

BASF



We create chemistry

BASF is one of the world's leading chemical companies with headquarters in Ludwigshafen am Rhein, Germany, and 234 other locations in 92 countries around the globe. We produce a wide range of products and develop innovative solutions that are used in many different industries – from automotive to construction and agriculture. Our vision is to help our customers achieve greater sustainability through our innovations. At the same time, we are transforming ourselves. We aim to be climate neutral by 2050 by doing everything in our power to make our production, energy use and products more efficient and sustainable. But achieving great plans requires a strong team. Therefore, we are looking for colleagues who want to create something great and believe in the innovative power of big ideas. Does this sound like a mission that fits you? Then come on board and help us shape the future together.

TOP START International Business Leader Program (m/f/d)

City: Ludwigshafen; Starting date (earliest): At the earliest possible;

Remuneration: Attractive compensation; Reference number: 93999

Working field

WELCOME TO BASF

With TOP START, our exclusive three-year program for future leaders, we will prepare you for a leading position in general management. Contribute your creativity, passion and entrepreneurial drive at BASF and start your successful career with us! Learn more about TOP START here.

WHAT YOU CAN EXPECT

Would you like to experience BASF from different perspectives and different regions? Is working on international, mission-critical projects your preference? You value diversity and an exciting environment? Are you willing to step out of your comfort zone to grow as a leader every day?

Our TOP START International Business Leader Program offers a unique opportunity for the best graduates around the world to experience all that while maximizing their potential and developing themselves into a leading position for a successful general management career.

- You would like to take on responsibility? Actively participate in our international environment from day one and contribute to BASF's success by leading business-driven projects.
- Are you flexible, open-minded, and feel at home in the world? Be part of three different units in different regions of the world - all within three years. Get to know a variety of business areas both on operational and strategic level.

- Personally customized development and mentoring is important to you? Our coaching and development programs combined with continuous feedback and an individual mentor from our top management accompany and support you on your way to a successful career.
- Networking is an essential part of your professional life? During the whole trainee program, you are in close exchange with our program manager and participate in numerous networking opportunities with trainees, alumni, and board members.

Would you like to gain more insights? Join our TOP START live stream on Tuesday, January 27th, 2026, to find out more. Click here to register for the presentation: https://www.careerfairy.io/portal/livestream/uGBft1uNO71ryNTHmxXi?utm_source=client&utm_campaign=events&utm_content=bASF-de

You can also take the opportunity at the Future Leaders Summit to show us why you have the potential to become a future leader at BASF – and apply for our two-day Future Leaders Summit on 5 and 6 May 2026 at our headquarters in Ludwigshafen! https://bASF.jobs/dark_blue_EMEA/job/Ludwigshafen-am-Rhein-Future-Leaders-Summit-2026-Event-for-TOP-START-International-Business-Leadership-Program-%28mfd%29/1156660601/

Requirements

- Outstanding performance - You have an excellent degree in the field of business/economics (Master, PhD, MBA) with no more than three years of work experience. On top of your strong management expertise, you ideally bring a general technical curiosity or even have a background that combines management and technology to quickly understand and navigate complex innovation-driven environments.
- Experiences out of your comfort zone - You have first practical experiences in leading companies, e.g., through demanding internships. Your international experiences have strengthened your communication skills and fluency in English and another language.
- Think and act like a leader - Your analytical mindset helps you quickly capture complex topics and situations and you enjoy an innovative and sustainable approach.
- Inspiration and openness - Your future-oriented actions and implementation of ideas are characterized by your entrepreneurial drive, empathy and a strong sense for collaboration.

What we offer

- A successful start to your career at a global company with individual career planning tailored specifically to you, challenging and diverse tasks and a wide range of development measures.
- Attractive compensation, including occupational social benefits and outstanding development opportunities within an international company.

Application

https://bafst.jobs/dark_blue_EMEA/job/Ludwigshafen-am-Rhein-TOP-START-International-Business-Leader-Program-%28mfd%29/1040190301/?utm_campaign=top_start_international_business_leader&utm_source=careersite

More information at <https://stellenticket.de/200431/TUB/>
Offer visible until 05/02/26

