

# WANT TO LEARN ABOUT THE ENGINEERING LEADERSHIP DEVELOPMENT PROGRAM AT BAE SYSTEMS?



BAE Systems is the premier global defense and security company, delivering a full range of products and services for air, land and naval forces, as well as advanced electronics, security, information technology solutions and support services.

Learn more about career opportunities at BAE Systems:  
[www.baesystems.jobs](http://www.baesystems.jobs)

Keyword **ELDP** or **Engineering Leadership Development Program**

Electronic Systems has operations spanning commercial and defense electronics markets and offers a broad portfolio of mission-critical electronic systems including aircraft flight and engine controls, electronic warfare and night vision systems, surveillance and reconnaissance sensors, mobile networked communications equipment, and environmentally friendly vehicle propulsion systems. Electronic Systems is based in Nashua, New Hampshire, and employs about 12,000 people.

The three-year ELDP program consists of:

- Rotational Work Assignments
- Graduate Degree
- Leadership Development
- Technical Development
- Mentoring from Company Leaders

**ELECTRONIC SYSTEMS**

CS-14-F87-01

Come to an information session on the Engineering Leadership Development Program (ELDP)

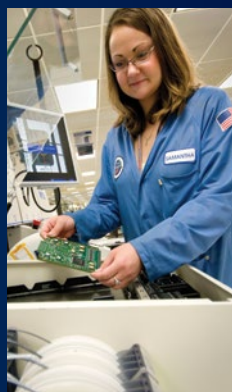
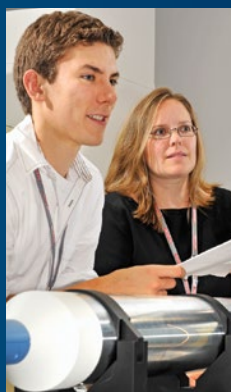
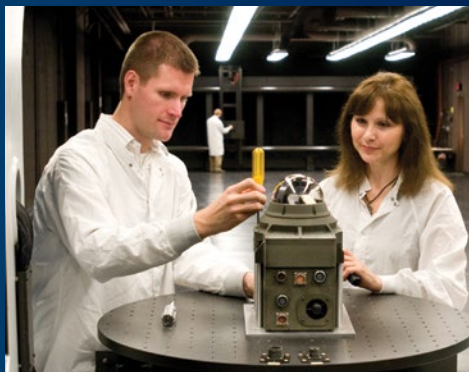
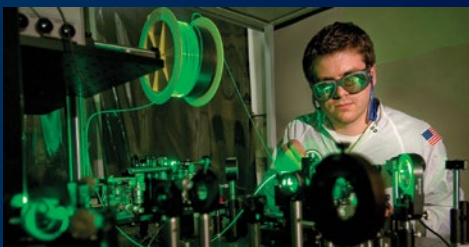
**WHEN:** Wed 09/30/15, 5-6pm

**WHERE:** Engineering Bldg, Room 214

**WHO:** High-potential engineering students seeking full-time work opportunities

**BAE SYSTEMS**  
INSPIRED WORK

# ENGINEERING LEADERSHIP DEVELOPMENT PROGRAM



ELECTRONIC SYSTEMS

**BAE SYSTEMS**  
INSPIRED WORK

**Contents**

Message from President of ES	1
Our mission	2
Our values	2
Our candidates	3
Our benefits	3
Timeline	4
Academic education	6
Work rotations	7
Leadership training	8
Program completion	9

**About BAE Systems, Inc.**

BAE Systems is the premier global defense and security company, delivering a full range of products and services for air, land and naval forces, as well as advanced electronics, security, information technology solutions and support services.

**ELECTRONIC SYSTEMS**



## Electronic Systems

---

As part of BAE Systems' Electronic Systems business, we are very proud of what we do. Our mission statements, We Protect Those Who Protect Us® and We Innovate For Those Who Move the World, embody our noble mission. Every day, our engineers develop and deliver technology to protect our armed forces, improve operational safety and enhance mission effectiveness.

We support a wide range of military and commercial applications in the air, on the ground and in the sea.

We accomplish our task by placing value on our technical capabilities, leadership capabilities, and role in the industry and our community.

We realize that a conscious investment is required to ensure that tomorrow's leaders will be there when we need them. Our Engineering Leadership Development Program (ELDP) has been designed to do just that. Today, we are developing the Engineering leaders of tomorrow — teaching, mentoring, providing opportunities for valuable experience, and fostering a culture in which to grow.

I hope this brochure raises your curiosity, answers your questions, and inspires you to come learn to lead with us.



Dan Gobel  
President,  
Electronic Systems

## Our mission

The mission of the Engineering Leadership Development Program is to attract and accelerate the development of high-potential recent college graduates for the future responsibility of being Engineering leaders at BAE Systems.

The ELDP participants should be capable of guiding our people, business, and technology into new areas of growth through Engineering excellence, strategic visioning, superior teamwork, and outstanding communication.

The program achieves its objectives through four key components:

1. Technical development
  - Technical master's degree
  - Technical Development Curriculum (TDC)
2. Leadership development
  - Participation in BAE Systems, Inc. Leadership Development Conferences (LDC)
  - Leadership University Modules
  - Opportunities to take on Leadership Assignments
3. Rotational work assignments
  - Opportunities for job rotations across business areas, disciplines, and functions
  - Participation in organizational initiatives
4. High level of employee engagement
  - Technical advisors provided during program to aid in technical development
  - Mentors provided post ELDP graduation

BAE Systems also offers similar leadership development programs in Operations (OLDP), Finance (FLDP), Human Resources (HRLDP), Information Technology (IMLDP) and Performance Excellence (QLDP). These programs have similar components of rotation assignments, academic training, and leadership development.

## Our values

Our Engineering Leadership Development Program has a long and distinguished history. This program is founded on the principles of excellence in leadership and a proud adherence to our core values of customers, people, performance, partnering, innovation, and technology.

### TRUSTED

We deliver on our commitments

- We are honest and take responsibility
- We can be relied upon
- Everyone matters

### INNOVATIVE

We create leading-edge solutions

- We value imagination and experience
- We empower teams
- Working together we turn our ideas and technologies into solutions

### BOLD

We constructively challenge and take the initiative

- We operate with tenacity and resolve
- We accept challenges and manage risk
- We set stretching goals

## Our candidates

Our program expects excellence, and we look for it in our candidates. The intensive schedule of the Engineering Leadership Development Program combines the academic rigors of a master's degree with a competitive work environment to form a unique learning experience. The ELDP members are a select group of well-rounded recent college graduates who possess the following qualities:

- Bachelor of Science in Engineering, Computer Science or Physics
- Excellent academic record (minimum 3.0/4.0 GPA)
- Outstanding communication skills
- Demonstrated teamwork and leadership abilities
- Participation in a variety of extracurricular activities
- Capacity and motivation for hard work
- Ability to obtain and maintain a Department of Defense security clearance (for some locations)
- U.S. citizenship (for some locations)
- Mobility (strongly encouraged)
- High self-confidence
- Logical reasoning ability
- Self-motivation

## Our benefits

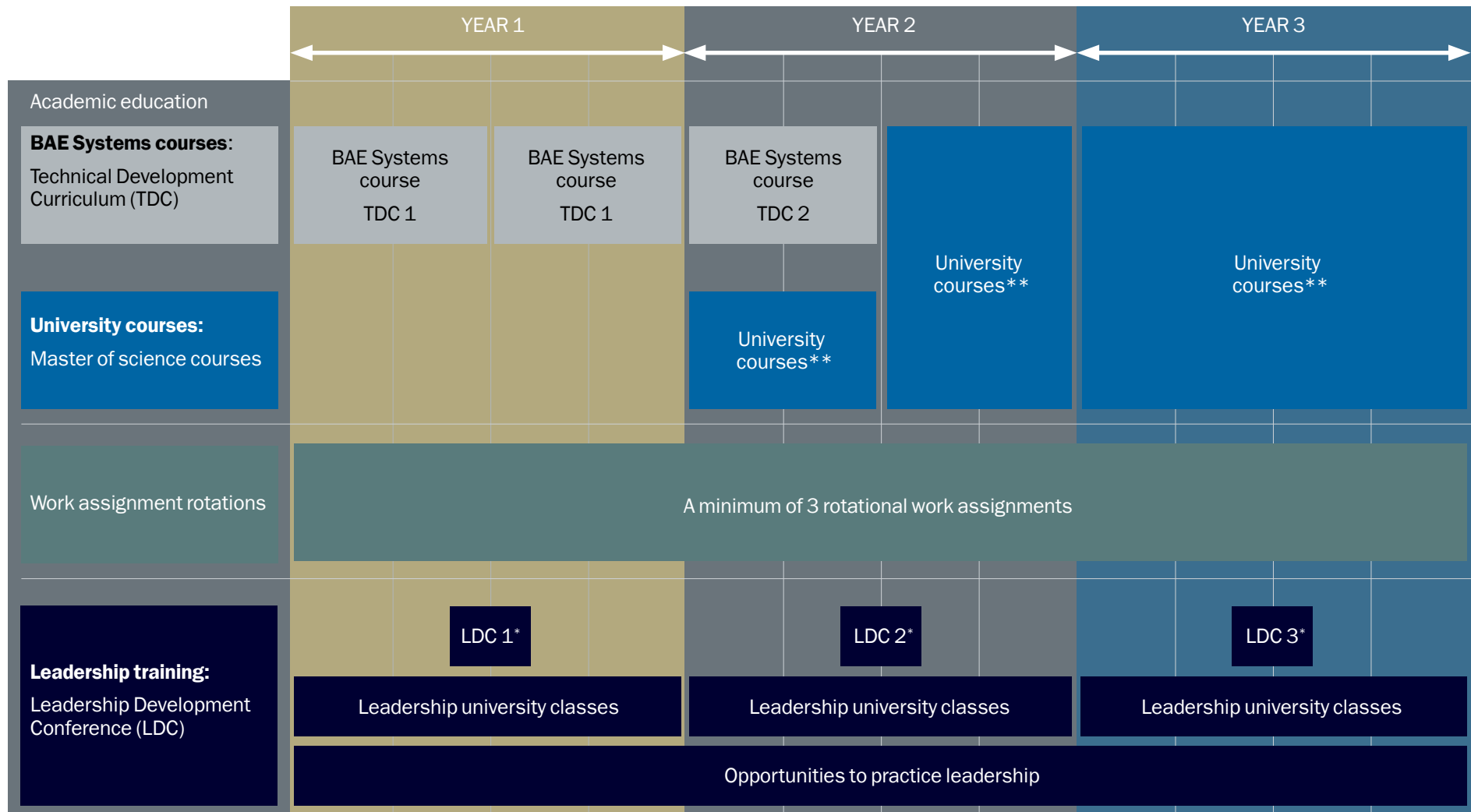
The Electronic Systems Engineering Leadership and Development Program operates in several facilities across the United States, including New Hampshire, New York, Texas, Virginia, Massachusetts, New Jersey, Indiana, and California. Each location offers a unique set of experiences, opportunities, and recreational activities.

We offer our employees fulfilling careers, great places to live, competitive salaries, and excellent benefits packages. Our benefits include vacation and sick time, opportunities for educational advancement, a 401k plan, medical, dental, and vision insurance, and much more. We also offer our employees a “9-80” work schedule at some locations, which compresses the 80 hours normally worked in two weeks into nine working days, giving employees every other Friday off — 26 three day weekends through the year.



# Timeline

## Engineering Leadership Development Program



Notes: \*LDC is held for one week once a year  
 \*\*Optional for participants entering with technical graduate degree

## Academic education

### **Technical development training**

The ELDP's educational coursework provides a blended learning experience that combines the technical breadth and team-based learning found during the three semesters of in-house training, known as Technical Development Curriculum (TDC).

TDC is instructed by BAE Systems subject matter experts and covers a wide range of Engineering topics, Engineering domains and related topics intended to provide participants with the knowledge and training required to take on leadership positions in the organization.

Engineering domains covered include multi-week modules of the Engineering disciplines including Software, Electrical, Mechanical and Systems Engineering, as well as domains pertinent to the local lines of business including Electronic Warfare, Engine Controls, Hybrid Electric Systems, Antenna Theory, and Infrared Systems.

Other related topics covered in the TDC curriculum are: project management principles, business development, lean six sigma, and government relations.

During TDC, cross-functional teams solve weekly homework problems together, and an individual or group report is submitted. Homework assignments are designed to take the course content and apply it to real world applications commonly seen at BAE Systems. In addition to learning the material presented during TDC, other objectives of TDC include exposing the participants to BAE Systems subject matter experts and building teamwork and communication skills.

### **Graduate degree**

After completion of the first year of in-house training, it is expected that candidates enroll in and graduate from a master's-level technical degree program. Candidates entering the ELDP with a technical master's degree are not required to pursue a second master's degree. The Engineering master's degree programs at partnering institutions are designed to provide technical depth and expertise in an Engineering area of interest to the student aligned with BAE Systems' current and future business needs.

## Work rotations

ELDP participants have the ability to chart their own technical path for three years, seeking career advice from managers, professors, mentors, and peers. They can find or create a rotation through discussion with a manager or team leader on a particular program, technical area of interest, or search for an exciting rotation posted on the internal ELDP website.

There is also support from the ELDP coordinator to help identify rotations to enhance each individual's skill set.

Participants complete a minimum of three rotational assignments within three years. These rotations build on the foundations already acquired in college. Participants develop new skill sets, and benefit from exposure to different programs and Engineering disciplines across Electronic Systems.

Rotational assignments can include: opportunities to work across different locations and business areas, working in small and large teams, and gaining practical industry experience in several technical areas of special interest to the participant.



## Leadership training

In addition to building on the foundation of Engineering excellence, an objective of the Engineering Leadership Development Program is to facilitate the growth of an individual's leadership skills. Through leadership training and activities, participants:

- Practice and hone presentation skills.
- Practice group and teamwork skills.
- Learn about their own communication and leadership styles.
- Develop situational awareness and emotional intelligence.
- Develop conflict management and resolution skills.
- Learn how to effectively motivate and lead a team to success.

### Annual Leadership Development Conference (LDC)

All Leadership Development Program participants (ELDP, FLDP, OLDP, HRLDP, IMLDP, and QLDP) attend the week-long Leadership Development Conference held each year at an off-site training center. Through team projects, ropes courses, adventure activities, and other leadership workshops, participants focus on three main areas: teamwork, personal effectiveness and development, and leadership development.

### Other leadership training

ELDP participants receive training on emotional intelligence, teamwork, personal effectiveness, partnering, communication, and effective leadership. This training takes place through Leadership Development Conference mid-year events, and quarterly training events known as "Leadership University."

### Opportunities to practice leadership

ELDP participants may take on the responsibility of creating and/or participating in leadership activities that support the ELDP, BAE Systems, and local communities. These opportunities give ELDP participants confidence in their ability to interact with and help others. These experiences better equip participants to partner with, lead, and mentor others in the workplace.



## Program completion

Graduation from the Engineering Leadership Development Program is an achievement held in high esteem. Upon successful completion of the program, participants select longer-term positions within the Engineering organization. These positions reflect the interests and abilities demonstrated by the participants during the program. Opportunities for challenging work assignments and excellent career growth are readily available to ELDP graduates.

Graduates are paired with higher-level management in a mentoring program and become strong leadership resources for the program. Alumni are included in ELDP events.



For more information:

BAE Systems

Attention: ELDP

P. O. Box 868

Nashua, New Hampshire 03061

Cleared for open publication 6/14

© 2014 BAE Systems. All rights reserved.

## How to apply

Please apply online at:

[www.baesystems.jobs](http://www.baesystems.jobs)

Keyword: ELDP or Engineering Leadership Development Program