



Science For A Better Life



CropScience  
Business Services

HealthCare  
Industry Services

MaterialScience  
Technology Services

[www.myBayerjob.com](http://www.myBayerjob.com)

## Bioscientists

Do you have the Bayer Spirit?

Research and Development, Screening,  
Toxicology, Analysis, Registration,  
Marketing, Product Management

**Lucia Rosano** wants to make the world a better place – for everyone.

As a bioscientist at Bayer, Lucia knows she is doing just that. Searching for solutions and never giving up. That is the passion that unites all of us at Bayer. We call it the Bayer Spirit. If you feel it, too, then it is high time we had a chance to talk about a career at Bayer.



## Start out with a sound basis

Bayer offers biologists employment opportunities in a number of different areas in the life sciences, for example at Bayer HealthCare AG (Pharmaceuticals, Animal Health), Bayer CropScience AG (Crop Protection, Environmental Science and BioScience) and Bayer Industry Services (Environmental Services). Bayer HealthCare AG develops and markets mainly prescription drugs. The aim of our research is to discover innovative human drugs, primarily for cardiovascular disease, the corresponding risk factors and cancer. Bayer CropScience AG focuses on the development of crop protection products (fungicides, herbicides, insecticides) and is responsible for both agricultural and non-agricultural (Environmental Science) applications. BioScience focuses on global research into and development and marketing of high-quality seed for vegetables and agricultural crops.

Animal Health develops, manufactures and markets veterinary medicines and nutrition and grooming products for livestock and pets (including parasiticides and anti-infectives) and hygiene products (e.g. to combat insects that spread disease). Environmental Services at Bayer Industry Services develops and utilizes analytical methods to monitor the wastewater discharged from production facilities and treatment plants as well as new wastewater treatment technologies. Other activities include testing products and substances for environmental compatibility in compliance with statutory regulations. Biologists also work in marketing Bayer's environmental services.



## Requirements

Biologists are expected to have successfully completed their studies within the shortest possible time. We are therefore looking for biologists with and without a doctorate who would like to contribute their specialist scientific expertise to our operations. Candidates should have good communication skills and experience in publishing and presenting their work in both German and English. A period of foreign study or work experience is also desirable. Working in an interdisciplinary team additionally requires broad-based scientific knowledge, an ability for analytical thought and excellent interpersonal skills. We are particularly interested in candidates who are prepared to act on their own initiative and work independently.

Biologists interested in working on drug development should have specialized in cell biology, microbiology, pharmacology, biochemistry, immunology or molecular biology. Experience of animal experiments is often required.

For the development of and research into crop protection products we require biologists with various areas of specialization, especially microbiologists, molecular biologists, biochemists, agricultural biologists and scientists, botanists, entomologists and phytopathologists with a sound knowledge of physiology and biochemistry. BioScience generally seeks to recruit biologists specializing in genetics, breeding, molecular biology, cell biology, plant physiology, bioinformatics or botany.

Biochemistry, microbiology, parasitology or zoology is normally required for work on veterinary medicines, while for employment in Environmental Services a broad training in molecular biology and biochemistry with specialization in microbiology, cell

biology or ecotoxicology is required - depending on the area of employment.

## What we offer

Bayer offers a wide range of entry points and development opportunities for bioscientists, especially in R&D.

## Screening of active substances

Bioscientists working in basic research focus on the discovery and validation of new active ingredient targets using biochemical and molecular biology methods, and on the development of new applications for screening models.

Designing and performing in-vitro and in-vivo screening of new active ingredients is a more practically oriented job. This involves investigating the intensity, spectrum and mechanism of action as well as the metabolism of targets using a large number of test variations, e.g. with physical methods on isolated organs or plants, biochemical methods or animal studies.

## Toxicology

Another major area of employment for bioscientists is toxicology. This involves analyzing the impact of active ingredients on inhabited and uninhabited environments.



**Areas of work for bioscientists**

Research and Development, Screening, Toxicology, Analysis, Registration, Marketing, Product Management

## Analysis

To comply with statutory regulations, products and substances have to be tested for environmental compatibility. Biologists develop and utilize analytical methods to monitor wastewater from production facilities and treatment plants.

Personnel development at Bayer integrates the selection, advancement and ongoing training of employees. Our aim is to select and employ the most able people worldwide and to provide systematic training and development opportunities to enhance their professional and interpersonal skills.

## Other areas of employment

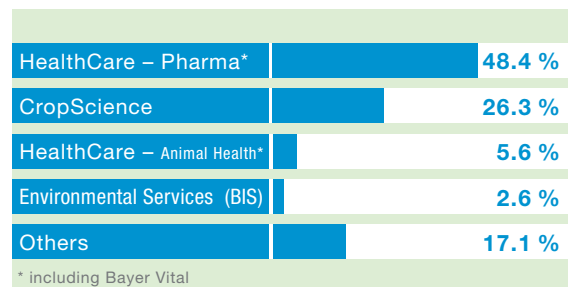
Other areas of employment in R&D include biological quality control, planning and implementing field trials, approval and registration processes (involving extensive contact with authorities), documentation and - in the Pharmaceuticals Division - biometry and animal testing.

## Sales and Marketing

Outside of R&D, sales and marketing are major areas of employment for biologists. The focus here is on scientific and technical advice for users (e.g. physicians), product management and marketing of environmental services. A specialist knowledge of biology is also required for cooperation with industry associations and committees, to ensure the development of appropriate guidelines and test methods.

## Development opportunities

Biologists usually go straight into the job with a defined set of responsibilities in R&D. This may be followed by job rotation in Germany or abroad.



\* including Bayer Vital

Areas of employment for bioscientists in Bayer's subgroups and service companies. Total: approx. 300 (May 2006)



## Contact

### **Dr. Dirk Pfenning**

Bayer Business Services GmbH

Human Resources Services

University Marketing

Phone +49 214 30 28290

**Email** [dirk-michael.pfenning@bayerbbs.com](mailto:dirk-michael.pfenning@bayerbbs.com)

**[www.myBayerjob.com](http://www.myBayerjob.com)**

