



# The TIAA Business Readiness & Learning Jr. Contract Worker Program in Instructional Design

The TIAA Business Readiness & Learning Junior Contract Worker Program in Instructional Design is designed to assist you in gaining experience you can leverage in your future job search while earning college credit.

## What is a Jr. CW?

A Junior Contract Worker, or Jr. CW, is a current student worker engaged through a TIAA Staffing Partner. Within this position, you will benefit from TIAA's Corporate instructional design methodologies, learnings and mentorship. Unlike the TIAA Corporate Internship program, there is no promise of employment at the end of the Jr. CW's term, nor is there a promise of employment after graduation.

## Highlights of the Program

- Work full-time for a determined period of time.
- Work on-site or remote depending on location and space availability.
- Receive a competitive hourly wage.
- Earn college credit through your college program, if applicable.
- Work on challenging projects that complement your academic program and career interests.
- Gain industry related skills and build self-confidence, leadership, and communication skills.
- Work within an industry recognized learning organization and a Fortune 100 company.
- Network with and learn from experienced instructional designers and other learning professionals.

## Qualifications

- Current graduate student enrolled in M.A./M.S./M.Ed./PhD/EdD in Instructional Design or related field
- Must have completed some graduate-level coursework in instructional design at time of application
- Understanding of instructional design models and methodologies
- Coursework in adult learning theory
- Working knowledge of Microsoft Office Suite, and some exposure or awareness to design and development tools, such as Adobe Captivate and Articulate Storyline or similar
- Strong interest in instructional design as a profession

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## How to Apply

Email a copy of your resume (including mailing address, phone number, and relevant coursework) and work sample to [brljrcw@tiaa.org](mailto:brljrcw@tiaa.org).

\*\*\*THIS IS A GENERAL EXPRESSION OF INTEREST REQUISITION. QUALIFIED CANDIDATES WILL BE NOTIFIED WHEN POSITIONS BECOME AVAILABLE AND UNDER CONSIDERATION FOR THE PROGRAM.\*\*\*

## About Business Readiness & Learning

Business Readiness & Learning (BR&L) provides learning services and solutions to enable improved business performance; aligns learning strategies to key business priorities and executes with efficiency and effectiveness to create the most value from the organization's learning investment.

## About TIAA

TIAA was the vision of the philanthropist Andrew Carnegie — and founded in 1918 through his Carnegie Corporation of New York and the Carnegie Foundation with the goal of supporting the financial well-being of college teachers through a pioneering system of annuities and low-cost life insurance. Today, we're dedicated to serving the lifelong financial needs of those in the academic, medical, cultural, governmental and research fields. To learn more, visit

<https://www.tiaa-cref.org/public/about-us>.

## TIAA Awards & Recognition

### Products and Services

**2016 WORLD'S MOST ETHICAL COMPANIES™**  
WWW.ETHISPHERE.COM

**FORTUNE WORLD'S MOST ADMIRABLE COMPANIES 2015**  
Life & Health Insurance Category

**Star Retirement Award**  
Digital Communications - Institutional Retirement Readiness Campaign  
*Mutual Fund Education Alliance (MFEA), 2015*

**Eddy Awards**  
One 1st place and two 2nd place awards for excellence in investment education  
*Pensions & Investments, 2015*

**TOP 125**  
TIAA Named to Training Magazine's Top 125 for 2016

### Workplace Diversity

**Diversity Inc TOP 50 COMPANIES FOR DIVERSITY 2015**

**100%**  
Corporate Equality Index rating for support of LGBT employees  
*The Human Rights Campaign Foundation, 2015*

**40 Best Companies for Diversity**  
*Black Enterprise, 2015*

### Women

**Top 10 Companies for Executive Women**  
*National Association of Female Executives, 2015*

**Best Companies for Latinas**  
*Latina Style Magazine, 2015*

**100 Best Companies for Working Mothers**  
*Working Mother, 2011, 2012, 2013, 2014, 2015*



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TIAA is an Equal Employment/Affirmative Action employer committed to fostering workforce diversity and inclusion.

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