



Exceptional service in the national interest

Sandia National Laboratories

Laura Biedermann

Shannon Murray

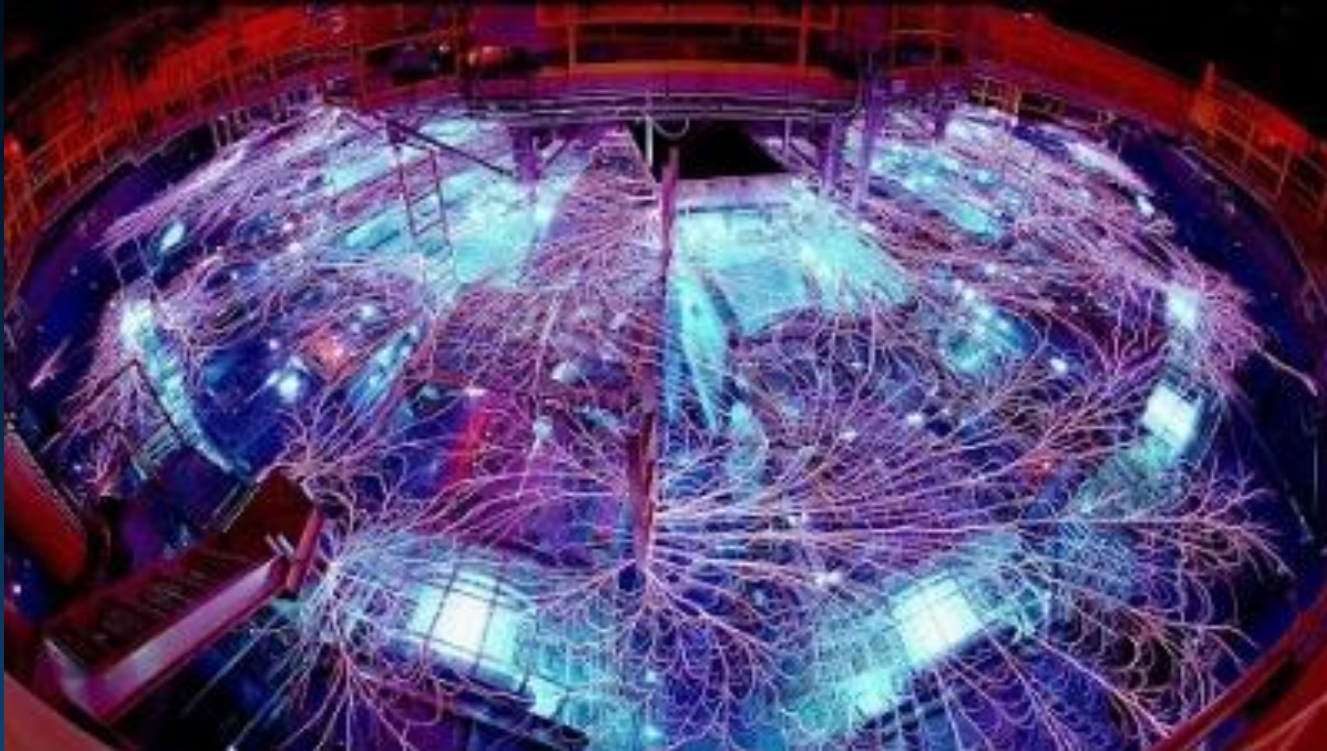
World-changing technologies. Life-changing careers.

SAND2023-08724 M

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status and any other protected class under state or federal law. Sandia National Laboratories is a multimission laboratory managed and operated by National Technology and Engineering Solutions of Sandia LLC, a wholly owned subsidiary of Honeywell International Inc. for the U.S. Department of Energy's National Nuclear Security Administration under contract DE-NA0003525.



Our Roots Video (2:27)



Sandia strives to become the laboratory that the U.S. turns to first for technology solutions to the most challenging problems that threaten peace and freedom for our nation and the globe.

Sandia's Impact



Sandia is often called upon to respond to high-profile events



Mars Perseverance rover

NASA's Perseverance rover landed safely on Mars after a seven-month journey through space. The event could only take place following a safe launch that had been vetted by Sandia scientists.

(Courtesy of NASA/JPL-Caltech)



Cleanroom invented 1963

As the birthplace of the modern cleanroom, Sandia helped revolutionize manufacturing in electronics and pharmaceuticals and advance space exploration. \$50 billion worth of cleanrooms built worldwide.



Combating Viruses

Sandians have created a new process of screening for nanobodies that "neutralize" or disable the virus. The new process represents a faster, more effective approach to developing nanobody therapies that prevent or treat viral infection.



Sustainable Energy

Sandia seeks to support the creation of a secure energy future for the US by using its capabilities to enable an uninterrupted and enduring supply of energy from domestic sources, and to assure the reliability and resiliency of the associated energy infrastructure.

[Learn the 70 ways Sandia has impacted our nation](#)



Sandia Has Two Main Locations



Fulfilling Our National Security Mission



Global Security



Nuclear Deterrence



National Security Programs




Energy & Homeland Security



Advanced Science & Technology

Some of the critical national security issues that we address lie in the cyber area. Some of the critical national security issues that we address lie in the cyber area.

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Our Workforce & Culture

Our Workforce ~16,500 employees



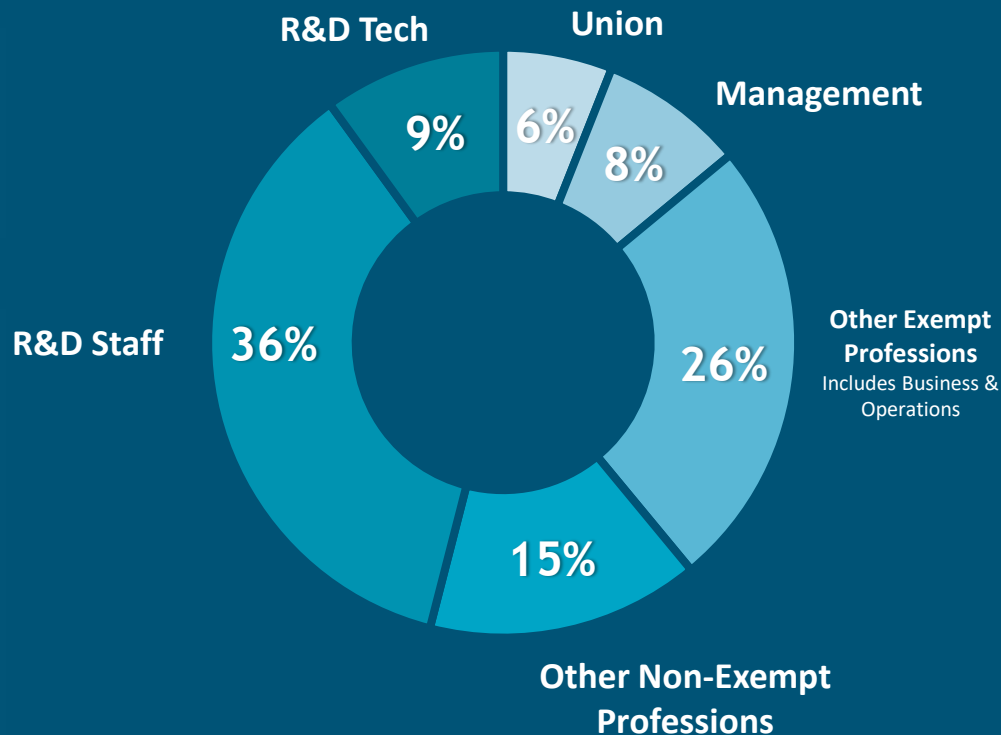
~14,000 Regular employees
~2,500 Temporary employees, students
 & postdoctoral appointees

New Mexico Site: *(see breakout)*

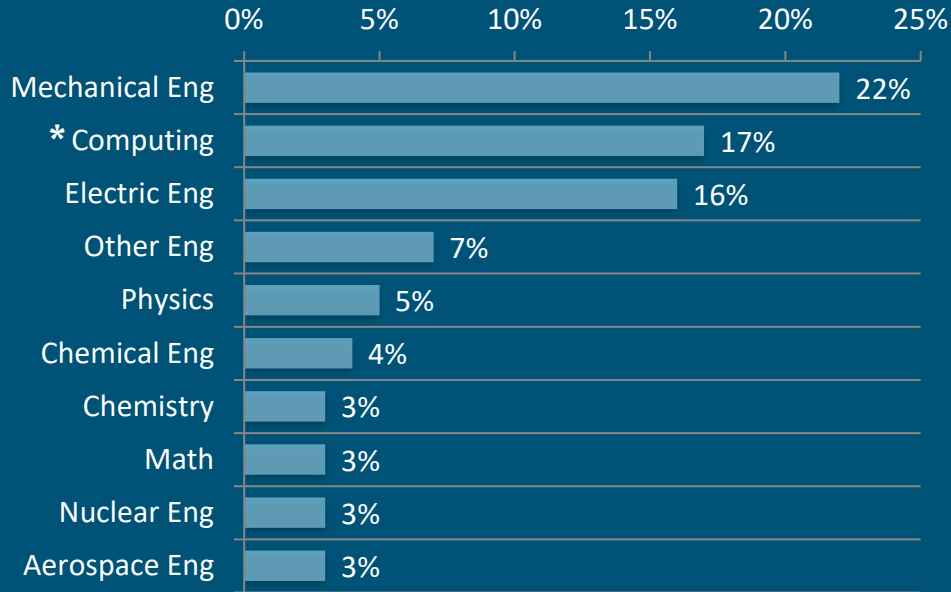
Workforce: ~14,700
 R&D employees: ~7,300
(R&D Staff & Technologists)

California Site: *(see breakout)*

Workforce : ~2,000
 R&D employees: ~1,000
(R&D Staff & Technologists)

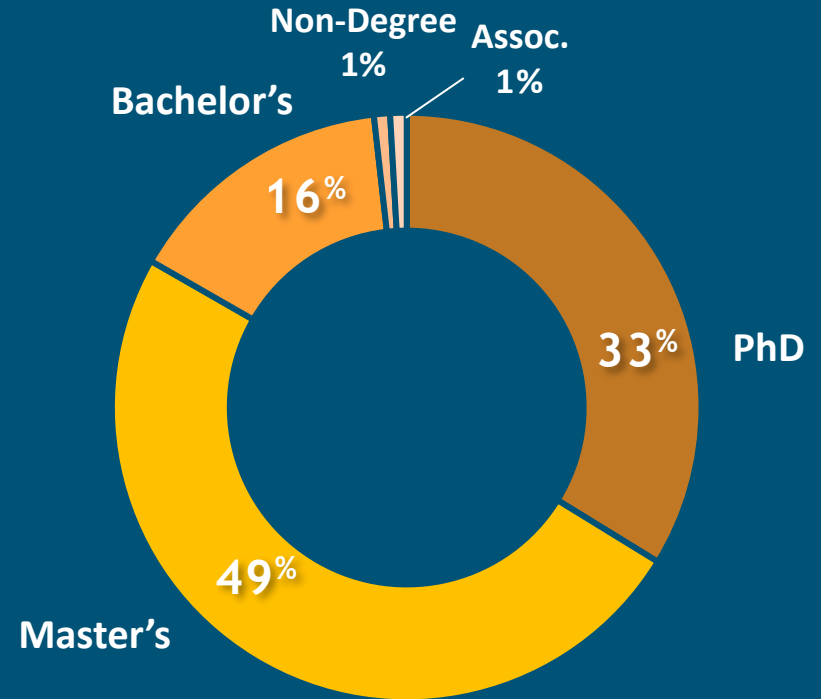


R&D by Discipline & Degree



Top 10 job descriptions shown, Regular exempt non-management employees only

(*) *Computing* includes disciplines such as High Performance Computing, Cybersecurity, Machine Learning, Autonomous Sensing and Perception



Our Culture – Our Values

- We serve the nation
- We respect each other
- We act with integrity
- We deliver with excellence
- We team for great results





In-house Education, Training and Mentoring Programs

- Business
- Communication
- Design and drafting
- Energy
- Health and wellness
- Information technology
- Manufacturing
- Marketing
- Project management
- Sciences





Working at Sandia

The Work Experience



- Have meaningful & challenging work assignments
- Work in state-of-the-art research facilities
Take a Virtual Tour @ tours.sandia.gov
- Work with [top minds](#)
- Join outreach and networking groups
- Receive award recognitions,
like [R&D 100 Awards](#) *and more*
- Take a leave to pursue qualifying research and professional opportunities
- Receive patent royalties, if eligible
- Experience a career path in various areas at Sandia
- Check out [Sandia's Lab Accomplishments!](#)

Outreach & Networking Groups



- Abilities Champions of Sandia
- Advancing the Next Generation of Leadership Excellence (ANGLE)
- American Indian Outreach Committee
- Asian Leadership & Outreach Committee
- Black Leadership Committee
- Hispanic Outreach for Leadership Awareness
- Military Support Committee
- Sandia Parents Group
- Sandia Pride Alliance Network
- Sandia Women's Action Network
- Sandia Postdoctoral Development Association
- *And many other employee engagement groups!*





Flexible Work Schedules

- 9/80 and 4/10 workweek options *
- Generous paid time off
- 11 paid holidays – includes a winter shutdown at the end of each calendar year
- Telecommuting arrangements*
- Part-time options*
- Vacation buy & sell plans
- Sickness absence

* with management approval



Family Life

- Paid family leave
- Referral services and discounts for childcare and eldercare
- Adoption assistance
- Expectant Parent Program
- On-site Nursing Mother's Rooms
- Support for special needs family members
- Family recreational activities and discounts



Lab Amenities

- Medical Clinic
- Sandia Laboratory Federal Credit Union
- On-site Café
- On-site Fitness Center
- Access to group exercise classes (NM) and nutritional support/health education classes (CA)
- Employee self-formed sports teams

Available at NM & CA sites



Health & Benefits

- Robust medical, dental & vision plans
- Life, accident, and disability insurance
- Healthcare and dependent care spending accounts
- Exceptional 401(k) Plan
- Employee discounts
- Voluntary benefits like pet, auto, and home insurance as well as identity theft protection
- Tuition assistance
- Sandia-funded Lifestyle Spending Account of \$500



Life in Albuquerque

- Albuquerque is the largest city in New Mexico with a population of ~ 560,000
- Affordable housing, reasonable cost of living
- [Film tourism](#) – Breaking bad, Stranger Things, The Avengers and more

Albuquerque Environment

- Elevation 5,312'
- High desert climate with 278 annual days of sunshine
- Average temperatures between 78° and 40°
- Wide-open spaces

Things to Do

- Outdoor recreation – Ski, snowboard, hike, etc.
- Santa Fe – rich culture
- International Balloon Fiesta
- Explore Indian pueblos and our Hispanic heritage
- Green chile – NM Cuisine





Life in Livermore

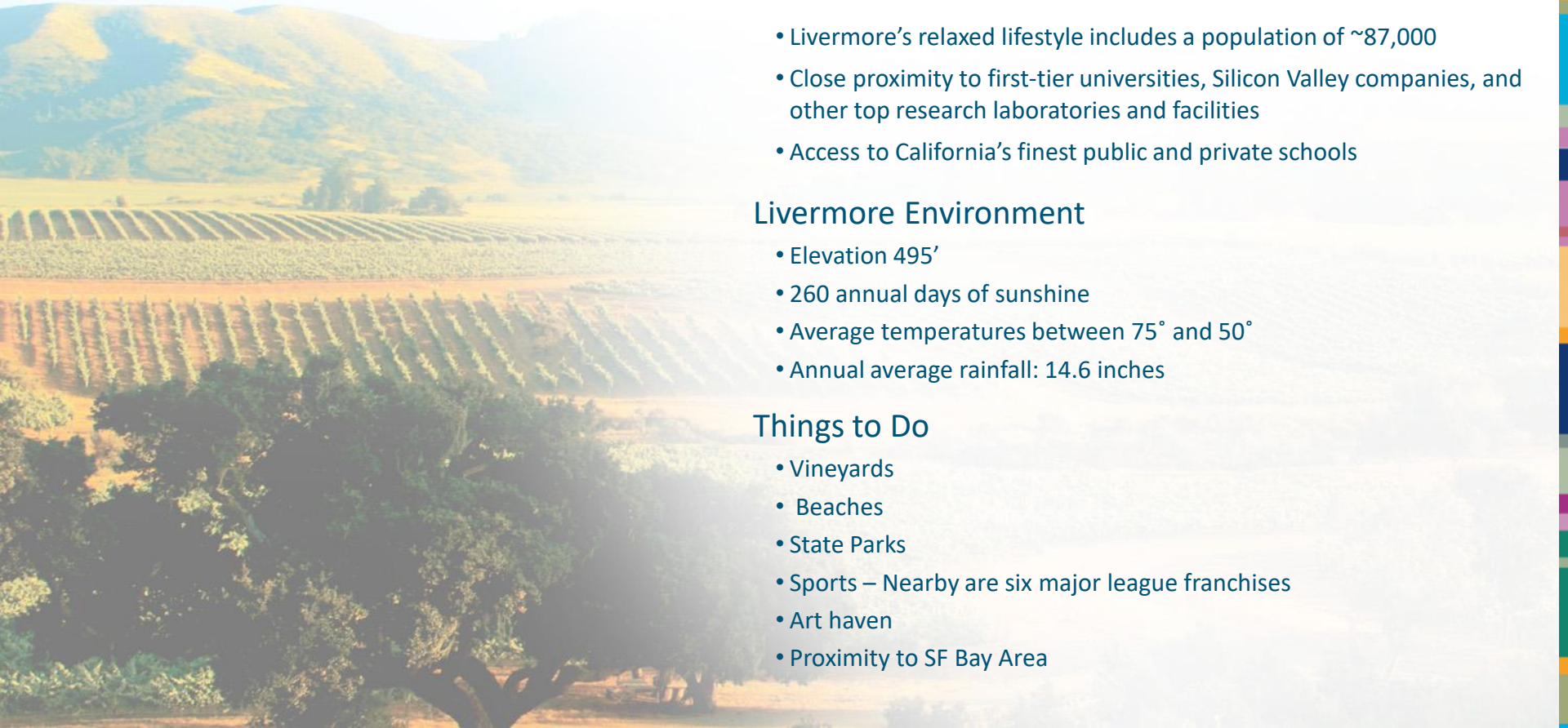
- Livermore’s relaxed lifestyle includes a population of ~87,000
- Close proximity to first-tier universities, Silicon Valley companies, and other top research laboratories and facilities
- Access to California’s finest public and private schools

Livermore Environment

- Elevation 495’
- 260 annual days of sunshine
- Average temperatures between 75° and 50°
- Annual average rainfall: 14.6 inches

Things to Do

- Vineyards
- Beaches
- State Parks
- Sports – Nearby are six major league franchises
- Art haven
- Proximity to SF Bay Area





Career Opportunities

Internships



Encourages qualified students to develop interests in critical skills areas related to our mission, with the ultimate objective of developing our pipeline for our future. Available for Summer, Year Round and Co-op.

Eligibility Criteria

- Full-time enrollment status at an accredited school during the academic school year
- Undergraduate equivalent of 12 hours per semester
- **Graduate equivalent of 9 hours per semester**
- Must have a minimum cumulative GPA of 3.0 on a 4.0 scale for Technical, R&D, and Business interns
- Have U.S. citizenship for positions that require a security clearance or as stated in the job posting
- At least 16 years of age



Internships – Outreach & Networking Events

Summer Welcome Event

Intern Career Fair

Intern Symposium

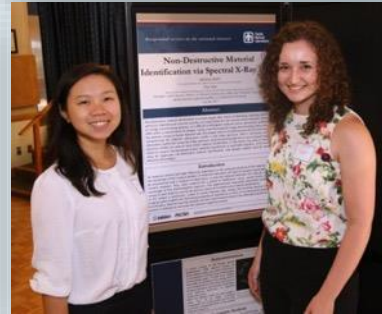
Graduate Fairs

Senior Manager Shuffle

Facility Tours

Speaker Forums

Professional Development Classes



Intern Institute Programs

Intern institutes provide interns challenging work experience in multiple disciplines critical to Sandia's mission. Within the institutes, interns perform leading-edge research under the guidance of a Sandia mentor.

[Intern Institute Website](#)

- Computer Science Research Institute (CSRI)
- Future of Research for Climate, Earth, and Energy (FORCEE)
- Interdisciplinary Design, Engineering, and Assurance Students (IDEAS)
- Interns for Security, Arms Control, and Force Protection Engineering (iSAFE)
- Mission Services Talent Acquisition Team (MSTAT)
- Monitoring Systems and Technology Intern Center (MSTIC)
- Nonlinear Mechanics and Dynamics (NOMAD)
- ND Mission Technologies (MissionTech)
- Research and Applications of Mechanics of Structures (RAMS)
- Resilient Energy Systems Intern Institute (RESII)
- Student Intern Group for Microelectronic Advancement (SIGMA)
- START HBCU – Partnering with HBCUs to provide diverse groups with technical and business internships
- Science of Extreme Environments Research Institute (SEERI)
- TITANS:
 - AutonomyNM
 - Cybersecurity
 - Math and Analytics
 - Software Engineering



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- ND Mission Technologies (MissionTech)
- Resilient Energy Systems Intern Institute (RESII)
- Student Intern Group for Microelectronic Advancement (SIGMA)
- Science of Extreme Environments Research Institute (SEERI)
- TITANS: AutonomyNM, Cybersecurity, Math and Analytics, and software engineering

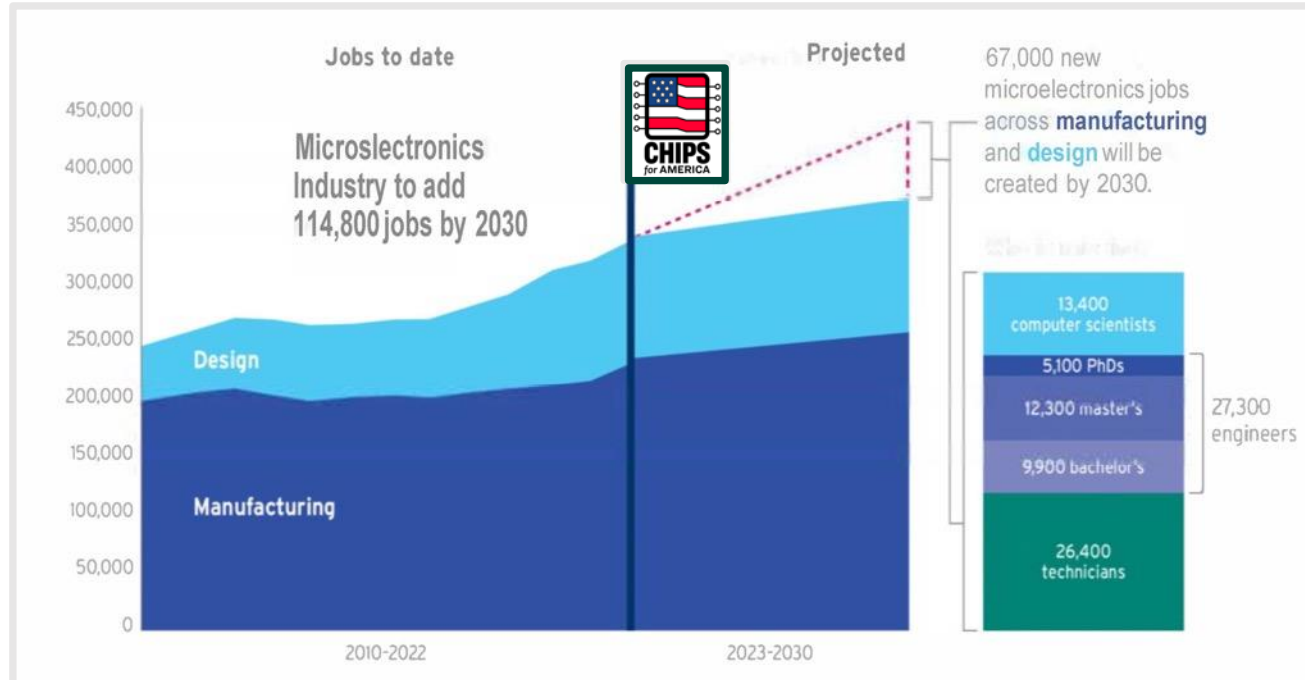
Student Intern Group for Microelectronics Advancement (SIGMA) Intern Institute



Science internships to change the world.

The CHIPS for America Act (2022) is revitalizing domestic semiconductor manufacturing. It will strengthen U.S. manufacturing, supply chains, and national security, **and invest in research and development, science and technology, and the workforce of the future** to keep the United States the leader in the industries of tomorrow.

Semiconductor manufacturing grants, research investments, and an investment tax credit for chip manufacturing will create nearly 115,000 high-paying jobs.



“The CHIPS Act will enable key investments and include necessary resources for safe and secure microelectronics manufacturing for our national security needs. Microelectronics are key to producing and sustaining state-of-the-art U.S. and allied warfighting capabilities for 21st century deterrence.”



Distinguished Fellowships

President Harry S. Truman Fellowship

Lab Director Jill Hruby Fellowship

- Corporate Level
- Applications due September 12, 2023
- Three-year appointment, Fellow is 100% funded on their own research



Foundation Fellowships

Barbara McClintock Fellowship in Bioscience

John von Neumann Fellowship

S. Scott Collis Data Science Fellowship

Maxwell Fellowship

Gil Herrera Fellowship in Quantum Information Sciences

- Investment Area Level
- Applications typically due in fall/winter
- Generally 50% Postdocs own research, 50% on other related PI research



Postdoctoral Appointments

- Department Level
- Applications ongoing, year round
- Funded by line organizations supporting PI projects



Key areas for post-docs:

- Computer science/Computer Engineering
- Electrical Engineering
- Mechanical Engineering
- High-performance computing
- Microelectronics and microfluidics
- Nanotechnology
- Physics
- Chemistry/ Electro Chem
- Biosciences and biotechnology
- Radiation & electrical sciences
- Engineering sciences
- Pulsed power sciences
- Materials science & engineering

Difference between Fellowships and Appointments

Fellows

- Do their own research
- Application process requires development of an independent research proposal
- Distinguished Fellowships – 3 years, fully funded, open to all Sandia mission space
- Foundation Fellowships – 2 years, half funded on own work, half on other ongoing projects, specific topic areas for each fellowship
- Have graduated within 3 years of application deadline and by the time the fellowship starts – Received PhD between September 2020 and October 2024
- Looking for a position well in advance – posting cycle is once per year for the following Fiscal Year

Appointees

- Positions are open year round
- Prefer to work on a project that is already ongoing
- Want to work in an area they are not currently an experience
- Have graduated within 5 years of application deadline

Apply Online! sandia.gov/careers




*Sign up for
Automated Job
Notifications!*

Mobile Job
Applications


How will you impact
the world around
you?

Start your career




Students & Postdocs

Explore Opportunities




Veterans

Explore Opportunities



Careers by Discipline

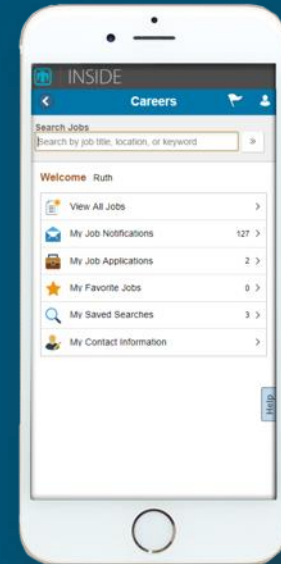
Choose Discipline -



Sandia's Career Portal

View all Sandia Openings

Why Sandia?





THANK YOU



Backup Slides

Veterans

Recognizing that veteran capabilities and attributes complement our mission and values, we're intent on attracting the nation's top veteran talent to our company.

At Sandia, you'll find qualities and features that sustain your dedication to being part of something bigger:

- Colleagues who respect and need your combination of experience and education
- A community through Sandia's Military Support Committee
- Transitioning Service-members can participate in **Sandia's SkillBridge Program**
- Eligible Veterans may participate in the **Exceptional Warrior Career Development Program** which assists combat-injured veterans with employment, training, and education for a smooth transition to a civilian career
- Future: Local New Mexico Veterans seeking Student Internship opportunities may participate in **Pathway to STEM**



Critical Skills Recruiting (CSR) Program



Sandia's Critical Skills Recruiting Program (CSR) is a special, entry-level hiring program which provides new or recent technical bachelor's degree candidates the opportunity to pursue a **tuition-paid** Master's of Science degree. The CSR program is designed to attract talent pursuing key disciplines aligned with Sandia's national security mission – CS/Cyber/CE, EE, or ME.

Benefits:

- Obtain a master's degree while remaining on-roll as a full-time Sandia employee and receive a competitive annual salary (paid biweekly)
- Annual stipend and regular employee benefits (except vacation accrual) while attending graduate school
- Paid eligible tuition and tuition-related associated costs
- Relocation benefits based on current Sandia policy
- Placement into technical/R&D staff position upon graduation and successful completion of the program

Candidate Eligibility Criteria:

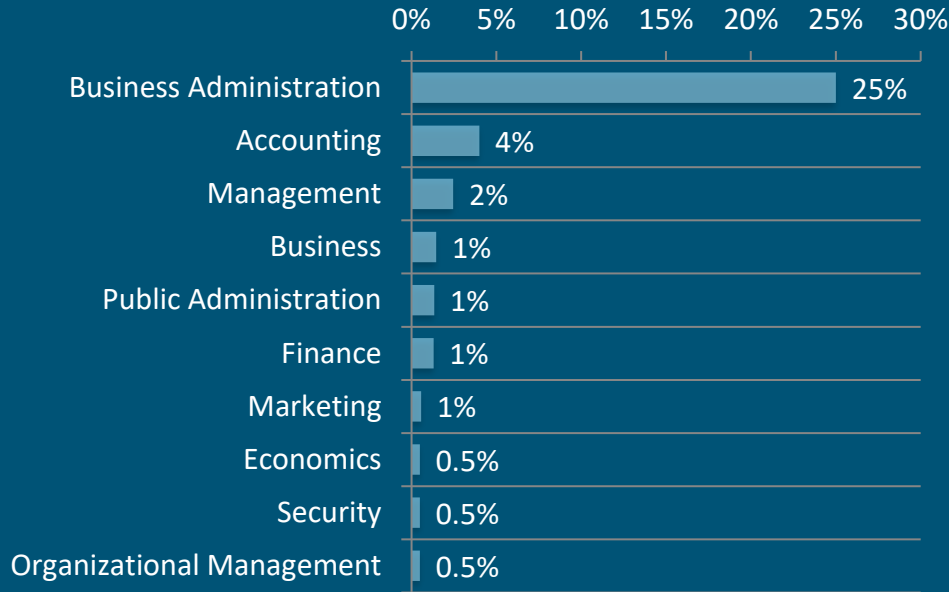
- Open to students finishing an undergrad degree in Computer Science, Cyber, Computer Engineering, Electrical Engineering, and Mechanical Engineering
- 3.0 GPA or higher
- Complete Bachelor's of Science degree by **Spring 2024**
- Able to start graduate program no later than **Fall 2024** (*we recruit a year prior to starting the graduate program to ensure school acceptance*)
- US Citizenship (for the purpose of obtaining a Dept. of Energy Security Clearance)
- Additional program requirements as indicated in the job posting

Apply online at sandia.gov/careers
Search keyword "CSR" or by Job ID
Deadline to apply is September 21, 2023

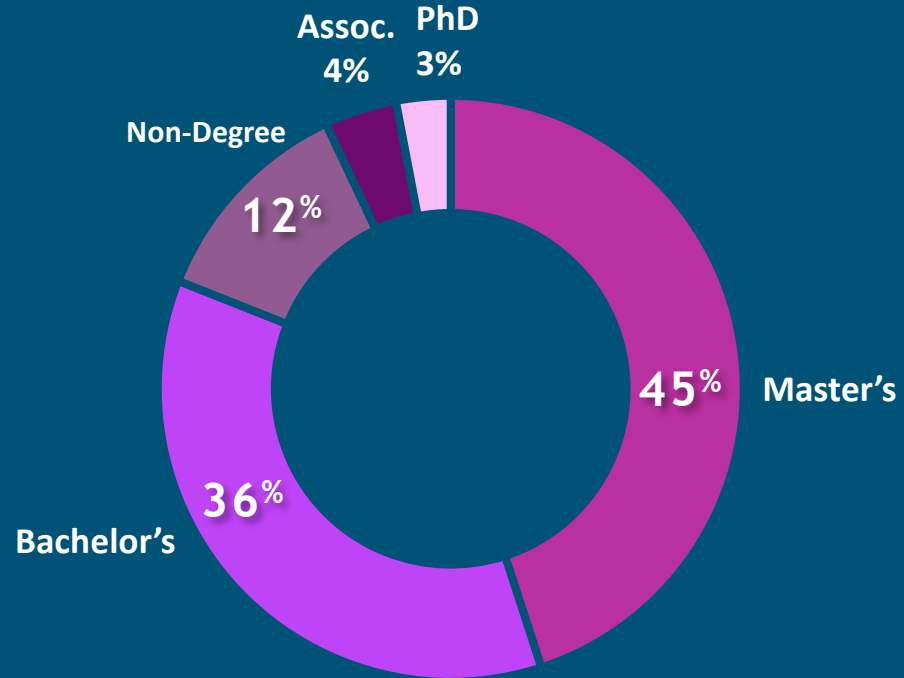
Job IDs:

691375 Critical Skills Recruiting Program – CS/Cyber/CE
691376 Critical Skills Recruiting Program – EE
691377 Critical Skills Recruiting Program – ME

Business & Operations Staff



Top 10 job families shown, Regular exempt non-management employees only



Degree levels for all our non-management professions including those not represented

Our Culture – Giving Back



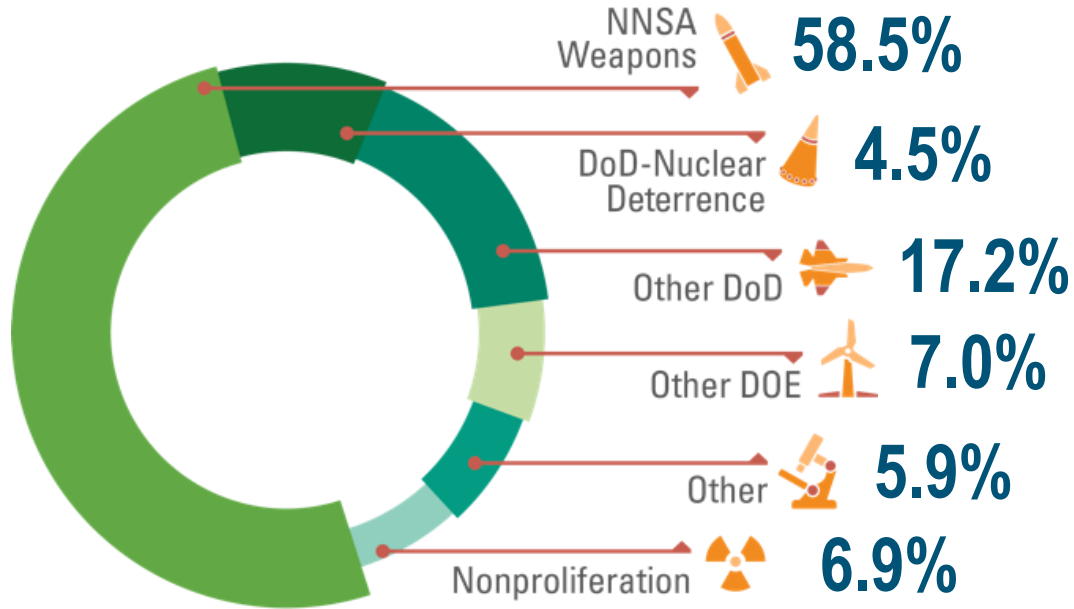
Sandia invests in the areas of Family Stability and Educational Success, recognizing that both are critical to a thriving community.

Here are a few areas where Sandians give back:

- K-12 STEM education outreach
- Help at food banks
- Provide life skills & job training
- Plant produce for local food pantries
- Animal Adopt-a-thons
- Coach sports teams
- Lead scouting troops
- Build homes
- Holiday gift drives
- Winter coat drive
- Feeding the hungry
- Provide shoes for kids



Sandia's Funding ~ \$4.4 Billion



Funding by Source Total FY22



OTHER

Department of Homeland Security
Other federal agencies | nonfederal entities
CRADAs, licenses, royalties | inter-entity work



DoD

Air Force | Army | Navy
Defense Threat Reduction Agency
Ballistic Missile Defense Organization
Office of the Secretary of Defense
Defense Advanced Research Projects Agency
Intelligence Community



OTHER DOE

Science
Energy Efficiency and Renewable Energy
Nuclear Energy
Environmental Management
Electricity Delivery and Energy Reliability
Other DOE



NONPROLIFERATION

NNSA/NA20 | NNSA/NA80

Sandia California - Livermore



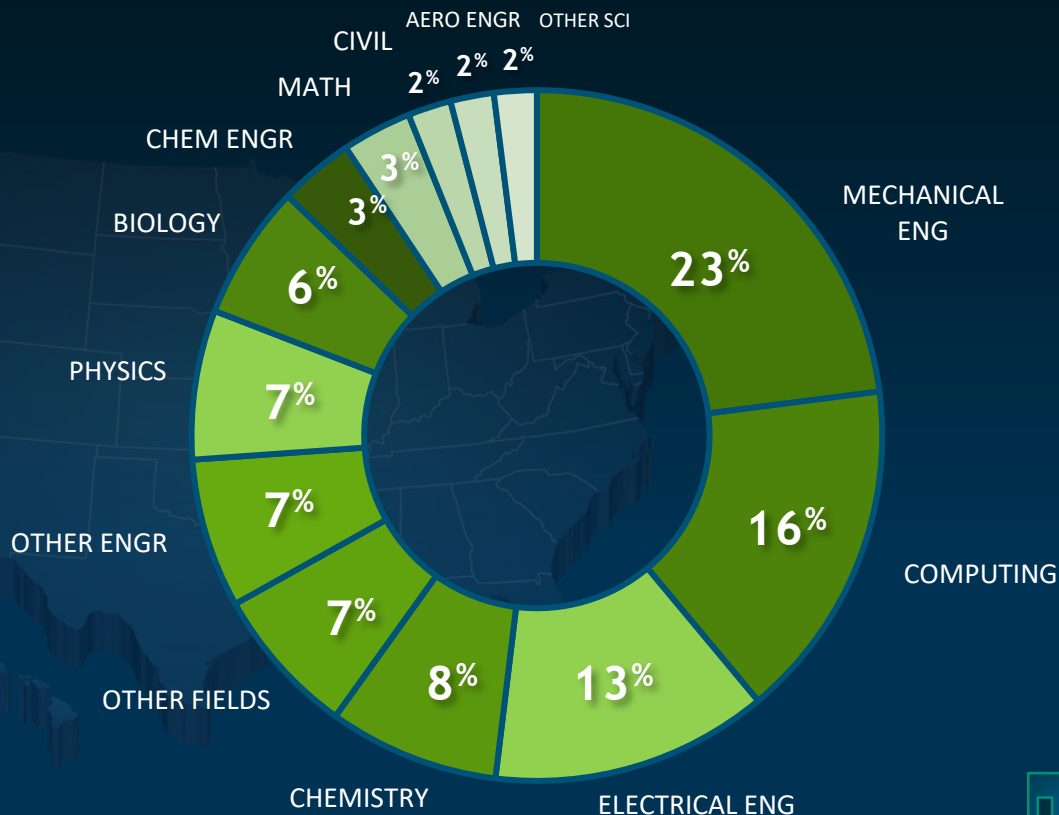
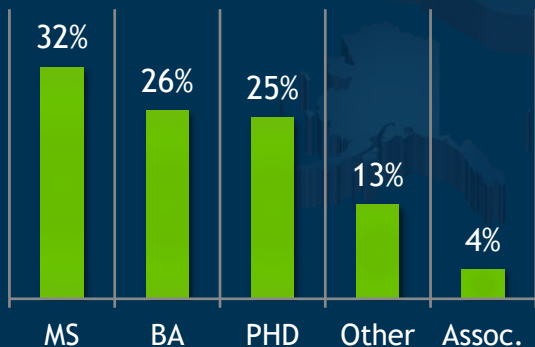
On-site workforce: ~2,000

R&D staff & technologists: ~1,000

Distinguishing research capabilities:

- Applied Biosciences
- Combustion Research
- Information Systems
- Micro & Nano Technologies and *more*

Degree Level



(*) Computing includes disciplines such as High Performance Computing, Machine Learning, Cybersecurity, Autonomous Sensing and Perception

Data represented is for R&D Staff Data as of July 2023



Sandia New Mexico - Albuquerque

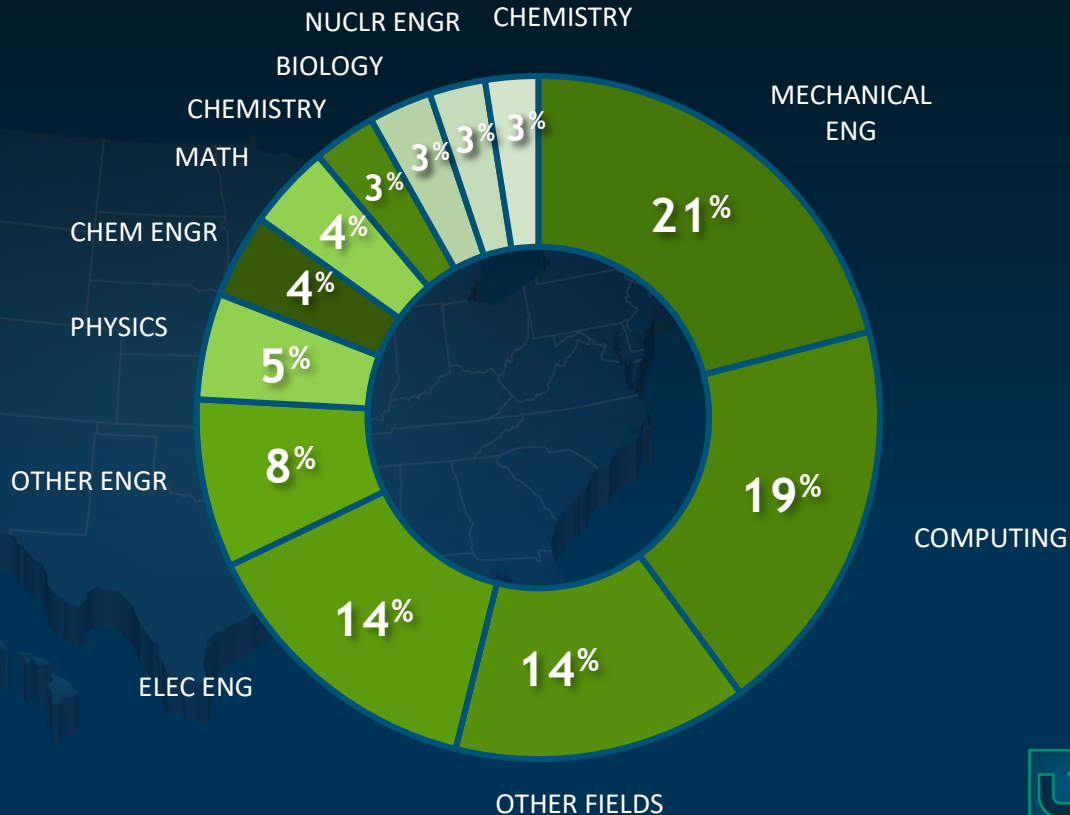
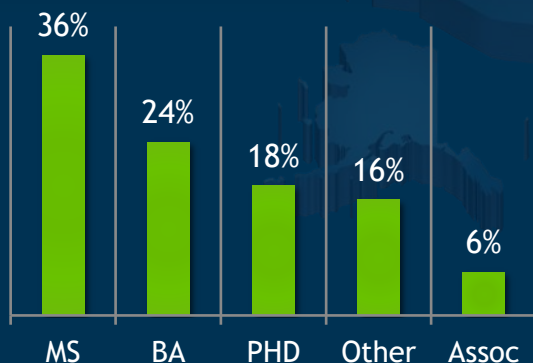
On-site workforce: ~14,700

R&D staff & technologists: ~7,300

Distinguishing research capabilities:

- Cybersecurity
- Renewable Energy
- Micro-electronics/Semiconductors
- Homeland Security *and more*

Degree Level



(*) Computing includes disciplines such as High Performance Computing, Machine Learning, Cybersecurity, Autonomous Sensing and Perception

Data represented is for R&D Staff

Data as of July 2023



Sandia's Brand Promise - *Sandia's Employee Value Proposition*



- ***National Security Mission:***
Your work contributes to the security, peace and freedom of our nation and the world
- ***Uniquely Challenging and Important Work:***
The work you do will be challenging, and amazing with real-world impact
- ***Work with Great People:***
You will work with extraordinary people, the top minds in their field
- ***Research Facilities Like None Other:***
You will have access to some of the best tools, equipment, and research facilities in the world
- ***Healthy Lifestyle, Work-Life Balance:***
You will experience a balance between your work life and personal life through flexible schedules, competitive benefits, and convenient amenities
- ***Career Mobility:***
You can have a full-life career at Sandia by working across multiple projects and areas of your interest

Employer Awards

- Forbes America's Best Large Employers 2021 & 2023
- Forbes Best Employer for Diversity 2019 & 2023
- 2022 - 2020 Fairygodboss Best Company
- 2021 - 2020 Fairygodboss Top Rated CEO for Gender Diversity
- 2023 Sec. of Defense Freedom Award, nominated for exemplary support of the National Guard and Reserve Member employees
- 2022 & 2021 US Dept of Labor Hire Vets Platinum Award
- 2022 & 2023 Family Friendly Business Platinum Award
- "Top 20 Government Employers" Equal Opportunity Reader's Choice 2023 - Ranked #19
- "Top 20 Government Employers" Woman Engineer Reader's Choice 2023 - Ranked #10
- "Top 20 Government Employers" Careers & disabled Reader's Choice 2023 - Ranked #18
- "Top 20 Government Employers" Minority Engineer Magazine Reader's Choice 2023 - Ranked #19
- "Top 20 Government Employers" STEM Workforce Diversity Reader's Choice 2022 - Ranked #20 & 2023 - Ranked #19
- 2022 & 2023 "Top 50 Workplace" for Indigenous STEM professionals by American Indian Science and Engineering Society
- 2023 Summer & 2022 Black EOE Journal - Best of the Best



Available Videos

Videos require wifi in order to play

Sandia Videos

[Sandia Mission Video](#) (4:36)

[Sandia Our Roots](#) (2:27)

[Sandia Life](#) (2:44)

[Sandia Ethos](#) (4:46)

Intern Videos

[2019 Sandia Student Symposium](#)(2:43)

[Sandia's Center for Cyber Defenders](#)(2:59)

[Internships at Sandia Labs](#)(19 Videos)

Location Videos

[Sandia New Mexico Location](#) (3:23)

[Sandia California Location](#) (3:41)

Diversity & Inclusion Videos

[Abilities Champions of Sandia](#)

[American Indian Outreach](#)

[Asian Leadership Outreach](#)

[Black Leadership Outreach](#)

[Employee Resource Groups](#)

[Exceptional Warrior Video](#)

[Hispanic Leadership Outreach](#)

[Sandia Women's Action Network](#)

[Sandia Pride Alliance Network](#)

*For more Sandia Videos refer to [Sandia's YouTube Channel](#)



For downloadable video files, visit our [Video library](#)