Engineers are the heart of our business. They impact the design of new technologies, solve problems, enhance our products and develop process improvements. With more than 200 International Paper manufacturing facilities around the world, we offer endless opportunities for you to make an impact. Each facility produces a variety of products that people depend on every day – items like envelopes, printing and copy papers, cups and food containers for leading chain restaurants, packaging for consumer products such as pharmaceuticals and cosmetics, produce containers at grocery stores and shipping boxes that deliver products to your doorstep. We offer exciting and challenging careers in Chemical, Electrical, Environmental, Mechanical, Paper Science Engineering, and Health and Safety. Through our REACH program, you will be given the tools to lay the foundation for a successful career at International Paper.
Career Success Is Within Your Reach

REACH (Recruit, Engage, Align College Hires) is our college recruiting and development program for manufacturing engineers. More than a dedicated training program, REACH allows you to work in a value-adding role at a manufacturing facility while participating in a required core curriculum that builds technical and leadership competencies. You’ll enjoy varied experiences and opportunities while making significant contributions to our mills, facilities and businesses. The program offers roles for both technical talent and manufacturing leadership. Participants are typically degreed engineers who have graduated within the last five years.

Extend Your REACH

During your REACH experience, you will:

- Work on challenging, meaningful manufacturing projects
- Participate in a core curriculum that strengthens technical and professional capability
- Build a community of colleagues, peers and seasoned professionals as a resource network for your career
- Learn from industry experts about the skills, processes, equipment and tools necessary for success in the paper and packaging industry
- Focus on the key skills and knowledge sets needed by new engineers in our mills
- Lay the foundation for a management or leadership career with an individual development plan
Expand Your Knowledge

Topics within the REACH program include:

- Manufacturing Excellence (including a virtual program for Belt certification)
- Pulp, paper and power process knowledge
- Capital projects
- Reliability fundamentals
- Environmental, Health and Safety
- Data analysis
- Presentation skills and adult learning theory
- Career and professional development

Explore Many Disciplines

Even during the Core Curriculum, which typically spans about three years, REACH engineers can have infinite career path possibilities, depending on capabilities, interests and the needs of the company. Although careers frequently follow the manufacturing management path, we are large and flexible enough to allow you to select other options. As we grow globally and you build capability, future opportunities exist in both the U.S. and internationally. Career opportunities include:

- Process Engineering
- Reliability Engineering
- Project Engineering – Mechanical or Electrical and Instrumentation
- Process Control
- Capital Project Management
- Environmental Engineering
- Health & Safety