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
<table>
<thead>
<tr>
<th>US Programs</th>
<th>Basic Qualifications (Required Skills / Experience)</th>
<th>Preferred Qualifications (Desired Skills / Experience)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering</td>
<td>• Bachelor’s degree in a field related / applicable to any of the rotation areas by June 2024</td>
<td>• Demonstrated formal or informal leadership experience whether during internships, volunteer activities or university associations</td>
</tr>
<tr>
<td>Finance</td>
<td>• Legal authorization to work in country where rotation is located – no visa sponsorship offered</td>
<td>• Advanced computer skills</td>
</tr>
<tr>
<td>Human Resources</td>
<td>• Demonstrated formal or informal leadership experience whether during internships, volunteer activities or university associations</td>
<td>• Work experience in any of the rotation areas</td>
</tr>
<tr>
<td>Information Technology</td>
<td>• Must be a current Boeing employee to apply to the Supply Chain or Quality Career Foundation Programs</td>
<td>• Formal or informal leadership experience during internships, volunteering, or university clubs or associations</td>
</tr>
<tr>
<td>Supply Chain</td>
<td>• See additional slides for more detailed information</td>
<td>• Work experience in any of the rotation areas, demonstrating teamwork, communication, problem solving</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Global Programs</th>
<th>Basic Qualifications (Required Skills / Experience)</th>
<th>Preferred Qualifications (Desired Skills / Experience)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supply Chain</td>
<td>• Bachelor’s or Master’s degree in a field related / applicable to the functional stream within the country program</td>
<td>• Formally or informally demonstrated leadership experience during internships, volunteering, or university clubs or associations</td>
</tr>
<tr>
<td>Quality</td>
<td>• Legal authorization to work in country where rotation is located – no visa sponsorship offered</td>
<td>• Work experience in any of the rotation areas, demonstrating teamwork, communication, problem solving</td>
</tr>
</tbody>
</table>
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

WHAT WE LOOK FOR
CO-CREATION & COLLABORATION
UNITED STATES
6 EARLY CAREER PROGRAMS

ECFP
Engineering Career Foundation Program

FCFP
Finance Career Foundation Program

HRCFP
HR Career Foundation Program

ITCFP
IT Career Foundation Program

QCFP
Qualify Career Foundation Program

SCFP
Supply Chain 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 breadth in two unique ways: by rotating across various business units and by rotating through the four product lifecycle stages.

**SITES:** Mostly US based + select global locations

### ROTATION OPPORTUNITIES:

<table>
<thead>
<tr>
<th>Boeing Commercial Airplanes</th>
<th>Boeing Defense, Space &amp; Security</th>
<th>Boeing Global Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Millennium Space Systems</td>
<td>Echo Voyager</td>
<td>Aurora Flight Science</td>
</tr>
<tr>
<td>Insitu</td>
<td>Spectrolab</td>
<td>Foreflight</td>
</tr>
<tr>
<td>Wisk</td>
<td>Liquid Robotics</td>
<td>Starliner</td>
</tr>
</tbody>
</table>
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:**

<table>
<thead>
<tr>
<th>Accounting</th>
<th>Contracts</th>
<th>Estimating &amp; Pricing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supply Chain Finance</td>
<td>Financial Analysis</td>
<td>Financial Planning &amp; Analysis</td>
</tr>
<tr>
<td>Finance Systems &amp; Analytics</td>
<td>Corporate Audit</td>
<td>Program Finance</td>
</tr>
</tbody>
</table>

**SITES:** Washington, Missouri, Arizona, Pennsylvania
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:

<table>
<thead>
<tr>
<th>HR Generalist</th>
<th>Talent Acquisition</th>
<th>Total Rewards</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor Relations</td>
<td>HR Operations</td>
<td>Talent Management</td>
</tr>
<tr>
<td>Global Equity Diversity &amp; Inclusion</td>
<td>HR Functional Excellence</td>
<td>Learning &amp; Development</td>
</tr>
</tbody>
</table>

**SITES:** Washington, Missouri, South Carolina
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:**

<table>
<thead>
<tr>
<th>Product Management</th>
<th>Data Science &amp; Analytics</th>
<th>DevSecOps and Software Orchestration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Stack Development for Cloud</td>
<td>Cybersecurity – Zero Trust Policy</td>
<td>Cybersecurity – Cloud and Container Security</td>
</tr>
<tr>
<td>Product Lifecycle Management</td>
<td>Manufacturing Operations Management</td>
<td>Enterprise Resource Planning</td>
</tr>
<tr>
<td>Operations Support Systems</td>
<td>UX Design</td>
<td>And More!</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Supplier Quality</th>
<th>Quality Engineer</th>
<th>Systems, Processes &amp; Tools</th>
</tr>
</thead>
<tbody>
<tr>
<td>Production &amp; Maintenance</td>
<td>Program Management</td>
<td>APQP Auditing &amp; Analytics</td>
</tr>
<tr>
<td>Quality Systems Specialist</td>
<td>QMS Product Management</td>
<td>Quality Test Specialist</td>
</tr>
</tbody>
</table>
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.

**SITES:** Mostly US based + many global locations

<table>
<thead>
<tr>
<th>ROTATION OPPORTUNITIES:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Supply Chain Support</td>
<td>Supplier Diversity / Strategy</td>
<td>Supplier Management /</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Contracts &amp; Sourcing</td>
</tr>
<tr>
<td>Warehousing &amp; Logistics</td>
<td>Materials Management</td>
<td>Operations / Execution</td>
</tr>
<tr>
<td>Materials Transportation</td>
<td>Demand &amp; Supply Planning</td>
<td>Program Integration</td>
</tr>
</tbody>
</table>

**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

<table>
<thead>
<tr>
<th>Mechanical Engineering</th>
<th>Systems Engineering</th>
<th>Software Engineering</th>
</tr>
</thead>
<tbody>
<tr>
<td>Digital Services &amp; Analytics</td>
<td>Programme Management</td>
<td>Strategy</td>
</tr>
<tr>
<td>Supply Chain Management</td>
<td>Commercial</td>
<td>Finance</td>
</tr>
</tbody>
</table>

NOTE: Legal authorization to work in country is needed

Program Contact: Gabriella Stannah (Gabriella.s.stannah@boeing.com)
UNITED KINGDOM BASED PROGRAMS

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

ROTATION OPPORTUNITIES

<table>
<thead>
<tr>
<th>Aircraft Maintenance</th>
<th>Defence &amp; Commercial Simulation Technician</th>
</tr>
</thead>
<tbody>
<tr>
<td>Machining Operations</td>
<td>Business Support</td>
</tr>
<tr>
<td>Human Resources</td>
<td>IT Services</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>Aerospace / Avionics Engineering</th>
<th>Communications Engineering</th>
<th>Electrical / Electronics Engineering</th>
<th>Software Engineering</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mechanical / Mechatronics Engineering</td>
<td>Systems Engineering</td>
<td>Project Management</td>
<td>Operations</td>
</tr>
<tr>
<td>IT / Cyber Security</td>
<td>Supply Chain Management</td>
<td>Logistics</td>
<td>Finance</td>
</tr>
</tbody>
</table>

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**

**SITES:** Frankfurt, Hamburg, Munich (Germany)

**ROTATION OPPORTUNITIES:**

<table>
<thead>
<tr>
<th>Mechanical Engineering</th>
<th>Systems Engineering</th>
<th>Data Science &amp; Analytics</th>
<th>Information Technology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Engineering</td>
<td>UX / UI Design</td>
<td>Product / Project Management</td>
<td>Supply Chain Management</td>
</tr>
<tr>
<td>Logistics</td>
<td>Operations</td>
<td>Sales &amp; Marketing</td>
<td>Finance</td>
</tr>
</tbody>
</table>

**NOTE:** Legal authorization to work in continental Europe is needed

Program Contact: Paulina Leszczynska-Sek  
([Paulina.E.Leszczynska-Sek@boeing.com](mailto:Paulina.E.Leszczynska-Sek@boeing.com))
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Join our Talent Network and sign up for Job Alerts to stay connected:

[jobs.boeing.com/talent-network](http://jobs.boeing.com/talent-network)

Apply to an Early Career Program posting

If selected, participate in interviews

Final selections complete & offers sent