

BWXT Co-op Program Fact Sheet – Canada

OVERVIEW

Mission: Our co-op program is more than a student placement – it is a strategic initiative designed to cultivate a strong talent pipeline for future employment. By offering a well-structured program that immerses participants in our distinctive culture, strong work ethic and meaningful project assignments, we create a mutually beneficial experience. Students gain valuable, hands-on industry exposure, and we assess potential fit for future fulltime opportunities. Together, we are shaping tomorrow’s leaders while building lasting connections with emerging talent.

Program Focus: Co-op students engage in challenging, real-world work in their field of study, developing innovative solutions for application in nuclear environments. They collaborate closely with our manufacturing, operations and engineering teams on projects that contribute directly to BWXT’s success.

Duration: Co-op terms align with academic schedules and may last 4, 8, or 12 – 16 months, depending on program requirements and business needs.

QUALIFICATIONS

- **Academic Background:** Applicants must be currently enrolled at an accredited technical or business school, community college or university and pursuing a diploma or bachelor’s degree in a related field (e.g., engineering, business, technology).
- **Experience Level:** Experience requirements vary by role and are outlined in each job posting.

WHAT YOU WILL GAIN

BWXT co-op roles provide students with hands-on experience through assignments that directly relate to their field of study. These roles help develop both technical and essential soft skills such as communication, teamwork and problem solving. Co-op students benefit from professional networking opportunities, mentorship from experienced employees and exposure to a dynamic work environment. Based on performance and business needs, some co-op terms may be extended to further support growth and learning.

APPLICATION PROCESS

We are committed to a thorough and engaging recruitment process aimed at identifying the best candidates for each position. Interviews may be conducted virtually or at one of our facilities.

How to Apply: Co-op positions are posted through participating schools' job boards, as required by each program. Candidates selected for interviews will also be asked to apply through BWXT's internal applicant tracking system.

Conditions of Employment: All offers of employment are contingent upon the successful completion of:

- Pre-employment criminal background check
- Employment verification
- Reference checks

Certain positions may also require a Department of Energy (DOE) security clearance.

COMPENSATION & BENEFITS

All BWXT co-op positions are paid, with compensation reflective of the student's academic level and the responsibilities of the role.

Benefits: Co-op students may take advantage of additional benefits, including:

- Flexible work schedules (e.g., compressed work week options, subject to position requirements)
- Corporate rates at select fitness providers, including GoodLife gyms across Canada

CONTACT

For questions about co-op opportunities at BWXT Canada, please contact:

- **Recruitment Email:** talentacquisitionbwxtcanada@bwxt.com

Join Us: We are excited to welcome the next generation of innovators. Join BWXT in powering the future — safely, securely and responsibly.