



LEADERSHIP DEVELOPMENT PROGRAM

FINANCE LEADERSHIP DEVELOPMENT PROGRAM



The **Finance Leadership Development Program (FLDP)** is a three-year rotational program designed to bring talented undergraduates into Raytheon's finance organization and develop them into future leaders at the company. The FLDP is the strategic early-career component of an integrated talent development construct that is designed to attract, develop and retain transformational leaders. The FLDP is structured to provide rich development opportunities through targeted experiential and applied learning.



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

- Program Controls
- Accounting
- Internal Audit
- Financial Planning and Analysis
- Pricing/Proposal Development
- Budget and Rates



The FLDP features the following structured development processes:

- Rotations to multiple business areas across the U.S.
- Executive exposure and dialogue with senior leadership
- Executive and peer mentoring
- Functional and cross-functional leadership training
- Facility tours, training seminars, and access to the FLDP alumni network
- 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 www.raytheon.com/campus
Enter "FLDP" in the "Search Jobs" field.

Raytheon

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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. 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 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

FLDP 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.

ROTATION LOCATION EXAMPLES:

- Andover, Massachusetts
Integrated Defense Systems
- Portsmouth, Rhode Island
Integrated Defense Systems
- Dulles, Virginia
Intelligence, Information and Services
- McKinney, Texas
Space and Airborne Systems
- El Segundo, California
Space and Airborne Systems
- Tucson, Arizona
Missile Systems
- Marlborough, Massachusetts
Multiple Businesses

REQUIRED CRITERIA

- 3.0 Cumulative GPA (out of a 4.0 scale)
- Undergraduate (bachelor degree) must be obtained between December 2019 and May/June 2020
- Degree in finance or a related field
- Ability to obtain a U.S. security clearance*

DESIRED CRITERIA

- 3.3 cumulative GPA (out of a 4.0 Scale)
- Demonstrated leadership ability
- Relevant internship experience
- Strong communication and analytic skills
- Ability to move geographically

