



Sandia is a multiprogram laboratory operated by Sandia Corporation, a Lockheed Martin Company, for the United States Department of Energy's National Nuclear Security Administration under contract DE-AC04-94AL85000. TRC.7.09 SAND#2009-4568 P

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Visit us online.
<http://sandia.gov/careers>





HOW YOU CAN GROW

Nurturing potential. Developing talent.

Lifelong learning is a valued part of our heritage. We encourage it with generous programs for tuition assistance, part-time university studies, doctoral and postdoctoral studies, special masters, and Masters Fellowship Program. Among our many development initiatives is our Full Spectrum Leadership program.

Full Spectrum Leadership

At Sandia, we believe that our leadership team plays a key role in developing, engaging and motivating our workforce. We expect "full spectrum leaders" —leaders who have a range of competencies to not only drive innovative results, but also energize teams and develop effective relationships. Full Spectrum Leadership provides a comprehensive framework that defines how we expect our leaders to behave. It's about getting results —and getting the best results in a culture of respect and trust.

That's why it's so important that our leaders demonstrate inclusive behaviors, communicate our mission, and educate their teams about diversity. This helps ensure that we are creating an environment in which employees feel welcome, respected, and able to develop professionally.

DIVERSITY

Expanding the possibilities through diversity and inclusion.

Sandia is committed as one company to work in an environment where our "uniqueness" is welcomed and appreciated, and where each of us is provided ample occasion to contribute his or her very best to the nation. Equal opportunity and diversity foster innovation, which is key to providing solutions to our nation's challenges. Innovation will thrive in an organization where every person feels valued and trusted, where every person feels privileged to come to work every day.

A TRADITION OF CARING

Sandia has a long, rich tradition of giving back to the communities we serve, and we're proud of the way our employees embrace this philosophy. Employees not only play a vital role in the United Way annual employee giving campaign, they also are active volunteers for charitable groups in the communities where they live and work. Many hold leadership positions in these groups. These efforts are personally fulfilling and help make our communities even better places to live and work.

WHERE DO YOU SEE YOURSELF?

Professional Opportunities

Many challenging and rewarding career opportunities exist for engineers, scientists, and computer specialists with bachelor's, master's, and doctoral degrees. Our major fields of academic interest are:

- » Electrical Engineering
- » Mechanical Engineering
- » Computer Science and Engineering
- » Information Systems
- » Systems Engineering
- » Mathematics
- » Chemistry
- » Physics
- » Materials Science
- » Biological Sciences



Technologist Opportunities

Opportunities are available throughout Sandia for technologists with associates and bachelor's degrees in science, engineering technology, and computer technology. The majority of our technologists work in the fields of:

- » Computer Science
- » Electrical Engineering
- » Mechanical Engineering

Administrative Professional Opportunities

Sandia offers the candidate with a strong academic background or applicable work experience a professional environment, increasing responsibility, and autonomy in decision making in the following areas:

- » Finance & Accounting
- » Computing
- » Human Resources
- » Information and Communications
- » Business Applications/System Programming

Student & Special Programs

Sandia has exciting opportunities for students ranging from high school (16+ years of age) all the way through the Ph.D. level. We have opportunities for year-round and summer employment, as well as research fellowships. In addition to full-time regular employment, we provide employment opportunities through the following special programs:

- » Master's Fellowship Program (MFP)
- » Postdoctoral Positions
- » Truman Fellowship



HOW YOU WILL BE REWARDED

We offer a robust and competitive benefits package:

- » Competitive Salary
- » Medical, Dental, and Vision Care
- » Onsite Health, and Wellness Services
- » Life, Accident, and Disability Insurance
- » Health Care and Dependent Care Spending Accounts
- » 401(k) Savings Plan
- » Flexible Work Schedules (9/80, part-time, and telecommuting)
- » Paid Time Off (for vacation, personal time or illness)
- » Corporate Paid Educational Opportunities



FINDING YOUR BALANCE

Sandia encourages employees to achieve a personal balance among home, work, and the community.

One of the ways we embrace work-life balance is by offering flexible work arrangements that provide alternatives to the traditional workweek, while still meeting business needs. We also encourage and create opportunities for community involvement, and celebrate significant team efforts.



OUR MISSION AREAS

"Exceptional Service in the National Interest" since 1949

Sandia was born out of America's World War II atomic bomb ordnance design, testing, and assembly facility and grew to include engineering design for all nonnuclear components of the nation's nuclear weapons. As national security requirements have evolved, so has our mission. We are looking to hire outstanding scientific and engineering talent in service to the Laboratories' five primary strategic business areas:



Science, Technology & Engineering

Sandia must ensure that its researchers are among the most capable in the world and that their work takes place at the forefront of human knowledge. We maintain world-class capabilities in areas where scientific and technical solutions transcend and support most or all of Sandia's missions.

The Laboratory Directed Research & Development (LDRD) program enables Sandia to invest a portion of its revenue in research that supports its national security mission.



Energy, Resources & Nonproliferation

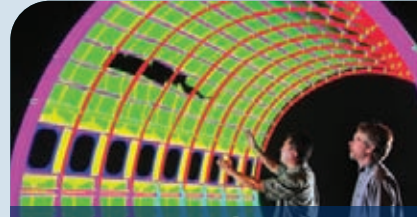
Sandia helps the nation ensure the security and availability of energy supplies, water, and other critical resources and the control of proliferant materials worldwide. These issues, with their strong global interdependencies, have become increasingly important to both national security and global stability.



Defense Systems & Assessments

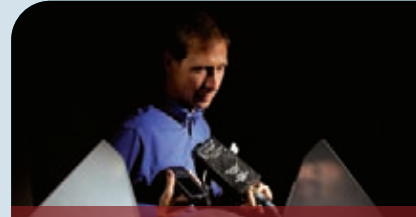
Sandia supports the military, assessment, and nonproliferation communities by applying the Lab's engineering, science, and technology capabilities to:

- » Deter proliferation and verify treaty compliance using space-borne and ground-based sensing technology
- » Advance U.S. capabilities in radar and other remote sensing technologies
- » Contribute to our customers' assessments of threats to our nation's security from WMDs worldwide
- » Secure critical military, government, and commercial networks against intrusion and attack
- » Support the nation's needs for aerospace reentry, precision guidance, target acquisition, and defeat technologies



Homeland Security & Defense

Sandia makes enduring contributions to secure our society against high-consequence terrorist threats and national incidents through effective use of science, technology, and systems solutions. We explore solutions across the threat spectrum — from anticipating and preventing threats to U.S. assets to responding and recovering from incidents that protect military and government assets abroad and civilian assets on U.S. soil. We support the nation's needs for aerospace reentry, precision guidance, target acquisition, and defeat technologies.



Nuclear Weapons

Sandia weaponizes the nuclear explosive package for the nation's nuclear weapons stockpile — providing the development, qualification, and production of nonnuclear components and the integration of the components with the nuclear explosive package and military hardware. In support of weaponization, we also provide our customers with research, development, and testing services. Sandia is committed to supporting, through our leadership, the transformation of the stockpile and the nuclear weapons complex into a modern, agile enterprise that maintains strategic deterrence far into the 21st century.

Great places to live and work.

SANDIA SITE LOCATIONS

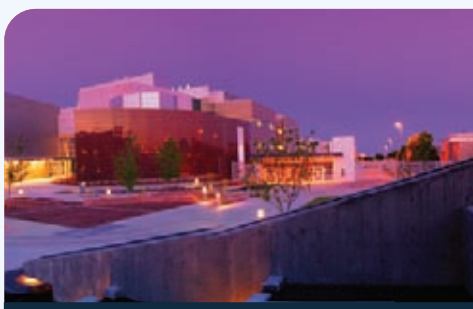
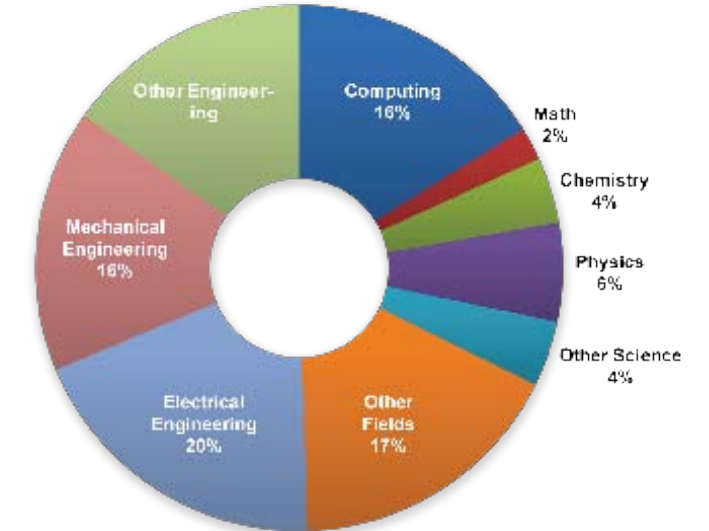
Sandia's principal sites are in Albuquerque, NM and Livermore, CA.

The quality of life available at both sites is hard to beat. You'll find diverse cultural, sport, and outdoor activities amid countryside and climate that rank among the best in the country. And both places are ideal for raising a family.

Sandia's Technical Staff By Degree

Facts & Figures

- » On-site Workforce 11,200
- » FY08 Permanent Workforce 8,400
- » FY08 Gross Payroll \$886.1M
- » FY08 Budget \$2.3B



The Sandia Difference

Impacting Lives Through Technology

Sandia is a center for innovation and creativity, a place where science, technology, and national security intersect, where the nation's best engineers, innovators, and educators partner to solve problems and train the next generation of scientists and engineers.

Our fundamental commitment is to provide innovative, science-based systems, engineering solutions to the most challenging problems that threaten peace and freedom for our nation and the globe.

At Sandia National Laboratories, you'll work with the best and the brightest on exciting, challenge-filled projects that can literally change the world.

Getting Started

Follow these easy steps:

In order to be considered for a Sandia job opening, you must apply directly to a job posting.

VIEW JOB POSTINGS

1. Go to <http://sandia.gov/careers> and select "Search Openings."
2. From the Careers page, you can perform a keyword search or view a list of the open job postings.
3. Clicking the linked job title will take you to the Job Description page.

APPLY TO A JOB POSTING

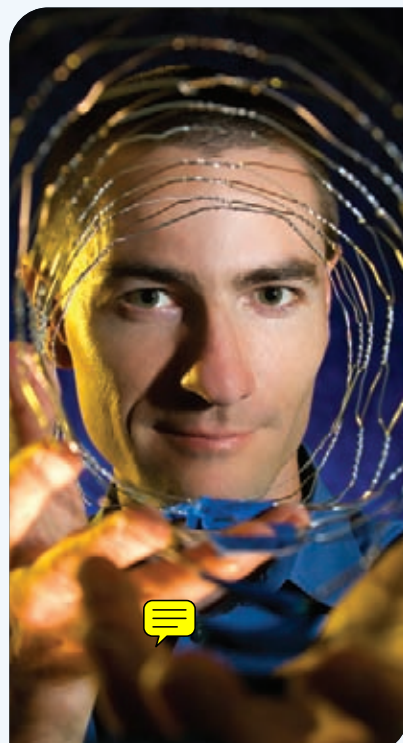
1. Click on the Apply Now button at the bottom of the page.
2. Log in with a previously created profile or create a new profile.
3. From the Choose Resume page click, Upload a New Resume radio button and Continue.
4. Click the Browse button, select your resume from the file viewer, click Open, and from the subsequent page click Upload.
5. From the Enter Resume Text page, give your resume a descriptive name and click Continue.
6. From this point, the system will walk you through several pages to collect info.
7. Once you are ready to submit your application, click the Submit button.
8. You can also click the Save as Draft button to save your information for completion at a later time, or you can click the

World-changing technologies.
Life-changing careers.

Visit us online.

Go to <http://sandia.gov/careers> to learn about our locations, careers, campus recruiting schedule, and resume submittal process. Using our online resume submittal gives you the opportunity to express interest in specific positions.

An Equal Opportunity Employer



As an employer of choice for today's world-class workforce, we offer unparalleled **work-life balance**, **job stability**, **outstanding benefits**, **flexibility**, and **opportunities for advancement**.

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CAREER OPPORTUNITIES
AT SANDIA NATIONAL LABORATORIES



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