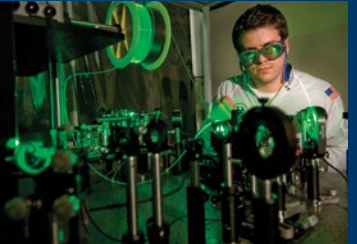


OPERATIONS LEADERSHIP DEVELOPMENT PROGRAM



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About BAE Systems

BAE Systems is a global defense, aerospace and security company with thousands of employees worldwide. The company provides a full range of products and services for air, land, and naval forces. BAE Systems' products and services include electronics, security, information technology solutions and support services.

About Electronic Systems

The ES Sector is headquartered in Nashua, N.H. with operations spanning both commercial and defense electronics markets. The sector offers a broad portfolio of vehicle and mission critical electronic systems. These systems include flight and engine controls, electronic warfare and night vision systems, surveillance and reconnaissance sensors, advanced situational awareness displays and systems, secure networked communications equipment, and power and energy management systems.

About OLDP

The Operations Leadership Development Program (OLDP) is a three-year program designed to develop high potential, entry level employees for future leadership positions within Operations. The intent of the program is to provide a diverse set of experiences through challenging rotational assignments, technical and leadership training, advanced education, leadership opportunities and mentorship.

Electronic Systems

Congratulations! You have just completed the arduous journey of obtaining your higher education degree. We, as a prospective employer, acknowledge and congratulate you on your achievement.

As vice president of Operations for BAE Systems' Electronic Systems, I invite you to learn more about our Operations Leadership Development Program. This program has developed outstanding leaders within operations and other business functions at our company.

Due to your desire to become a leader in this dynamic and important industry and our need to develop future leaders, our company may provide just the position you are searching for.

BAE Systems has created an outstanding program to train future leaders. As a truly borderless company, we provide opportunities for our talented leaders across the company to run major portions of our businesses. You bring the desire and we bring the training and opportunity.

This brochure describes our Operations Leadership Development Program. I strongly encourage you to review this



Steve Schneps
Vice President, Operations

material and consider this opportunity. If it seems right for you, then you may be right for it!

I look forward to meeting you. We need future leaders and we are excited that you are considering this terrific program.

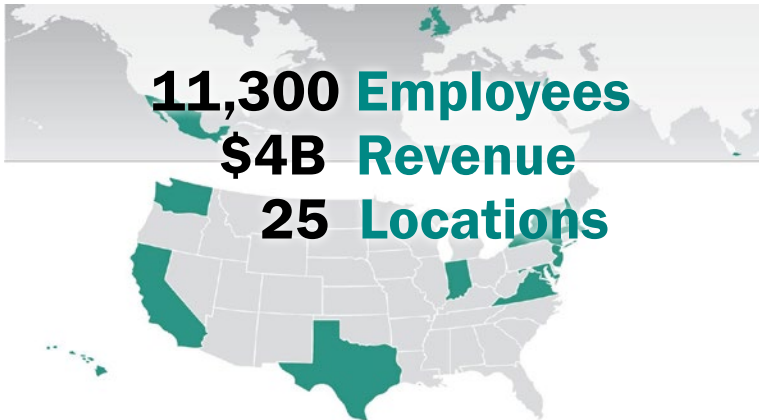
Regards,
Steve

ES overview and business areas

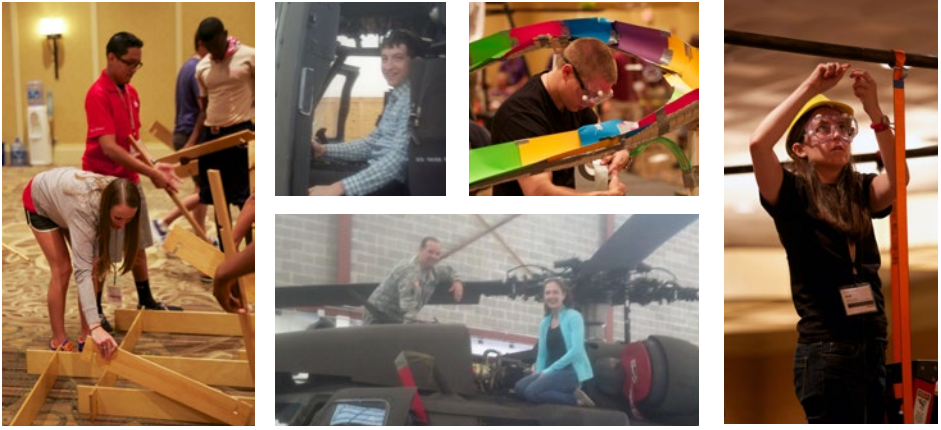


Electronic Systems offers employees fulfilling careers, great places to live, competitive salaries and an excellent benefits package. Our package includes

merit reviews, comprehensive insurance benefits, tuition reimbursement, paid vacations, a 401(k) plan, health and wellness programs, and flexible work schedules.



Our candidates



The program expects excellence and looks for it in our candidates. OLDP participants are a select group of recent college graduates who possess the following qualities:

- Bachelor’s degree in Engineering or Supply Chain or Master’s degree in Engineering or Business preferred, all majors considered
- Demonstrated teamwork and leadership abilities
- Participation in a variety of extracurricular activities
- Capacity and motivation for hard work
- Diverse work experience
- Outstanding communication skills
- Mobility encouraged but not required
- Ability to obtain and maintain a Department of Defense security clearance
- Excellent academic record

Rotational work assignments



During the three-year program, participants are given the opportunity to complete 12-month assignments.

Assignments are in diverse areas within operations. These areas include manufacturing, supply chain, and project management. In addition to functional roles, OLDP participants are exposed to a variety of strategic projects and initiatives.

The OLDP provides a great deal of flexibility and choice for the participants. This flexibility includes input into second and third rotational assignment choices. The OLDP's affiliation with other BAE Systems

leadership development programs also enables participants to work in cross functional rotational assignments, in addition to rotations within operations.

Throughout the program, OLDP participants are also given the chance to take on leadership roles beyond rotational assignments. Previous participants have led program recruiting, organized company-wide charity events, formulated customer presentations, organized program meetings and events and attended senior-level management meetings.

Leadership training



The program's objective is to facilitate the growth of an individual's leadership skills. Participants gain and demonstrate leadership skills by completing their rotational assignments. They attend monthly on-site leadership development training programs, with instruction from local universities, external consultants and internal trainers.

Participants attend three, week-long leadership development conferences (LDC). These conferences provide specialized leadership training and an opportunity for attendees to meet senior BAE Systems executives and other leadership development program participants from around the company.

Mentoring



Each OLDP participant is assigned a personal mentor for the duration of the program. These mentors will:

- Expose participants to diverse and challenging experiences
- Provide direction to members in choosing rotations, career planning and development and off-program placement
- Bridge the gap between academia and industry

The program capitalizes on the experience and knowledge of operations leaders who are experts in their field. These leaders are committed to furthering a highly skilled and motivated work force. The wise counsel and advice of experienced colleagues helps participants to handle challenging situations and develop.

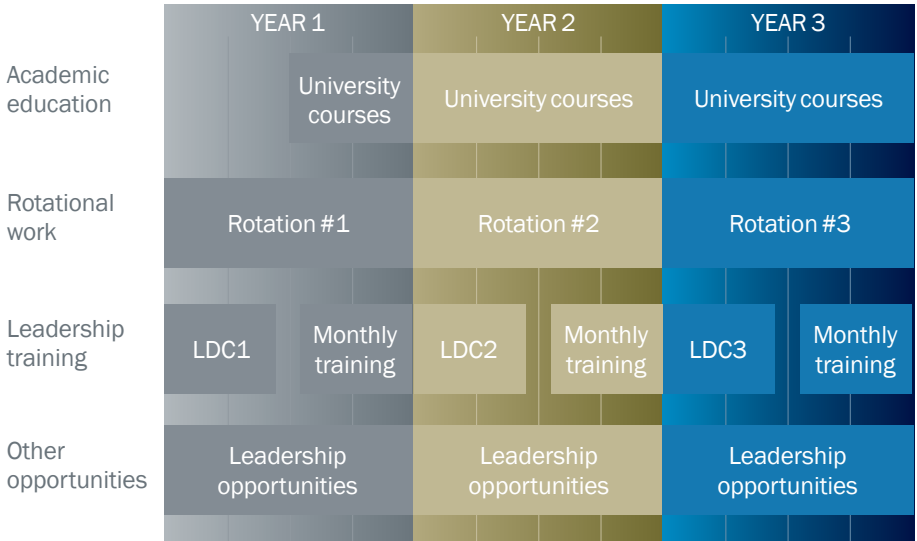
Advanced education

OLDP participants entering the program with a bachelor's degree are required to complete a master's degree. To complete the advanced education portion of the program, participants are given the

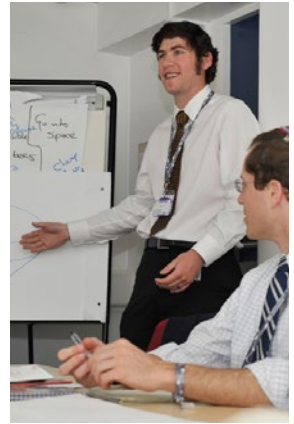
opportunity to pursue their choice of an MBA or MS degree in a related field.

Up-front reimbursement of tuition expenses and payment for books are added benefits to OLDP participants.

Operations Leadership Development Program



Post-OLDP opportunities



An OLDP graduation ceremony is held each year to recognize the accomplishments of those who have successfully completed the program. Graduates then choose a permanent position within a business area or function. Placement is based on business need, graduate interests and the skills that the graduate demonstrated during the program.

Graduates are serving today in a variety of managerial, strategic, and leadership positions throughout the company. They are well-positioned to succeed, as a result of the broad experience, mentoring, educational opportunities and strong network established during the program.

For more information:
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How to apply

For immediate consideration,
please apply online at:

www.baesystems.jobs

Keyword: OLDP or Operations Leadership Development Program