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## Overview

Working at Target means the opportunity to help all families discover the joy of everyday life. Caring for our communities is woven into who we are, and we invest in the places we collectively live, work and play. We prioritize relationships, fuel and develop talent by creating growth opportunities, and succeed as one Target team. At our core, our purpose is ingrained in who we are, what we value, and how we work. It's how we care, grow, and win together.

## Our Culture

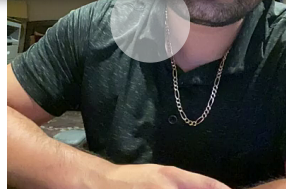
Joining Target means promoting a culture of mutual care and respect and striving to make the most meaningful and positive impact.

Becoming a Target team member means joining a community that values diverse voices and lifts each other up. Here, we believe your unique perspective is important, and you'll build relationships by being authentic and respectful. We're always striving to do what is right for Target, our team and guests by following our words with actions, collaborating across the organization to accomplish goals, and recognizing each other's wins.

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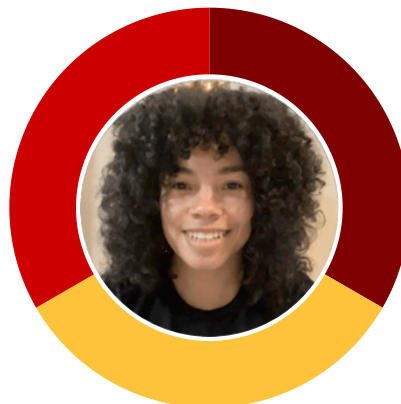
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## Our Values



Our values are at the core of who we are. They guide our daily behaviors, enabling us to bring our vision and purpose to life. These values fuel our culture and ensure every member of our team is working toward a common goal.

### Inclusivity

We value diverse voices and approaches. We act with authenticity and respect. We create equitable experiences for all.

### Connection

We build trusted relationships. We co

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Drive

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We do what is right for Target, our tea

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## Benefits / Rewards

### Physical health

Target offers our eligible team members comprehensive health benefits and programs, which may include medical, vision, dental and more, to help you and your family take care of your whole selves.

Plus, all of our U.S.-based team members get access to 24/7 virtual health care visits via the CirrusMD app and access to Grokker, a free fitness and well-being platform.

### Mental health

We invest in and prioritize the mental health and well-being of our team by providing resources, space and support for through your entire well-being journey. We provide all team members and members of their household with free, confidential, 24/7 access to trained clinicians through our employee assistance program, Team Member Life Resources. Additionally, we offer access to a self-paced cognitive based therapy program available through Team Member Life Resources, at no cost, to cover concerns such as anxiety, sleep and substance misuse.

### Financial well-being

We offer benefits and tools to help you and your family make good financial decisions today and for the future.

We provide access to a full banking institution through our credit union membership, help you save for your retirement through the TGT 401(k) plan with matching contributions up to 5% of eligible earnings and offer 10% team member discount on merchandise, with an additional 20% discount on wellness items at Target.

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job id: R0000316900

job family: Building Operations Engineering

schedule: Full time

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The pay range is \$67,600.00 - \$121,700.00

Pay is based on several factors which vary based on position. These include labor markets and in some instances may include education, work experience and certifications. In addition to your pay, Target cares about and invests in you as a team member, so that you can take care of yourself and your family. Target offers eligible team members and their dependents comprehensive health benefits and programs, which may include medical, vision, dental, life insurance and more, to help you and your family take care of your whole selves. Other benefits for eligible team members include 401(k), employee discount, short term disability, long term disability, paid sick leave, paid national holidays, and paid vacation. Find competitive benefits from financial and education to well-being and beyond at <https://corporate.target.com/careers/benefits>.

#### About us:

As a Fortune 50 company with more than 400,000 team members worldwide, Target is an iconic brand and one of America's leading retailers.

Working at Target means the opportunity to help all families discover the joy of everyday life. Caring for our communities is woven into who we are, and we invest in the places we collectively live, work and play. We prioritize relationships, fuel and develop talent by creating growth opportunities, and succeed as one Target team. At our core, our purpose is ingrained in who we are, what we value, and how we work. It's how we care, grow, and win together.

Target Global Supply Chain and Logistics is evolving at an incredible pace. We are constantly reimagining how we get the right product to the right guest even better, faster and more cost effectively than before. We are becoming more intelligent, automated and algorithmic in our decision-making, enabling us to deliver the convenience and immediate gratification guests' demand and deserve – whether they shop in stores or on Target.com. We are on a mission to win decisively over any competitor, with a seamless and superior guest service experience unlike any they can offer. Our teams work with the agility our mission requires, and we constantly come together to implement new solutions and processes in record time.

A role in Supply Chain means being on the very front lines of getting product to the guest as fast as possible—a critical differentiator and one of the most essential functions within Logistics. Whether it's through focusing on regional or upstream distribution centers or import warehouses, you'll have a chance to positively impact thousands of team members and Target guests worldwide.

As a Senior Systems Engineer, you will be a key technical subject matter expert that ensures high equipment availability and optimizes system performance. You will use preventive and predictive maintenance processes, rapidly troubleshoot equipment breakdowns, and quickly restore equipment to service in support of successful operation of the supply chain facility. You will work with other Target engineers and operational partners to optimize the performance and flow of the material handling equipment and will lead building automation, continuous improvement, and new installation initiatives. You will serve as an escalated support resource during downtime events, ensuring proper processes and training procedures are implemented as part of root cause analysis, and you will proactively monitor the overall health of the building's material handling equipment. You will serve as an expert who understands material flow optimization, system controls logic, and facilitates and trains effective troubleshooting techniques.

As the highly experienced subject matter expert, you will proactively monitor and maintain the buildings systems, maintaining expertise around all electrical, mechanical and control system communication aspects of Material Handling Equipment (MHE) on site, including conveyor systems, sortation, robotics, and Automated Storage and Retrieval Systems (AS/RS). You will use diagnostic software and tools to collect and analyze data to identify trends and recommend improvements to the building automation.

You will conduct technical interviews for internal and external technician candidates, evaluate technical skills and abilities, and train and coach internal technicians. You will support training plan development and progress follow up. It is expected that you maintain thorough knowledge and facilitate site training on appropriate safety procedures and use Personal Protective Equipment (PPE) while maintaining equipment (Lock Out/Tag Out, Arc Flash, etc.), and ensure a safe work environment by eliminating potential equipment safety hazards.

You should be a self-starter, possessing the ability to inspect, maintain, troubleshoot, repair, train, and coach across various resources and scenarios. You will need to manage multiple tasks simultaneously, and work well under pressure.

Core responsibilities of this job are described within this job description. Job duties may change at any time due to business needs.

#### About you:

- Two or four-year Degree in Electrical or Controls Engineering or equivalent degree / experience

- Available to work all days and shifts
- Industrial electrical hands-on experi
- Experience with installing and maint
- Strong organization and problem so

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- Preventive/predictive maintenance procedures
- Blueprint and schematic reading
- Industrial Electrical
- HMI interfaces and programming
- Industrial Controls
- Industrial Electronics
- Programmable Logic Control (PLC) programs
- Server based controls
- National Electrical Code (NEC)

## Americans with Disabilities Act (ADA)

Target will provide reasonable accommodations with the application process upon your request as required to comply with applicable laws. If you have a disability and require assistance in this application process, please visit your nearest Target store or Supply Chain Facility or reach out to Guest Services at 1-800-440-0680 for additional information.

Target will consider for employment qualified applicants with criminal histories in a manner consistent with the San Francisco and Los Angeles Fair Chance Ordinances.

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## Stocked, Staffed and Ready to Deliver: Here's How Target's Meeting Gue

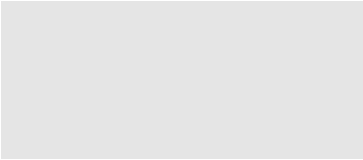
If there's one constant in today's world — it's change. And nobody handles it better than the amazing supply chain teams across Target.

[Learn More ▶](#)

## Joining Team Target Just Got \*Even More\* Rewarding!

Being part of Team Target means playing a big part in Target's success story. And we want to make sure we're providing the most rewarding careers for the more than 350,000 team members at our stores, supply chain facilities and headquarters locations who help us meet our guests' needs every day.

[Learn More ▶](#)



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Say Hello to Kamau Witherspoon, Shipt's New CEO

Kamau Witherspoon's career has led him to a wide range of roles in a variety of industries — from retail to healthcare, and even the Navy. But through it all, one thing has remained consistent: his belief in the power of personal connection, team development and a sense of community.

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