Operations Leadership Development Program

The OLDP program is designed to attract and accelerate the development of high-potential recent college graduates for the future responsibility of operations leadership at BAE Systems. This program is a three-year, rotational program that offers the opportunity to explore a variety of roles within Operations, and blending that experience with coursework, including an advanced degree in a related field.
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Rotational assignments
During the three-year program, participants are given the opportunity to complete twelve-month assignments in diverse areas within operations including manufacturing, supply chain, and project management. OLDP participants are also exposed to a variety of strategic projects and initiatives and given the opportunity to take leadership roles beyond the program, including company-wide charity events and recruiting efforts.

Leadership training
The program’s objective is to facilitate the growth of leadership skills, which the participants gain and demonstrate by completing their rotational assignments. They attend monthly on-site leadership development, training programs with instruction from local universities, external consultants and internal trainers. Additionally, participants attend three week-long leadership development conferences during the program that provide specialized training and the opportunity for attendees to network with senior executives and other OLDP participants from around the company.

Mentoring
Operations leaders share their experiences and knowledge and provide counsel. Each OLDP participant is assigned a personal mentor for the duration of the program who will expose them to diverse and challenging experiences, provide career planning and direction when choosing rotations, and bridge the gap between academia and industry.

Advanced education
OLDP participants entering the program with a bachelor’s degree are required to complete a master’s degree in a related field. The company assists with expenses such as tuition and books, providing this additional benefit to OLDP participants.

Post OLDP opportunities
Graduates are well positioned to succeed as a result of the broad experience, mentoring, educational opportunities and strong network established during the program. Upon successful completion of the program, participants choose a permanent position within a business area or function. Placement is based on business need, graduate interests and the skills demonstrated during the program. OLDP graduates are serving today in a variety of managerial, strategic, and leadership positions throughout the company.

How to participate:
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, but all majors considered
- Excellent academic record
- 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)
- Diverse work experience
- Mobility encouraged but not required

For questions regarding the application process, contact OLDP.ES@baesystems.com

How to apply
For immediate consideration, please apply online at www.baesystems.jobs

Search keyword: OLDP or Operations Leadership Development Program

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BAE Systems is committed to hiring and retaining a diverse workforce. We are proud to be an Equal Opportunity Employer, making decisions without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, marital status, national origin, age, veteran status, disability, or any other protected class.