



Leadership Development Job Opportunities for Engineering Students

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Company Name	Industry	Requirements	Name of Program	Program Length
3M	Manufacturing	ChemE / MechE (BS, MS)	Optimized Operations (O2) Program	12-18 months
ABB	Power and Automation	ECE / MechE GPA: 2.7	Engineering Leaders for the Future	2 year 3 rotations
Abbott Laboratories	Chemicals	ChemE / ECE / MechE (BS, MS)	Engineering Professional Development Program	2 years
		CivE (BS, MS)	Environmental Health & Safety Professional Development Program	2 years
		ECE (BS, MS)	Information Technology Professional Development Program	3 years
		ChemE / MechE	Manufacturing Professional Development Program	2 years
Accenture	Consulting	ECE	Accenture Student Empowerment Program * Must apply Sophomore year	3 years
Aetna	Health Care	ECE GPA: 3.3	Information Services - Leadership Development Program	3 years
Air Products	Chemicals	ChemE / MechE (BS, MS) No international students	Engineering Career Development Program (CDP)	10-12 months (3 rotations)
Alliant Energy	Energy/ Utilities	ECE	Rotational Engineer Program	6 months (4 rotations)
AT&T	Communication	All CIT Majors (MS, MBA)	Leadership Development Program	2 years (3 rotations)
Avery Dennison	Manufacturing	All CIT Majors (BS, MS, MBA) GPA: 3.0	Global Operations Leadership Development Program (GOLD)	2 years (2 rotations)
BAE Systems	Aerospace/ Defense	ECE / MechE	Engineering Leadership Development Program	3 years (3-4 rotations)
BASF	Chemical	ChemE (BS, MS)	Professional Development Program	18 months (2 rotations)
Bank of America	Financial Services	All CIT Majors	Quantitative Management Associate Program (QMAP)	2 years (2 rotations)
		All CIT Majors GPA: 3.0	Operations Management Associate Program (OMAP)	2 years (2-3 rotations)
Bank of NY Mellon	Financial Services	ECE GPA: 3.2	Software Engineering Residency Program	20 months (5 rotations)

Beckton, Dickinson & Company (BD)	Technology	ECE GPA: 3.0	Information Technology Leadership Program (ITLP)	3 years (3 rotations)
Black & Decker	Manufacturing	All CIT Majors	Engineering Development Program	2 years (4 rotations)
		ECE / MechE	Electrical/Electronic Engineering Program	2 years
Boeing	Aerospace	All CIT Majors GPA: 3.25	Technical Excellence Program	2 years
		Double in Business GPA: 3.25	Business Career Foundation Program (BCFP)	2 years (6 rotations)
Bosch	Technology	ECE / MechE GPA: 3.0 (BS) GPA: 3.2 (MS) No international students	Professional Development Training Program and Junior Management Program (JUMP)	2 years (3-4 rotations)
BP America	Environmental	All CIT Majors	Technology Programmes	1 – 3 years
Bristol-Myers Squibb	Pharmaceutical	BME / ChemE / MechE / MSE (MS, PhD) GPA: 3.2	Technical Operations Development Program	2 to 2½ years
Caterpillar	Manufacturing	All CIT Majors GPA: 2.8	Engineering Rotational Development Program	15-months
Citadel	Financial Services	All CIT Majors	Financial Technology Associates Program (FTAP)	2 years (3 rotations)
Con Edison Company of NY	Energy	All CIT	GOLD Program	18 months (6 month rotations)
Direct Energy Search for “rotational” in the keyword search area.	Energy	All CIT	Engineering Graduate Program	2 years (6-12 month rotations)
		ECE	Information Systems Graduate Program	2 years (4 rotations)
Dow	Chemicals	ChemE / MechE / MSE	Research Assignments Program (RAP)	12-16 months
Du Pont	Energy	All CIT	Field Engineering Program	2-3 Year Assignments
Eaton	Manufacturing	ECE / MechE No international students	Engineering and Technology Leadership Program	2 years (6-12 month rotations)
		MechE No international students	Operations for Engineers	2-3 years
EMC	Technology	All CIT (Doesn't specify) GPA: 3.0	Various Programs	21-24 months

		No international students		
Fannie Mae	Financial	ECE GPA: 3.2 No international students	Associate Engineer Program	2 years
Ford Motor Co.	Automotive	BME / ChemE / ECE / MechE / MSE (BS, MS)	Ford College Graduate Program (FCG)	32 months
Freddie Mac	Financial	ECE (BS) GPA: 3.0	Business Technology Associate	18 months (3 rotations)
Freescale Semiconductor	Technology	ECE (BS, MS) GPA: 3.0	Engineering Rotation Program	12 months
		ECE (BS, MS) GPA: 3.0	Sales & Field Engineering Rotational Program	12 months
Genentech	Biotechnology/ Biomedical	ChemE / BME (BS, MS)	Process Development Rotational Program	2 years (4 rotations)
		ChemE/ ECE / MechE	Operations Rotational Development Program	2 years
General Electric	Manufacturing	ECE (IT-Focused) GPA: 3.0	IMLP (Information Management Leadership Program)	2 years
		All CIT (Research Focused) GPA: 3.0	EDP (Edison Engineering Development Program)	2 years
		All CIT (Operations Focused) GPA: 3.0	OMLP (Operations Management Leadership Program)	2 years
Goodrich Corp.	Manufacturing	MechE	Manufacturing Leadership Program	24 months (3 rotations)
		ECE / MechE	Engineering Leadership Program	24 months
		ECE (IT-Focused)	Information Technology Leadership Program	24 months
Goodyear	Manufacturing	All CIT Majors GPA: 3.0 No international students	Various	12-24 months
Google	Technology	ECE (BS, MS)	Associate Product Manager Program (APM)	2 years
Hypertherm	Technology	All CIT Majors (BS, MS)	HyTech Engineering Program	3 rotations of 6-9 months each

Ingersoll Rand	Manufacturing	ECE / MechE / MSE GPA: 3.0	Corporate Accelerated Development Program (ADP) and Security Technologies sector LEAP Program	18-24 months (2-3 rotations)
Intel	Technology	All CIT Majors GPA: 3.0 No international students	Rotation Engineers Program *Need to apply junior year	12 months
International Rectifier	Technology	ChemE / ECE / MechE / MSE (BS, MS, PhD) GPA: 3.5	Worldwide Rotational Program	2 years
John Deere	Manufacturing	All CIT	Engineering Development Program	1-2 years
Johnson & Johnson	Consumer Products	ECE GPA: 3.2 No international students	Info. Technology Leadership Development Program (ITLDP)	19 months
		All CIT Majors GPA: 3.2 No international students	Global Operations Leadership Development Program (GOLD)	Three 3-month rotations
JP Morgan Chase	Financial Services	ECE GPA: 3.2	Operations, Management Services & Technology Program	N/A
		ECE GPA: 3.2	Technology Program	2 years
Kennametal	Manufacturing	ECE	Information Technology Leadership Program	2 years (4 rotations)
Lafarge	Construction	ChemE / CivE / ECE / MechE / MSE GPA: 3.0	Cement Professionals Training Program	24 months
LinkShare	Technology	ECE GPA: 3.0	LinkShare Leadership Development Program (LLDP)	2 years
Linde	Chemical	ChemE / MechE (BS, MS) GPA: 3.0	Engineer Skills Development Program	3-4 years

Lockheed Martin	Aerospace/ Defense	All CIT Majors	Leadership Development Programs: ♦ Operations ♦ Engineering ♦ Information Systems	24-36 months
Lutron <i>Go to job search and click on "College Recruiting"</i>	Manufacturing	All CIT Majors GPA: 3.0	Operations Rotational Program	6-12 months
McKinsey	Consulting	All CIT Majors	Business Analyst Program	2 years
Merck	Pharmaceutical	BME / ChemE / ECE / MechE / MSE (BS, MS) No international students	Manufacturing Development Program (MMDP)	2-3 years (8 month rotations)
Mitsubishi Electric Power Products, Inc.	Technology	ECE (BS)	Rolling Start Program	16 – 24 months Four 4-5 month rotations
Motorola	Telecommunications	ECE / MechE	Automotive Communications & Electronic Systems Group Engineering Rotational Program	
		ECE / MechE	Automotive Communications & Electronic Systems Group Manufacturing and Development Engineering Rotational Program	
National Instruments	Technology	ECE / MechE / BME / ChemE	Engineering Leadership Program (ELP)	2 years
Pacific Gas & Electric (PG&E)	Energy/ Utilities	CivE / ECE / MechE	Engineering Training Program	12 months
PCC Structurals	Manufacturing	All CIT Majors	Management Development Program (MDP)	2 years 4 rotations
Pratt & Whitney	Aerospace	MechE	Manufacturing Engineering Development Program (MED)	2 years
		ECE GPA: 3.2	UTC Information Technology Leadership Program	Three 9-month rotations
Precision Castparts	Manufacturing	All CIT Majors	Various	2 years

Raytheon	Aerospace/ Defense	Graduate-level engineering degree candidates GPA 3.5 or higher	Rotational Engineering Leadership Development Program	2 years 3-month rotations
		ECE	IT Leadership Development Program	2 years
Rogers	Manufacturing	ChemE / MechE No international students	Process Engineer Program/ Product Specialist	12-18 months
Sears Holding Management Company	Finance	ECE MBA Required	Technology Leadership Development Program	N/A
Siemens (Energy & Automation)	Manufacturing	ECE / MechE / CivE GPA: 3.0	Engineering Leadership Development Program	Four 6-month rotations
Siemens (Power Generation)	Manufacturing	ECE / MechE GPA: 2.7 - 3.25	Various Programs (Visit website for details)	Varies
Swagelok	Manufacturing	MechE GPA: 3.25	Career Development Program	2-3 years (6-9 month rotations)
Texas Instruments	Technology	ECE GPA: 3.0 No international students	Analog & Digital LEAP Programs (Leveraging & Elevating Applications Professionals)	24 months
		ECE GPA: 3.0 No international students	Technical Sales & Field Applications Program	12-18 months
Timken	Manufacturing	MechE	Manufacturing Leadership Development Program	2 years (6 month rotations)
Tyco	Manufacturing	ChemE / ECE / MechE No international students	Tyco Engineered Products and Services Meteor Program	18-24 months
Union Pacific Railroad	Transportation	CivE / ECE	Operations Management Program	12-18 months
United Technologies Also see Pratt & Whitney	Manufacturing	ECE GPA: 3.2	Information Technology Leadership Program (ITLP)	Three 9-month rotations
Vanguard	Financial Services	All CIT Majors GPA: 3.0 No international students	Vanguard Accelerated Development Program (VDAP)	15 months
		ECE GPA: 3.0 No international students	Technology Leadership Program (TLP)	

Verizon	Communication	All CIT Majors	Engineering Development Program (EDP)	2 years
Victaulic	Manufacturing	All CIT Majors Focus: Manufacturing/ Supply Chain	Engineering Rotation Program	1 year rotations
We Energies	Energy/ Utilities	ChemE / CivE / ECE / MechE GPA: 3.0 No international students	Engineering Development Program	Varies