Working at Bayer CropScience

Join one of the most exciting, fastest growing industries in the world

Our people
Meet some of our employees. They will show you how a working day looks like for them. >> Read more on page 2

Vacancies
Here you can find an overview of our current vacancies. >> More

Professionals
Are you looking for a new challenge in your career? Read more about our way of working and our career opportunities. >> Read more on page 6

Students
Are you excited to apply your knowledge in the working environment and to learn more about our company culture? We are happy to help you. >> Read more on page 9

Questions?
If you still have questions after reading our career section, please don’t hesitate to contact to get in touch with our HR department via + 31 475 599 535.
Our People

Over 1800 employees across more than 40 countries work for Bayer CropScience Vegetable Seeds. Approximately 500 employees work in the Netherlands; the majority at our headquarters in Nunhem and a small number of employees at our breeding station in ’s-Gravenzande. In this section, we introduce you to some of our employees. Take a look and discover how a working day at Bayer CropScience Vegetable Seeds looks like for them.

A Day in the Life of...
Erdal Sahin, 39 years old, Farm Technician

I came to the Netherlands when I was 16 and I got a job in horticulture through an employment agency. After five years I got a permanent job at Leen de Mos. Leen de Mos was taken over by Bayer CropScience Vegetable Seeds, and that's how I ended up here.

What does a typical workday look like?

8:00 AM
I start my day watering the plants. How much water I give them depends on the weather. This takes me about one and a half or two hours. I use both the hose directly in the pot and the underground irrigation system. This is the standard procedure for the lettuce breeding program.

9:30 AM
Once I've finished watering the plants, I start pruning and staking the lettuce plants. Pruning means removing excess leaves from the plant to keep it from rotting. The plants can grow to about 1 or 2 meters, so I have to tie them to a stake so that they don't fall over.

10:15 AM
Later on in the morning, I start threshing the lettuce. I do this earlier in the summer than I do in the winter, because summer air is warmer and dryer. The photo shows the threshing machine. This machine sucks up all the dust which is stirred up in threshing, so that you don't breathe it in. The seeds first fall into the drum and then into the small white bucket.
11:45 AM
Once I have enough white buckets full of seeds, I bring them to the lettuce washing room. We were in the middle of construction when this photo was taken, so it looks a little messy, but it doesn't always look like this. In the lettuce washing room, my colleagues make sure that the seeds are washed and placed in bags. Now the lettuce breeder can get to work with the seeds, and my work with the lettuce is done.

12:30 PM
Sometimes the cucumbers need to be planted in the afternoon. I occasionally lend a hand with this. These plants are placed in crates in the morning so the truck takes them from Nunhem to 's-Gravenzande at around 9:00 AM. Then we plant them on stone wool. This takes about two hours.

2:45 PM
There are lots of ways to plant lettuce. This photo shows me planting the lettuce in the water canals. This is a closed system in which the plants receive their nutrients from water flowing past their roots. It's also possible to plant lettuce in the ground. This can be done with a planter or with planting wagons. The planter is only used for the outdoor fields, and work outdoors only starts in March. At 4:30 my day is over and I head for home.
A Day in the Life of...
Frank Reijnders, 41 years old, Conditioning Employee

I started working at BCS Vegetable Seeds after finishing horticultural secondary school. I was familiar with the company because I had relatives working here. My grandfather was a breeder, and other relatives did vacation work here. I’ve worked here all my life.

What does a typical workday look like?

6:45 AM
First of all I pick up one of the pagers for the in-house emergency officers at the gatehouse. Every in-house emergency officer has a pager so that in case of an emergency, we can quickly receive a targeted call for assistance. Then I head to my department, where I read my e-mails right away. The work assignments are planned into a daily schedule, so I can clearly see what I need to do that day.

7:15 AM
In many cases, there are certain techniques we can use to improve the quality of a batch of seed. Liquid cleaning is one of these techniques. Depending on the quality of a batch, we can use this technique to separate seeds based on weight.

10:30 AM
Next I take care of the administration for the batch of leek seeds that have just been liquid cleaned. This is done using handheld scanners and a special software program. This program checks and registers batches of seeds in stock and being processed. I also divide up the samples for quality control. After the administration is taken care of, we return the batch to the warehouse.

11:00 AM
Now I get to work cleaning a small batch of tomato seeds. This batch comes from our tomato breeding location in Roggel. It has already undergone seed extraction at the washing station. The batch is then sent to the Enhancement department for treatment and then to the Conditioning department. Here we use various sieves to clean the batch and remove all plant remains, empty seed shells, and excessively small seeds. We also have to make sure that no seeds are stuck together.
12:20 PM
After lunch, if the weather's good I sit with some colleagues outside the company restaurant. It's nice to just relax and laugh and talk about nothing in particular.

1:00 PM
Together with a colleague from the Emergence department, I look at the results of the test we performed on the batches which we have just cleaned. The quality of the batches is good, so these seeds can be sent on to other departments within Processing.

2:30 PM
I happen to be the Movex specialist for the Processing department within the Netherlands. Movex is the ERP system we use here. I regularly carry out tests in the M3 software system, which is an upgrade of Movex. I'm also the contact person within Processing for answering questions from my colleagues or explaining issues relating to this system. At around 4:00 PM I return the in-house emergency officer pager and go home.
Professionals

Working at Bayer CropScience

Providing the world with healthy, flavorful and affordable vegetables is an important challenge, and Bayer CropScience Vegetable Seeds genetics play an increasing role in this mission. As we continue to expand globally and advance technologically, there are attractive career opportunities for those who choose to work with us.

Thrive in a collaborative set-up
Bayer CropScience Vegetable Seeds is a people-centered organization that promotes teamwork. Our teams are organized around crops, rather than countries. Members of the same crop team are often based in different countries, cooperating with their international team colleagues from research, production, processing, marketing & sales in a cross-functional setting.

Be free to act
All members of the team are responsible for their crop's global results. They are encouraged to be creative and to take action, and to share their talent, knowledge and ideas.

Enjoy being an achiever
In our global network of teams, people interact quickly and directly – assessing, exchanging and making use of knowledge faster than our competitors. At Bayer CropScience Vegetable Seeds, we are passionate about what we do and like to do an excellent job.

Work toward our common success
Our vision is to strive for sustainable product solutions and business success: for our customers, our partners, and for ourselves.

Forge unique relationships
Bayer CropScience is as much about people as it is about seeds. We strive towards building trusting, long-term relationships with our employees, colleagues, customers and partners.

We recognize and foster individual talents by providing training and support to help you succeed and grow, professionally and personally, throughout your career.

We are looking forward to meeting you.
Why Bayer CropScience?

At Bayer CropScience, you will be working in an inspiring and international working environment with enthusiastic, professional, motivated colleagues. We expect a lot of our employees, but in return we provide excellent pay and benefits.

- **Compensation**
  In addition to an attractive salary, you will also receive a variable bonus, depending on your performance and the company's performance.

- **Personal Development**
  We pay a great deal of attention to personal development and internal career development. A thorough introduction to your workstation and a company introduction workshop lasting several days ensure that you will have a smooth start to your new job, so you can develop further more quickly. In addition, you will have several development interviews with your manager each year. In these interviews, you will discuss things like training, coaching, and career opportunities.

- **Well-being**
  We also offer collective health insurance with employer contribution, a good pension plan, annual health checks, and a social fund. We also regularly organize social activities for our employees and their families.

- **Working Environment**
  We offers modern workstations in a unique working environment. The headquarters of Bayer CropScience Vegetable Seeds in Nunhem, the Netherlands, is located at the edge of the Leudal nature park, and the company grounds have a number of remarkable buildings such as a castle and an old convent.

We regularly ask our employees what makes a company a good place to work.
The answers we hear most frequently are:

- A high degree of freedom and independence in working.
- An open and informal company culture.
- Pleasant colleagues who are enjoyable to work with.
- A good health policy (regular health check-up, flu shot).
- Strong attention to career development.
- Good employee benefits such as the pension plan and profit distribution.
How Does our Hiring Procedure Work?

You can find all current job openings at vacancies. If you are interested in a particular vacancy, you can upload your résumé and your letter of motivation. The vacancy system will instruct you in how to do this. Are you unable to find a job opening which matches your profile? You can always send an unsolicited application using the "Unsolicited application" button on our vacancy site.

We will immediately send you a confirmation that we have received your application. We try to respond to all applications within two weeks to inform you as to the progress of the application procedure.

If your profile sufficiently matches the profile we are looking for, we will invite you to come for an initial interview. This interview is for orientation purposes, so we can learn more about each other. Within two weeks of the initial interview, you will hear whether you are being invited for a second interview.

In the second interview, we ask about your personality and knowledge in more detail. In order to help you and us prepare for the second interview, we utilize an online personality questionnaire called the Talent Motivation Assessment. Within two weeks of the second interview, you will hear whether you will be our new colleague!

If we do not hire you and you would like more information about our reasons, you can contact the relevant HR contact person.

Application Tips

Résumé and Letter of Motivation

- Make sure you set yourself apart. If you want to stand out, don’t just write a standard application letter.
- Adapt your application to suit the position and organization, and say exactly why you are motivated to do this particular job.
- Describe your key competencies. What are you really good at, what do you want to learn, and why do you want to work here?

Preparing for the Job Interview

- Be prepared for interview questions. You can find typical interview questions on the internet.
- Find out where you need to be and plan how you’re going to get there. Make sure you’re on time!
- Try to find out as much as you can about our company in advance.

During the Interview

- Don’t worry if you’re nervous. Most applicants worry about their nerves during an interview and try to keep from showing how nervous they are. But it’s all right to be nervous - your interviewer will understand.
- As for what to wear, our company has an informal company culture and an informal dress code. You can wear a suit or tailored outfit if you want, but you don’t have to.
Students

Are you ready to put your theoretical knowledge to work in practice? We offer challenging opportunities for advancement for intermediate vocational education students, students of universities of applied sciences, and research university students. Your professional and personal development is important to us. At Bayer CropScience we take the extra step!

What are we looking for?

Below you will find the type of degrees we expect candidates to have for each department.

- **Breeding:**
  - Intermediate vocational education (MBO) or university of applied sciences (HBO): plant breeding/horticulture/applied biology
  - Research university: plant breeding

- **Research:**
  - Intermediate vocational education (laboratory-based degree) (MLO), university of applied sciences (laboratory-based degree) (HLO), or research university:
    - Molecular biology
    - Phytopathology
    - Cell biology
    - Seed technology

- **Marketing & Sales:**
  - University of applied sciences or research university: commercial/economic degree with affinity for the "green" sectors

- **Operations:**
  - For the Quality Control department: Intermediate vocational education (laboratory-based degree) (MLO) or university of applied sciences (laboratory-based degree)

- **Staff:**
  - For the Finance, IT, HR, Legal, and Purchasing departments: Intermediate vocational education (MBO), university of applied sciences (HBO), or research university: degree in a relevant field

We offer opportunities for internships and senior projects to Dutch and foreign students. Foreign internships are primarily for students at universities of applied sciences or research universities.

Are you a high school student considering an education in biology, laboratory technology, or plant breeding? You may be able to do job shadowing with us to find out more about these fields.

Do you want to find out more about our company, even though you’re not actively looking for an internship? You can do that too! Once a year we organize a GreenDay for students of higher education and an Experience Day for high school students.
What Do we Offer?

Bayer CropScience Vegetable Seeds offers a monthly salary and a number of additional benefits.

- If you don’t live nearby, we offer free housing in our guest quarters (see photo).

- You will be assigned a mentor from within your specialty and another mentor from the HR department. This HR mentor will coach you on aspects related to your personal development. In addition to one-on-one conversations, this could also entail filling out a Talent Motivation Assessment questionnaire.

- You will be able to participate in the Local Company Training. This training is specially set up for new employees and interns so that they can learn more about our company. Several department managers and specialists give presentations and workshops about their departments or areas of expertise.

- You can participate in various social activities such as our annual company party and our Sinterklaas celebrations.

- If your position requires it, you will be provided with free work clothes and work shoes.

You will be working in an inspiring environment with enthusiastic, professional, and motivated colleagues! We look for employees who are motivated and hard-working, and in return we give a lot back!
Applying for Internships

You can find all current available internships at vacancies. If you are interested in a particular internship, you can upload your résumé and your letter of motivation. The vacancy system will instruct you in how to do this. Are you unable to find an internship which matches your profile? You can always send an unsolicited application using the "Submit Resume" button on our vacancy site.

When you are applying for an internship, please state:

- where you want to carry out your internship.
- why you are interested in an internship.
- what project you want to work on.
- whether you want an internship in your home country or in a foreign country.
- when you want to carry out your internship.

Please also send us a complete résumé.

We will immediately send you a confirmation that we have received your application. We try to respond to all applications within two weeks to inform you as to the progress of the application procedure.

If your profile sufficiently matches the requirements of the internship or internship project, we will invite you for an initial interview with the internship supervisor and a Human Resources (HR) staff member. This interview is an opportunity for you to learn more about our company and for us to learn more about you. Within about two weeks, we will let you know whether you can do an internship with us!

If we do not have any internship openings suited to you right now, we will send you a letter telling you so. If you would like to find out more about why we did not offer you an internship, you can contact the relevant HR contact person.

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