

Company overview

BAE Systems is the premier global defense and aerospace company, delivering a full range of products and services for air, land, and naval forces, and advanced electronics, information technology solutions, and customer support services. With approximately 100,000 employees worldwide, BAE Systems had 2007 sales that exceeded \$31.4 billion.

The company's Platform Solutions unit is based in Johnson City, New York, and employs more than 4,800 people at facilities from California to the United Kingdom. Platform Solutions serves the aerospace and defense community with capabilities and products that improve operational safety and enhance mission effectiveness. It supports a wide range of military and commercial platforms, including fixed- and rotary-wing aircraft and ground vehicles, with capabilities in vehicle management, human-machine interface, and power management.

Platform Solutions designs and produces fly-by-wire flight controls; full-authority digital engine controls; cockpit, head-up, and helmet-mounted displays; autopilots, pilot sticks, and inceptors; hybrid electric propulsion systems; vehicle power management systems; and data distribution and flight-deck systems.



BAE SYSTEMS

For more information, contact:

Eric Guzewich
Engineering Training Programs
BAE Systems
600 Main Street, Johnson City
New York 13790 USA
Telephone: 607 770 3108
E-mail: eric.guzewich@baesystems.com
www.baesystems.com/eis

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Engineering Leadership Development Program



BAE SYSTEMS

Today's graduates – tomorrow's leaders

The Engineering Leadership Development Program at BAE Systems is an intensive, experience-based program designed to train and develop the company's future business leaders. The three-year program consists of rotational assignments, in-house training courses, leadership seminars, and the opportunity to earn a master's degree.

Rotational assignments

Participants have an opportunity to experience multiple engineering disciplines early in their careers by completing three to four rotational assignments. Rotations are commonly available in aerospace controls, power systems, software, analog and power electronics, digital design, product design, reliability, software tools, and R&D. Cross-functional assignments in operations, business development, and failure analysis, and off-site rotations sometimes are available.

Technical Development Curriculum (TDC)

During the first three semesters of the academic calendar, program members take part in intensive in-house engineering courses. They work in teams to solve realistic business-related engineering problems in many disciplines. The average workload is 15 to 20 hours per week in addition to a full-time work schedule. The entire curriculum is separated into two sections, TDC I and TDC II.

TDC I: The first in-house course covers a different advanced engineering topic each week, such as

electrical, mechanical, software, and systems engineering. Participants submit weekly reports on each topic.

TDC II: The second in-house course focuses on specific technologies that are applied within BAE Systems. Participants develop and present a control system design project requiring the application of systems, software, and hardware engineering skills.

Completion of TDC I provides the equivalent of two university courses toward a master's degree, and completion of TDC II provides an additional course equivalent.

Graduate degree

TDC I and TDC II may be followed by university courses to complete requirements for a master's degree in engineering or computer science. Participants choosing a thesis or project relevant to BAE Systems technology will have the opportunity to present their work to senior technical staff. Tuition, fees, and books are prepaid by the company for members pursuing this option.

Leadership training

The program includes three supplemental leadership training courses. Each is an intensive seminar that focuses on experiential learning, covering topics such as team-building, time management, leadership styles, negotiating skills, project management, and the BAE Systems vision and culture.



ELDP Timeline

Year	Semester	Activities
1	Summer	New ELDP hires join Platform Solutions team; begin first rotation; attend Leadership Training (Part 1)
	Fall	TDC I; in-house engineering course
	Winter	Begin second rotation
	Spring	TDC I; in-house engineering course
2	Summer	Attend Leadership Training (Part 2)
	Fall	Begin third rotation; TDC II; in-house engineering course
	Spring	Begin university course work (optional); begin fourth rotation
3	Summer	Program members begin fourth and final rotation or take a permanent position in Engineering; attend Leadership Training (Part 3); ELDP graduation
	Fall	Continue university course work, including thesis project, until graduate degree completed (optional)

