

EARLY IN CAREER PROGRAM PATHWAYS 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)

ENGINEER PATHWAY

PLATFORM ENGINEERING

DATA AND AUTOMATION
SOLUTIONS

SECURITY ENGINEERING

‘PRO-CODE’: SOFTWARE
DEVELOPMENT

PRODUCT CONFIGURATION

PLATFORM ENGINEERING INCUBATOR

WHAT TO EXPECT:

Platform Engineering is about creating and improving our enterprise platforms that we use within IT. These include:

- / Cloud Engineering
- / DevOps
- / Data Integration
- / Performance Engineering
- / Enterprise tools, including test automation

In Platform Engineering, you will have the opportunity to learn a broad range of technologies that underpin most modern IT solutions. You'll use these technologies to solve real business problems.

WHERE IT CAN TAKE YOU NEXT:

Your platform engineering skills can take you almost anywhere in IT!:

- / You may join a **Product Team** that has a focus on serving a specific part of our business, like Supply Chain or Stores
- / You may build your career within **Platform Engineering** team, taking responsibility for the platform capabilities of tomorrow

THE IDEAL CANDIDATE:

- / **You are technically capable.** You don't need to be an application developer, but you do need a strong **technical understanding** and should be comfortable working with complex IT systems and at times, writing a code.
- / **You are naturally curious**, with a broad range of technical interests, and an appetite to know how IT services and applications are really built

DATA AND AUTOMATION SOLUTIONS INCUBATOR

WHAT TO EXPECT:

Data and Automation solutions covers a huge range of cutting-edge technologies – everything from ‘low/ no-code’ application and robotic process automation, to advanced data and analytics, as well as enabling machine learning.

Regardless of the technology, the aim is to enable Associates across TJX to deliver more using the solutions we provide. There is a strong emphasis on collaboration with our partners in the broader TJX business, as well as working with other IT technical teams. You can expect to work directly with the people who know our business best, helping them to rapidly deliver real value.

WHERE IT CAN TAKE YOU NEXT:

As an **Engineer in Data and Automation Solutions**, you have multiple paths in front of you, including:

- / Joining a **‘Product Team’** to use your skills to solve business problems
- / Joining a **‘Platform Team,’** responsible for providing foundational capabilities within Automation, Data and/or Analytics
- / You may even step **beyond IT**, working on machine learning or low code application development in one of our business teams

THE IDEAL CANDIDATE:

- / You have a **passion** for at least one of the following: automation, data and artificial intelligence
- / You have an **innovation mindset** and are open to new ideas, ways of thinking, and innovative uses of data to solve business problems
- / Exposure to **new/emerging technologies** excites you
- / You love **data programming, transformation, analytics** and have a curiosity to see how data can help make better business decisions

SECURITY ENGINEERING

WHAT TO EXPECT:

As an IT Security Engineer, you may find yourself working on a Security Product Team developing and integrating security tools and services to help keep TJX secure. As part of your day to day you could be:

- / Identifying and implementing security controls to secure endpoints and end users
- / Implementing automation playbooks to improve efficiency of security processes
- / Evolving hunting and detection engineering practices
- / Contributing to a company-wide incident response plan further our detection and response efficiency/effectiveness
- / Providing identity services that enable our business with agility and security
- / Understanding a business solution and the security requirements it will need to align to TJX policies and standards

WHERE IT CAN TAKE YOU NEXT:

As a **Security Engineer**, you will use your knowledge of threats and vulnerabilities to build and implement defense systems against a range of security concerns. You may advance to become a:

- / **Security Architect**, responsible for your organization's entire security infrastructure
- / **Incident Responder**, monitoring the company's network and working to fix vulnerabilities and minimize loss when breaches occur
- / **Cybersecurity Manager**, overseeing a team that is responsible for security systems
- / **Penetration Tester**, identifying and exploiting system weaknesses to help the organization build more secure systems

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 have an '**engineering mindset**'
- / You are **curious** and want to solve problems using your **critical thinking** skills

‘PRO-CODE’: SOFTWARE DEVELOPMENT

WHAT TO EXPECT:

Sometimes, only fully custom-developed software will do! In ‘Pro-code’: Software Development, you will develop applications to solve a wide range of business problems, particularly those which involve our business doing things a little differently from other major retailers. You will be challenged to respond to these needs and build enterprise-grade apps.

From a technical perspective, you can expect exposure to modern cloud technologies and development techniques. However, it’s not all about the code – you will need to collaborate closely with your whole scrum team to understand, plan and execute the work.

WHERE IT CAN TAKE YOU NEXT:

As you build out your skills as a **Software Engineer**, you will take on ever-more complex development challenges.

In time, you may become a ‘**tech lead**’ for a **Scrum Team**, setting technical direction and mentoring others. Our career paths are flexible, and you may prefer to:

- / Stay close to the code and grow your development skills
- / Focus on solution design and architecture
- / Move into engineering management

THE IDEAL CANDIDATE:

- / You are an aspiring software engineer with a **strong technical background**
- / You are excited about the challenge of working across the whole application stack, and not just one niche
- / You have an ‘**engineering mindset**’ and ambition to write great software. It does not matter what languages you are currently proficient in - our teams use different technologies, and we are happy to teach.

PRODUCT CONFIGURATION

WHAT TO EXPECT:

As a major global retailer, we make use of enterprise-grade, industry-leading applications from big names like Oracle, SAP, ServiceNow, Microsoft, Manhattan Associates and many more. We spend time collaborating with these vendors to get the most from their solutions for our business.

Working in technology Product Configuration provides you the opportunity to rapidly deliver value to our business! Collaboration is key and you will work with Engineers from within TJX and beyond to set up your package in a way that supports our business needs in the best possible way.

WHERE IT CAN TAKE YOU NEXT:

Over time, you will become a deep expert in one or many industry-leading applications.

These in-demand skills are a great foundation for an **Engineering** career, regardless of whether you choose to continue focusing on implementing solutions or prefer to take on roles in **design** or **engineering management** in future.

THE IDEAL CANDIDATE:

- / You have sound technical fundamentals, as well as a '**growth mindset**'
- / You have an appetite to **learn** about the underlying technology and the capabilities of each product
- / While you probably won't be writing too much software from scratch, you should be **excited about working with technology** and **comfortable working with code** when the situation arises!