

Emerging Leaders Program - APAC



About LyondellBasell

We are LyondellBasell (LYB) – a leader in the global chemical industry creating solutions for everyday sustainable living. Through advanced technology and focused investments, we are enabling a circular and low carbon economy. Across all we do, we aim to unlock value for our customers, investors and society. As one of the world’s largest producers of polymers and a leader in polyolefin technologies, we develop, manufacture and market high-quality and innovative products for applications ranging from sustainable transportation and food safety to clean water and quality healthcare. For more information, please visit www.lyb.com or follow @LyondellBasell on LinkedIn.

Every day, our 20,299* dedicated employees work to advance the positive future we know is possible.

*Full-time and part-time employees as of December 31, 2023.



Join #TEAMLyb



Scan here for more information

Diversity, Equity and Inclusion

DEI is embedded within our culture as deeply as safety, where we own it and live it every day. We believe each of these values plays an essential role in our success not just as a company, but as a corporate citizen.



Everyday sustainability

LyondellBasell is working to make meaningful progress to address some of the world’s most pressing challenges such as reducing plastic waste in the environment, helping to mitigate climate change and contributing to a thriving society for our employees, the communities where we operate and the people who depend on our products.



Why you should join this program

LyondellBasell launched the Emerging Leaders Program to develop a pool of mobile engineering talent, that will further build our Manufacturing organization in Europe. We would now like to expand this program to the APAC area with a focus on China.

What this program offers you:

- Management skills
- International career development
- Technical skills development
- Personal effectiveness, project management and influencing skills

What the program looks like

- Selected candidates will be hired in the Netherlands as Dutch employees.
- Once hired, you receive at least two different assignments at our manufacturing sites: the first assignment will be in the Netherlands, whereas the second assignment will be in China.
- Before the first assignment, new hires complete an induction/onboarding program in the Netherlands.
- A complete training program is in place to support career progression.
- Once the program is completed (maximum six years), participants transfer to one of the manufacturing sites in APAC (preferably China) to continue their careers.



Your profile

You are a Chemical, Mechanical, Electrical, Safety or Environmental engineer with a 'best-in-class' Master or PhD degree. You have two years or less of work experience in the field. You think outside the box and you have strong interpersonal skills. You are organized and thorough, able to meet deadlines, driven by results and able to manage multiple tasks simultaneously. You are also proficient in MS Office.

Other program eligibility requirements include:

- Citizenship within the European Union or have residence or student permits within the Schengen area
- Availability and willingness to relocate internationally for shorter or longer periods of time
- Fluency in English and Mandarin



What you will learn

LyondellBasell has a comprehensive training structure in place for its engineering talent called Engineer University or Engineer U. The program offers a practice-based and integrated approach to engineer development. To achieve the required level of capability, the program is a combination of on-the-job learning, social learning and formal training.

“Our program provides a strong framework for shared learning. Young engineers not only gain a robust, immersive experience, but our organization also benefits from curiosity and fresh perspectives to be more innovative and competitive.”

– Jean Gadbois, Senior Vice President, Europe, Asia and International Manufacturing

Mentorship

You will be appointed a mentor at the start of your employment. Your mentor provides coaching, professional insight and advice and will help you find opportunities to develop your skills and set career goals. Mentors have an ongoing commitment to help you reach [technical] goals through dialogue, suggested training and field exercises.



Terms and Conditions of Employment

Successful candidates will be employed in the Netherlands under Dutch Law and Regulations. The unlimited employment contract will include a mobility clause. The Dutch employment conditions include:

- Competitive base salary
- Attractive bonus / incentive program
- Annual merit increases as per the corporate process
- LyondellBasell Netherlands Pension fund – Defined contribution, associated insurances
- Competitive secondary benefits (including holiday policy)
- Career progression and related attractive compensation packages as per company policies

How to apply

For your convenience, your application will be reviewed by HR at the country of your choosing. You will be able to interview in this country upon selection.

For external applicants, please visit <https://www.lyondellbasell.com/en/careers/university-recruiting/ELP/business-graduate-program/> and send us your resume and application letter through the appropriate link.

For internal applicants, please revert to your local HR Business Partner.





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