



Science For A Better Life



CropScience
Business Services

HealthCare
Industry Services

MaterialScience
Technology Services

www.myBayerjob.cn

您的拜耳之路由此开始

Your Road to Bayer Begins Here

2007人力资源招聘手册
2007 HR Recruitment Brochure

拜耳(中国)有限公司
Bayer (China) Limited

中国杰出雇主
China's Top Employers™
上海地区 2007
Region Shanghai

Corporate Research Foundation

拜耳在大中华地区

拜耳大中华区是驰名世界的拜耳集团的组成部分。作为一家科技创新型公司,拜耳在香港、台湾和中国大陆市场取得了斐然的成绩。拜耳大中华区由3个子集团:拜耳作物科学、拜耳医药保健、拜耳材料科技,以及两个服务型子集团拜耳技术服务和拜耳商业服务组成。

在中国,拜耳将公司理念转化为实际行动,致力于实现“拜耳的方案应中国之需”的承诺。这一承诺意味着我们的高品质产品,为人们创造着更美好的生活。



Bayer in Greater China

Bayer Greater China is a part of Bayer Group, which is headquartered in Levekusen, Germany. The company actively operates in Greater China region, covering the local markets of Hong Kong, Taiwan, and mainland China where it is presented with three business subgroups, Bayer CropScience, Bayer HealthCare and Bayer MaterialScience as

well as two service functions, Bayer Technology Services and Bayer Business Services.

In China, Bayer is putting its philosophy into action with the commitment to provide 'Bayer solutions for China's needs'. And that means quality products that improve people's lives.



我们的历史

- 1882** 首次进入中国销售纺织染料
- 1913** 在上海成立拜耳贸易有限公司
- 1936** 拜耳医药(上海)有限公司
开始生产阿司匹林
- 1958** 通过拜耳中国公司(香港)开展进口业务
- 1984** 拜耳作为投资者进入中国
- 1994** 在北京成立拜耳(中国)控股公司
(2003年迁至上海)
- 1999** 成立13家生产企业
- 2001** 拜耳上海一体化基地破土动工,
标志着大规模投资的开始
- 2006** 拜耳上海一体化基地拜耳材料科技旗下
的所有公司开始投入生产

Our History

- 1882** First Sales of textile dyes
- 1913** Founding of Trading Company Fr.
Bayer Co. in Shanghai
- 1936** "Aspirin" Production at
Bayer Pharma Co. Shanghai
- 1958** Import business through
Bayer China Ltd., Hong Kong
- 1984** Entry of Bayer as an investor in China
- 1994** Established Holding Company
Bayer (China) Ltd. in Beijing
(moved to Shanghai in 2003)
- 1999** Established 13 production enterprises
- 2001** Groundbreaking for Bayer Integrated Site
Shanghai, start of large-scale investment
- 2006** Start-up of production in all BMS
business group represented at Bayer
Integrated Site Shanghai



我们的员工

拜耳大中华地区的员工总数在过去三年里以平均每年高于30%的速度增长,目前拥有5000多名员工。这源于规模不断扩大的生产活动和不断拓展的市场销售网络,公司对高技能,高素质员工的需求在今后几年内仍将保持这样的增长趋势。

Our People

Bayer's workforce in Greater China has enjoyed a growth rate of some 30% on average over the past three years. This is an ongoing trend that we believe will carry into the next few years. The underlying reasons for the growing demand for high-skilled, high-qualified staff include increasing production activities as well as expanded marketing and sales networks.

我们的产品

拜耳长期的创新发明历史为一万多种不同的产品组合奠定了坚实的基础,而我们的产品不论是现在还是未来始终为人类创造着更加美好的生活,其中最著名的一些创新产品有:



医药保健领域

(医药、保健消费品、糖尿病护理、动物保健、诊断): 阿斯匹林®, 达喜®, 力度伸®



作物科学领域

(环保杀虫剂、种子处理、杀菌剂、除草剂): 锐劲特®, 骠马®, 敌杀死®

创新材料领域

(聚碳酸酯、聚氨酯、涂料、粘合剂和密封剂、热塑性聚氨酯、无机基本化学物): 模克隆®, 拜本兰®, 模克福®



Our Products

Our history of invent provides the foundation for a portfolio of 10,000 plus products which make life better for the current and future generations. Some of the best known are:

HealthCare - Animal Health, Consumer Care, Diagnostics, Diabetes Care, Pharmaceuticals: BayAspirin®, Talcid®

CropScience - Environmental Science, Insecticides, Seed Treatment, Fungicides, Herbicides: Decis®, Regent® and Puma®

MaterialScience - Polycarbonate; Polyurethanes; Coatings, Adhesives and Sealants; Thermoplastic Polyurethanes; Inorganic Basic Chemicals, which are widely used in the industries such as: Automotive, Construction, Electrical/electronics, Sports and Leisure articles. Makrolon®, Bayblend®, Makrofol®

Lars Achtruth 想让每个人的生活变得更美好。作为拜耳的一名数据分析师, Lars 深知他的使命, 为了能造福人类的新发现, 不懈地探索着, 努力着。我们把这种精神称之为“拜耳精神”, 正是这种精神把拜耳人团结在一起。如果您也被这种精神所鼓舞, 那么我们将很欢迎您的加入。

您的理想雇主

您的未来也是我们的未来

我们深信一个好的雇主应为其员工提供实现自我价值和发展的环境。拜耳集团为员工个人发展提供了集团内部跨公司, 跨国家的职位调动机会, 使员工参与到新的工作任务和挑战中。

量身定制的个人发展计划

拜耳集团业务的多样性和国际化为其员工提供了广阔的个人发展平台。员工一旦加入拜耳, 就会得到公司在培训、业绩表现和个人潜力挖掘等方面提供的帮助。无论您的专业和职务是什么, 您都将对自己的发展前景了然于胸。我们不仅提供正规的培训, 而且还通过精良的个人发展计划和在职培训等途径为您的前途指路。

个性化的培训计划

在拜耳, 所有员工都有机会参加培训。人力资源部为员工量身定制了个性化的内部和外部的培训项目, 从语言能力、IT技能到管理技巧等, 种类丰富多样。拜耳还专门为技术人员设置了技能培训, 如在国外生产基地开展的培训项目, 由当地经验丰富的员工为即将在中国投产的新工厂培训一线技术人员。

Your Employer of Choice

Your Future, Our Future

As a top employer, we offer you an environment and culture that nurtures your talents and helps you to recognize and develop your potential, which in return continuously contributes to our corporate development.

Tailor-made Personnel Development Scheme

As an innovation company with an international presence in different businesses, we offer you a grand platform to start and develop your career. We encourage continuous professional development for all by not only taking personalized training courses, but also through structured programs, mentoring or coaching, and very importantly on-the-job practicing and learning.

Personalized Training Program

At Bayer, any employee can receive training. The HR department designs a broad portfolio of internal as well as external training program, ranging from language courses and computer classes to extensive external training in management skills. Some technical trainings take place abroad, where the overseas engineers share their long-term experience with their Chinese colleagues who are expected to work in our new facilities here in China.



以人为本的工作环境

我们认为工作是生活的一部分,并占据了很大一部分时间。在拜耳,我们保证这些时间的分配得到员工的首肯。因此,我们为员工提供了一个洁净、安全、开放式的工作环境。以员工餐饮区为例,这是一个非常舒适和宽敞的空间,设施齐全:有足够的冷藏柜来放置员工的饭盒和饮料,有多个微波炉和烤箱,还有咖啡机等设备。除了吃午饭,员工还可以在这里喝咖啡和聊天,这样的环境有益于相互的交流。

具有竞争力的薪资福利系统

从长远来看,为了吸引人才、保留人才,并激励人才,我们确保所提供的薪资福利具有市场竞争力。我们期待着员工能有优秀的表现并得到优厚的回报,因而把薪资和员工对公司的贡献直接联系起来。

积极的校园招募计划

随着业务的飞速发展,中国已成为拜耳的投资重镇,拜耳计划在将来招募更多的应届生并通过内部培训和实习帮助他们尽快地适应新岗位。为了更好地吸收优秀毕业生,拜耳正积极地推进其校园招募计划。在高校招募日中,我们不仅作为雇佣单位出现,还会邀请公司员工到场作宣讲。通过和高等院校以及研究机构的合作,我们可以与有潜力的人才进行早期对话,双方都有机会更好地了解对方,并判断是否在将来有双赢的合作。

A Friendly Working Environment

"An organisation of people", we demonstrate this principle as always. We look at work as a part of life that takes up a large part of our lifetime. As a company we have to ensure that this period of time is spent in an agreeable way. Therefore, we would like to provide you a clean, safe and open working environment.

Competitive Compensation & Benefits Package

We are committed to ensure the overall compensation & benefits package we offer to you are market competitive and aim to support company to achieve long-term business objectives by attracting, retaining and motivating talents through competitive and consistent C&B policies and programs.

Pro-active Campus Recruitment Program

With business expanding quickly and China becoming an investment focus for Bayer, we are looking at hiring more graduates and help them adjust to new positions quickly through in-house and on-the-job training. Through cooperation with institutes of higher learning we can enter into an early dialogue with potentially interesting talent and both sides have a chance to gain better insight into the other and decide whether collaboration would bring about a win-win situation for both.

拜耳(中国)有限公司
Bayer (China) Limited

中国上海市浦东新区花园石桥路33号
花旗集团大厦18楼 邮编:200120
18F Citigroup Tower, 33 Huayuan Shiqiao Road
Pudong Shanghai 200120, P.R.China
电话 / Tel: +86-21-61468282 分机 / Ext. 8222
传真 / Fax: +86-21-61468223
电子邮箱 / E-mail: recruitment@bayer-ag.de

人力资源网站 / HR Website: www.myBayerjob.cn