



BOEING EARLY CAREER PROGRAMS

ADVANCING THE NEXT GENERATION OF BOEING LEADERS

WHAT WE CAN OFFER

A CHALLENGING 2-YEAR PROGRAM TO LEARN & GROW



4x6-MONTH
rotation assignments



**ENTERPRISE-WIDE
ASSIGNMENTS**
and global exposure



UPSKILLING
and unlimited access
to digital learning



MENTORING
and knowledge sharing
through programs and
networks



FLEXIBLE
work arrangements



**HEALTH
BENEFITS**
and well-being programs



125+
equity, diversity and inclusion
chapters of Business
Resource Groups



13,000+
community partners
worldwide and
volunteering opportunities



12 YEARS
EPA Energy Star
Partner of the Year
ever since 2010



WHERE WE'RE LOCATED

ECP PROGRAMS ACROSS THE GLOBE



500+
participants across
12+ Boeing sites

1000+
alumni across the
globe

OUR PROGRAMS

Take the next step in your career journey by applying for an early career rotation program.

LOCATIONS

United States

United Kingdom

Australia

Continental Europe

DISCIPLINES

Engineering

Finance

Human Resources

Information Technology

Quality

Supply Chain

General Requirements:

Please refer to job postings for program and location-specific requirements.

- Bachelor's or Master's degree in a field related to the functional stream
- Legal authorization to work in country where rotation is located—no visa sponsorship offered
- Formal or informal leadership experience during internships, volunteering, or university clubs or associations
- Work experience in any of the rotation areas, demonstrating teamwork, communication and problem-solving

WHAT WE LOOK FOR

APTITUDE + ATTITUDE

US Programs



ENGINEERING



FINANCE



HUMAN
RESOURCES



INFORMATION
TECHNOLOGY

Basic Qualifications (Required Skills / Experience)

- Bachelor's degree in a field related / applicable to any of the rotation areas by June 2024
- Legal authorization to work in country where rotation is located – no visa sponsorship offered

Preferred Qualifications (Desired Skills / Experience)

- Demonstrated formal or informal leadership experience whether during internships, volunteer activities or university associations
- Advanced computer skills
- Work experience in any of the rotation areas



SUPPLY CHAIN



QUALITY

- Must be a current Boeing employee to apply to the Supply Chain or Quality Career Foundation Programs
- See additional slides for more detailed information

Global Programs



- Bachelor's or Master's degree in a field related / applicable to the functional stream within the country program
- Legal authorization to work in country where rotation is located – no visa sponsorship offered
- Formal or informal leadership experience during internships, volunteering, or university clubs or associations
- Work experience in any of the rotation areas, demonstrating teamwork, communication, problem solving

WHAT WE LOOK FOR

FULL IMMERSION ALONG THE JOURNEY



STRONG PERFORMANCE

Maintain exemplary work habits by actively seeking value-added work and challenging assignments



CONTINUOUS LEARNING

Seek new opportunities and improvement including feedback on individual performance



PROFESSIONALISM

Always represent Boeing and the program in a dignified and respectful manner



NETWORKING

Actively engage with rotation team, ECP network, and other Boeing employees



POSITIVE ATTITUDE

Contribute to our encouraging and dynamic work environment



ECP COMMITTEES

Balance ECP responsibilities with rotation priorities



WHAT WE LOOK FOR

CO-CREATION & COLLABORATION

ECP COMMITTEE STRUCTURE



Operations

- Budgets
- Site planning
- Rotation matching



Marketing & Communications

- Newsletters
- Website



Learning & Development

- Lunch & learns
- Tours
- Workshops



Connect

- Engagement
- Service
- Interns & ECPs



Diversity & Inclusion

- Training
- Dialogue
- Seek, speak & listen

UNITED STATES

6 EARLY CAREER PROGRAMS



ECFP ENGINEERING CAREER FOUNDATION PROGRAM

The Engineering Career Foundation Program (ECFP) is a two-year rotation program dedicated to developing early career engineering talent for the Boeing enterprise. Participants build technical breath in two unique ways: by rotating across various business units and by rotating through the four product lifecycle stages.

ROTATION OPPORTUNITIES:

Boeing Commercial Airplanes	Boeing Defense, Space & Security	Boeing Global Services
Millennium Space Systems	Echo Voyager	Aurora Flight Science
Insitu	Spectrolab	Foreflight
Wisk	Liquid Robotics	Starliner



SITES: Mostly US based + select global locations

FCFP FINANCE CAREER FOUNDATION PROGRAM

The Finance Career Foundation Program (FCFP) is a 2-year rotational program designed to accelerate early career finance professionals. Participants will join Finance teams at Boeing sites in Washington, Missouri, Pennsylvania, or Arizona. In their second year, participants physically relocate twice through company-sponsored relocation and dive deeper into finance at Boeing's U.S. production sites.



ROTATION OPPORTUNITIES:

SITES: Washington, Missouri, Arizona, Pennsylvania

Accounting	Contracts	Estimating & Pricing
Supply Chain Finance	Financial Analysis	Financial Planning & Analysis
Finance Systems & Analytics	Corporate Audit	Program Finance



HRCFP HUMAN RESOURCES CAREER FOUNDATION PROGRAM

The Human Resources Career Foundation program is a fast-paced, 2-year program that is designed to develop curious and passionate leaders. With four, six-month rotations, you'll learn how to lead teams and solve complex challenges. At this time, this program is only available to current Boeing interns.



ROTATION OPPORTUNITIES:

HR Generalist	Talent Acquisition	Total Rewards
Labor Relations	HR Operations	Talent Management
Global Equity Diversity & Inclusion	HR Functional Excellence	Learning & Development

SITES: Washington, Missouri, South Carolina



ITCFP INFORMATION TECHNOLOGY CAREER FOUNDATION PROGRAM

The Information Technology Career Foundation Program (ITCFP) is a 2-year rotational program designed to accelerate early career information technology and data analytics (IT&DA) professionals. Participants will rotate through four challenging statements of work across the IT&DA organization at their assigned sites.

[Learn more from current program participants and alumni](#)



ROTATION OPPORTUNITIES:

Product Management	Data Science & Analytics	DevSecOps and Software Orchestration
Full Stack Development for Cloud	Cybersecurity – Zero Trust Policy	Cybersecurity – Cloud and Container Security
Product Lifecycle Management	Manufacturing Operations Management	Enterprise Resource Planning
Operations Support Systems	UX Design	And More!

US: Washington, Missouri, South Carolina
INTERNATIONAL: Bangalore, India



QCFP QUALITY CAREER FOUNDATION PROGRAM

The QCFP is a two-year rotation program designed to develop future Quality leaders. QCFP offers a breadth and depth of experience gained from a variety of roles in Quality across all three business units, mentoring partnerships, and targeted, formal development opportunities.

US: Alabama, Arizona, Missouri, Texas, South Carolina, Southern California, Washington

INTERNATIONAL: Expansion to Australia in 2023

Basic Qualifications (Required Skills / Experience):

- Current US Boeing Employee or Subsidiary Employee and have at least Six Months Boeing experience

Preferred Qualifications (Desired Skills / Experience):

- Associates Degree or higher in a related field
- Work or unpaid experience in any of the following: Project Management, Data Analysis/Data Mining, Auditing, Process Monitoring, Compliance
- Experience working with Quality Standards such as ISO 9001, AS9100, ISO 14000
- Prefer applicants to be an early to mid-levels (e.g. P1/P2, A-D, Level 2/3 hourly) in their current skill code
- Experience with Microsoft Office Products like Outlook, PowerPoint, Excel, and Word



ROTATION OPPORTUNITIES:

Supplier Quality	Quality Engineer	Systems, Processes & Tools
Production & Maintenance	Program Management	APQP Auditing & Analytics
Quality Systems Specialist	QMS Product Management	Quality Test Specialist

SCFP SUPPLY CHAIN CAREER FOUNDATION PROGRAM

Our Supply Chain Career Foundation Program (SCFP) is for energetic and curious individuals looking to gain experience and leadership skills. This two-year, fast-paced development program will accelerate your growth as you rotate through four, six-month assignments between different business units globally. When completed, you'll have earned the skills necessary to excel across a number of roles within Supply Chain.

ROTATION OPPORTUNITIES:

Supply Chain Support	Supplier Diversity / Strategy	Supplier Management / Contracts & Sourcing
Warehousing & Logistics	Materials Management	Operations / Execution
Materials Transportation	Demand & Supply Planning	Program Integration



SITES: Mostly US based + many global locations

Basic Qualifications (Required Skills / Experience):

- Only current full-time employees are eligible to apply
- Entry level roles in Supply Chain
- Have a minimum of 6 months' Boeing experience
- All subsidiary and international employees eligible
- Manager endorsement is required

Preferred Qualifications (Desired Skills / Experience):

- Procurement and Supply Chain processes
- Working directly with suppliers/supplier management
- Working in a cross-functional environment

INTERNATIONAL BASED PROGRAMS



UKG

UK Graduate
Rotation Programme



UKA

UK Apprenticeship
Programme



AUSG

Australia
Graduate Program



EUG

Continental Europe
Graduate Program

UNITED KINGDOM BASED PROGRAMS



SITES: Various across the UK

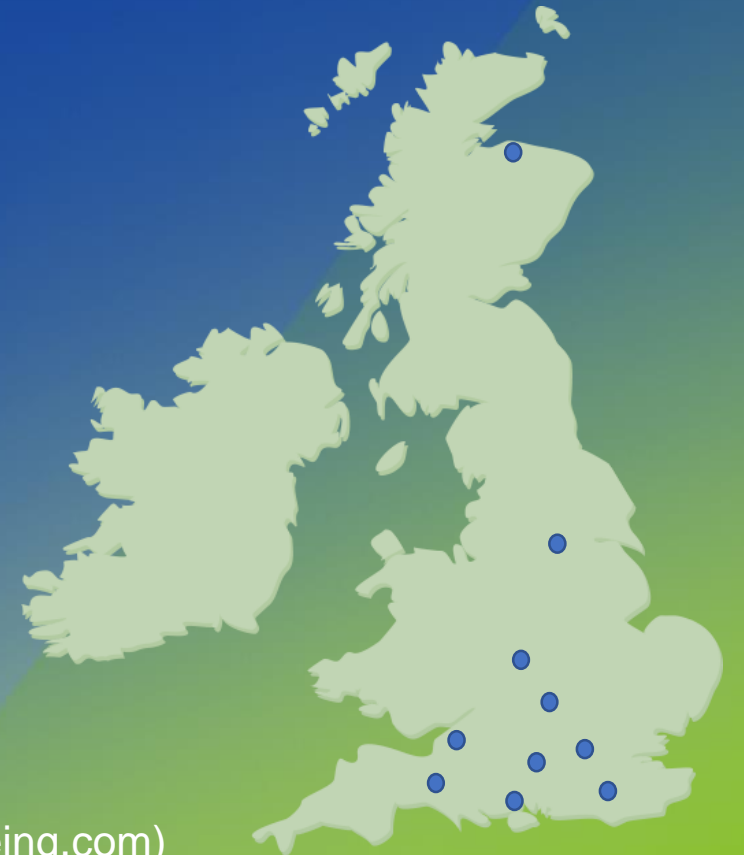
BASIC QUALIFICATIONS: Recognized Bachelor's or Master's degree in a STEM related subject

ROTATION OPPORTUNITIES

Mechanical Engineering	Systems Engineering	Software Engineering
Digital Services & Analytics	Programme Management	Strategy
Supply Chain Management	Commercial	Finance

NOTE: Legal authorization to work in country is needed

Program Contact: Gabriella Stannah (Gabriella.s.stannah@boeing.com)



UNITED KINGDOM BASED PROGRAMS

UKA

UK Apprenticeship
Programme

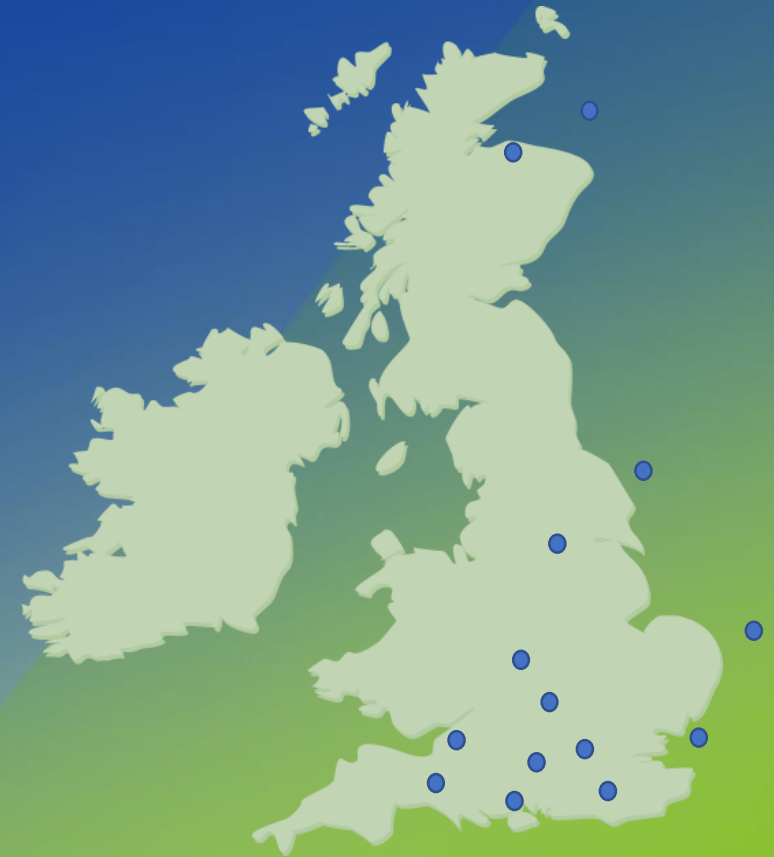
SITES: Bristol, Sheffield, Lossiemouth, Crawley, London Gatwick, RAF Odiham, RAF Brize Norton, Boscombe Down, RAF Middle Wallop and RAF Whattisham

ROTATION OPPORTUNITIES

Aircraft Maintenance	Defence & Commercial Simulation Technician
Machining Operations	Business Support
Human Resources	IT Services

NOTE: Legal authorization to work in country is needed

Program Contact: James Munn (James.t.munn@boeing.com)



AUSTRALIA GRADUATE PROGRAM



SITES: Brisbane (incl Amberley), Williamstown, Adelaide, Melbourne

OPPORTUNITIES IN THE FOLLOWING SKILLS:

Aerospace / Avionics Engineering	Communications Engineering	Electrical / Electronics Engineering	Software Engineering
Mechanical / Mechatronics Engineering	Systems Engineering	Project Management	Operations
IT / Cyber Security	Supply Chain Management	Logistics	Finance

NOTES:

- Legal authorization to work in country is needed
- Rotations are not structured or guaranteed. Grads work with their manager to plan rotations based on their interests and available opportunities
- Grad completes the program in the same location as they were hired

Program Contact: Claire Battafarano (Claire.battafarano@boeing.com)



CONTINENTAL EUROPE BASED PROGRAMS

EUG

Continental Europe
Graduate Program

SITES: Frankfurt, Hamburg, Munich (Germany)

ROTATION OPPORTUNITIES:

Mechanical Engineering	Systems Engineering	Data Science & Analytics	Information Technology
Software Engineering	UX / UI Design	Product / Project Management	Supply Chain Management
Logistics	Operations	Sales & Marketing	Finance

NOTE: Legal authorization to work in continental Europe is needed

Program Contact: Paulina Leszczynska-Sek
(Paulina.E.Leszczynska-Sek@boeing.com)



JOIN #TEAMBOEING & SHAPE AEROSPACE INNOVATION

WANT TO STAY IN THE LOOP?

Join our Talent Network and sign up for Job Alerts to stay connected:

jobs.boeing.com/talent-network

