

**Virtual Career Tuesday**

**October 20, 2020**

*Unable to make the virtual career Tuesday with TJX? No worries! We were there to give you the bottom line on company culture, opportunities, and how to apply for internships and jobs.*

**Company Background**

TJX is a corporate retailer based in Framingham, Mass. And consists of companies like TJ Maxx and Marshalls. They maintain over 4500 stores in nine countries and are continue to grow with an off-price business model across the globe.

**What does the merchandising summer internship look like and what is the ideal candidate?**

This is TJX’s most experienced program and is seen by the company as a conversion program where candidates for an internship end up receiving a full-time offer. The merchandising internship places interns in one of two groups: planning & allocation as well as buying.

These functions bring buyers’ vision to life when allocating products to stores. Candidates will work alongside merchandising teams to make business driving decisions on topics like on order management and developing merchant skills.

The company is looking for current sophomores and juniors to participate in the internship, which includes networking events, executive speaker series, and job training.

**Is it important to have retail or service experience, and how does TJX evaluate a candidate’s background?**

TJX looks at many different majors and backgrounds as they value a diversity of thought and background among their interns. TJX emphasizes candidates that like to drive business decisions in a creative and active manner.

**How does the interviewing process work?**

Potential candidates can apply on handshake. This will lead to a self-recorded hirevue interview and a subsequent business case study that lasts 1.5 hours. In the case study, candidates evaluate businesses under TJX and make sales recommendations for the business to implement.

Promising applicants will then be asked to participate in three behavioral interviews before receiving an offer for the merchandising internship.

The deadline to apply for the merchandising internship is **November 30, 2020.**

**How is the culture at TJX?**

TJX associates describe the culture as being young and energetic, and that the company values relationship building and supportive teamwork before task completion.

**How has Covid-19 affected business and employee engagement?**

TJX closed its business operations and online presence for 6-8 weeks, but immediately after reopening, customer traffic improved and sales/operations have stabilized.

For Summer 2021 internships, the company is planning for a remote experience if needed for next summer, but an in-person internship will be held in Framingham, Mass. If it is safe to do so. No definitive decision has been made.

*For more information on the Merchandising Internship program with TJX, please* [***click here.***](https://uconn.joinhandshake.com/jobs/4012274?ref=preview-header-click) *For more on other jobs and opportunities with TJX, please visit their* [***Handshake site.***](https://uconn.joinhandshake.com/employers/34515?ref=topbar-search-result)