BOEING EARLY CAREER PROGRAMS

SHAPING THE FUTURE OF AEROSPACE BY DEVELOPING THE NEXT GENERATION OF LEADERS
WHAT WE CAN OFFER
A UNIQUE CAREER IN AEROSPACE

4x6 MONTHS
rotation assignments for you to learn and grow

COMPANYWIDE ASSIGNMENTS
and global exposure

UPSKILLING
and unlimited access to digital learning

MENTORING
and knowledge sharing through programs and networks

FLEXIBLE
work arrangements may be available

HEALTH BENEFITS
and well-being programs

125+
chapters of employee-led Business Resource Groups

13,000+
community partners worldwide

12 YEARS
EPA Energy Star Partner of the Year since 2010

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12 YEARS
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125+
chapters of employee-led Business Resource Groups
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 team work, communication and problem-solving
UNITED STATES
6 EARLY CAREER PROGRAMS

FCFP
Finance Career Foundation Program

ITCFP
IT Career Foundation Program

HRCFP
HR Career Foundation Program

ECFP
Engineering Career Foundation Program

QCFP
Quality Career Foundation Program

SCFP
Supply Chain Foundation Program
Interested in finance, contracts, or estimating work? The FCFP has rotation opportunities across the whole finance value chain.

<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>Treasury</td>
</tr>
</tbody>
</table>

**Locations:** Arizona, Alabama, California, Missouri, Pennsylvania, Texas, Washington
Interested in developing Boeing’s workforce? We have rotation opportunities across the whole HR value chain

<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</td>
<td>HR Functional Excellence</td>
<td>Learning &amp; Development</td>
</tr>
<tr>
<td>Diversity &amp; Inclusion</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Locations: Missouri, South Carolina, Washington
ITCFP INFORMATION TECHNOLOGY CAREER FOUNDATION PROGRAM

Explore rotation opportunities across the whole IT value chain

<table>
<thead>
<tr>
<th>Data Science and Analytics</th>
<th>Design and Development</th>
<th>Cybersecurity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enterprise Resource Planning</td>
<td>AI &amp; ML</td>
<td>Digital Manufacturing</td>
</tr>
<tr>
<td>UX and User Centered Design</td>
<td>Commercial off the shelf configuration</td>
<td>Product Management</td>
</tr>
<tr>
<td>Internet of things</td>
<td>Wireless &amp; Cloud Networking</td>
<td>Test Driven Development</td>
</tr>
<tr>
<td>Physical Robotics/cobotics</td>
<td>AR/VR/XR</td>
<td></td>
</tr>
</tbody>
</table>

Locations: Missouri, South Carolina, Washington
Rotation opportunities exist across the whole engineering value chain.

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

**Sites:** Mostly US-based sites with a few non-US based locations.

**Note:** only current Boeing employees are eligible to apply.
Interested in ensuring Boeing leads on quality? The QCFP has rotation opportunities across the whole quality value chain.

<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>QMS Product 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>

**Locations:** Arizona, California, Missouri, South Carolina, Texas, Washington

**Note:** only current Boeing employees are eligible to apply.
We offer rotation opportunities across the whole supply chain value chain

<table>
<thead>
<tr>
<th>Supply Chain Support</th>
<th>Supplier Diversity / Strategy</th>
<th>Supplier Management / Contracts &amp; Sourcing</th>
</tr>
</thead>
<tbody>
<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>
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</table>

Note: only current Boeing employees are eligible to apply.

Sites: Mostly US-based sites with a few non-US based locations.
UNITED KINGDOM

LOCATIONS:
Birmingham, Boscombe Down, Bristol, Crawley, Frimley, Fleet, Gosport, Lossiemouth, RAF Brize Norton, RAF Odiham, Sheffield, Yeovil.

ROTATION OPPORTUNITIES

<table>
<thead>
<tr>
<th>Mechanical Engineering</th>
<th>Systems Engineering</th>
<th>Software Engineering</th>
</tr>
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<tr>
<td>Information Technology</td>
<td>Project Management</td>
<td>Operations</td>
</tr>
<tr>
<td>Supply Chain Management</td>
<td>Logistics</td>
<td>Finance</td>
</tr>
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Note: legal authorization to work in country is required.
LOCATIONS:
Adelaide, Brisbane, Melbourne, RAAF Amberley, Williamtown

ROTATION OPPORTUNITIES

<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>

NOTE:
- Legal authorization to work in country is required
- Rotations are not structured or guaranteed. Participants work with their manager to plan rotations based on their interests and available opportunities
- Participants complete the program in the same location as they were hired
CONTINENTAL EUROPE

LOCATIONS:
Frankfurt, Hamburg, Munich (Germany)

ROTATION OPPORTUNITIES

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Note: legal authorization to work in continental Europe is required.
JOIN #TEAMBOEING

WHAT WE LOOK FOR:

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
Bring an up-beat attitude encouraging and creating a dynamic work environment

ECP COMMITTEES
Balance ECP responsibilities with rotation priorities

THE RECRUITMENT PROCESS:

Search for rotation program postings at boeing.com/careers

If selected, participate in interviews

Accept your offer

Don’t see a relevant job posting? Join our Talent Network and sign up for Job Alerts to stay connected: jobs.boeing.com/talent-network