



MILITARY CAREERS

RESOURCE GUIDE

**NORTHROP
GRUMMAN**

TABLE OF CONTENTS

- ▼ OUR COMPANY 3
- ▼ OUR VALUES 4
- ▼ BUSINESS SECTORS 5
- ▼ CONTINUE YOUR MISSION 6
- ▼ FIND YOUR FUTURE AT NORTHROP GRUMMAN 7
- ▼ APPLICATION PROCESS 8
- ▼ OPERATION IMPACT 9
- ▼ DEPARTMENT OF DEFENSE SKILLBRIDGE PROGRAM 10
- ▼ 5 WAYS WE SUPPORT THE MILITARY & VETERAN COMMUNITY..... 11
- ▼ LIFE AT NORTHROP GRUMMAN 12
- ▼ EMPLOYEE RESOURCE GROUPS 13
- ▼ EMPLOYEE & FAMILY WELL-BEING 14





OUR COMPANY ▶

Who We Are

Northrop Grumman is a technology company, focused on global security and human discovery. Our pioneering solutions equip our customers with capabilities they need to connect, advance and protect the U.S. and its allies.

Our 100,000+ employees are Defining Possible every day using science, technology and engineering to create and deliver advanced systems, products and services.

We design, develop, build and support some of the world's most advanced products.

Domains

- Air
- Cyber
- Land
- Sea
- Space
- Multi-Domain
- Advanced Weapons

Fast Facts:

100,000+
Employees

17,000+
Veteran Employees

18%
of Total Employees

50
States

25
Countries

OUR VALUES ►

We Do the Right Thing:

We earn trust, act with ethics, integrity and transparency, treat everyone with respect, value diversity and foster safe and inclusive environments.

We Do What We Promise:

We own the delivery of results, focused on quality outcomes.

We Commit to Shared Success:

We work together to focus on the mission and take accountability for the sustainable success of our people, customers, shareholders, suppliers and communities.

We Pioneer:

With fierce curiosity, dedication and innovation, we seek to solve the world's most challenging problems.





BUSINESS SECTORS ►

Aeronautics Systems

Aeronautics Systems is a leader in the design, development, production, integration, sustainment and modernization of advanced aircraft systems for the United States (U.S.) Air Force, the U.S. Navy, other U.S. government agencies and international customers.

Defense Systems

Defense Systems is a leader in the design, development, production, integration, sustainment and modernization of weapon and mission systems for U.S. military and civilian agency customers, and a broad range of international customers.

Mission Systems

Mission Systems ensures global security by delivering innovative mission solutions that enable customers to observe and act faster than adversaries.

Space Systems

Space Systems is a leader in delivering end-to-end mission solutions through the design, development, integration, production and operation of space, missile defense, launch and strategic missile systems for national security, civil government, commercial and international customers.

CONTINUE YOUR MISSION ►

Military and Veteran Careers

With nearly 20% of our team self-identifying as veterans, national guard or active reservists, we are driven to keep our nation and allies safe. Northrop Grumman is committed to hiring veterans, their families and those with military experience.

With vast opportunities across air, cyber, land, sea and space, your training, leadership and other unique skills have prepared you to continue your next mission with us. No matter your expertise, we hope you will join our team as we solve the toughest problems in space, aeronautics, defense and cyberspace.

Awards and Recognition

- Fair360 Top 50 Companies List & Ranked Top Overall Company for Veterans
- U.S. Department of Labor's HIRE Vets - Gold Award
- Military Friendly Employer – Gold Award
- Military Spouse Friendly Employer
- VETS Indexes 5-Star Employer





FIND YOUR FUTURE AT NORTHROP GRUMMAN ►

Military Occupation Skills Translator

Our military career matching tool allows transitioning service members to understand how their service experience and occupations will translate into a civilian career field.

Matching Tool ▼

Military Virtual Information Sessions: Meet with Our Military Hiring Team

Attend one of our monthly virtual Transitioning Military Information Sessions to learn more about our nation-wide career opportunities, our programs that support military members and veterans and engage in Q&A with the Northrop Grumman Military Team.

View Events ▼

iReturn: Rejoining the Workforce ▼

Northrop Grumman's Return to Work program provides experienced professionals the opportunity to return to work after a 2+ year career break. iReturn is open to all professionals with a 2+ year career break including, but not limited to, military spouses, traditionally serving National Guard and Reserve members who otherwise meet the qualifications.

APPLICATION PROCESS ►

Search & Apply

You can create your profile when you first visit the site or when you apply for a specific position. The Candidate Home within your profile lets you check the status of your applications. Scroll down to the submitted applications portion of your candidate home to review your submission status.

Application Review

“Under consideration” means your application is under review by the recruiter.

Interview

The interview process is in progress. A representative will contact you to schedule your interview. After you complete your interview, you'll hear feedback from the hiring department.

Offer

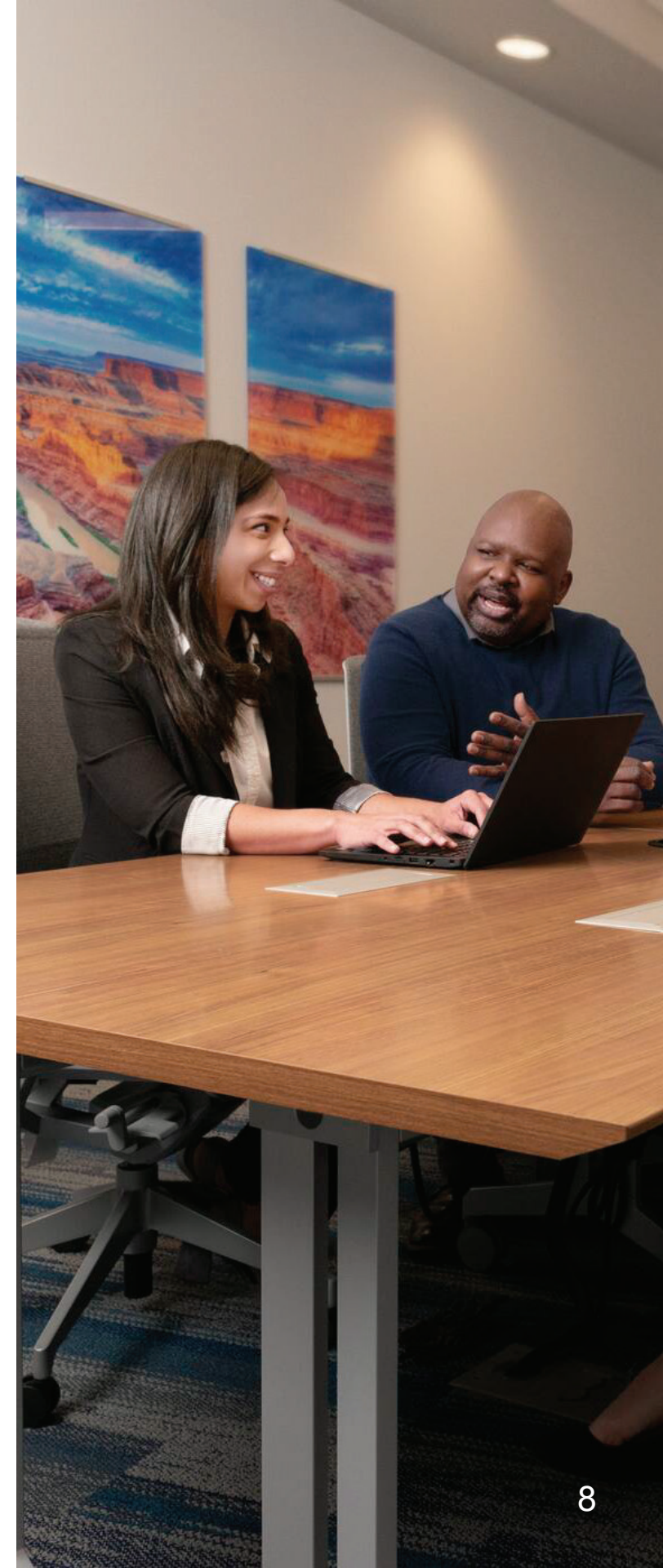
This state means you have accepted an offer and will be contacted by a Northrop Grumman representative with details.

Pre-Employment Processing

Your pre-employment processing is in progress. Subsequent communications will be made as more information becomes available.

Hired

Congratulations on your new career at Northrop Grumman! Please contact your HR Business Partner or Recruiter if you need assistance.





OPERATION IMPACT ►

Expanding Job Opportunities for Wounded Warriors

Operation IMPACT (Injured Military Pursuing Assisted Career Transition) is Northrop Grumman's award-winning program focused on hiring injured service members as they transition out of the military to a private-sector career.

In addition to providing support to the injured service member, if they are not able to work, we offer the same career support to the individual's immediate family member who will act as the primary wage earner. If support is provided to a family member and the service member becomes able to work, support will then be extended to them.

Qualifications

Applicants must be transitioning from active military service or considered a newly separated veteran within the past 3 years (or continuously enrolled in a degree or certificate program for up to 5 years after separation of service).

Expect to receive or receive a service-connected disability rating of 30% or greater from the Department of Defense or Veterans Affairs.

How to Apply

This program is open to all military members who meet the qualifications and can be used in conjunction with the Department of Defense SkillBridge program and direct hire opportunities.

Enrollment Process ▼

DOD SKILLBRIDGE PROGRAM ►

SkillBridge Careers

Northrop Grumman's Department of Defense (DoD) SkillBridge Program is an opportunity for transitioning service members to gain valuable civilian work experience through an internship during their last 6 months of service, for up to 180 days.

Northrop Grumman has been recognized as a partner for the DoD SkillBridge program, which was designed to connect transitioning service members with corporate career experience. We provide opportunities to gain real-world corporate experience with the potential for follow-on, full-time employment post-separation or retirement. Since program inception (2020), Northrop Grumman has consistently maintained over 90% offer to full-time rating.

How to Apply for SkillBridge Positions

Visit our careers website and navigate to our Northrop Grumman Military Internship Program (DoD SkillBridge) page.

Download the DoD SkillBridge Prescreen form, search for SkillBridge jobs and apply with your Prescreen form in the application.

Apply for Positions ▼

Full-Time Roles and DoD SkillBridge

Can't find the right SkillBridge job, but see a full-time opportunity that you're interested in? Some full-time roles may consider using DoD SkillBridge. Add "DoD SkillBridge Eligible" to the top of your resume, complete the DoD SkillBridge Prescreen form and upload it to all applications.





5 WAYS WE SUPPORT THE MILITARY & VETERAN COMMUNITY ►

1. Fortifying the military-to-civilian transition.

The transition from military to civilian life can be challenging to navigate. We help ease the transition through our partnership with organizations like the USO, American Corporate Partners, and the Institute for Veterans and Military Families' Onward to Opportunity Program.

2. Championing mental health programs.

We support more than a dozen organizations that provide mental health counseling, animal therapy, depression screenings and recreation for veterans.

3. Helping with housing.

We help through direct giving, partnerships and volunteer engagements, such as with organizations like Habitat for Humanity and Local Initiatives Support Corporation.

4. Fighting poverty and food insecurity.

Northrop Grumman provides grants to local community organizations nationwide that are helping low-income military families as well as veterans struggling to meet daily needs.

5. Honoring the military community's sacrifices.

We are committed to honoring our fallen heroes, and our employees support Wreaths Across America each year, purchasing and laying wreaths at veteran memorial sites across the country. We also partner annually with the USO for a Military Appreciation Month t-shirt fundraiser.

LIFE AT NORTHROP GRUMMAN ►

Building a Career with Boundless Opportunity

We mean it when we say anything is possible at Northrop Grumman. With the immense scale and scope of our business, you can shape your career journey with diverse roles and experiences that expand your expertise, feed your curiosity and fuel your passion.

Bring Your Whole Self to Work

The work we do is possible because of our people, and we're committed to ensuring that everyone feels supported, respected and personally fulfilled. As part of that commitment, we offer resources and work-life flexibility to bolster your financial, physical, social and emotional well-being.

Through our Employee Resource Groups, community partnerships and commitment to being a global steward for our environment, we've created a culture of belonging.

Employee Resource Groups

Northrop Grumman is proud to offer 14 Employee Resource Groups that provide opportunities for professional development, mentorship and community service for everyone across the company. These groups are inclusive of all employees, offering benefits to members and serving as advocacy groups within our local communities.





EMPLOYEE RESOURCE GROUPS ►

Thousands of enthusiastic Northrop Grumman employees are engaged in one or more of the 14 Employee Resource Groups (ERGs) that provide distinct benefits for both the member and the company.

These groups include those supporting African Americans, Asian Pacific Islanders, Hispanics/Latinos, Native Americans, women, people with disabilities, veterans, LGBTQIA+ employees, early career professionals, parents, multiple generations, remote employees, multi-cultures and environmentalists.

Every ERG is inclusive of all employees.



EMPLOYEE & FAMILY WELL-BEING ►

Financial Well-being

Achieving financial safety and security in pursuit of life goals

- 401(k) with Company Match
- Military Leave Program for Guard and Reserve Members
- Education Assistance Program
- Retirement Planning and Fidelity Financial Consultations
- Employee Discount Program
- Group Legal
- Identity Theft Protection
- Life Insurance

Emotional Well-being

Achieving life satisfaction, having a sense of meaning and purpose and the ability to navigate through life's challenges

- NGCare Mental Health Support
- Paid Time Off
- Work/Life Resources

Physical Well-being

Taking care of your body, understanding and managing health conditions, and maintaining a quality lifestyle

- Choice of Medical, Dental and Vision Plans including TRICARE Supplemental Insurance
- Quantum Health Healthcare Navigation
- Well-being Incentive Program
- Critical Illness Insurance
- Telemedicine
- Workplace Accommodations

Social Well-being

Building positive relationships, social stability and community connectivity

- Employee Resource Groups
- Volunteerism and Employee Giving
- BRAVO to our Stars Employee Recognition





**Continue
your mission
with us.**