



## DEVELOPMENT OPPORTUNITIES

Information Technology

**LEADERSHIP**

DEVELOPMENT PROGRAM



**Raytheon**

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.

### About the IT Leadership Development Program

Raytheon has nine Leadership Development Programs (LDPs): **Information Technology**, Engineering, Business Development, Finance, Human Resources, Contracts and Supply Chain, Global Security Services and Global Trade.

Each two-year program combines functional and business training with rotational positions designed to accelerate network building and collaboration, functional expertise and business knowledge.

### IT Leadership Development Program Vision

To be an industry recognized IT Leadership Development Program (ITLDP) that attracts and develops world-class IT leaders.

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

- IT Program Management
- IT Operations
- IT Security, Risk and Compliance
- Artificial Intelligence & Machine Learning
- IT Program Lead
- IT Asset Management

The ITLDP 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 ITLDP alumni network

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

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of AMERICA

CATALYST CEO  
CHAMPIONS  
FOR CHANGE

FORTUNE  
WORLD'S MOST  
ADMIRABLE  
COMPANIES 2018

## 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 work weeks and flextime. For example, employees can work 9 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, 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. Employees can earn up to 120 PTO hours over 1 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 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-US 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](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.

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### Rotation Location Examples:

- ☑ **Tewksbury, Massachusetts**  
Integrated Defense Systems
- ☑ **Richardson, Texas**  
Space and Airborne Systems
- ☑ **Dulles, Virginia**  
Intelligence, Information and Services
- ☑ **Billerica, Massachusetts**  
Global Business 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 or Master's degree in IT related field
- ☑ 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

