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Working Shifts and Hours on Northrop Grumman's Sentinel (GBSD) Program – Roy, UT

Overall Schedule Environment: Teams at Northrop Grumman's Roy, Utah campus generally operate on a standard weekday schedule. Most positions follow a **9/80 work schedule**, meaning employees work nine-hour days Monday through Thursday and take every other Friday off [1] [2]. This equates to a typical first-shift (daytime) work pattern [3]. The Roy site emphasizes work-life balance: one employee noted the **9/80 schedule** and the fact that "nobody expects you to pay attention to work when you're 'off the clock'" [4]. Core business hours are roughly 9 AM to 3 PM, with flexibility for employees to start earlier or later as needed around that window [5]. Overtime is *occasionally* required to meet deadlines, and some roles offer **shift differentials** for non-standard hours [6]. Below is a breakdown of shifts/hours by team, including any variations or special cases:

Systems Engineering & Integration (SE&I)

SE&I staff in Roy work predominantly **day shifts under the 9/80 schedule**. Job descriptions for SE&I leadership specify a first-shift, Monday–Friday routine [3] [7]. **On-site presence** is typically mandatory (Telework "not available" for key SE&I manager roles) given the classified nature of the program [3]. Within the standard framework, SE&I engineers have some **flex-time** – e.g. they can adjust start/end times as long as they cover core hours (approximately 9am–3pm) [5]. There is **no routine night or weekend shift** for SE&I; however, before major program milestones (like design reviews) the team may log overtime hours to finalize deliverables. The culture on GBSD emphasizes that when employees are off-duty, work does not intrude [4], so regular on-call duty is not expected for SE&I positions. Collaboration with the Air Force program office at Hill AFB also aligns with normal duty hours (Hill AFB offices run ~7:30 AM–4:30 PM on weekdays) [8], reinforcing that SE&I interactions with military counterparts occur during standard daytime hours.

Cybersecurity Team

The cybersecurity team – which includes system security engineers, cyber architects, and related roles – also keeps a **standard weekday schedule**. Listings for Sentinel cyber roles in Roy show **full-time, Monday–Friday** hours (with overtime as needed) [9]. Like other engineering functions, the default is a 9/80 day shift. There is no widespread assignment to swings or nights for cybersecurity engineers. (In fact, handling of secure information and networks tends to happen on-site during normal hours.) One **exception** found was a posting that indicated a *"2nd Shift"* for a cyber/system security engineer [10] – this is unusual and likely tied to a specific need (for example, supporting an off-hours test or monitoring a secure lab environment in the evening). Generally, though, the cybersecurity team works **daytime hours on-site**, with **no rotating shifts**. They may occasionally respond to off-hour network scans or incident reviews, but such cases would be handled via planned overtime rather than a separate shift. There is no indication of a 24/7 SOC-type schedule on GBSD – the cybersecurity effort is primarily in designing and **implementing security controls** during normal work hours.

Software Development & DevSecOps

The software and DevSecOps teams on GBSD follow the typical engineering schedule as well. **Day shifts (9/80)** are the norm [11]. For example, a Roy-based **Software Engineer** position for Sentinel explicitly lists *"Monday to Friday"* with overtime, and confirms the standard 9/80 schedule with every other Friday off [12] [11]. This implies software developers work roughly 7:30–5:30 (or similar) on those longer days. Because much of the development occurs on classified systems, work is **primarily on-site**, and there's limited if any routine telework (the job postings don't advertise remote options for engineers). Within the on-site schedule, there is some flexibility as in other teams – e.g. coming in earlier and leaving earlier is common, as long as core hours are covered [5]. The DevSecOps pipeline work (builds, integrations, etc.) typically runs unattended after hours, so developers are **not** required on night shifts for monitoring – any pipeline failures are addressed the next work day. In summary, the software/DevSecOps team enjoys **regular daytime hours**. On-call duties are rare; only in unusual cases (like a critical overnight deployment or a time-sensitive fix) might a developer be asked to log in off-hours, and even that is the exception rather than the rule. The focus is on maintaining a **consistent work-week**, with overtime only during crunch periods.

Test & Evaluation (T&E) Team

Most of the Test & Evaluation team in Roy maintains a **daytime 9/80 schedule**, similar to their engineering counterparts [1]. During normal development phases, test engineers and integration testers work Monday–Friday days, planning test procedures and analyzing results within regular hours. However, the nature of T&E means there are times when **non-standard hours** come into play. For instance, when a large system test or flight test is being executed, the team might need to support those events outside of the usual schedule. In particular, **field test personnel** can operate on rotating shifts during test campaigns. One example is the **flight test support crew**: a posting for a Test Operations Controller notes coverage of *"24/7 shifts during flight test preparation and execution"* [13]. This indicates that when an ICBM flight test is underway (e.g., at Vandenberg Space Force Base), T&E staff work in rotating shifts (day, swing, night) to monitor systems and coordinate operations around the clock. Those specific roles are generally **temporary or event-based** – before and after the test window, they revert to normal hours. For the **Roy-based T&E engineers** who design and oversee tests, travel may be required to sites like Hill AFB or Vandenberg, and during such trips they'll align with whatever shift the test demands (including occasional overnight or weekend work for missile launches). But on a day-to-day basis in Roy, the test team keeps **first-shift hours**. It's common that extra hours get put in leading up to test events (for readiness reviews, etc.), and test engineers often accrue overtime which is compensated or adjusted. Importantly, outside of active test events, there's no expectation of continuous shift work – the standard schedule and every-other-Friday off still apply to T&E roles at Roy [1].

Logistics & Support (ILS) Team

The logistics team – covering Integrated Logistics Support, sustainment planning, training equipment, and supply support – works a **regular weekday schedule** as well. These roles are typically **day shift, full-time** positions. A Procurement/Supply Chain job listing in Roy (closely related to logistics) confirms the **9/80, Monday–Friday** work pattern [14]. Logistics personnel coordinate closely with both the engineering teams and the customer (US Air Force) to ensure parts, tools, and documentation are ready, which all occurs during standard business hours. There's **no evidence of swing or night shifts** dedicated to logistics functions on GBSD. For example, if the logistics team is arranging shipments or deliveries to Hill AFB, they'll

do so during the day when base receiving is open (Hill's support offices are closed on weekends and evenings) [8]. **Flexible scheduling** is available in that team too – if someone needs to shift their hours slightly to accommodate a vendor call in a different time zone, they can flex around the core hours (with manager approval). In general, though, the Logistics/ILS staff work **approximately 8 AM to 5 PM** (with their 9/80 longer days as applicable). They are **not on rotating shifts**, and there's no routine on-call requirement. During major program milestones (e.g. a test event or deployment phase), a logistics specialist might put in extra hours or a weekend day to handle last-minute needs, but those instances are scheduled in advance and considered overtime, not a separate "shift." The work culture encourages **work-life balance**, so even contractor logistics support partners like **Belcan or Apex** working on GBSD follow the same approach – primarily weekday daytime work, with overtime only as the mission demands.

Propulsion Team

The Propulsion team on Sentinel includes engineers and specialists overseeing the missile's rocket motors and related systems. In Roy, these propulsion engineers and analysts keep a **standard day-shift schedule (9/80)** consistent with the rest of the program. They attend meetings, perform analyses, and liaise with manufacturing during normal hours (roughly 7 or 8 AM start, wrapping up by late afternoon) [15]. There is **no routine second or third shift** for the office-based propulsion staff in Roy. However, much of the actual rocket motor production and testing is done off-site (e.g., at Northrop Grumman's **Promontory, UT** facility or other manufacturing centers). Those **production facilities do operate on shifts** – for instance, some manufacturing roles in the GBSD program are explicitly advertised for night shifts. (Clearfield, UT, which produces composite motor cases and other components, has a Monday–Thursday *night shift* for manufacturing with 4:00 PM to 2:30 AM hours [16], and a Roy-based posting for a *"Principal Manufacturing Engineer – 3rd Shift"* was also noted [17].) These shift-work positions are typically **factory-floor or test-stand support jobs**, not the design engineers. In practical terms, the **Roy propulsion team works daytime**, then communicates with the manufacturing teams at scheduled points. If a propulsion engineer needs to observe a motor test that happens at night or early morning, that would be handled as a special event (they would adjust their hours or travel to the test site, rather than the entire team running on a night schedule). The program may occasionally require a propulsion representative on-call during a critical manufacturing operation (for example, a propellant casting or a static fire test), but this would be an as-needed accommodation. Day-to-day, propulsion team members in Roy enjoy the same **every-other-Friday off and flexible start times** as other engineers. In summary, **propulsion engineering = day shift**, while **propulsion manufacturing** (at the plant) has multiple shifts – the Roy office interfaces with those efforts during normal hours.

Subcontracts & Supply Chain Team

The SubK/Supply Chain team (which manages subcontractors, suppliers, and procurement) also adheres to **standard work hours**. These professionals (procurement specialists, subcontracts managers, supplier quality engineers, etc.) are generally working **Monday through Friday, daytime** with the 9/80 schedule in place [14]. Job postings for Supply Chain roles on GBSD indicate full-time roles with **"Monday to Friday"** schedules and potential overtime [18] – meaning that while the basic expectation is a 40-hour week, extra hours might be needed at quarter-end rushes or when a major subcontract is being negotiated. There are no shifts like "2nd shift subcontracts manager"; the work is almost entirely during business hours. Much of the supply chain coordination involves phone calls and emails with vendors, many of whom are in various U.S. time zones – to accommodate that, team members can adjust their hours (for instance, coming in early to talk to an East Coast supplier, or staying a bit later for a West Coast call). This is handled informally via

flexible scheduling, not by assigning a separate shift. **On-call** is not a typical concept for supply chain roles, but if an urgent supplier issue arises off-hours, usually a manager would contact the individual as needed – this is rare and not scheduled. Contractor staff from agencies like **Insight Global or TekSystems** working in procurement on Sentinel report similar experiences: they mirror the **Northrop full-timers' hours and culture**, often enjoying the 9/80 and flexibility. In fact, Northrop Grumman advertises that many of its Utah locations (Roy included) offer telework and flex scheduling as part of a strong work/life balance ethos [15]. In practice, **some supply chain roles can be partially remote** if the work allows – for example, a Business Operations Analyst on the program was allowed full-time telework with periodic travel [19]. But roles directly handling classified contracts or supplier data are predominantly on-site. Overall, the SubK/Supply Chain team works **standard daytime hours**, with **generous flexibility** and only the occasional need for overtime or odd-hour communications.

Sources:

- Northrop Grumman job listings for Sentinel GBSD roles (Roy, UT) – many note *"standard work schedule is a 9/80"* (e.g. Systems Engineer, Test Engineer, Supply Chain Specialist) [1] [14]. These confirm a Monday–Friday, day-shift regimen with every other Friday off.
- **Reddit – r/NorthropGrumman:** Employee discussions highlighting the 9/80 schedule and positive work-life balance (e.g. "week off from Christmas to New Years" and no expectation to work off-hours) [4].
- **Indeed.com postings:** Sentinel GBSD job ads in Roy showing "Shift and schedule: Monday to Friday + Overtime" for various positions (Systems Security Engineer, Software Engineer, Test Engineer) [9] [12]. This implies standard weekday shifts, with overtime as needed, and no fixed second/third shift except where specified.
- **ClearedJobs & Lensa aggregators:** Some specialized roles indicate non-standard shifts – e.g., a **Mission Assurance Engineer – Swing Shift** in nearby Salt Lake City [20], a **Manufacturing Engineering Manager (Mon–Thu Nights)** in Clearfield [21], and a Roy-based posting labeled *"Shift: 2nd Shift (United States of America)"* [10]. These instances show that **certain support functions** (quality, manufacturing support, lab operations) may run evening or night shifts.
- **Vandenberg Test Controller posting:** Explicitly states coverage of 24/7 shifts during missile test operations [13], illustrating the round-the-clock schedule only during test execution periods (not day-to-day in Roy).
- **Northrop Grumman "Life in Utah" page:** Emphasizes 9/80 days, telework options, and flexible scheduling at the Roy Innovation Center, underscoring an overall culture of flexibility [15].
- **Glassdoor (Roy, UT):** Employee feedback from Roy site indicates *"hours can be flexed, core hours 9–3"* for engineers [5], confirming the flexible day schedule. Another source notes **telework is not available** for certain cleared roles [3], whereas some business roles may consider full-time telework [19] – reflecting policy differences by position.
- **Hill AFB references:** Base operating hours (approx. 7:30 AM–4:30 PM Mon-Fri) [8] show that any government/contractor interface (meetings, support activities) happens during normal daytime, with no routine weekend work.

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[1] [6] Sentinel - Sr Principal Test Engineer - 8903-1 - Roy, UT 84067 - Indeed.com
https://www.indeed.com/viewjob?jk=b1741d79be289a4d

2 14 Sentinel – Supply Chain Procurement Specialist (Level 2/3) (15590) | United States-Utah-Roy | Northrop Grumman
https://jobs.northropgrumman.com/careers/job/1340059607184-sentinel-%E2%80%93-supply-chain-procurement-specialist-level-2-3-15590--united-states-utah-roy?domain=ngc.com

3 7 Sentinel (GBSD) – AVE SEI Deputy Manager 3 - 4520-1 in Roy UT USA - Northrop Grumman Corp. (AU) - CB57DF
https://www.recruit.net/job/sentinel-gbsd-ave-sei-deputy-jobs/CB57DF5AE348F564

4 I just got an offer! : r/NorthropGrumman
https://www.reddit.com/r/NorthropGrumman/comments/f4eiwm/i_just_got_an_offer/

5 Northrop Grumman Employee Benefit: Reduced or Flexible Hours | Glassdoor
https://www.glassdoor.com/Benefits/Northrop-Grumman-Reduced-or-Flexible-Hours-US-BNFT164_E488_N1.htm

8 All Programs | Hill AFB | Contact Info, Phone Numbers & Address
https://installations.militaryonesource.mil/search?program-service%3DALL%2Finstallation%3Dhill-afb

9 Sentinel STPA-Sec Systems Security Engineer T3 -14407 - Indeed
https://www.indeed.com/viewjob?jk=fc231d7ed2972167

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11 12 Sentinel Software Engineer - 14286 - Roy, UT 84067 - Indeed.com
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13 Sentinel (GBSD) Test Operations and Maintenance Control Job Scheduling Representative - 6874* in VAFB, California | ClearedJobs.Net
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https://www.northropgrumman.com/careers/northrop-grumman-in-utah

16 Associate Engineer Manufacturing/Engineer Manufacturing - NIGHT SHIFT - Northrop Grumman
https://spacecrew.com/space-jobs/lt5gbdr3-northrop-grumman-associate-engineer-manufacturingengineer-manufacturing-night-shift

17 Propulsion Engineer Northrop Grumman Jobs, Employment - Indeed
https://www.indeed.com/q-propulsion-engineer-northrop-grumman-jobs.html

18 Procurement Jobs, Employment in Riverdale, UT | Indeed
https://www.indeed.com/q-procurement-l-riverdale,-ut-jobs.html

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https://clearedjobs.net/job/principal-sr-principal-business-development-operations-analyst-15670-roy-utah-1784548

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https://www.indeed.com/cmp/Northrop-Grumman/jobs/q-Manufacturing-Engineer-l-Clearfield,-UT