



<b>TITLE</b>	Product Development Intern
<b>PRIMARY TEAM</b>	iAlign.Work
<b>REPORTS TO</b>	Senior Product Manager
<b>CATEGORY</b>	Part-Time
<b>STATUS</b>	Hourly, Non-Exempt
<b>START DATE</b>	ASAP
<b>LOCATION</b>	San Diego

#### POSITION SUMMARY

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TCWGlobal has been voted *Best Places to Work* for nine years. We are a dynamic, San Diego based company with a team of experienced HR professionals offering payrolling, staffing, pre-screening, international services, overall HR related solutions for temporary workers and contractors, and now performance management (i.e., iAlign.Work). Our dedication to customer service and focus on utilizing technology for streamlining processes is our core philosophy.

On the **iAlign.Work Team**, we envision a future in which all people thrive and continually develop. Using the iAlign performance optimization system, we partner with organizations to propel employee DREAMs (Development, Recognition, Engagement, Aim, and Management) forward. We believe in powering career development and performance from a strengths-based foundation using continual connection, support, and coaching.

We are seeking a thorough, systems-oriented **Product Development Intern** for the passionate iAlign team. You will be responsible for working closely with the Director of Staff Alignment and our Senior Product Manager to gain a deep understanding of both existing and desired software workflows. Because the product is currently in an exciting period of redesign/revamp following initial Beta testing, you will get to experience an important part of the product management process in bridging the gap from existing product Ui to new Ui. Visual audits will be an important part of the process along with insuring product deliveries from our offshore development team matches desired updates to functionality and software performance. As such, it is imperative that you have a keen eye for detail and can thoroughly think through complex workflows and consistently follow-through on multiple tasks.

This position has the opportunity to extend internship duration and to grow with an innovative team, into an innovative market.





## KEY RESPONSIBILITIES

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- Participate in product development with the internal project development leadership team and offshore external engineering team partner to ensure product specifications and schedules are met per product requirements.
- Gain general industry and organizational knowledge through daily business interactions and job assignments while engaging in ongoing trainings to better understand the key components of the specific system to help document and test product.
- Work on business-critical projects in quality assurance, business analytics, prototypes for new releases and assists with software bug resolution, testing, and developing software test tools.
- Approaches work from a growth mindset, has a thirst for the acquisition of new knowledge, and desires to experience working in a highly collaborative, agile environment.
- Has an understanding of and willingness to conduct market research for better user experience and prioritization of product feature development.

## QUALIFICATIONS & SKILLS

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- Available for a project-based, roughly 20-hour per-week paid internship position during Summer 2022
- Entering into Junior or above college status desired, the position is also open to individuals coming from a non-traditional/college background if they can demonstrate ability to carry out key responsibilities
- Professional background or deep interest in software development, computer science/engineering, finance, user experience design, or cognitive psychology (or similar)
- Strong aptitude for systems-thinking and consistent thoroughness

*#Analytical Skills #Attention to Detail #Critical Thinking #Clear Communication #Teamwork*

## APPLICATION INFORMATION

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We know it can be scary to apply to a position; even if you do not exactly match the description above but are interested, reach out anyway and we can see if it would be a potential fit! Please submit a resume and cover letter to [travis.johnson@ialign.work](mailto:travis.johnson@ialign.work) to be considered for the position.

Visit [www.tcwglobal.com](http://www.tcwglobal.com) and [www.ialign.work](http://www.ialign.work) learn more about our team!

*TCWGlobal is an equal opportunity employer. We do not discriminate based on age, ethnicity, gender, nationality, religious belief or sexual orientation.*

