

EARLY IN CAREER PROGRAM PATHWAY OVERVIEW



Click on each pathway option to learn more about “a day in the life” of each role, where it might take you next, and the qualities we are looking for in a candidate.

(If accessing from a mobile device, view in full-screen or horizontally for best experience)

ANALYST TRACK

DELIVERY

BUSINESS ANALYST

SECURITY ANALYST

DELIVERY

WHAT TO EXPECT:

As a Delivery professional, your focus is on ‘making it happen’. You will learn and make use of agile working practices to support your team and enable their success.

The work is challenging, diverse and may include making plans for how your team will achieve the goals they are working towards, and liaising with others to understand and resolve problems.

Collaboration is key! For example, any given day might include:

- / Working with engineers to help them unblock an issue
- / Meeting with Finance specialists to understand our spend on an initiative
- / Sharing progress and escalating any key issues

WHERE IT CAN TAKE YOU NEXT:

As you gain expertise, you could become a **Scrum Master** – the ‘servant leader’ of an agile team.

As you grow in your career as a Delivery professional you may take on increasingly challenging assignments, including projects, programs and agile ‘**Epics**’.

The sky is the limit!

THE IDEAL CANDIDATE:

- / You have a ‘**drive for results**’- put simply, a passion for getting important things done!
- / You are **highly organized** and structured in your approach
- / You are **collaborative** - you won’t succeed on your own!
- / You have an ‘**engineering mindset**’ and an interest in learning about how things work is important to you

PRODUCT ANALYST

WHAT TO EXPECT:

As a Product Analyst, you will be responsible for figuring out and capturing what *really* needs to be done so that our Engineers can make it a reality!

This is a critical role that connects the world of IT with our Associates throughout TJX who are making use of our technology products as part of their daily roles. A typical day might involve:

- / Collaborating with our users to understand what they truly need
- / Capturing their needs in a structured way (we call these agile ‘stories’ or ‘features’)
- / Liaising closely with your Engineering colleagues to help them understand what needs to be done
- / Reviewing what has been built and confirming it aligns with the original intent

WHERE IT CAN TAKE YOU NEXT:

As you build your experience as a **Product Analyst**, you might look to become an agile **Product Owner** – an expert in both what a product does and how it works, with responsibility for defining the work that your team does.

Over time, you might have the opportunity to broaden your expertise and responsibility to cover a portfolio of products, as an IT **Product Manager**.

THE IDEAL CANDIDATE:

- / You possess ‘**deep listening and enquiry**’. If you are innately curious and love learning new things, this is a great path for you!
- / You have strong **collaboration** and **listening** skills
- / You have an appetite for understanding the ‘**big picture**’ and want to know not only what needs to be done, but why it truly matters
- / You don’t ‘sweat the details.’ Your team will **challenge you** to be specific about what needs to be done, and why.
- / You have an ‘**engineering mindset**’ and an interest in learning about how things work is important to you

IT SECURITY ANALYST

WHAT TO EXPECT:

As an IT Security Analyst, you may find yourself working on a team of dedicated analysts in the: Security Operations Center (SOC), or Identity & Access Management (IAM), Access Control Administration (ACA) gaining exposure to multiple technology platforms. As part of your day to day you may find yourself:

- / Investigating alerts for potential malicious activity
- / Suggesting new monitoring and alerting use cases to expand visibility and coverage of the attack surface
- / Provisioning/deprovisioning/modifying user access to global applications
- / Identifying and recommending process improvements
- / Investigating the root cause of incidents
- / Maintaining runbooks for daily tasks
- / Interfacing with the user community
- / Assisting with IT Security needs of business groups and stakeholders
- / Executing an audit to ensure our controls meet or exceed regulatory requirements
- / Providing service delivery oversight by highlighting potential productivity enhancements
- / Reviewing operational performance reports

WHERE IT CAN TAKE YOU NEXT:

You may advance to become a:

- / **Security Engineer**, using your knowledge of threats and vulnerabilities to build and implement defense systems against a range of security concerns
- / **Incident Responder**, monitoring your company's network and work to fix vulnerabilities and minimize loss when breaches occur
- / **Leader** of a team, using your experience and knowledge to provide oversight to develop and implement solutions

There are many paths to take in addition to these roles! We are focused on helping you further hone your existing skills and develop new skills to guide you on your career path.

THE IDEAL CANDIDATE:

- / You are **creative** and enjoy **problem solving**
- / You have a **passion for technology**
- / You have a **willingness to try new things** to drive better solutions and get results