**Full time JAF FORMAT**

**All those details having asterisk symbol are mandatory**

**1.** **\*Designation\*- Associate**

**2. \*Detailed Job Description: \***

**Job Description**

* Develop machine learning models and AI solutions
* Test, deploy, and maintain AI systems
* Collaborate with data scientists and other engineers to integrate AI into broader system architectures
* Stay current with AI trends and suggest improvements to existing systems and workflows

**Qualification / Skillsets**

* Good Communication Skills
* Python
* Java /JavaScript/C++
* R/Prolog/Scala
* Understanding of machine leaning Frameworks i.e TensorFlow , PyTorch,Keras
* Mathematical skills including linear algebra, linear regression, and statistics
* Big data technologies such as Apache Hadoop and Apache Spark
* Deep learning (dpl), natural language processing (nlp), and speech recognition
* Working with APIs
* Data visualization
* Soft Skills :

Critical thinking and problem solving

Networking

Emotional intelligence

Intellectual curiosity

**Key Competencies**

* Design and develop AI models and algorithms from scratch.
* Implement AI solutions that integrate with existing business systems to enhance functionality and user interaction.
* Manage the data flow and infrastructure for effective AI deployment.
* Collaborate across teams to align AI initiatives with organizational goals.

**Required Skills**:

* Degree in Computer Science, Engineering, or related field
* Experience with machine learning, deep learning, NLP, and computer vision
* Proficiency in Python, Java, and R
* Strong knowledge of AI frameworks such as TensorFlow or PyTorch
* Excellent problem-solving skills and ability to work in a team environment

**THE COMPANY**

Founded over 100 years ago by one of history’s great philanthropists, Andrew Carnegie, TIAA is a Fortune 100 financial services company and the market-leading retirement system for individuals who work in the academic, research, medical and cultural fields. The organization is the category leader with approximately five million active and retired employees of more than 15,000 institutions. The Company’s mission and unique position create a competitive advantage in the market.

The organization is headquartered in New York City with major operations in Charlotte, North Carolina and Denver, Colorado, as well as some 141 local offices nationwide. TIAA has 233 offices in 24 countries and employs over 16,000 employees.

TIAA’s retirement plans provide participating institutions and individuals with a range of options to help meet their retirement plan administration and savings goals as well as income and wealth protection needs. They include variable annuities, mutual funds, tax-deferred and after-tax annuities, IRAs, and brokerage accounts. The firm provides quality investment management with 98% of the company's mutual funds and annuity accounts receiving an overall Morningstar rating of three or more stars across all asset classes. 64% received a rating of four or five stars. For more details about the organization’s products and services, visit: [www.tiaa.org](http://www.tiaa.org).

TIAA offers solutions that provide lifetime financial security, consistent with their mission-based, not-for-profit heritage. TIAA’s vision is to be the #1 provider of lifetime financial security. The company also offers an array of individual financial products and services to the general public.

In recent years, the organization has undergone transformational changes. Today TIAA is making exceptional progress as it continues to execute against strategies developed to enhance growth, service, and overall performance all for the benefit of the company’s participants. While remaining true to its mission of serving those who serve others, virtually every aspect of the organization has undergone an upgrade and modernization. In addition to major changes in personnel and infrastructure including technology, risk management and the operating platform, enormous progress has been made in expanding product and service offerings, emphasizing and improving client service, developing new marketing and advertising campaigns to increase brand awareness, and generally altering the culture of the organization to an outward, market-focused, continuous improvement, constant state-of-readiness environment.

TIAA was relatively inactive in M&A until the past few years, before the acquisition of Nuveen Investments in 2014, and other smaller transactions that have introduced more multinational operations. Nuveen Investments ("Nuveen") is a diversified investment management company with $1.1 trillion in assets under management and 3,000 employees. The acquisition further strengthened TIAA as a leading provider of retirement and financial services and significantly expands the products and services available to help customers achieve financial well-being at all stages of their lives.

As the company works to fulfill its mission and achieve its vision in the 21st century, organization introduced its long-term vision and strategy, “Be the change by delivering lifetime income for all with investments that build a better world” to continue the progress the company has made with expanding its services to the broader market.

From 2016 to 2020 TIAA was named the “Best Mixed Assets Large Fund Company” by Lipper as part of their U.S Lipper Fund Awards. TIAA is also the #1 manager of farmland assets and among the top five largest commercial real estate managers in the world.

**About TIAA Global Capabilities**

TIAA Global Capabilities is fully owned subsidiary of TIAA and was established in 2016 in Mumbai. The professionals at TIAA Global Capabilities (India) deliver innovation, value, and service to help meet the evolving needs of TIAA – the US parent company. Currently the organization has around 3,500+ employees across two offices in Mumbai and Pune. While the organization was initially established to leverage technology and operations talent in India, we now work with business groups that include Client Services & Technology, Nuveen, Finance, HR, Audit, Legal, Risk and Compliance.

Over the past few years, TIAA GC has won several industry accolades such as:

Great Place to Work (GPTW), 3 years in a row (2021 - 2024)

GPTW – Best Companies to Work For 2023 and 2024, Top 100

GPTW – Best Workplaces in IT & IT-BPM 2023

GPTW – Best Workplaces in Diversity, Equity, Inclusion & Belonging 2023

GPTW – Best Workplaces for Women 2023

GPTW - Best Workplaces in Health & Wellness 2023

Accredited for Inclusive Practices (June 2023 – June 2024)

Avtar & Seramount – Most Inclusive Companies Index 2023

Avtar & Seramount – 100 Best Companies for Women 2023

India Workplace Equality Index 2023

Further information about the company is available on the website: [*https://careers.tiaa.org/tiaagbs/global/en/home*](https://careers.tiaa.org/tiaagbs/global/en/home)

**3. \*** **Annual Base Salary with Currency\* Please refer to the Detailed Table on Page 6**

**4. \*** **1st year Annual Overall CTC\* Please refer to the Detailed Table on Page 6**

**5. \*** **1st year Annual Overall CTC detailed break up\*: Please refer to the Detailed Table on Page 6**

**6. \* 1st year approx. Monthly salary\* : Please refer to the Detailed Table on Page 6**

**7. 2nd Year approx. Annual Base CTC: “NA”**

**8. 2nd Year approx. Annual Overall CTC: NA”**

**9. 2nd Year approx. Annual Overall CTC detailed break up: “NA”**

**10. 2nd year approx. Monthly salary: “NA”**

**11. \*Skill set\*: As per the JD**

**12. \*Program\*:**

.M-Tech (Res) - Computer Science and Automation

M.Tech (Res) - Department of Computational and Data Sciences

M.Tech in Artificial Intelligence

M.Tech in Computational and Data Sciences

M.Tech in Computer Science and Engineering

**13. \*Discipline\*:** Same as response on Point # 12

.M-Tech (Res) - Computer Science and Automation

M.Tech (Res) - Department of Computational and Data Sciences

M.Tech in Artificial Intelligence

M.Tech in Computational and Data Sciences

M.Tech in Computer Science and Engineering

**14. \*Placement Process\*:** CV’s & Detailed excel sheet with Academic records to be shared by the placement team with Talent Attraction team of TIAA GC **>** Talent Attraction team of TIAA GC to share the list of shortlisted candidates with the Placement Team of IISC **>** Minimum 2 levels of interview will be conducted by the TIAA GC panel members during the Virtual / Inperson Interview drive **>** Post the interviews a final List of Students confirmed as selects to be sent on email by TIAA GC Talent Attraction team **>** Offers will be released during 2025

**15. \*ONLINE TEST/PEN-PAPER TEST DURATION (IN MINUTES) \*: NA**

**16. Bond Details (If Any): NA**

**17. \*Industries\* NA**

**18. \*Eligibility Criteria (If Any) \* NA**

**19. \*Job Location\* Students should be willing to Relocation to Pune / Mumbai. The final Job Location will be at the discretion of TIAA GC .**

***List of Program :***

* PhD (in Science)
* PhD (in Engineering)
* M.Tech
* M.Tech (Res)
* M.Des
* Bachelor of Science (Res)
* Master of Science (Res)
* M.Mgmt
* B.Tech
* M.Engg
* Post Doc

***List of Discipline:***

BSc (Research) in Biology

BSc (Research) in Chemistry

BSc (Research) in Earth & Environmental Sciences

BSc (Research) in Materials Sciences

BSc (Research) in Mathematics

BSc (Research) in Physics

M. Tech in Semiconductor Technology

Master of Product Design and Manufacturing

Master of Business Analytics & Technology Management

M.Tech in Aerospace Engineering

M.Tech in Artificial Intelligence

M.Tech in Chemical Engineering

M.Tech in Earth Sciences

M.Tech in Nano Science and Engineering

M.Tech in Civil Engineering

M.Tech in Communication Networks

M.Tech in Electrical Communication Engineering

M. Tech in Earth & Climate Science

M.Tech in Electrical Engineering

Mtech in Electronic Product Design

M.Tech in Electronics Systems Engineering

M.Tech in Instrumentation Systems

M.Tech in Materials Engineering

M.Tech in Mechanical Engineering

M. Tech in Microelectronics and VLSI Design

M.Tech in Quantum Technology

M.Tech in Smart Manufacturing

M.Tech in Signal Processing

M.Tech. in Bioengineering

M.Tech in Computational and Data Sciences

M.Tech in Computer Science and Engineering

M.Tech in Climate Sciences

MTech in Electronics and Communication Engineering

M.Tech in Mobility Engineering

M.Tech in Robotics and Autonomous Systems

B.Tech (Mathematics and Computing)

M. Engg in Semiconductor Technology

MSc (Research) in Biology

MSc (Research) in Chemistry

MSc (Research) in Earth & Environmental Sciences

MSc (Research) in Materials Sciences

MSc (Research) in Mathematics

MSc (Research) in Physics

MSc Chemical Science

MSc Life Sciences

|  |  |  |
| --- | --- | --- |
| **Detailed Compensation Break-Up** |  |  |
| **TIAA GC Corporate Level:** | **Associate** |  |
| **SALARY COMPONENTS** | **INR AMOUNT (Monthly)** | **INR AMOUNT (Annual)** |
|  |  |  |
| Basic | 60,000 | 720,000 |
| House Rent Allowance | 30,000 | 360,000 |
| Bouquet of Benefits~ | 60,000 | 720,000 |
| **FIXED COMPENSATION (A)** | **150,000** | **1,800,000** |
|  |  |  |
| **RETIRALS BENEFIT** |  |  |
|  |  |  |
| Employer`s Contribution To Provident Fund | 7,200 | 86,400 |
| **TOTAL RETIRALS BENEFIT (B)** | **7,200** | **86,400** |
|  |  |  |
| **TOTAL REMUNERATION (A + B)\*\*** | **157,200** | **1,886,400** |