Sample: Leadership Development Program
This document is an example only and is not intended to be all-inclusive. Other program descriptions may vary. Please use your discretion when developing a description for your organization. Open positions may be posted for Thunderbird students and alumni via Thunderbird’s online job board, GlobalConnect: thunderbird.edu/globalconnect. If you need assistance, please contact Thunderbirds Employer Relations team at employer.relations@thunderbird.edu.

Are you looking for an accelerated path to leadership in Human Resources? Do you have the ability to be a transformational leader? Then we have the opportunity for you.

Company Overview:
Raytheon Company, with 2009 sales of $25 billion, is a technology and innovation leader specializing in defense, homeland security and other government markets throughout the world. With a history of innovation spanning 88 years, Raytheon provides state-of-the-art electronics, mission systems integration and other capabilities in the areas of sensing; effects; and command, control, communications and intelligence systems, as well as a broad range of mission support services. With headquarters in Waltham, Mass., Raytheon employs 75,000 people worldwide.

Our Leadership Development Programs are designed to give talented people the tools, support and opportunities they need to succeed. The program is the strategic early career component of an integrated talent system designed to attract, develop and retain transformational leaders. So whether you’re an HR future leader, an engineering prodigy, an IT visionary – or anything in between – Raytheon has something to offer...including a great career. Upon successful completion of your selected LDP program, you’ll have the opportunity to be placed in an assignment at Raytheon that best fits your interests and abilities. After that, the sky’s the limit.

Our Human Resources Leadership Development Program (HRLDP) is designed to attract, build, and retain superior Human Resources (HR) talent for our dynamic HR organization, provide a world-class program with high expectations for future HR talent and to groom our next generation of HR leaders.

Responsibilities:
Within the Human Resources LDP, you’ll have first hand involvement with the Raytheon programs and people behind our reputation, including many top-level Raytheon senior executives.

The program is a challenging two-year rotational program that includes three eight-month assignments focused on developing strong HR leadership talent. Development is focused in the areas of Human Resources, Business Acumen and Leadership. The program will provide you with the opportunity to gain broad exposure to our diversified businesses and achieve breadth across our HR functions in areas such as Employee & Labor Relations, Organizational Effectiveness, Talent Management, Compensation, HR Information Systems, and more. Participants will be assigned challenging positions and projects that will provide them the opportunity to be a strategic business partner, working with various levels of management. The HR LDP offers a comprehensive assimilation and mentoring program along with formal and on-the-job training.

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HRLDP Development Model:
The HR LDP program features the following development processes:
• Rotation to three distinct business areas across the U.S.
• Competency based development planning
• Executive mentoring
• Extensive on-the-job targeted development
• Five weeks of intense classroom learning
• Regular developmental feedback from both the program manager and the assignment manager
• Extensive E-Learning resources to enable individual development planning
• Off program placement process matching individual goals with business needs

Potential rotation locations include: Tucson, AZ; Los Angeles, CA; Washington DC; Boston, MA; Dallas, TX; Largo, FL; Indianapolis, IN; Aurora, CO; London, UK; Saudi Arabia.

Required Skills, Knowledge & Experience:
We are looking for Masters Candidates (MBA with an emphasis in HR management or MS/MA in HR field). You must have the ability to do three rotational assignments, anywhere across the U.S. Applicants must be mobile and willing to relocate during the program.

Required Skills:
• 3.0 Cumulative GPA or greater
• Prior business experience in HR
• Demonstrated leadership skills
• Excellent communication skills
• Candidates must be able to obtain a security clearance, which requires U.S. Citizenship
• Candidates must be within 18 months from graduation of a Master’s level program

Required Education:
• MS/MA/MBA with emphasis in Human Resources, Industrial Relations, Organizational Behavior, Organizational Development or other HR related field
• Any MBA or JD with practical HR experience

Preferred Skills, Knowledge & Experience:
• 2 years work experience in Human Resources

Raytheon is proud to offer a comprehensive, competitive benefits package. In addition to protecting you and your family’s health and wellbeing, we offer important financial benefits and many additional perks including a collaborative team environment, auto and home insurance, and some locations offer a 9/80 schedule, etc. For additional information about our company and recent initiatives, please visit our Website at Rayjobs.com.

Raytheon is committed to workforce diversity and we are proud to be an equal opportunity employer. Raytheon 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.