Change the world.
Love your job.
At TI, you belong

Our work is fascinating, fast-paced and challenging. And it’s our people that make us great.

Innovation
When you join TI, you’re joining a team of innovators who have been redefining what’s possible since 1930.

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.

Ugo is a content marketing program manager and a member of our Black employee resource group.

Living our values

Our founders had the foresight to know that building a great company required a special culture to thrive for the long term. At TI, we refer to this as Living our values, and it’s how we operate daily.

Our ambitions
For decades, we have operated with a passion to create a better world by making electronics more affordable through semiconductors. For many years, we’ve run our business with three ambitions in mind:

• We will act like owners who will own the company for decades.
• We will adapt and succeed in a world that is ever-changing.
• We will be a company that we’re personally proud to be a part of and would want as our neighbor.

When we’re successful in achieving these ambitions, our employees, customers, communities and shareholders all win.

Our values
We are **trustworthy**.
We are **inclusive**.
We are **innovative**.
We are **competitive**.
We are **results-oriented**.

These are the values that define who we are and how we behave – and what we are looking for in future Tiers.

Amber (left) and Amanda (right) are co-chair and chair of our TI Pride network.
At TI, we produce tens of billions of chips each year and have approximately 80,000 products for our nearly 100,000 customers. We offer a variety of roles that work together throughout the product lifecycle to design, produce and sell our products.

Where you belong at TI

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

- **Silicon Design**
  - Analog and Digital IC 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

We are continuously hiring engineers, technicians, maintenance mechanics, and business positions including finance, operations, marketing, IT and human resources.
“Learning the different roles and responsibilities in each rotation gives me a feel for which positions I enjoy the most so I can find the perfect fit for me!”

– Stella, Marketing associate

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 connect with 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.

“...and tried problem-solving methods that others had not.”

– Ryan, Applications engineer

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.

Make an Impact

Just starting out in your career? Make an Impact is our signature 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.

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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 IC Design engineer
- Design schematics of analog circuits in various wafer process technologies, simulate the design to ensure correctness and verify the physical implementation to meet timing and power goals.

IC 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 and manufacturing processes 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 typically involves 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.
    - Manufacturing product engineer**
      - Interface with design, process, test, reliability and manufacturing engineering to solve product issues and production problems. Develop process improvements to reduce production costs and increase yields.
  - 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 challenges to continually improve cycle time, reduce raw materials and enhance product yield to support our 24/7/365 manufacturing operations.
  - Development 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 technology trends for your efforts to be focused on in-depth analysis, often not possible in production, and opportunities 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.
    - 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 overseeing marketing strategy, portfolio marketing growth initiatives and opportunity management.
    - Applications engineer*
      - Solve specific design challenges and provide technical solutions to customers that will ultimately go into consumer products. You will design and implement personal devices, electric cars, e-bikes and much more. You’ll also design functional evaluation modules and optimized TI Designs using TI’s 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 will collaborate with our marketing, systems and application engineering teams as part of the entire software development lifecycle, from requirements gathering, design, implementation, test, debug, demo development, through deployment.
  - Validation engineer*
    - Test engineer*
      - Own responsibilities for device manufacturability, production planning, test programs to characterize and qualify 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.

Product engineer*
- Create and enable production capability for all products.

Other roles as part of the entire software development lifecycle, from requirements gathering, design, implementation, test, debug, demo development, through deployment.

Technical Sales engineer**
- TSEs (Technical Sales Engineers) are responsible for the customer strategy and development of an overall business plan. They combine their technical skills with strong sales and marketing skills in order to maximize customer identification, with the goal of winning all integrated circuits on a given project. TSEs 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 and acumen 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. 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 Controls engineer*
    - Develop, implement, and manage innovative projects that improve the reliability and efficiency of the industrial facility automation, electrical, and information systems, while assessing the full equipment life cycle.
  - Plant Controls and Automation engineer*
    - Focused on designing, programming, implementing, installing and troubleshooting programmable logic controllers and their instrumentation to control the mechanical system processes that support our fabrication facilities.

We also offer Environmental, Safety and Health (E&H) and Worldwide Protective Services (WPS) roles, including: EHS: Environmental, Health and Safety Specialist, Specialized EHS: Environmental, Health and Safety Specialist, Ergonomics Specialist, Industrial Hygiene Specialist WPS: Security Practitioner, Fire Protection Specialist, Emergency Services Specialist*
Business & Operations
Contribute to TI’s success and gain exposure to TI’s total supply chain 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.

• Accounting
As an accountant, support internal controls with execution of income statement and balance sheet close activities, intercompany costing, audits, inventory valuation and more.

• Finance
As a financial analyst, dive into profit and loss projections, connect financial results to operational performance and influence investment decisions.

• Operations
As an operations analyst, optimize efficiencies through business planning, strategic supply/ demand and factory analysis, pricing analysis, inventory management and customer support. 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.

Information Technology
IT supports the applications and technology infrastructure for engineering, sales, manufacturing, finance, supply chain and security. As a developer, you support the design, development and implementation of new systems and upgrade projects.

Human Resources
Talent acquisition, development, compensation and benefits and HR Business Partner are the primary 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
You will deliver impactful, audience-centric marketing and communications programs grounded in making TI stronger with rotations through the four main functions of Digital Marketing & Communications, including digital marketing, web operations, content marketing, and corporate and employee communications.

Change the world. Love your job.
At TI, we value every voice and encourage TIers to bring their full selves to work and share their ideas. We are different by design and believe our diverse backgrounds and perspectives are what makes our products more innovative and our company stronger. We work to create an inclusive culture where ideas are respected and encouraged and where our people know that they can succeed and build long-term careers.

TI Diversity Network
The TI Diversity Network (TIDN) is made up of 15 employee resource groups in Dallas and chapters around the world. TIDN is focused on impacting our company, culture, career development and our community and includes networks for women, Black and Hispanic employees, Veterans, LGBTQ+ employees & allies and employees with disabilities.

For decades, TI, the TI Foundation and TIers have given generously of their time and money to impact the communities around us. TI employees around the world spend thousands of hours each year making a difference in their communities by volunteering time and talent in such areas as:

- robotics competitions
- science fairs
- mentorship
- reading and math tutoring
- college and career-planning advising

Across TI, we have more than 20 global Community Involvement Teams who work with local organizations to identify key issues and the most effective ways to address them in their communities.
# Innovation

> What we didn’t realize (when we developed the integrated circuit) was that it would reduce the cost of electronic functions by a factor of a million to one.

> – Jack Kilby, inventor of the integrated circuit as a TI employee

## Degrees and Roles

Below are common degrees* and corresponding TI roles.

### Electrical Engineering
- Applications engineer
- Facilities engineer
- Field Applications engineer
- IC Design engineer
- Manufacturing product engineer
- Manufacturing process/equipment engineer
- Packaging engineer
- Product Marketing engineer
- Product/Test/Validation engineer
- Quality engineer
- Software engineer
- Systems engineer
- Technical Sales engineer
- Test Technology engineer

### Computer Engineering
- Applications engineer
- Facilities engineer
- Field Applications engineer
- IC Design engineer
- Information Technology
- Manufacturing product engineer
- Manufacturing process/equipment engineer
- Product Marketing engineer
- Product/Test/Validation engineer
- Software engineer
- Systems engineer
- Technical Sales engineer
- Test Technology engineer

### Electrical Engineer
- Applications engineer
- Facilities engineer
- Field Applications engineer
- IC Design engineer
- Manufacturing product engineer
- Manufacturing process/equipment engineer
- Packaging engineer
- Product Marketing engineer
- Product/Test/Validation engineer
- Quality engineer
- Software engineer
- Systems engineer
- Technical Sales engineer
- Test Technology engineer

### Computer Science
- Information Technology
- Software engineer

### Environmental/Safety & Health/Industrial Hygiene
- Facilities engineer

### Materials Science/Physics
- Manufacturing process/equipment engineer
- Packaging engineer

### Mechanical Engineering
- Facilities engineer
- Manufacturing process/equipment engineer
- Packaging engineer

### Chemical Engineering
- Facilities engineer
- Manufacturing process/equipment engineer
- Packaging engineer

### Civil/Controls Engineering
- Facilities engineer

### Industrial Engineering
- Business & Operations
- Industrial engineer
- Manufacturing Supervisor

### Manufacturing Operations
- Manufacturing Supervisor

### Finance/Accounting
- Business & Operations

### Supply Chain
- Business & Operations

### Business
- Human Resources
- Manufacturing Supervisor

### Journalism/Marketing/Communications/Liberal Arts
- Digital Marketing & Communications
- Human Resources

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*Other degrees may be considered
Texas Instruments is an equal opportunity employer and supports a diverse, inclusive work environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, creed, disability, genetic information, national origin, gender, gender identity and expression, age, sexual orientation, marital status, veteran status, or any other characteristic protected by federal, state, or local laws.

Next steps:
1. Go to careers.ti.com
2. Subscribe to job alerts
3. Apply for the role(s) you’re interested in

Cover image: Sarah is a digital marketing analyst and a member of our women’s employee resource group.

Matthew is a product marketing business lead and a member of our new employee resource group.

Discover what it’s like to work at TI.

Follow us: LinkedIn, Instagram, Facebook, Twitter, TikTok, Medium, YouTube