

Typical Candidate Journey



1. Submit application

Submit application through [bwxt.com/careers](https://www.bwxt.com/careers). Our HR team will conduct a review of your application. Qualified candidates are forwarded to the Hiring Manager for review.

3. Conditional Job Offer

HR will extend a conditional job offer to the candidate selected for the position.

5. Clearance*

For positions that require a security clearance, candidates will be contacted to complete and submit the appropriate forms and other required documents to begin the process.

2. Interview

Candidates are selected for an interview. Interview may be conducted in person or virtually, depending on the role. Typically interviews last two rounds, with one onsite visit. After the interview, candidates are notified of the outcome and next steps.

4. Pre-Employment Screening

Candidate must complete a pre-employment screening, which includes a background check, employment verification, education verification, credit check (when applicable), reference checks and a pre-employment drug screen.

5. Official Start

Once a candidate satisfies pre-employment and/or clearance requirements, a start date is identified, and candidate is cleared to begin their new role with BWXT.

**Positions that do not require a security clearance generally have a faster turnaround, typically within 45-60 days. For positions requiring security clearance, the process may extend by 3-6 months due to the necessary background investigations.*

