

Raytheon Careers

Why Raytheon Quick Reference Guide

We don't expect the unexpected. We make it happen. Our employees push the limits of known science and redefine how we connect and protect our world. We are advancing aviation, building smarter defense systems and creating innovations to take us deeper into space.





RTX overview

RTX is the world's largest aerospace and defense company with a global team of 180,000+ employees.

NYSE: RTX

RTX businesses

- Collins Aerospace
- Pratt & Whitney
- Raytheon

	RTX	Raytheon
	Arlington, VA headquarters	Arlington, VA headquarters
	~180,000 employees	~55,000+ employees
	\$67.1 billion 2022 sales	\$2.51 billion 2022 sales
	Greg Hayes Chairman & CEO	Wesley D. Kremer President, Raytheon

Culture

Diversity, equity & inclusion
We want to ensure all our employees and partners feel they can bring their whole selves to work.

Community outreach
Our strategic community initiatives and employee volunteerism achieve measurable local impact that changes lives.

Military programs
We support our active-duty military members by investing in programs that prepare them for new careers.

Employee resource groups
Our employee resource groups give voice to the diverse communities that make up our workforce.

Office of the future

Onsite
Work primarily at one of our on-site locations.

Hybrid
Work on-site as well as remotely.

Remote
Work from the convenience of your home.

9/80 Schedule
Adjusted hours for every other Friday off. Flexible work arrangements are offered to meet employees' needs within business requirements.

RTX Referrals & Rewards

Our enterprise employee referral program enables employees to refer candidates from their networks to open positions across all RTX business units. Using the website or mobile app, employees can make referrals in less than 30 seconds, share with their social networks and see in real-time where their referral is in the process.

Our Strategic Business Units

- [Air](#)
- [Land](#)
- [Sea](#)
- [Space](#)
- [Cybersecurity, Intelligence & Services](#)
- [Integrated Air & Missile Defense](#)
- [Strategic Missile Defense](#)
- [Advanced Technology](#)

DE&I partners

BEYA	PowerToFly
DisabilityIN	SASE
FairyGodboss	SHPE
GMIS	SWE
NSBE	WiCyS

Our values

Trust	Accountability	Innovation
Respect	Collaboration	



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Raytheon job search:



Benefits and perks



Health and wellness plan

Medical, dental and vision plans provide coverage for both preventive and non-routine care.



Retirement savings

Our 401(k) plan offers a broad range of investment options. For eligible employees, we will match up to 3% of your savings to help you build financial security.



Tuition reimbursement

Through the Employee Scholar Program, you may be eligible for tuition reimbursement and selected fees for approved courses or degree programs that help advance your education.



Employee discount program

Save big on a variety of products and services, including (subject to change):

- Amusement parks and other attractions
- Automobiles
- Cell phones
- Clothes and accessories
- Computers and electronics
- Pet supplies
- Travel



Other benefits

The company offers several other benefits, including:

- College coach
- Scholarships for children
- Charitable giving
- Transportation and commuter benefits

Total compensation

Total compensation and rewards, where applicable, to include flexible schedules (9/80), incentive programs, PTO, holiday shutdown, performance-sharing program, sign-on bonuses, Employee Recognition, Military Family Leave, Well-being programs, etc.

Employee resource groups (ERGs)

Nine employee-led, voluntary groups focused on driving an inclusive culture and creating positive change for our employees and communities where we live and work.

Ability/Disability
Asian/Pacific Islander
Black/African America
Connections
Hispanic
Indigenous/American Indian
LGBTQIA+
Military/Veteran
Women

Corporate social responsibility

Connect Up is RTX's 10-year, \$500 million investment in programs that bring transformative, generational change and address pressing present-day problems around the world.

Career development

We are committed to your growth through lifelong learning — which means giving you opportunities to learn every day, at every stage of your career. At RTX, you have access to a variety of resources, from online and instructor-led programs to leadership development programs, internal mobility career development & more.

Workplace awards

Forbes 2021 World's Best Employers
LinkedIn 2022 Top Companies
Universum 2021 Most Attractive Employers
Diversity Inc 2021 Top 50 Companies for Diversity
2021 Top 50 Employer Minority Eng Magazine

Environmental, Social and Governance (ESG)

Our [ESG strategy](#) sets forward-looking aspirations that are aligned with our impact areas and business strategy, while supporting the advancement of people, lifting up underserved communities and addressing the global challenges of climate change.

Career programs

Campus Programs

The Campus Programs team makes it their priority to discover the next generation of diverse top talent. In 2021 we welcomed 288 new interns and 195 returning interns. 2022 goal is 429. We engage at all levels across 22 Tier 1 and 2 colleges and universities, including 4 HBCUs.

SkillBridge internship

Raytheon partners with the Department of Defense SkillBridge internship program to offer active-duty military members offer real-world training and work experience in in-demand fields, while having the opportunity to evaluate the service member's suitability for the work.

Re-empower program

The RTX Re-Empower Program provides a unique opportunity to support experienced professionals as they relaunch their careers.

Talent Community

Do you have a candidate that's not ready to apply or doesn't match with any of our current openings? Candidates can stay connected with Raytheon careers through our Talent Community.

<https://rtxintel.co/TalentCommunity>

Connect

