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

Raytheon is an exciting and rewarding place to work. We pride ourselves on developing world-class talent in an inclusive atmosphere. The result is a workforce that takes pride in the company and consistently delivers superior solutions.

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
- Cross-functional leadership training across the enterprise LDP
- Functional learning opportunities, facility tours, and training seminars
- Networking and mentoring across the CLDP alumni network

Apply online at www.raytheon.com/campus. Enter “CLDP” in the “Search Jobs” field.
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%.

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 supports a variety of flexible work arrangements including compressed workweeks and flextime. For example, employees can work nine hours a day for nine business days and receive every other Friday off. **

**Particular flexibility options will vary depending upon the type of work performed and the work location. Requires departmental/manager approval.

PAID TIME OFF
Accrue paid time off monthly. Receive 12 holidays per year including the week between Christmas and New Year’s Day. Employees can earn up to 120 PTO hours over one year. **

** Newly hired employees are advanced a prorated number of hours based on their hire date.

EDUCATIONAL ASSISTANCE
Our educational assistance program provides reimbursement for approved courses and accredited certificate/degree programs relevant to your position.

RELOCATION ASSISTANCE
LDP positions are eligible for relocation packages. See specific job descriptions 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 and Medical Leave Act).

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…

LDP Requisition
Number: 145140BR

Required Criteria
- 3.0 cumulative GPA (on a 4.0 scale)
- Demonstrated history of leadership
- Ability to move for each of the two 12 month rotations
- Undergraduate (Bachelor’s) degree must be obtained between December 2019 and June 2020
- Ability to obtain a U.S. Security Clearance*

Desired Criteria
- 3.3 cumulative GPA (on a 4.0 scale)
- Relevant internship/co-op
- International experience

*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 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.

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