



DEVELOPMENT OPPORTUNITIES

# CONTRACTS LEADERSHIP DEVELOPMENT PROGRAM



Raytheon Company is a technology and innovation leader specializing in defense, civil government and cybersecurity solutions. The company sells products and services to customers in 80 nations, and its international opportunities and pursuits are growing.

**Raytheon's Values** are: Trust, Respect, Collaboration, Innovation, and Accountability

The Contracts Leadership Development Program (CLDP) is a **two-year rotational program** designed to bring talented undergraduates into Raytheon's contracts organization and develop them into future leaders at the company. The Raytheon Contracts organization's mission is to develop equitable business solutions that deliver affordable, quality products and services on-time, every time.

A **Contracts professional** is the official point of contact for all contractual business matters and handles all verbal and written communication with the customer's procurement representative. The CLDP is structured to provide rich development opportunities through targeted experiential and applied learning.

Members of the CLDP will rotate into two, 12-month challenging assignments. Assignments are designed to provide experience and develop competencies within the following disciplines:

- Contracting
- Risk Analysis
- Business Acumen
- Negotiation Skills
- Program Management
- Terms and Conditions Analysis

The CLDP features the following structured development processes:

- Rotations to multiple business areas across the U.S.
- Executive exposure and dialogue with senior leadership
- Functional and cross-functional leadership training
- Facility tours, training seminars, and peer mentoring across the CLDP alumni network
- Cross-functional learning opportunities and engagements

Apply Online @ [www.raytheon.com/campus](http://www.raytheon.com/campus)  
Enter "CLDP" in the "Search Jobs" field.



**Raytheon**

**LDP**  
Leadership  
Development Program

## LEADERSHIP DEVELOPMENT PROGRAM

### Company Benefits



#### 401(k)/RETIREMENT PLANS

Watch your financial wellness grow. Enrollment eligibility begins on your first day of work with an employer match up to 3 percent.



#### PERFORMANCE RECOGNITION

Be recognized and recognize others with our new employee awards program. At Raytheon, we appreciate notable and exceptional performance.



#### WORK/LIFE BALANCE

Raytheon appreciates work/life balance. Employees can work nine hours a day every week and receive every other Friday off.\*\*

\*\*Requires departmental/manager approval, Interns/Co-ops in California may not be eligible to participate.



#### PAID TIME OFF

Accrue paid time off monthly. Receive 12 holidays per year including the week between Christmas and New Year's Day.



#### EDUCATIONAL ASSISTANCE

Our educational assistance program provides reimbursement for approved courses and accredited certificate/degree programs relevant to your position. Fulltime employees are eligible for up to \$10,000 in assistance each year.



#### RELOCATION ASSISTANCE

Select technical positions are eligible for relocation packages. See specific job description for eligibility requirements.



#### PARENTAL LEAVE

Raytheon offers all eligible employees up to three weeks paid parental leave for the birth or adoption of a child (separate from paid maternity leave or Family & Medical Leave Act.)

\*This position requires the eligibility to obtain a security clearance. Non-U.S. citizens may not be eligible to obtain a security clearance. The Defense Industrial Security Clearance Office, an agency of the Department of Defense, handles and adjudicates the security clearance process. Security clearance factors include, but are not limited to, allegiance to the U.S., foreign influence, foreign preference, criminal conduct, security violations and drug involvement. Employment is contingent on other factors, including, but not limited to, background checks and drug screens. Interested job seekers must apply online at [www.raytheon.com/campus](http://www.raytheon.com/campus) to determine if they meet qualifications for specific positions and other employment requirements.

Raytheon is an equal opportunity employer and considers qualified applicants for employment without regard to race, color, creed, religion, national origin, sex, sexual orientation, gender identity and expression, age, disability, or Vietnam era, or other eligible veteran status, or any other protected factor.

### Rotation Location Examples:

- **Tewksbury, Massachusetts**  
Integrated Defense Systems
- **Portsmouth, Rhode Island**  
Integrated Defense Systems
- **Dulles, Virginia**  
Intelligence, Information and Services
- **Indianapolis, Indiana**  
Intelligence, Information and Services
- **El Segundo, California**  
Space and Airborne Systems
- **Tucson, Arizona**  
Missile Systems
- **Marlborough, Massachusetts**  
Multiple Businesses
- **And more...**

### Required Skills

- 3.0 Cumulative GPA (out of a 4.0 scale)
- Demonstrated history of Leadership
- Ability to move for each of the two twelve-month rotations
- Undergraduate (Bachelor) degree must be obtained between December 2018 and June 2019
- Ability to obtain a U.S. Security Clearance\*

### Desired Skills

- 3.3 Cumulative GPA (out of a 4.0 scale)
- Relevant internship/co-op
- International experience

