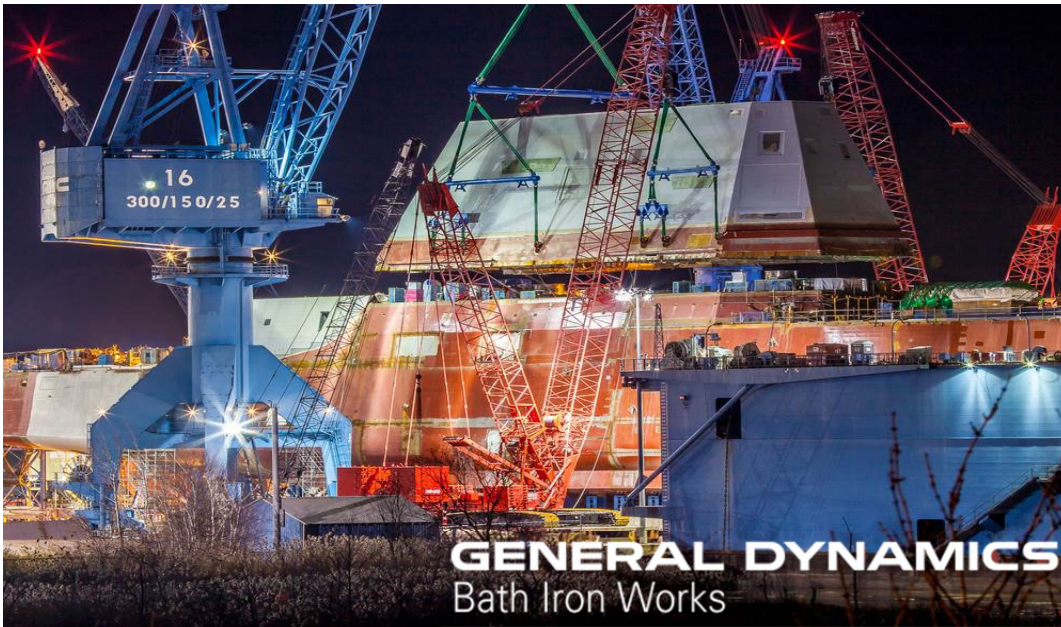


# PROFESSIONAL DEVELOPMENT PROGRAM



## Shipbuilders and Engineers Since 1884

Bath Iron Works has a long tradition of shipbuilding that spans over 130 years. We are a leader in the design and construction of the most technologically advanced naval ships in the world, with a reputation for innovation and quality that sets industry standards. We are part of the General Dynamics family, a leading marine, aviation, defense and IT company with about 95,000 employees worldwide.

### Program Overview

The goal of the Professional Development Program is to recruit and develop talented, recent college graduates and prepare them for future leadership roles at BIW. The program is championed by BIW's senior leadership and overseen by program sponsors and a program manager. In addition, participants are mentored by an existing employee. This creates a combined support network that advocates for participant learning as well as both technical and personal professional development. Over an approximate two-year period, participants complete a set of core program rotations and a four-month work assignment that covers the most critical aspects of the shipbuilding process. Participants are able to gain valuable shipbuilding and maritime industry knowledge from a leadership perspective. Rotations are staggered to ensure areas are able to effectively support the highest levels of education and engagement. Additional rotations may be defined through the creation of an Individual Development Plan.

Rotation Area	Duration
Environmental Health and Safety	4 weeks
Design Engineering or Functional Engineering	10 Weeks
Labor Relations	6 weeks
Fabrication	8 weeks
Facilities & Maintenance	4 weeks
Materials & Procurement	4 weeks
Outfit Trades & Machine Shop	6 weeks
PO2 & Ultra Hall	8 weeks
Planning	6 weeks
Ships Completion	8 weeks
Steel Trades & Ground Assembly	8 weeks
Test and Delivery	8 weeks
Program Management	4 weeks
Work Assignment	4 months

### General Requirements:

- Bachelor's Degree in Maritime, Electrical, Mechanical, or Manufacturing Engineering, Naval Architecture, or Maritime Business
- Minimum GPA of 3.0
- Maritime academy education preferred
- Basic understanding of Maritime Industry operations preferred

**Applications accepted**  
September 15<sup>th</sup>-November 15<sup>th</sup>

[www.biwcareers.com](http://www.biwcareers.com)

### Our Mission:

*Provide Production Associates with multiple learning experiences to build:*

- *Business acumen*
- *Foundational skills*
- *Leadership skills to become successful leaders at BIW*

### Our Vision:

Graduates of PDP will lead BIW positively by impacting Safety, Quality, Project, and Process Management.

