF Group contribute to the success of our customers in nearly all sectors and almost every country in the world. Our portfolio is organized into six segments: Chemicals, Materials, Industrial Solutions, Surface Technologies, Nutrition & Care and Agricultural Solutions.

DISCOVER OUR GLOBAL OPPORTUNITIES

Where will your BASF career take you? With global opportunities, a position in one location may lead to opportunities for an assignment in China, Germany or any one of the more than 80 countries we're currently operating in worldwide.

Make sure to follow us on:



WE LIVE OUR VALUES

CREATIVE

We embrace bold ideas and give them the space to grow.

OPEN

We value diversity—in people, opinions and experience.

RESPONSIBLE

We make sustainability part of every decision.

ENTREPRENEURIAL

We seize opportunities and think ahead.

BASF CORPORATION

BASF is an Equal Opportunity Employer: M/F/D/V

For more about BASF, visit:

www.basf.com

To explore careers and apply:

basf.com/universitycareers

Connect with us:

 **[BASFNorthAmerica](https://www.facebook.com/BASFNorthAmerica)**

 **[BASF](https://www.linkedin.com/company/basf)**

 **[BASF_CareersNA](https://twitter.com/BASF_CareersNA)**

 **[BASF_NA](https://www.instagram.com/BASF_NA)**