



## Agriculture Intern – HR Specialist

**Company:** BASF Canada Agricultural Solutions

**Position Reports to:** Strategic HR Business Partner

**Business Unit:** AP

**Department:** APN/H [Third party]

**Job location:**

Calgary, Canada [Hybrid] OR Fully Virtual  
(Preference is Calgary but must be based in Canada)

**Duration:** 8 weeks

**Date:** July 2023

### About BASF

BASF Agricultural Solutions has partnered with Canadian farmers for more than 60 years, helping them succeed in getting the most out of every acre. We are a market leader in the development, formulation, and distribution of agricultural solutions from seed through to harvest, including crop protection and agricultural products, seed breeding technology, and digital farming solutions. We have invested and continue to invest in research and innovative product development to bring the market-leading solutions farmers need today, and tomorrow.

Now and in the years to come, we are committed to applying our expertise, passion, and collaborative partnerships to help Canada's farmers produce their crops sustainably and responsibly. We have deep roots in farming communities across Canada, and we are proud of the role we play in helping local communities and future generations flourish.

#### Our vision & mission

At BASF, we embrace challenges today to ensure answers for tomorrow. Balancing productivity and sustainability are one of the greatest challenges facing farmers. To feed an estimated global population of 9.73 billion by 2050, the world needs to increase modern agricultural productivity by 50% while considering resource and land use as well as climate change.

Our vision for Canadian agriculture is one that is both productive and resilient; sustainable and trusted. We succeed when Canadian farmers do. Our role is to develop solutions and provide trusted advice that brings confidence and helps to address uncertainty. From seedling to harvest, we are with you every step of the way.

It is our mission to find the right balance for farmers, agriculture, and future generations, to secure prosperity – it is why we are here, and why we do what we do.

#### Our people

We are passionate about farming and recognize the vital contribution of Canadian farmers – the way we see it, farming is the biggest job on earth. Our team lives in the areas they serve and forge deep



bonds with local communities built on trust and transparency. Farmers support us, and in turn, we support them and help improve our shared communities. Our people believe in building trust through integrity, expertise, and openness, striving to be the partner of choice for Canadian farmers through our innovative and customized solutions and agronomic advice.

Headquartered in Calgary, Alberta with a national footprint, BASF employs more than 600 people dedicated to advancing agriculture in Canada.

## **Purpose of the Job. You Will**

In this internship role, you will support the role of the Human Resources team at BASF Canada by:

- Supporting the planning for our upcoming campus recruitment season
- Supporting analysis of Human Resources related data for the purposes of making recommendations about People Programming
- Collaborate on key initiatives occurring within the human resources team, potentially including compensation, talent assessment, employee experience and diversity, equity, and inclusion projects
- You will also be able to sit in on manager talent review sessions for the purposes of learning
- You may potentially support our interview process.
- Other opportunities as may arise

As part of this assignment, you may partner with site and country business unit leadership members and hiring managers, as well as work with our BASF Talent Acquisition, Early Career Talent teams and the HR Business Partner teams, you will support efforts to enhance our employee experience for Agricultural Solutions in North America.

## **You Are**

To be successful in this internship role, you should:

- Be pursuing a bachelor's degree in Agriculture, Business, Human Resources Management or Communications.
- Have an interest/desire to work in human resources, workforce management, communications, employee engagement, or business.
- Ideally, have experience and/or an interest in the agriculture industry.
- Feel confident in and have strong writing and presentation skills, as well as excel skills.
- Flexibility to work on multiple projects in a fast-paced, deadline driven environment
- Detail oriented - must have strong attention to detail and organizational skills.
- Polished interpersonal skills and professional demeanor. Strong oral and written communication skills
- High comfort level with technology: At a minimum, MS Teams, Microsoft Office with advanced knowledge of Excel, PowerPoint, and Outlook
- Be comfortable working both as part of a team and independently.
- Be capable of maintaining confidential information.



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### Other helpful information

- BASF will provide the necessary tools and technology for the role. A reliable internet connection will be required if working remotely.
- The ability to work flexible hours (applies if internship completed virtually and depending on the location of the intern) to coordinate with the regular office hours of the team in Calgary. Hours will be coordinated with the intern to determine those that work best for all parties.