



HUMAN RESOURCES

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 **Raytheon Human Resources Leadership Development Program (HRLDP)** is a two-year rotational program designed to develop leadership talent within a dynamic Human Resources organization. The LDP is the strategic early-career component of an integrated talent development construct that is designed to attract, develop and retain transformational leaders. The HRLDP is structured to provide rich development opportunities through targeted experiential and applied learning.

Members of the **HRLDP** will rotate into two challenging 12-month assignments intended to provide a breadth of experiences in a number of different HR functions and businesses. The program also features a **three-month HRLDP summer internship** for graduate students between their first and second year of school. HRLDP rotations include both HR Generalist and HR Specialist assignments that are designed to provide experience and develop competencies within the following HR disciplines:

- Compensation
- International HR
- Employee Relations
- Talent Acquisition
- Enterprise Compliance
- Labor Relations
- Performance Development
- Diversity and Inclusion
- Workforce Analytics
- Talent Development
- Organizational Effectiveness
- Employee Engagement

The HRLDP features the following structured development processes:

- Rotations to multiple business areas across the U.S.
- Competency-based development planning
- Exposure and dialogue with senior HR leadership
- Executive and peer mentoring
- Six weeks of intensive applied learning
- Extensive experiential learning
- Cross-functional learning opportunities and engagements
- Ongoing developmental feedback from multiple sources
- Off-program placement process that aligns individual goals with business needs

Apply online at <https://jobs.raytheon.com/college-jobs>. Enter "HRLDP" 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 of 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 appreciates work/life balance. Employees can work nine hours a day Monday through Friday 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. Full-time 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 descriptions for eligibility requirements.



PARENTAL LEAVE

Raytheon offers all eligible employees up to three weeks of paid parental leave for the birth or adoption of a child (separate from paid maternity leave or Family and 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 (DISCO), 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.

Sample Rotation Locations:

- Tewksbury, Massachusetts
- Waltham, Massachusetts
- Dulles, Virginia
- El Segundo, California
- Tucson, Arizona
- Dallas, Texas

Full-Time Program Requirements

- 3.0 cumulative GPA
- Prior business experience in HR
- Demonstrated leadership skills
- Must be mobile and willing to relocate

Internship Requirements

- 3.0 cumulative GPA
- Must be mobile and willing to relocate
- Candidates must be between their first and second year of graduate school

