



Science For A Better Life



CropScience
Business Services

HealthCare
Industry Services

MaterialScience
Technology Services

www.myBayerjob.com

Chemists

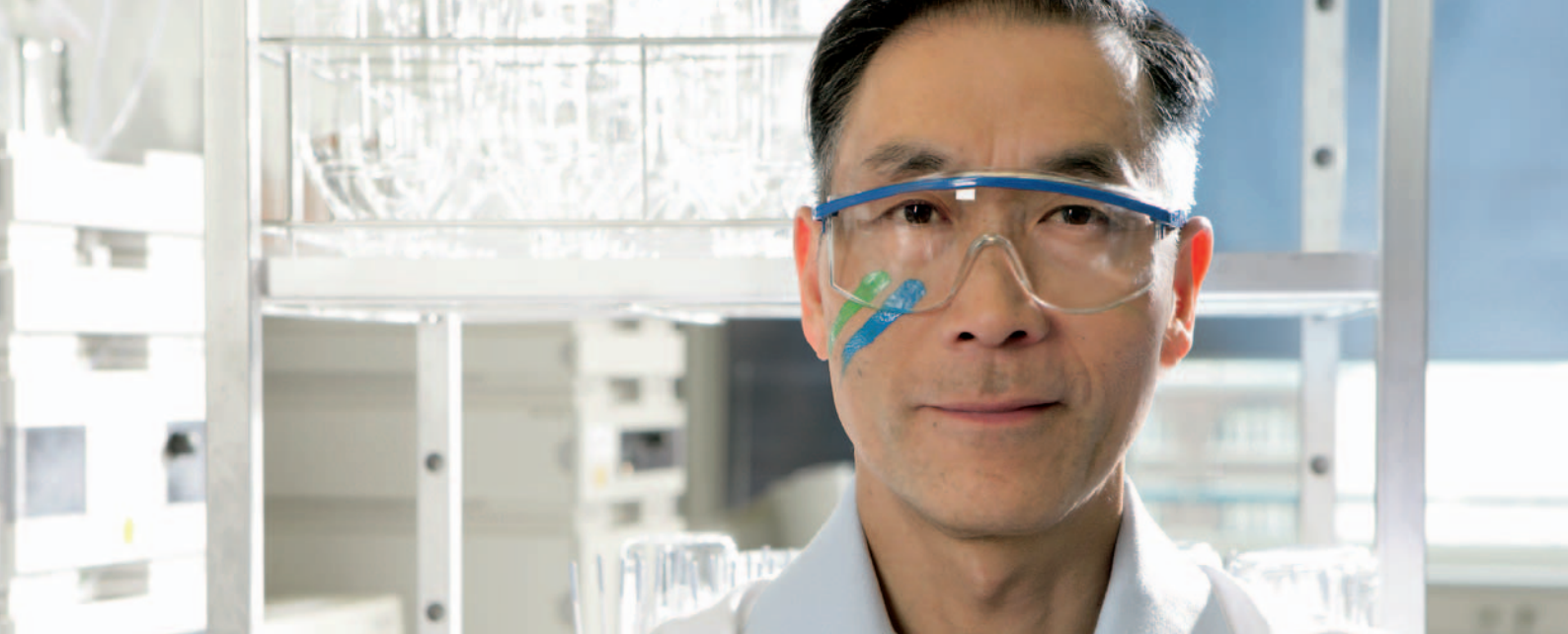
Do you have the Bayer Spirit?

Research and Development, Synthesis, Analytics,
In-house Consulting, Patents, Information Technology,
Production, Marketing

Koichi Tanaka, chemist at Bayer, has the Bayer Spirit.

Do you?

Every day we at Bayer work to make the world a better place, searching for solutions and never giving up. That's the passion that unites us. We call it the Bayer Spirit. If you feel it too, then it's high time we got to know each other.



Start out on a sound basis

PhD chemists can choose between a variety of entry points into Research and Development units in our HealthCare, CropScience and MaterialScience subgroups in Leverkusen, Wuppertal, Monheim, Krefeld-Uerdingen and Dormagen.

There are many exciting projects in the field of analytical, inorganic, organic, physical and technical chemistry, in biochemistry and food chemistry.

Further opportunities for chemists are offered by Bayer Industry Services and Bayer Business Services. These companies recruit chemists for interesting positions in the fields of analytics, patents, environmental protection, information technology and in-house consulting, while Bayer Technology Services employs chemists for interdisciplinary and international project work in the fields of technical chemistry, catalysis, kinetics, online analytics and technology assessment.

Although we are interested in chemists from all disciplines, we are mainly looking for chemists trained in polymer chemistry, engineering, materials science and preparative organic chemistry for synthesis research and technical chemists for process research.



What you offer

We expect candidates to have quickly and successfully completed their studies, ideally rounded off with a period of foreign study, work placements and internships. We are not just looking for candidates with excellent qualifications – we also attach great importance to personality. Interdisciplinary teamwork is pivotal to all our work. New products are the result of many different activities and the interaction of experts from a variety of disciplines and organizational units. Active substance researchers, for example, work closely with pharmaceutical and crop protection biologists to screen new substances for their efficacy in a particular cell, organ or plant. Chemists in the MaterialScience subgroup are in close contact with Marketing and Process Engineering specialists. Similarly, chemists working in Environmental Services cooperate with Marketing, plant managers and Communications.

What we offer

Bayer offers chemists the best conditions: a modern, innovative working environment, international and interdisciplinary teamworking and excellent career prospects.

Chemists at Bayer have a wide range of employment and development opportunities. For example, chemists who graduated with particularly good grades within the past two years can write their

doctoral thesis at Bayer Schering Pharma in Berlin. Those wishing to continue their research in post-doc projects are just as welcome as experienced chemists.

Research and development

For chemists, R&D is the main entry point to the company: nearly 70% start their career here.

As research laboratory managers, chemists head a team of laboratory technicians and assistants, planning and supervising experiments. As at university, careful study of the literature beforehand is important.

Managing a laboratory is both the main entry point and the main area of employment for chemists at Bayer. Here corporate goals have top priority. Unlike academic research, industrial research focuses on the search for new substances and process refinements that can be used commercially. Laboratory activities are divided up into two areas: basic research and product or process-related R&D. Basic research involves the discovery of new substances and principles that will yield new product groups, and is concerned with the search for new synthesis routes. By contrast, product-oriented research seeks to optimize product properties, quality and processes and involves cooperation with Market-

ing. Our goal is to produce top-quality, environmentally friendly products with high added-value which we can successfully market worldwide.

As well as planning and supervising laboratory work, managing a research laboratory involves evaluating and interpreting experimental results. The findings are summarized in reports and discussed in project groups which are responsible for deciding whether a project should be continued or halted. A key task in pharmaceutical development is the provision of drug substances as required for further use in downstream development functions (in preclinical toxicology studies and Phase I, II and III studies). This complex process requires thorough planning throughout the whole project.

Analytics

This area of activity involves performing routine analyses and developing new analytical methods, e.g. for the separation and classification of enantiomers.

Analytics includes quality assurance, a large field that is becoming increasingly important in nearly all areas, including the production of pharmaceuticals. Good Laboratory Practice (GLP) and quality control are therefore gaining significance as well. Analytics also encompasses materials testing, an area in which tasks range from flash point determination to x-ray structural analysis.

Information management and knowledge management

Modern research in high-tech laboratories requires the support of customized software which is developed by the Science and Technology unit of Bayer Business Services. This work is an interesting part of active ingredient research and is directly connected with high-throughput screening and synthesis robots.

However, computer-controlled laboratory processes are just one part of this work. Integrated intranet-based information systems and services support our research staff in all areas of their work, beginning at the idea evaluation stage, where researchers are helped by quick and easy access to extensive databases – similar to a virtual library - and continuing through to experimentation, documentation and publication stages which are accelerated by web-based laboratory logistics and the electronic lab journal.

Bayer Business Services provides innovative solutions to facilitate efficient knowledge management in areas where knowledge is doubling at increasingly short intervals.

In-house consultants

In-house consultancy is a growing area of employment for chemists who are interested in broadening their horizons. Combining accurate scientific thinking with economic considerations is an interesting challenge for chemists with outstanding communication skills.

In-house consultants are professional problem-solvers who interface between chemists involved in the operational side of the business, e.g. in production, and management. Together with experts from the organizational units they are examining, the consultants develop proposals for solving problems and present them to a decision-making committee, when necessary also helping with the implementation.

Patents

Chemists working in Law & Patents represent the interests of the Bayer Group worldwide in matters of commercial property rights and intellectual property (IP) management. Ensuring patent protection for the results of our R&D activities requires close contact with the scientists involved. One of the main tasks of chemists working in this area is to draft and submit patent applications. Other key activities include defending industrial property rights against infringement by third parties in opposition and revocation proceedings and enforcing in the market the monopoly rights provided by intellectual property protection by pursuing all legal possibilities, up to and including patent infringement proceedings.

A further task is the drafting of secrecy agreements, license agreements and research cooperation agreements. The main aim of this extensive advisory work is to develop a single successful strategy for all Bayer's patent-related activities, thus enhancing the value of the company's intellectual property.

Production

Production is another large field of employment for chemists at Bayer. Chemists start their career paths in production as deputy plant managers, but it is unusual for them to take up this position directly after leaving university. Plant managers have a wide range of responsibilities. They ensure smooth production processes, compliance with production schedules and consistent quality while minimizing production costs. These tasks call for logical thinking and a knowledge of economics. In the face of increasingly tough competition, plant managers have to find effective ways of increasing output. The tasks also require intensive cooperation with a wide range of departments and disciplines, both within the company and outside it, for example with engineers in questions of process development and optimization. Plant managers are also important team members in Research and Analytics, developing new production routes, drafting product specifications and optimizing product quality. They are the interface between all units involved in product placement to ensure just-in-time market presence. Observing international environmental protection and safety standards are important factors in this work.



Areas of work for chemists

Research and Development, Production, Marketing, Patents, Information Technology, In-house Consulting

Marketing

Marketing is not normally a direct entry route for graduates, but is one of the career development paths available to chemists already employed by the company. Marketing departments ensure that products meet market requirements, in other words, they convert market concepts into product concepts at minimum cost.

The focal point of marketing is the complex interaction between driving and reacting to market trends. Market analysis and market forecasts form the basis for the placement of products in the market, which is performed in close cooperation with Research and Production. Here two main functions play a key role: product-oriented and product-related R&D and technical marketing, in other words, technical customer service. Chemists working in both of these areas need expert knowledge of both economics and ecology, accompanied by creativity, an outgoing personality and good communication skills.

Apart from the areas outlined above, Bayer offers a wide range of employment opportunities in fields that are not necessarily considered typical for chemists. Excellent training opportunities enable chemists to obtain all the necessary qualifications. Personnel development at Bayer integrates the selection, development and ongoing training of employees. Our aim is to employ the most able people worldwide and to provide systematic training and development opportunities to enhance their professional and interpersonal skills.

Development opportunities

Joining Bayer's R&D departments enables chemists to put the scientific skills they have learnt during their doctoral studies into practice. Chemists usually go straight into the job with a defined set of responsibilities and are expected to work independently as part of a team. This may be followed by job rotation in Germany or abroad. Once they have gained suitable experience, chemists may have an opportunity to move into production or marketing.

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| HealthCare* | 52.2 % |
| MaterialScience | 22.6 % |
| CropScience | 12.4 % |
| Industry Services | 5.5 % |
| Business Services | 4.4 % |
| Technology Services | 2.4 % |
| Corporate Center | 1.5 % |
| <small>(not incl. subsidiaries)</small> | |
| <small>*incl. Bayer Vital and Bayer Schering Pharma</small> | |

Areas of employment for chemists in Bayer's subgroups and service companies. Total: approx. 1,500 (March 2007)



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