“...MIT’s greatest invention may be itself—an unusual concentration of unusual talent, restlessly reinventing itself on a mission to make a better world.”

L. Rafael Reif, MIT President

“...The Institute is committed to generating, disseminating, and preserving knowledge, and to working with others to bring this knowledge to bear on the world’s great challenges... We seek to develop in each member of the MIT community the ability and passion to work wisely, creatively, and effectively for the betterment of humankind.”

From the MIT Mission Statement
What employees across MIT have to say...

We’re making the world A BETTER PLACE

There are AMAZING BENEFITS
I have a pension!

It’s an incredibly exciting campus—and with booming KENDALL SQUARE right here

I matter as an employee—and my work MAKES A DIFFERENCE

For a big, sprawling place, we’re amazingly un-bureaucratic and SELF-STARTERS CAN EXCEL

My job has GROWN WITH ME

It’s a CARING community

It’s a place that’s ALWAYS MOVING ahead—AND STABLE

Cool stuff happens HERE FIRST

Advance the mission... AND YOUR CAREER

Over 12,000 people work at MIT, and very few consider it just a “job.”

Working at MIT offers opportunities, an environment, a culture, community—and benefits—that just aren’t found together anywhere else.

MIT IS...
• Mission driven, focused on solving the world’s most pressing challenges ... and committed to your personal development
• Entrepreneurial, with many attributes of a super-charged startup ... and a stable century-old institute
• A global leader in many critical fields ... and down to earth, non-elitist, and warmly quirky
• Highly collaborative and team-oriented ...and highly values every individual’s contribution
• Industrious, hard-working, risk-taking ...and caring and supportive, with exceptional benefits

If you’re curious, motivated, want to be part of a unique community, and help shape the future, there’s a job at MIT that will excite and inspire you.

Join us
Join a diverse, caring community

You can mingle with famous researchers at MIT, but it’s also a down-to-earth place where people from all walks of life are welcomed, can learn, be supported, and do their best.

All employees can join Employee Resource Groups (ERGs)—employee-led organizations formed around common interests, issues, or a common bond or background. These groups focus on professional development and networking. They’re a conduit to senior leadership, and they make new employees feel welcome. Along with a focus on retention, they also help the Institute with the recruitment of diverse staff.

The Institute Community & Equity Office also offers events and programs that advance a respectful, caring community.

Importantly, while MIT is laser-focused on meeting challenges and realizing opportunities for people around the world, the Institute never loses sight that it’s the MIT community that makes progress possible. Individual contributions—including yours—matter.

“I first came to MIT in an entry-level support staff position, but I immediately took advantage of classes offered to become a proficient financial administrator in my area. A few years later I was given the opportunity to become the department’s fiscal officer, and then found my passion in sponsored research management. From there I moved to the Office of Sponsored Research to learn and develop skills as a pre- and post-award research admin, which required deep knowledge of U.S. governmental regulations.

After some time in the Subaward Contracting office, I am now handling the financial reporting award closeout for the U.S. Department of Defense. The trajectory of my career was mostly due to working alongside seasoned professionals who truly loved their work—people who wanted to share their knowledge and wanted me to succeed.

I also co-lead an Employee Resource Group—the African, Black, American, Caribbean @ MIT (ABAC @MIT) ERG—that provides a safe place for staff to network, share best practices, and develop strategies for success in the workplace, which helps us all be our best selves.”

Acia Adams-Heath
Senior Staff Accountant

A member of the MIT community for almost two decades, Acia is a senior staff accountant with broad experience in all aspects of financial, auditing, and sponsored research programs. Every year she participates in the GetFit challenge, which inspires employees to improve their health—and volunteers her time with My Sister’s Keeper.
At MIT, we pursue education, research, and innovation with a passion—and have a shared goal to build a better world. But far from a singular project, progress comes from the many contributions of faculty, students, and staff—all pushing forward.

Down the hall, someone is closing in on the complex puzzle of cancer; in another building, a team is working to develop rice that will be more resistant to disease and drought; and across campus, a lab is manipulating microbes to produce compounds used in pharmaceuticals, building materials, and biofuels.

And every fall brings a new class of students, brimming with ideas and hungry to learn.

Staff play important roles across all MIT endeavors. Bring your enthusiasm and talent to this always-energizing mix: you’ll be excited to get out of bed every morning.

Sean recently came to MIT from Western Washington University, where he earned bachelor’s and master’s degrees in chemistry. While in school, Sean worked in laboratories in several different roles—from organic laboratory assistant to graduate teaching assistant and research assistant—developing techniques, analyzing properties, instructing and mentoring students, and collaborating with cross-departmental, interdisciplinary teams.

“I work on a vaccine delivery project, so I always feel that my work is going toward saving and improving lives.

Much of my work is self-guided: after receiving a set of high-level goals, I set my own individual goals and figure out how to achieve them. And I’ve been able to make suggestions that have guided the project.

I’m also part of a team, and collaboration has been critical as we all try and move our project forward. Working in a group with a variety of experience has helped to identify issues from different angles.

Outside of the lab, I don’t have to go far for inspiration: the Koch Institute, where I work, holds several guest lectures each week. These presenters are often top members of their field, and present a wide range of research.”
From its beginning in 1861, MIT has been shaping the future. Things the whole world takes (or took) for granted were invented here (and this is just a sampling!):

- THE MICROCHIP
- THE WORLD WIDE WEB
- TECHNICOLOR
- THE DISPOSABLE RAZOR
- WIND TUNNELS
- CONDENSED SOUP
- FIRST AIR-CONDITIONED BUILDING
- EMAIL

The entrepreneurial spirit that gave rise to these important inventions invigorates the campus today. At MIT, new ideas are valued—and they can come from anyone, anywhere, from an administrative assistant or lab technician, to directors of labs and centers.

Similarly, leaders, and opportunities to lead, are everywhere across the campus. If you have ways to improve the efficiency or impact of your area, contribute to MIT’s culture, or advance the mission, people will listen, and, more often than not, help you make it happen.

"Everyone here is motivated, focused, passionate, and committed to success in whatever they do. The culture is one of fast-paced excellence."

"Everyone plays a part in helping the Institute achieve its vision, mission, and goals. It is meaningful for me to be part of such a talented program team, where we play an active role in developing and shaping emerging leaders. It’s not work when you love what you’re doing.

The opportunity to engage with, teach, coach, train, and mentor the personal and professional development of motivated and talented young people is what brings me back to MIT each day. And one of the most effective ways to develop emerging leaders is through leading by personal example, especially morally and ethically in the areas of character, values, and integrity. I think I’ve helped to contribute and lead by being an effective role model. To demonstrate care and support, I also try to be where our students are: I make every effort to be at presentations, performances, athletic events, ceremonies... you name it.

It’s also important to note that MIT is a very veteran friendly community.”

Leo McGonagle
Lt. Col, United States Army (Ret);
Executive Director, Gordon Engineering Leadership Program

Leo was part of the team that conceived and designed the Gordon Engineering Leadership Program (GELP) in 2007, and when the program launched, he was named executive director. Before joining GELP, he spent a career in service as an officer in the U.S. Army Corps of Engineers, achieving the rank of lieutenant colonel. At MIT he has also served as a visiting professor and department chair of the Army ROTC Program.
Grow professionally and personally

MIT strives to attract diverse, collaborative, and talented people—and once you’re on board, helps you plan a fulfilling career at the Institute.

Many people take advantage of the Institute’s generous Tuition Assistance Plan to build or improve the skills needed to develop their MIT career. In addition, MIT provides seminars, workshops, individual counseling, career coaching, and networking opportunities.

Outside of work, MIT offers a dizzying line-up of activities and events. If athletic adventure is your game, consider signing up for water polo, snowboarding, rugby, skydiving, or ultimate Frisbee. Take in some of the over 30 films that are screened each year, attend lectures by some of the most renowned thinkers and leaders of our day, or check out the MIT Museum. And MIT Artists Beyond the Desk showcases the creative talent of MIT support staff through visual, literary, and performing arts events held throughout the year. The list goes on...

“I’m now two years into my second job in four years at the Institute, and I continue to grow both personally and professionally.

Through the Tuition Assistance Plan, I’ve been able to pursue a master’s degree at Northeastern University and I continue to take professional development courses to gain new skills. And I’m always learning something new from the brilliant people around me. Even staff who have been here more than 20 years talk about learning something new every day. MIT, with all its different departments, labs, and centers, is an environment that encourages all of us to expand our minds—and better ourselves and others.”

Erin Roche
Senior Development Associate, Office of Leadership Giving for the Department of Athletics, Physical Education, and Recreation

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It’s pretty well known that MIT is cutting edge in terms of research and education, but it’s also cutting edge in terms of staff development. It invests in its employees and provides a great environment to grow as a professional.”

Erin joined the Office of Leadership Giving after working with the MIT Work-Life Center, where she developed, organized, and oversaw their numerous seminars. Before joining MIT, Erin was a team leader with the AmeriCorps National Civilian Community Corps in California. She graduated from Boston College, where she was a captain of the Eagles rowing team and was named the BC Women’s Rowing Athlete of the Year for 2011-12.
People at MIT work hard to advance the Institute’s mission and the success of their colleagues. And this dedication by individuals and teams is recognized in many different ways through MIT’s award-winning Recognition Program.

The MIT Excellence Awards acknowledge the extraordinary efforts made by employees toward fulfilling the goals, values, and mission of the Institute.

The Collier Medal is a living memorial to Sean Collier, an MIT police officer who lost his life while protecting and serving the MIT campus and community in the aftermath of the Boston Marathon bombings. Like Sean, recipients display model citizenship that far transcends their work.

The Infinite Mile Awards are given to teams and individuals for significant accomplishments in their departments, labs, or centers—or in other areas with which they collaborate.

Recently, out of nearly 300 Information Systems and Technology employees, Greg was honored at the MIT Excellence Awards with an award in the category of Serving the Client. He overcame a tough start in life to not only become a highly valued colleague on campus, but also to continue giving his time and energy to important programs, such as Year Up, which help to close the “opportunity divide” that many urban youths face.

The Infinite Mile Awards are given to teams and individuals for significant accomplishments in their departments, labs, or centers—or in other areas with which they collaborate.

MIT Excellence Awards are given for:
- Advancing Inclusion + Global Perspectives: Maximizing MIT’s strengths
- Bringing out the Best: Everyday leadership throughout MIT
- Innovative Solutions: Collaborating for results
- Outstanding Contributor: Working behind the scenes
- Serving the Client: Providing consistent and exceptional service
- Sustaining MIT: Meeting the needs of the present and future
- Appreciation Awards, also known as “on-the-spot” or “spot” awards, are given on a local level to individuals, teams, or work groups for going that extra mile. Sample awards have included notes, candy, movie passes, and gift cards.

Recognition, formal or informal, contributes to MIT’s environment of shared success and commitment, showcases employee role models, and reinforces an important MIT value: every individual can make a difference.

MIT is different from most places. It’s a strong community of people who are hardworking and determined to make things better for others.”

“I’ve been able to really grow personally and professionally while at MIT. I’ve purchased my first home, became a father of two, and joined multiple boards that support people throughout the communities I was raised.

Giving back is very important to me. I’ve had so many people invest their time and energy into helping me, I feel it would be an injustice not to do so. At MIT, we are people, first.

Through my job as an IT Support Engineer, I’m able to make the lives of all the people I support easier—and enable them to live out the greater overall MIT mission of making the world a better place. Getting people familiar with newer technologies and functions, so they can create, innovate, and do amazing things, definitely makes me feel a part of MIT’s mission.

And I’ve certainly become part of the community! People call me the ‘Mayor’ or ‘Governor’ of MIT, because when I walk across campus, I stop and say hello to so many people. Carrying this positive energy is something I really take pride in.”
Enjoy exceptional benefits

People who work at MIT are committed to MIT’s vision to build a better world.

MIT, in turn, is committed to ensuring that all MIT employees are healthy, secure, and enjoy a fulfilling work / life balance.

MIT’s exceptional roster of benefits makes this possible.

Visit the MIT Benefits website at hrweb.mit.edu/benefits for an overview of all benefits MIT offers its faculty and staff—from multiple options for best-in-class health plans, to a pension plan, to fully subsidized T passes, to tuition assistance, to career development workshops and counseling, to a wide range of parenting benefits, along with access to world-class athletic facilities, the MIT Museum—and even free movies.

The benefits and opportunities MIT offers are exceptional. There are so many ways to develop and expand your career—and many benefits can be used by your whole family.”

Ana Ludwig
Senior Human Resources and Financial Assistant, Office of the Dean, School of Humanities, Arts, and Social Sciences

Ana has spent more than 15 years in higher education, first at Boston College and then at MIT. She makes good use of her background in psychology, executive administration, and customer service in her current role supporting all new staff, as well as executing detailed financial work for the School of Humanities, Arts, and Social Sciences. In 2017 she was recognized by her colleagues for her professionalism with an MIT Unsung Hero Award. Ana’s husband also works at MIT.
Be part of our community

careers.mit.edu