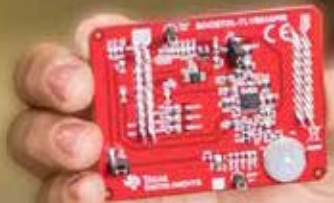Change the world.
Love your job.

TEXAS INSTRUMENTS

At TI, you belong

Our work is fascinating, fast-paced and challenging. And it's our people that make us great. At TI, you'll collaborate with the smartest people in the world – problem solvers who are committed to shaping the future of electronics.

Innovation

When you join TI, you're joining a team of innovators who have been redefining what's possible for decades.

Our innovations are at work all around you – in things you experience every day. We engineer and manufacture semiconductors that enable everything from connected cars to intelligent homes; from drones to smart phones.

- TI holds more than 45,000 patents worldwide
- TI has won two Emmy® Awards for DLP® technology
- In 1958, Jack Kilby, a TI engineer and innovator, invented the integrated circuit which was the building block for modern electronics

Amanda is a digital marketer and co-chair of our TI Pride network.

Our culture

Our inclusive, diverse culture fuels our company's performance and makes us stronger. We strive to create an environment where all our people can be themselves and deliver their very best.

The TI Diversity Network brings together 15 employee-led resource groups including networks for women, black and Hispanic employees, veterans and LGBTQ employees and allies.

TIers around the globe give back to the communities where we live and work through volunteering as robotics coaches, science fair judges, mentors, tutors, college and career-planning advisers and camp coordinators.
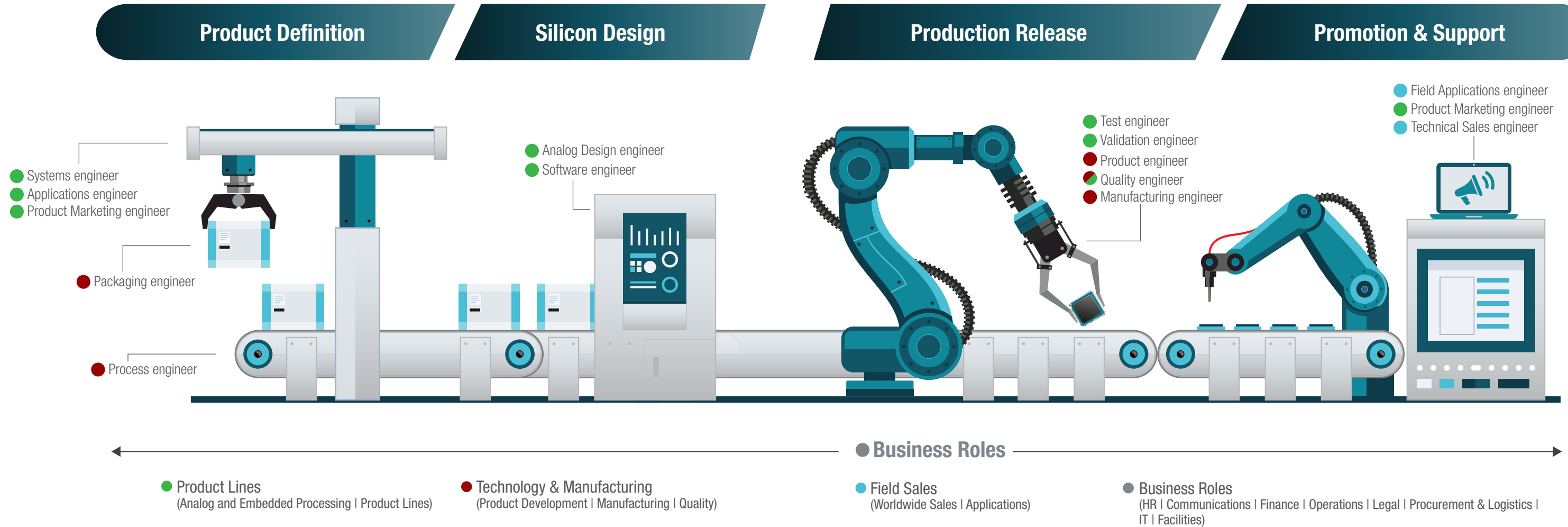
15
employee resource groups

$

Since 2014, TI has given
$150 million
primarily to STEM education.

Where you belong at TI

At TI, we produce tens of billions of chips each year and have 70,000+ products for our ~100,000 customers.

We offer a variety of roles that work together throughout the product lifecycle to design, produce and sell our products.

Find out where your skills are the best fit.

Product Definition	Silicon Design	Production Release	Promotion & Support

Product Definition
- Systems engineer
- Applications engineer
- Product Marketing engineer
- Packaging engineer
- Process engineer

Silicon Design
- Analog Design engineer
- Software engineer

Production Release
- Test engineer
- Validation engineer
- Product engineer
- Quality engineer
- Manufacturing engineer

Promotion & Support
- Field Applications engineer
- Product Marketing engineer
- Technical Sales engineer

● **Business Roles**

● **Product Lines**
(Analog and Embedded Processing | Product Lines)

● **Technology & Manufacturing**
(Product Development | Manufacturing | Quality)

● **Field Sales**
(Worldwide Sales | Applications)

● **Business Roles**
(HR | Communications | Finance | Operations | Legal | Procurement & Logistics | IT | Facilities)

We are continuously hiring engineers, technicians, maintenance mechanics, and business positions including finance, operations, marketing, IT and HR.

Rotation programs

At TI we offer full-time rotation programs for many of our roles. Our rotation programs are a great way to explore different areas of the company and figure out where you fit in. You get to move around, work with different teams, learn from technical experts and meet other new graduates.

You'll have the opportunity to solve problems and invent solutions through a variety of hands-on, meaningful experiences from the very first day on the job.

> "*I spent two years going through a rotation program. And by the end, my career had taken a whole new path. Moving around to different roles opened my eyes to other jobs and skills I didn't even know I had.*"
> *– Miron, Applications engineer*
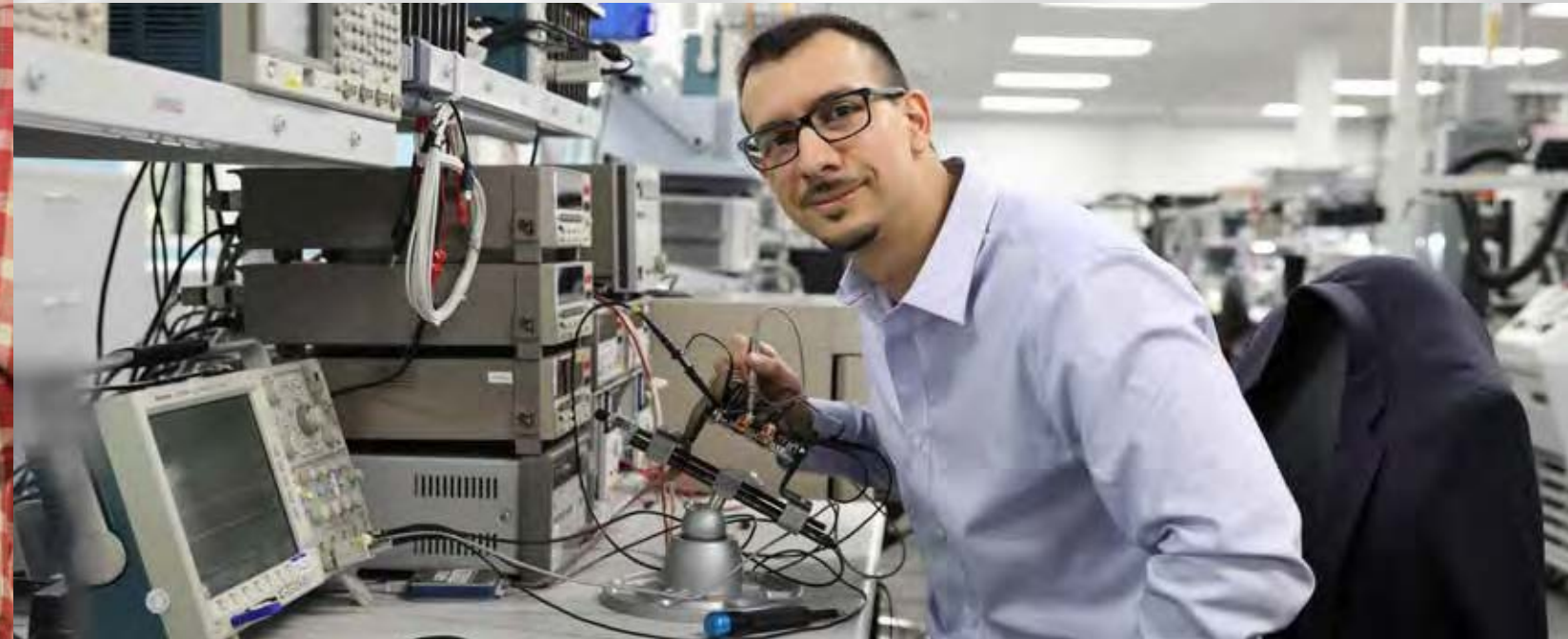
Your development

Internships

We offer summer internships for students across many of our roles. The projects you work on are meaningful and have real-world impact – even as an intern.

> "*I went above and beyond with what I was tasked with and tried problem-solving methods that others had not.*"
> *– Ryan, Applications engineer*

Make an Impact

Just starting out in your career? **Make an Impact** is our global one-year development program designed for recent college graduates. And it's true to its name – created to help you build on your education and quickly make your mark at TI.

The program combines hands-on experience, classroom-style training and opportunities to connect with senior leaders and includes engineering bootcamps, professional courses, elective courses and more.

Ryan, who developed a patent as a TI intern, believes innovation is a byproduct of curiosity and drive.

Engineering roles

Systems engineer
Develop advanced analog and digital chips and systems products from concept to mass production. Work directly with our business units and customers to define product roadmaps, and assess and negotiate development tradeoffs with design teams and customers.

Analog Design engineer*
Design schematics of analog circuits in various wafer process technologies, simulate the design to ensure correctness and verify the layout implementation meets performance requirements.

Digital Design engineer
Design digital control and data paths in a language such as Verilog, simulate the design to ensure correctness and create and verify the physical implementation to meet timing and power goals.

Design Verification engineer
Create automated simulation test benches to verify digital or mixed-signal integrated circuit designs, write checkers in various languages such as SystemVerilog and Verilog-AMS and build a suite of tests to ensure proper functionality and performance of the device, especially in ways that customers will use the product.

Technology & Manufacturing
Develop next generation semiconductor process technology, run factories in a clean room environment with advanced tools and equipment, develop cutting edge packaging technology, optimize process and test development, and ensure product quality.

- **Manufacturing supervisor***
  Work in a wafer fab cleanroom environment in the factory with manufacturing direct reports. You will be the bridge between cutting edge semiconductor engineering and the manufacturing group. In this role, you will hone your skills as a manager while delving into the science of manufacturing, directly impacting the cost and quality of our products. This position requires working on a compressed shift schedule either days or nights.

Manufacturing engineer

- **Equipment engineer***
  Maintain, enhance and install the advanced semiconductor manufacturing equipment in the fabrication facilities where TI's world-changing technologies are created. You will gain practical, hands-on experience solving equipment problems and implementing optimal solutions to support our 24/7/365 manufacturing operations.

- **Process engineer***
  Sustain, develop and continually optimize the methods in which TI's world-changing technologies are manufactured. You will gain the practical experience of working within our fabrication facilities to solve the challenge to continually improve cycle time, reduce raw materials and enhance product yield to support our 24/7/365 manufacturing operations.

Manufacturing Technology engineer

- **Packaging engineer***
  Partner with our business units to design and develop semiconductor packaging technologies focused on miniaturization, integration and automotive and industrial environments. Assess the industry competitive landscape and future technology needs in order to develop packages and materials to survive stringent customer requirements.

- **Quality engineer***
  Prevent and solve a variety of challenging technical problems which greatly impact TI revenue involving product requirements, circuit design, silicon manufacturing, IC packaging and customer applications. You will touch the full spectrum of our products, from new product development to manufacturing and post-production optimization.

Product, Test and Validation
Work with customers, external partners, and TI teams around the globe to test and troubleshoot issues, and analyze semiconductor product performance in a range of different conditions.

- **Product engineer***
  Lead qualification efforts, including hardware design, device manufaturability with appropriate packages, production stability and change maintenance of integrated circuits in new product development and throughout the full life cycle of the product.

- **Test engineer***
  Define testability strategy, develop test hardware and test programs to characterize and qualify integrated circuits on Automatic Test Equipment (ATE) during new product development, with the final goal of delivering a robust automated lowest cost test solution for production environment.

- **Validation engineer***
  Develop the hardware, software and innovative test methods required to provide in depth bench characterization of integrated circuits in development, typically using LabView and TestStand tools. The focus is on in-depth analysis, often not possible in production, and exploring the limits of the integrated circuit's capability and electrical performance

Role is part of a rotation program

Kiki is a DLP® engineer and a member of our Technical Ladder.
Andre is a product test engineering manager, and actively recruits for TI at NSBE and BEYA.

Engineering roles

Product Marketing engineer*
Use your technical expertise to understand customers and TI's sales teams' current and future needs, as well as identify key marketing objectives to attract, engage, and grow the customer base in target regions and markets. With thorough understanding of competition, roadmaps and technology trends, you will execute a wide range of marketing activities, including overall marketing strategy, portfolio marketing, growth initiatives, opportunity management and pricing.

Applications engineer*
Solve specific design challenges and provide technical solutions to customers that will ultimately go into consumer products like smartphones, PC peripherals, personal medical devices, electric cars, e-bikes and much more. You'll also design functional evaluation modules and optimized TI Designs using either current TI products or products in development.

Software engineer*
Join us in making our cutting edge embedded hardware more accessible to our customers through platform software and development tools, combining modern programming skills with deep computer architecture knowledge – where hardware meets software. You'll collaborate with our marketing, systems and applications engineering teams as part of the entire software development lifecycle, from requirements gathering, design, implementation, test, debug, demo development, through deployment.

Technical Sales engineer*
TSRs (Technical Sales Representatives) are responsible for the customer strategy and development of an overall business plan. They combine their technical skills with selling and marketing skills in order to maximize customer identification, with the goal of winning all integrated circuits on a given project. TSRs leverage relationships and business acumen to convert won integrated circuits into revenue and business for TI.

Field Applications engineer*
The FAE (Field Applications Engineer) is a trusted technical advisor to external customers and internal teams. FAEs combine strong technical capabilities with business knowledge in order to identify and win integrated circuits in customer systems. Utilize your technical competency on product selection, systems and implementation and debugging.

Facilities engineer*
 Experience various roles that support building and semiconductor wafer fab facilities. You'll design, install and operate more than 150 utility systems that include chemical, gas, electrical, water, cleanroom, HVAC and controls. Other roles within Facilities include:

• Power Distribution engineer
Responsible for the design, construction, install, commissioning, maintenance, troubleshooting, and project managing of electrical distribution systems to support the semiconductor wafer fabrication facilities.

• Plant Process engineer
Develop, implement, and manage innovative projects that improve the reliability and efficiency of the industrial fabrication facilities and system processes, all while assessing the full equipment life cycle.

• Plant Controls and Automation engineer
Focused on designing, programming, implementing, installing, troubleshooting, and maintaining programmable logic controllers and their instrumentation to control the mechanical system processes that support our fabrication facilities.

We also offer Environmental, Safety and Health (ESH) and Worldwide Protective Services (WPS) roles, including:

• ESH: Environmental Specialist, Safety Specialist, Ergonomics Specialist, Industrial Hygiene Specialist

• WWPS: Security Practitioner, Fire Protection Specialist, Emergency Services Specialist

*Role is part of a rotation program

Business roles

Information Technology
IT supports the applications and technology infrastructure for engineering, sales, manufacturing, finance, supply chain and security. As a business analyst, use your technical skills to understand business and technology requirements as well as analyze and understand business need. As a developer, you support the design, development and implementation of new systems and upgrade projects. As a system and infrastructure administrator, you manage and maintain an extensive installed base of servers, network devices, databases, storage devices and computers running various technologies and applications.

Finance, Accounting & Operations
Contribute to TI's success through roles that build on your analytical, accounting, financial and/or operational backgrounds. You will partner with TI engineering, manufacturing and sales to ensure financial strength, accurate reporting and operational efficiencies that drive impactful results. As an accountant, support internal controls with execution of income statement and balance sheet close activities, intercompany costing, audits, inventory valuation and more. As a financial analyst, dive into profit and loss projections, connect financial results to operational performance and influence investment decisions. As an operations analyst, optimize efficiencies through business planning, strategic supply/demand and factory analyses, inventory management and customer support.

Supply Chain
Apply your strategic sourcing and logistics knowledge to engage with our global team, suppliers, factory management and engineers working to reduce costs and streamline processes.

Human Resources
Recruiting, compensation and benefits, development and HR Business Partner are the main functions within the Human Resources discipline. As a strategic partner, HR plays a critical role in the company's success by utilizing strong business acumen to drive organizational initiatives and to execute people strategies and processes across the organization. In this function, you will help ensure TI has the talent and capabilities needed to win in the highly competitive and dynamic semiconductor market.

Digital Marketing & Communications
Develop fresh approaches in marketing our breakthrough technologies. Act as the TI subject matter expert via your implementation of digital marketing, web operations, content marketing, data analytics, crisis communications, media relations and corporate and employee communications.

*All of the above roles are part of a
 rotation program*

Maintenance mechanic

Program overview

- Execute scheduled maintenance work following approved best known methods
- Track and assemble parts required to complete maintenance ahead of time
- Complete qualifications required to bring equipment fully out of maintenance state and into production
- Track critical data from performed maintenance to define improvement opportunities for optimal performance
- Follow an on-the-job training plan that provides a clear path to required certifications and advancement

This is a great path to a full-time technician role that lets you work while you complete your degree.

Minimum qualifications

- High school graduate or equivalent
- Successful completion of pre-employment and hands-on maintenance mechanic tests
- Committed to working with a highly standardized set of instructions

Competitive compensation, including automatic daily overtime worked as part of TI's compressed week shift schedule for both Maintenance Mechanic and Technician roles.

Technician

Program overview

- Learn to troubleshoot, repair, calibrate and perform preventative maintenance on wafer fab equipment
- Communicate with engineering and manufacturing groups across the fab to keep machines running, test setups, collect data and provide guidance to manufacturing specialists
- Provide process and product support to the organization and address production concerns and disposition of production material
- Have a training plan that provides for on-the-job and formal classroom training

Minimum qualifications

- Associate's degree in an electronics-related field or equivalent military electronics-related training

Veterans

We value the skills and training you received in the military and encourage you to apply those skills at TI.

> "I started my career in the U.S. Marine Corps. I conducted five combat deployments and am currently active in the Marine Reserve. Today I have two careers- the military and my role in TI Worldwide Facilities at TI. Each career helps me see the other more clearly; they complement each other. I'm thankful TI values my military service, and supports my commitment."
>
> – Col. John, USMCR and an engineer at our company

"

"We used to build computers within cars, and now we build the car around a computer. It's our job to dream of the future."
– Hope, General Manager for Automotive Infotainment

"

Hope is focused on innovation yet to be defined within the automotive industry.

Below are common degrees* and the corresponding TI roles.

Electrical Engineering
Applications engineer
Product/Test/Validation engineer
Design engineer
Field Applications engineer
Technical Sales engineer
Product Marketing engineer
Software engineer
Systems engineer
Technical Quality engineer
Facilities engineer
Manufacturing engineer
Test Technology engineer

Computer Engineering
Applications engineer
Product/Test/Validation engineer
Design engineer
Field Applications engineer
Technical Sales engineer
Product Marketing engineer
Software engineer
Systems engineer
Facilities engineer
Test Technology engineer

Electrical and Computer Engineering
Applications engineer
Product/Test/Validation engineer
Design engineer
Field Applications engineer
Technical Sales engineer
Product Marketing engineer
Software engineer
Systems engineer
Technical Quality engineer
Facilities engineer
Manufacturing engineer

Computer Science
Information Technology
Software engineer

Info Tech/Info Sys/MIS
Information Technology

Mechanical Engineering
Facilities engineer
Manufacturing engineer

Chemical Engineering
Facilities engineer
Manufacturing engineer

Civil/Controls Engineering
Facilities engineer

Industrial Engineering
Industrial engineer
Manufacturing Supervisor
Finance, Accounting & Operations
Supply Chain

Manufacturing Operations
Manufacturing Supervisor

Finance
Finance, Accounting & Operations

Accounting
Finance, Accounting & Operations

Supply Chain
Finance, Accounting & Operations
Supply Chain

Business/Liberal Arts
Human Resources
Digital Marketing & Communications

Journalism/Marketing/Communications
Digital Marketing & Communications

*Other degrees may be considered

Change the world.
Love your job.

Next steps:

1. **Visit careers.ti.com**

2. **Create** your profile and **load** resume

3. **Search** jobs

Cover image: *Jessica is a validation engineer and a member of the Hispanic diversity network.*

TEXAS INSTRUMENTS

Discover what it's like to work at TI.

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