Big Science. Big Opportunities.

For more than 75 years, Oak Ridge National Laboratory (ORNL) has shaped our world with discoveries in neutron science, high-performance computing, advanced materials, biology and environmental science, nuclear science and isotopes, and national security.

What Our Staff Say about Working at ORNL

“At ORNL I am part of a team that is the best in what they do, and we work in an environment that encourages openness and diversity while placing a high value on research excellence and integrity. The combination of flagship strengths in quantum materials, neutron scattering, and high-performance computing coupled with the direct positive impact our work has on people’s lives and the planet makes work at ORNL equal parts challenging, stimulating, and fulfilling.”

—Clarina dela Cruz, Diffraction Group Leader

“My parents showed me that research can be used to positively impact the world and inspired me to become a scientist. Oak Ridge National Laboratory provided me the opportunity to start my career and have a positive impact on the world through my work on a large-scale science project that aims to improve nuclear fuel designs to increase the efficiency of power generation and reduce the risk and severity of accidents at nuclear power plants.”

—Peter Mouche, Postdoctoral Researcher

“When I first arrived at ORNL, I was fascinated by the lab’s world-class facilities and breadth of research. As time went on I realized that nuclear processes I’d only read about were a vital part of the laboratory’s fabric, and I began to meet scientists who had written the very journal articles and books I’d studied for many years. Rather than trying to glean information through reading, I simply walk across campus and meet with the world’s foremost experts. The best part of working at ORNL—even as a late career scientist—is that I get to learn something new and fascinating virtually every day.”

—Paula Cable-Dunlap, Collection Science and Engineering Group Leader

Apply at jobs.ornl.gov
Life at Oak Ridge National Laboratory

ORNL was established in 1943 during the Manhattan Project and for over 75 years has been a leader in science and energy research. Today, as America’s largest science and energy laboratory, ORNL is a thriving multiprogram research campus with world-leading facilities and talented employees from over 60 countries who are innovators in their fields.

Our staff have innumerable opportunities to collaborate on cutting-edge scientific, operational, engineering, and support activities. In addition, ORNL offers professional development training at no cost to employees, supports numerous employee resource groups that promote diversity and inclusion efforts across the Laboratory, and provides networking opportunities.

Ideal Location

Located near the Great Smoky Mountains, ORNL’s campus is just 1 hour away from the national park. The city of Oak Ridge has 150 miles of shoreline for water recreation, rowing, and boating, and nearby Knoxville is home to the thriving research campus of the University of Tennessee and an historic downtown known for its dining, theaters, shopping, and festivals.

Within a day’s drive of all major cities on the East Coast, ORNL provides the best of both worlds: proximity to the great outdoors and urban centers with diverse cultural attractions. In addition, East Tennessee is affordable, with a cost of living roughly 8% lower than the national average,* and there’s no state income tax, which provides our employees with more take home pay.

* According to data provided by erieri.com on 1/1/2021.

Total Rewards and Amenities

Combined with competitive salaries, ORNL offers employees and their families a comprehensive and valuable benefits program. ORNL also has numerous on-site amenities that make life more convenient.

- 401(k) Retirement Plan
- Generous Vacation and Holidays
- Pension Plan
- Parental Leave
- Medical Plan (Dental, Vision, and Health Savings Accounts)
- Employee Assistance Program
- Wellness Programs
- Employee Discounts
- Flexible Working Hours
- Life Insurance
- Educational Assistance
- Disability Benefits
- Relocation Assistance
- Legal Insurance with Identity Theft Protection
- Bank
- Coffee Shop
- Cafeteria
- Gym
- Exercise Classes
- On-Site General Medical Clinic
- Walking Trails

ORNL is an equal opportunity employer. All qualified candidates, including individuals with disabilities and protected veterans, are encouraged to apply. ORNL is an E-Verify employer.