

# Challenger 2008

## - BASF Greater China Graduates Program



Do you dream high to accomplish your professional career? Do you think you have what it takes to achieve it? We see our unique graduate program – Challenger – as part of our highly valuable talent management in BASF Greater China, which contributes our company to build the successful future together with the most equipped professionals/leaders.

Launched firstly in 2007, each year we select, train, and develop the most talented, passionate, and enthusiastic graduates across China. If you think Challenger of BASF Greater China is the best fit for yourself, you are most welcome to join us with the completed application **by November 9<sup>th</sup> (Fri.), 2007.**

### About BASF

BASF is the world's leading chemical company: The Chemical Company. Its portfolio ranges from chemicals, plastics, performance products, agricultural products and fine chemicals to crude oil and natural gas. As a reliable partner to virtually all industries, BASF's high-value products and intelligent system solutions help its customers to be more successful. BASF develops new technologies and uses them to meet the challenges of the future and open up additional market opportunities. It combines economic success with environmental protection and social responsibility, thus contributing to a better future. BASF has over 95,000 employees and posted sales of €52.6 billion in 2006. BASF shares are traded on the stock exchanges in Frankfurt (BAS), London (BFA), New York (BF) and Zurich (AN). Further information on BASF is available on the Internet at [www.basf.com](http://www.basf.com).

### About BASF Greater China

BASF has been a committed partner to Greater China since 1885. It is one of the biggest foreign investors in the China chemical industry. The company currently has more than 5,500 employees and operates 29 wholly-owned subsidiaries and nine joint ventures. In order to stay in tune with local markets, the company maintains six offices and two branches. In 2006, BASF achieved sales of over EUR 3.6 billion in Greater China. For further information, please visit [www.greater-china.basf.com](http://www.greater-china.basf.com).

### Challenger at a glance

“Challenger” in BASF Greater China is a specially designed program for a new graduate who is very interested in building his/her future career by a wealth of global business knowledge, skills, and diverse experiences with fast learning opportunities. Its span of time period is 18-30-month; during the designated timing, you will be

systematically learnt under the integrated training & development programs specifically tailored for your development of becoming a successful professional in future.

In essence, the program framework consists of:

- Red-carpet orientation
- Rotational job assignment (e.g. getting involved in different business units/areas etc.)
- Exposure to other functions, (e.g. business controlling, supply chain, production, and etc.)
- Business knowledge/skills program to build up balanced professional/leadership competency
- Selection of outstanding performers for 6-to-12-month assignment program in regional headquarters (Hong Kong / Singapore)

In addition, you will gain supportive ideas, experiences, and network resources from:

- Your rotational assignment supervisor with On-the-Job coaching
- Your 1:1 mentor with enriched experiences of BASF business, successful career management, and networking
- 1<sup>st</sup> Challenger participants with prior experiences of actively engaging in the assignment

### **Deployment of Rotational Assignment**

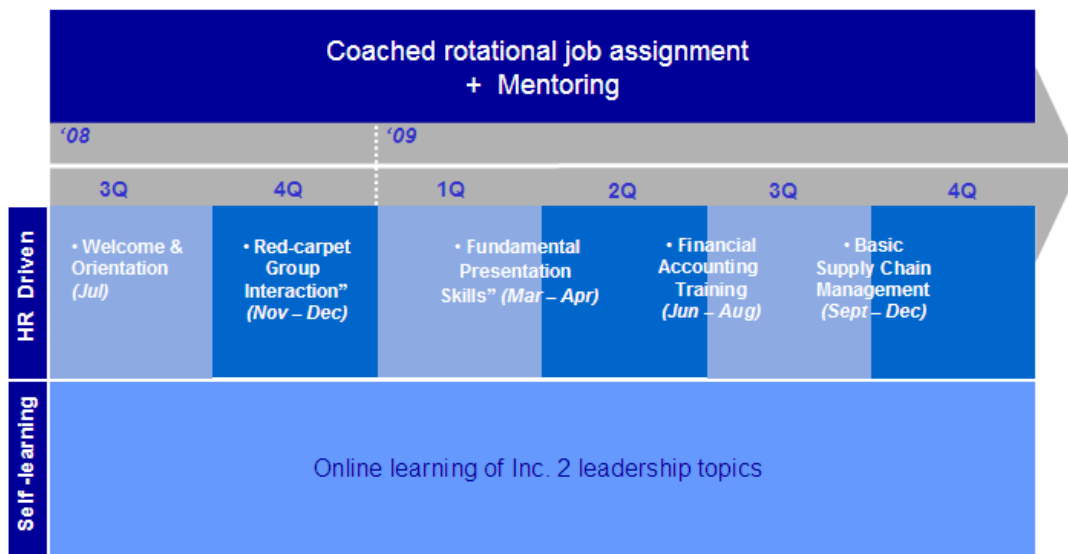
Your rotational assignment is designed to lead you to build up your cross-functional working experience, while equipping you with a bandwidth of knowledge about business operation in pursuit of high caliber of professional. For an instance, if you are a Marketing & Sales Challenger, you will be deployed to be working across R/D Application Lab, Sourcing/Supply Chain/ Process & Quality Management, and Business Units.

Your assignment supervisor will coach you along the process, on topics of varying work objectives, procedures, practices, and etc. Besides, working chances with team members will help you to become an interactive co-working team member, who is willing to learn from valuable experiences, knowledge, and perspectives in company for continued growth.

### **Roadmap for Training & Development**

Our commitment for our challengers' training & development starts with the Integrated Induction Program. The following roadmap manifests our consistent approach in supporting for our Challengers to achieve successful career foundation and further development by way of systemized training and development programs.

Through the welcome event comprising a set of exciting programs, you will get the opportunities of increasing awareness/understanding about Challenger program as well as BASF business across Global/Greater China.



In addition, you will gain the chances of developing the core business knowledge/skills, which will be highly essential for you to achieve the solid professional competence. The topics included are Communication Skills, Financial Accounting Training, Basic Supply Chain Management, and Developing Leadership.

You will be also accessible to a variety of self-learning resources from our intranet system. In the end, all of these acquired knowledge/skills will fast move you forward to become highly competitive professional.

### After Challenger Program

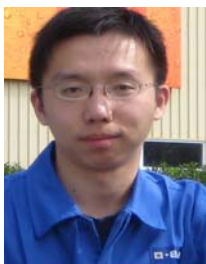
Upon the completion of assignment, you are to be moved to the next step of starting with permanent roles based upon the developed experiences/skills during Challenger assignment period. For this approach, we would like to value your initiatives with aspiration, together with our business needs. Corresponding actions will be followed - up in regards to your internal job application and placement. Your continued learning opportunities never stop here, rather you will get a wealth of specialized learning resources for your further career advancement with the supports from your manager and/or consultation with HR.

### Ambassadors of Challenger Programs

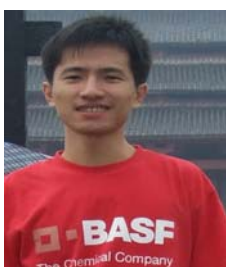
Our first Challengers with varying goals & aspirations would like to share their views, and encourage your joining for 2<sup>nd</sup> Challenger Program together too.



*“BASF as the top chemical company is a really ideal choice for graduate to start your career. The mentor and supervisor give us professional suggestions, and share their own experiences. You can also find the colleagues here very good partners in work and good friends in daily life” - Liu Wangzhan/ Tongji University*



*“Challenger program is a great chance for me, I get working in different functions over the assignment period of time. These experiences could help to make the good career development. I am enjoying my work in BASF now, and expect to share my experiences with you. - Liu Yiming / Beijing University of Chemical Technology*



*“In BASF - the biggest Chemical Company with glorious past and long history - . I truly feel the company highly values people. There are professional teams in the company, and people in BASF are very kind, and helpful. The company also commits mighty responsibility to society with responsible safety, health, and environmental activities - Hu Liang / East China University of Science and Technology*

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### Application & Selection of Challenger Program

For the required qualification for 2<sup>nd</sup> Challenger Program, we would like to consider the following for key selective elements:

- Fresh postgraduates for Marketing & Sales in the fields of Chemistry, Chemical Engineering, Biotechnology & other chemical industry-related majors (Master of Science & top Bachelor of Science)
- Academic achievements entering top 20% in the Department
- Fluency in spoken and written English
- Good interpersonal skills, communication and team-working
- Good handling with basic computer systems and applications (e.g. MS office)
- Preferably having experiences in leaders of student unions/clubs
- Preferably having intership experiences

If you have decided for becoming 2<sup>nd</sup> Challenger employees in BASF Greater China, please submit your application forms together with your resumes and your proven records of academic achievements **to respective professors by November 9<sup>th</sup> (Fri.), 2007**. Upon receiving your application, we will revert to you with the further notice **until December 7<sup>th</sup> (Fri.), 2007**.

For successful applicants, we invite them to the organized interviews by HR and the chosen managers from business/functional units. According to the outcome of interviews, we will invite you to the Challenger Assessment Center where you are free to demonstrate your ideas, opinions, skills. Upon your suitability proven, you will be finally interviewed by Senior Management.