CPO Associate Program

"Define the Future of TSMC and Yourself"

What is CPO Associate?

During the first year, CPO associates are rotated into a variety of roles, gaining broad exposure to the TSMC CPO (Corporate Planning Organization). After successfully completing the rotation program, associates are then placed in roles that best match their talents and fulfill business needs.

We're looking for partners to join CPO Associate Program to help define the future and contribute to TSMC's growth.

Online application here

1 Year development plan

4 Rotations assignments

VP's Talk

"Talents are the most crucial assets to our success. Corporate Planning Associate Program is designed to accelerate learning in corporate planning and develop future leaders of this critical organization for TSMC profitable growth."

By Jonathan Lee

Vice President, Corporate Planning Organization

About CPO

Corporate Planning Organization (CPO) develops global planning for TSMC and provides quick responsiveness, coordinating needs between customers and factories, while striving for business effectiveness, bringing world-changing innovation into reality.

Business Operations

Provide demand forecast for corporate revenue guidance and resource planning, and maximize customer demand fulfillment and fab capacity utilization through strategic capacity allocation and fab rationalization.

Operation Resources Planning

Timely provide trusted capacity to support customers' success with effective cost and justified return via resources optimization (CapEx, Tool, Space, Talent). Collaborate with stakeholders to ensure TSMC's profitable growth and capacity leadership.

Production Planning

Planning and execution of Order-to-Ship process. Seamlessly team with Operations to achieve manufacturing excellence , reliable delivery fulfillment to gain customers' trust and accurate billing forecast/actualization to support executives' guidance.

AI Solutions

Utilize business intelligence with artificial intelligence analytics and end-to-end solution to generate valuable insights for corporate business decision-making and planning.

Advanced Packaging Supply Chain Solution

Architect and path-find the state-of-art supply chain planning solutions through cross-functional integration to provide an integrated logistics/planning platform and strengthen TSMC's leading position in the semiconductor industry.

Integrated & Intelligent Planning

Provide intelligent, efficient, globalized, and agile planning solutions, from capacity build-up to delivery, by automating planning processes.

Strategic Platform Intelligence

Provide comprehensive analysis augmented with AI-enabled business intelligence to support executive teams' strategic decisions in pricing, customer engagement, global footprint expansion, etc.

CPO Associate Program is designed to accelerate your growth and bring the top talent to TSMC.

Join TSMC!

Development

You'll receive customized training along the way to equip yourself with foundational skills and tools be successful in corporate planning .
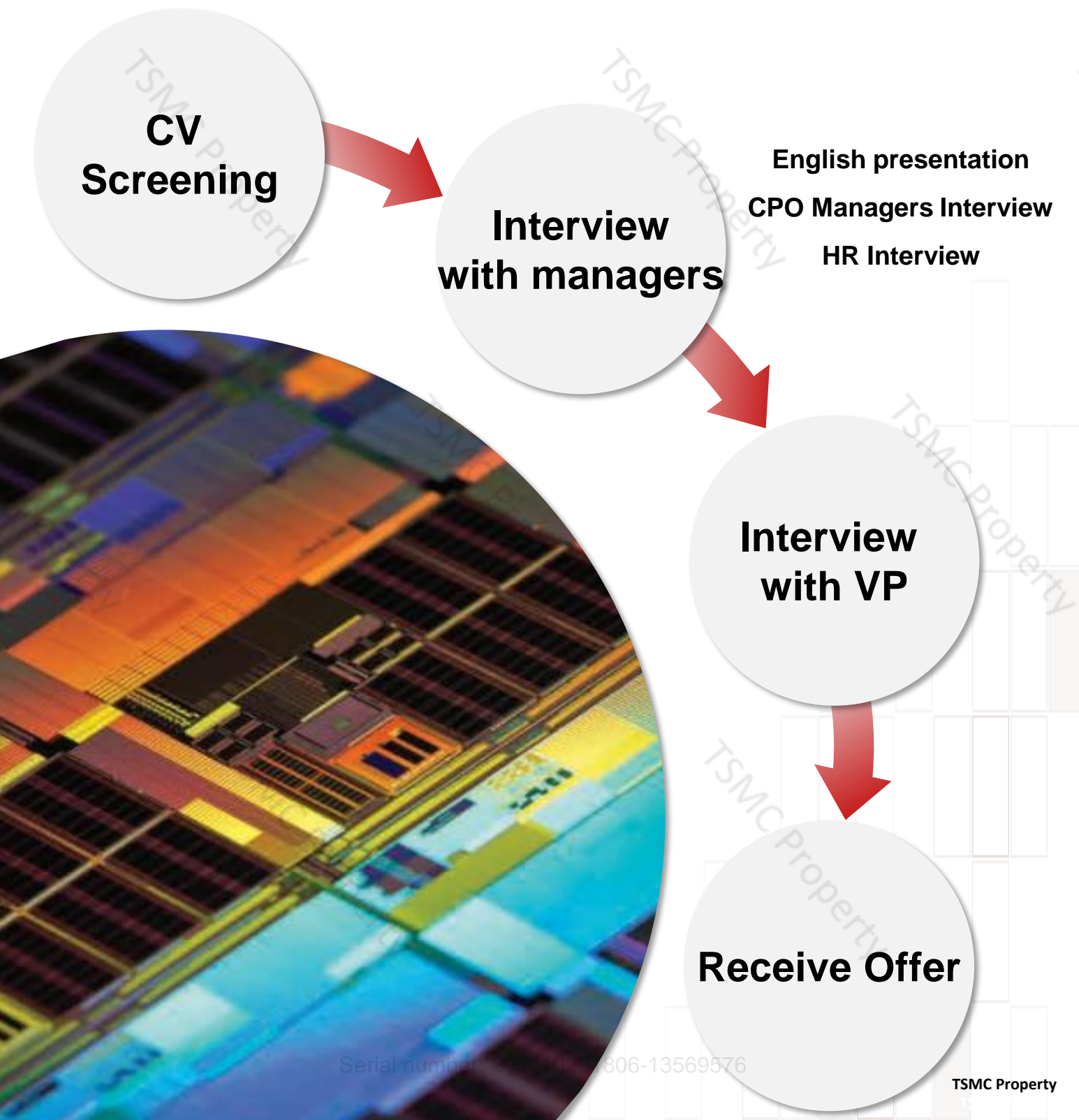
Mentoring

You'll be assigned a mentor, a senior manager at the CPO who can share with you broad perspective on industry, company, and career development.

Networking

You'll have a strong people-network across CPO organizations, an alumni community to share experiences and grow together.

Selection Process

During the selection process, you'll be invited to share your perspectives and innovative ideas with CPO leadership from the CPO. Interviews are conducted on a first come, first served basis.

CV Screening

Interview with managers

English presentation
CPO Managers Interview
HR Interview

Interview with VP

Receive Offer

FREQUENTLY ASKED QUESTIONS

How do I apply to the CPO Associate Program?

- Please visit the [TSMC Web](#) for updates and application instructions.

Who should apply to the CPO Associate Program?

- The program brings together leaders from a wide range of backgrounds, including new and recent graduates. CPO Associates are entrepreneurial individuals with strong business/technical understanding, product sense, analytical ability, and clear communication skills.

What experiences or attributes do I need to apply to the program?

- Master's degree or above, new graduates or w/ 1-3 years working experience
- Global mindset
- Excellent written and verbal communication skills in English and Mandarin, Japanese or German proficiency is a plus
- Strong analytical and problem-solving skills
- Self-motivated, reliable, and proactive; committed to top quality work
- Flexible and adaptable; work well under pressure to meet deadlines
- Insightful and courageous; a team player with leadership potential

What kind of roles could I be placed in during the program?

- As an Associate, you will be rotated to a variety of roles in the 1st year to gain broad exposure to TSMC CPO. The rotation may cover several of following roles, operation resources planning, production planning, business operations, advanced package supply chain solution, integrated & intelligent planning, and strategic platform intelligence.

VOICES FROM ASSOCIATES

"As a CPO Associate, the most thrilling aspect is gaining a deep understanding of the cutting-edge technology and business planning by tackling real-world problems and making a tangible impact on the company throughout the rotation journey."

William Huang

CPO Associate Class of 2022
Division: Operation Resources Planning

"This program is a time tunnel --- an exhilarating journey where you'll race at lightning speed with CPO, from demand to manufacturing to service! In this year, you'll gain invaluable industry knowledge and supportive partners. The best part? You'll experience extreme freedom along the way, so enjoy the ride!"
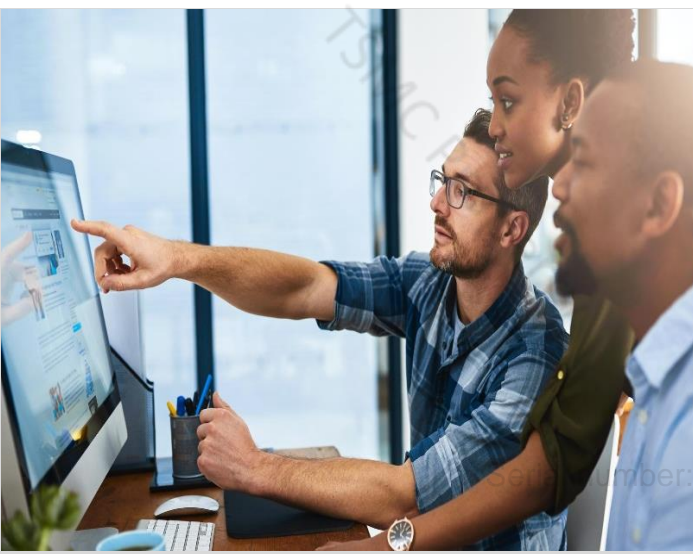
Sam Yi

CPO Associate Class of 2023
Division: Operation Resource Planning

"Get prepared for the most exciting journey of your career with 4 rotations out of 8 divisions, and thousands of intriguing ways to think and problem solve, all in one year!
Collaborating with the talents of CPO, you have a strong support system to redeem your creativity here with us!"

Jasmin Chen

CPO Associate Class of 2022
Division: Advanced Packaging Supply Chain Solution

"Throughout the rotation, I learned to solve real business planning problems and how the CPO plays a key role in TSMC's success. Besides, the 1-on-1 mentoring allowed me to rise to the challenges with a right mindset. The program invests resources in talents for cultivating future leaders. If you are interested in the semiconductor industry, problem-solving and fast-learning, welcome!"

Alan Ho

CPO Associate Class of 2023
Division: Strategic Platform Intelligence

VOICES FROM ASSOCIATES

"Explore the known and unknown through the CPO Associate Program and enjoy the opportunity of rotations. Diversity is critical to solve challenges. The connection of colleagues from different backgrounds enriches the journey!"

Yang-Chieh Ho
CPO Associate Class of 2022
Division: Operation Resources Planning

"Working on different projects gave me awesome hands-on experience in analysis, forecasting, and planning, along with a deep dive into the semiconductor world. Plus, the most exciting part was teaming up with super smart colleagues, getting mentored by senior executives, and always learning and innovating!"

Eva Huang
CPO Associate Class of 2023
Division: Business Operations

"The associates have a wide variety of backgrounds and ways of thinking. It breaks through the traditional framework to create a diverse and inclusive workplace. Join us to discover your potential and fulfill yourself no matter your gender, your culture, or where in the world you come from."

Yuyu Chang
CPO Associate Class of 2022
Division: Production Planning

"As an associate, you will embark on a remarkable journey tailored for an entry-level engineer. Throughout the program, you'll be able to expand your understanding of the semiconductor industry, enhance your professional network, and cultivate your logical reasoning and problem-solving skills."

Tiffany Hung
CPO Associate Class of 2023
Division: Strategic Platform Intelligence