



# Advance your IT future

## TIAA's Technical Associate Program



### TIAA at a glance

- 12,950 employees in over 150 offices
- Offers investing, banking, financial advice and guidance, retirement services
- A Fortune 100 organization<sup>1</sup>
- IT centers in Charlotte, NC and Iselin, NJ
- Established in 1918
- Named in the Top 10 of *InformationWeek* Elite 100 as a top business technology innovator<sup>2</sup>
- *CIO Magazine* Top 100 organization that generates business value through IT<sup>3</sup>
- A leader in diversity and inclusion; named one of *DiversityInc's* Top 50 Companies for the 4th time in a row<sup>4</sup>
- Ranked one of the World's Most Ethical Companies by the Ethisphere Institute<sup>5</sup>

Apply your IT education and skills to solve real business challenges for TIAA, a leading provider of financial services in the academic, research, medical, cultural and government fields.

TIAA's Technical Associate Program gives undergraduate and graduate candidates the ability to navigate their careers in up to 3 rotations and provides hands-on experience working with innovative technologies, including: Mobile development (Android & iOS), Python, Java & .NET development, Cloud computing, Big Data, Tableau, Oracle, Hadoop, AngularJS and more.

### Transform your abilities



**1-year** technical development program



**7 weeks** intensive technical and behavioral-based training



Rotate in up to **3 cross-functional** areas

### Specialize in one of 4 tracks:

**1 Application Development**  
Development, Quality Assurance, User Experience

**3 IDEA**  
Infrastructure, Data Management, Engineering & Architecture

**2 Cybersecurity**

**4 Project Management, Business Analysis & Business Management**

Visit [TIAA.org/careers](https://www.tiaa.org/careers) to learn more



IT TECHNICAL  
ASSOCIATE PROGRAM



## Qualities that will help you succeed

- Leadership skills and ability to work well in teams
- Strong verbal and written communication skills
- Comfortable with change and adaptable to fast-paced environments
- Highly motivated self-starter
- Desire to learn continuously
- Demonstrated ability to prioritize tasks and deliver results

TIAA will not sponsor visas for these positions and, due to program format, will not hire individuals whose work eligibility is based on their F-1 or other student visa status.

## What we're looking for:

- Minimum of a bachelor's degree in Computer Science, Information Technology, Business or related discipline; graduation date between August 2016 and June 2017 preferred
- Advanced knowledge of Microsoft Office products (at least 2 years of work or academic experience with Word, PowerPoint, Excel, Outlook)
- Minimum Overall GPA of 3.0 or better
- Technical skills (e.g., programming, networking, etc.) and the intellectual curiosity to learn and acquire more in-depth expertise
- Previous internship experience is a plus



**Associates will have the opportunity for full-time placement into the IT organization based on business need and the best fit for your skills and interest.**

**Visit [TIAA.org/careers](http://TIAA.org/careers) to learn more**



### About applying

Equal Employment Opportunity is not just the law, it's our commitment. Read more about the Equal Employment Opportunity Law.



<sup>1</sup> As of 12/31/15

<sup>2</sup> Named to the 2016 InformationWeek Elite 100, May 2016

<sup>3</sup> *CIO Magazine*, 2015

<sup>4</sup> Top 50 Companies for Diversity, DiversityInc. (2013-2016)

<sup>5</sup> The World's Most Ethical Companies designation recognizes companies that truly go beyond making statements about doing business "ethically" and translate those words into action. In 2015, 132 honorees were named spanning 21 countries and five continents and representing over 50 industries. Scores are generated in five key categories: ethics and compliance program (35%), corporate citizenship and responsibility (20%), culture of ethics (20%), governance (15%) and leadership, innovation and reputation (10%). For more information, visit <http://ethisphere.com/worlds-most-ethical/wme-honorees/>.