


A man and a woman are working together in a laboratory or workshop. The man, wearing a dark polo shirt, is pointing at a circuit board on a table. The woman, wearing a white and black patterned shirt, is looking at the board. They are both smiling. In the background, there are other people and equipment. A red banner is overlaid on the left side of the image.

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.

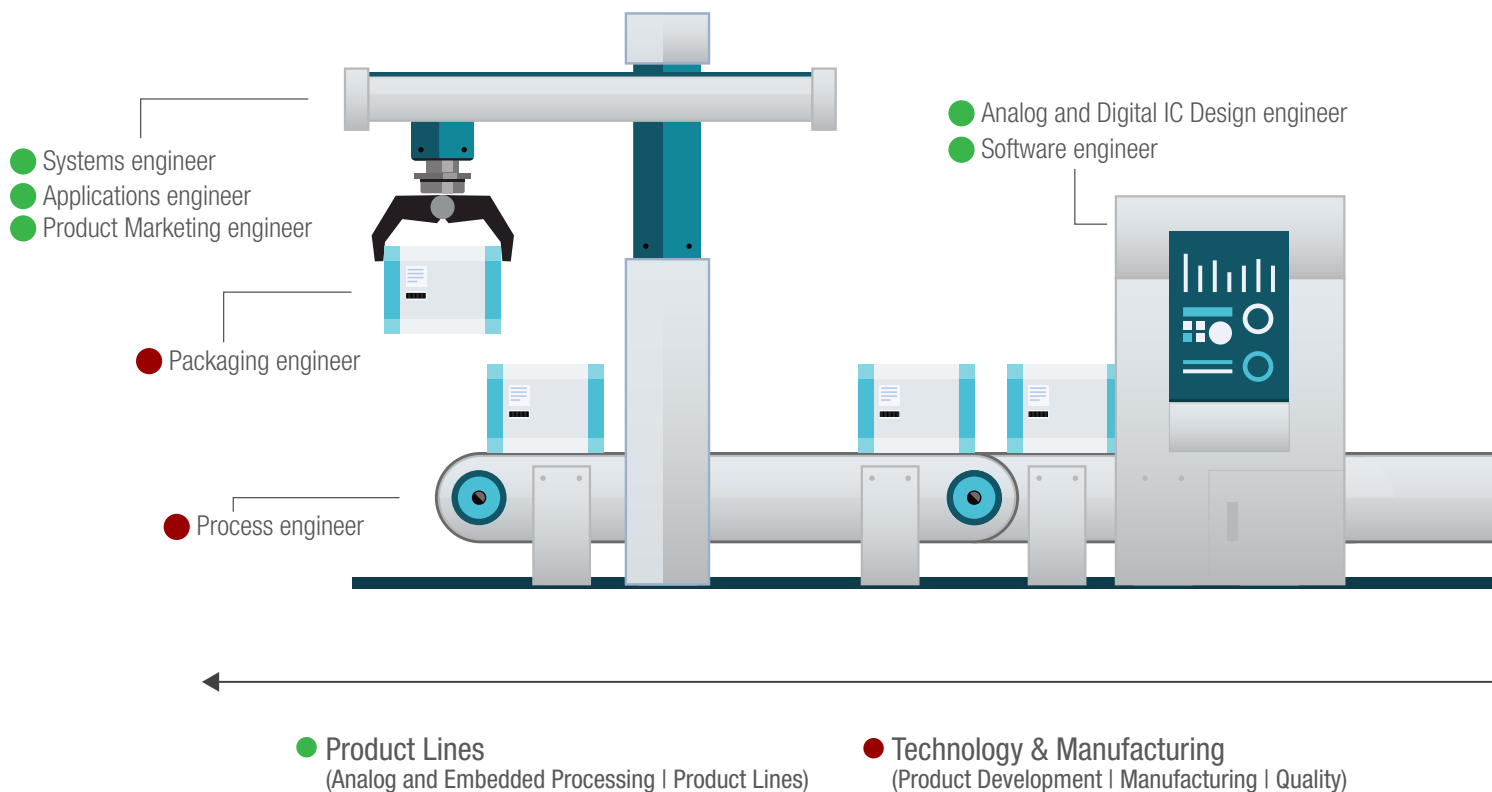


Amber (left) and Amanda (right) are co-chair and chair of our TI Pride network.

# Where you belong at TI

## Product Definition

## Silicon Design

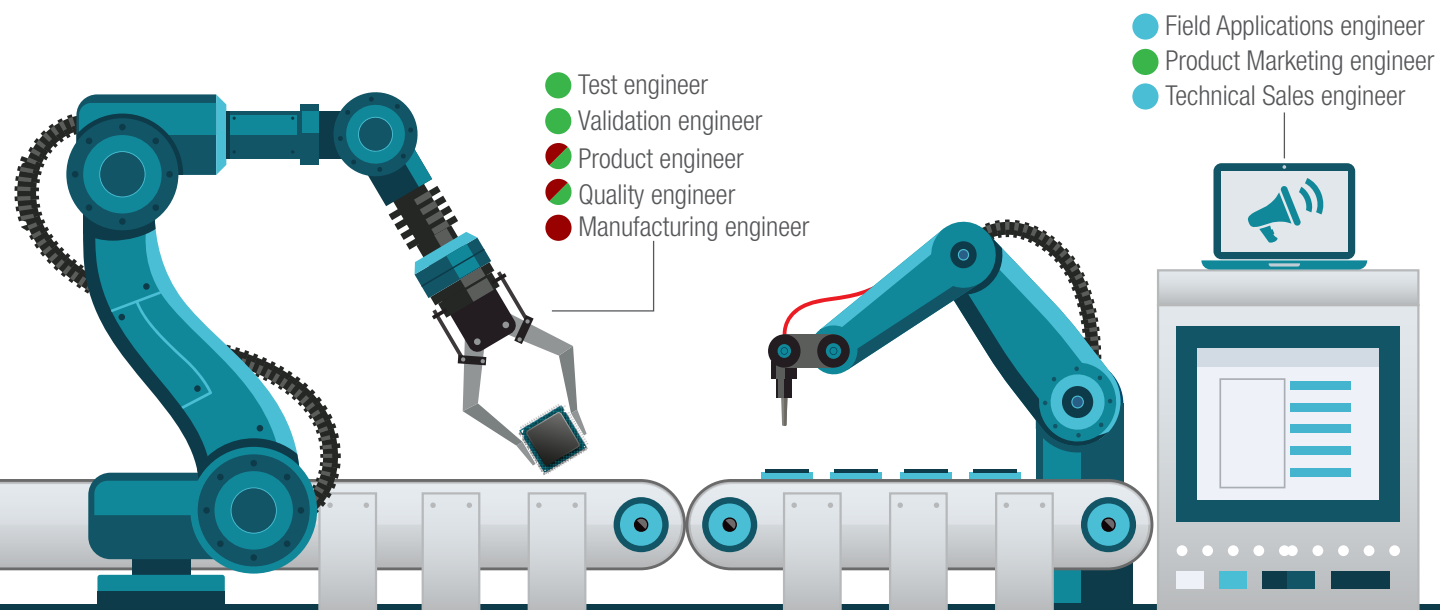




At TI, we produce tens of billions of chips each year and have approximately 80,000 products for our nearly 100,000 customers. We offer a variety of roles that work together throughout the product lifecycle to design, produce and sell our products.

## Production Release

## Promotion & Support



## Business Roles

● Field Sales  
(Worldwide Sales | Applications)

● Business Roles  
(HR | Digital Marketing & 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 human resources**.

# 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 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.

“

*“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*

”



# Your development

## Internships

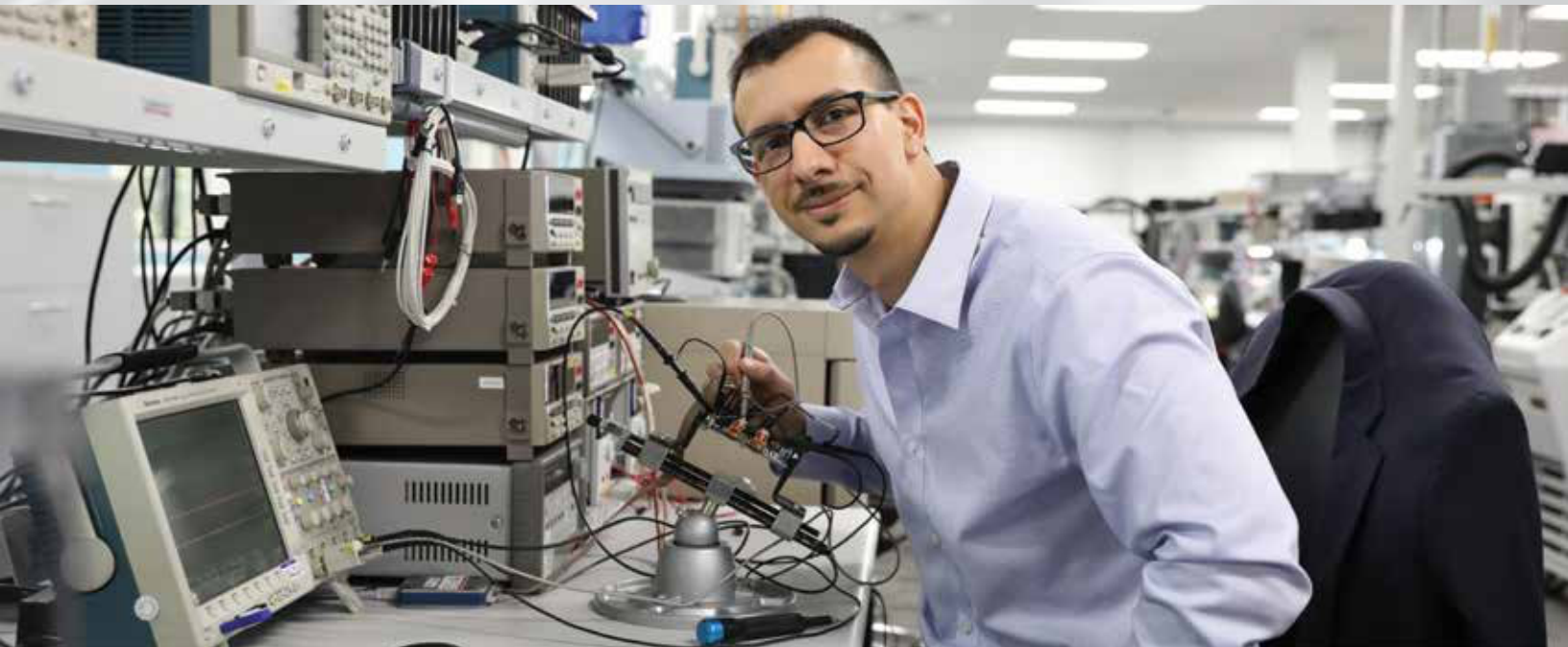
We offer internships for students across many of our roles. The projects you work on are meaningful and have real-world impact – even as an intern.

“*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 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.



# 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 layout implementation meets performance requirements.

## Digital IC 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.

## 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 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.

### • 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 challenge 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 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 TI teams, external partners and customers around the globe to test and troubleshoot issues and analyze semiconductor product performance in a range of conditions.

- **Product engineer\***

Create and enable production capability for all products. Own responsibilities for device manufacturability, production stabilization, and change control through the life cycle of the product. Design product qualification plans, including hardware design, execution of plan and data analysis.

- **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.

**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 and opportunity management.

**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 application engineering teams 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 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. 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
- **WPS:** Security Practitioner, Fire Protection Specialist, Emergency Services Specialist

\*Role is part of a rotation program

# Business roles

## 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 analyses, 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.

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. Gain a breadth of experience and understand business context on how IT contributes to overall TI's success.

## 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.

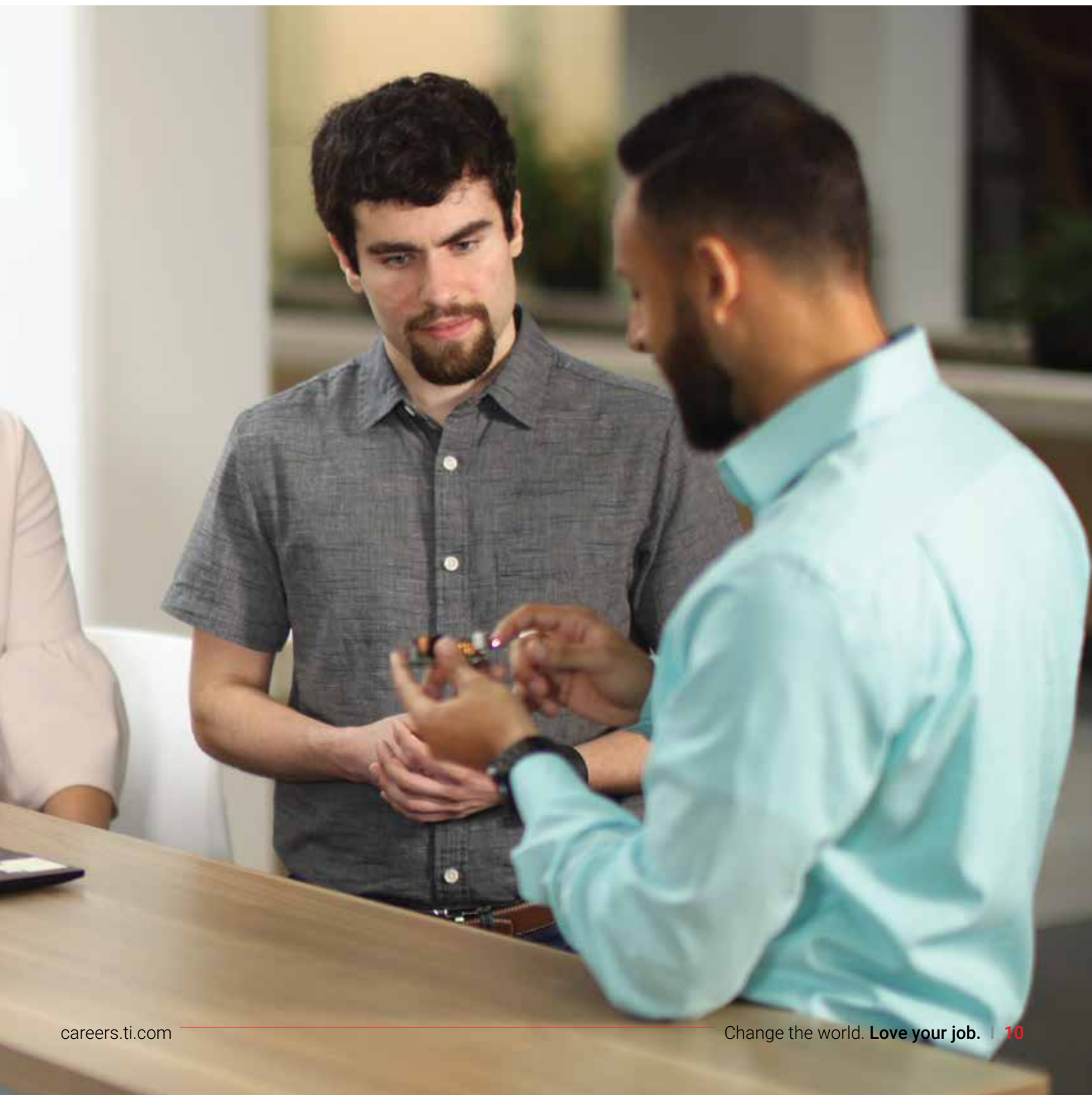
\*All of the above roles are part of a rotation program

Aine is a social media program manager and a member of our women's employee resource group.

Tom is a Talent Acquisition specialist and a member of our Christian employee resource group.







# Different by design

At TI, we value every voice and encourage Tlars 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.

# Giving and volunteering

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.



Peter is the President of TI Educational Technology.



# 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  
Product Marketing engineer  
Product/Test/Validation 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

*\*Other degrees may be considered*



Change the world.  
**Love your job.**



## Next steps:

- 1 Go to **careers.ti.com**
- 2 Subscribe to job alerts
- 3 Apply for the role(s) you're interested in

Discover what it's like to work at TI.

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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.