

WE'RE HIRING

amazon.jobs



We Pioneer.

Welcome to Amazon



Welcome to Amazon's recruitment brochure.

We have put this together to help you to understand the career opportunities available at Amazon, and to explain our recruitment process and what we look for in our employees. We hope you find it interesting, and that it answers any questions you have about building an exciting career at Amazon.



Making history daily

Earth's Most Customer-centric Company

Amazon.com, Inc., is a Fortune 500 company based in Seattle, Washington. Since Jeff Bezos started Amazon in 1995, Amazon has significantly expanded its product offerings, international websites, and worldwide network of fulfilment and customer service centres.

Today, Amazon offers everything from books and electronics to tennis rackets and diamond jewellery. Within the EU, Amazon maintains 29 fulfilment centres comprising a total of almost 18 million square feet.

Amazon hires the brightest minds, offering them an environment in which they can relentlessly improve the experience for customers. We do this every day by solving complex technical and business problems with ingenuity and simplicity. We're making history and the good news is that we've only just begun.

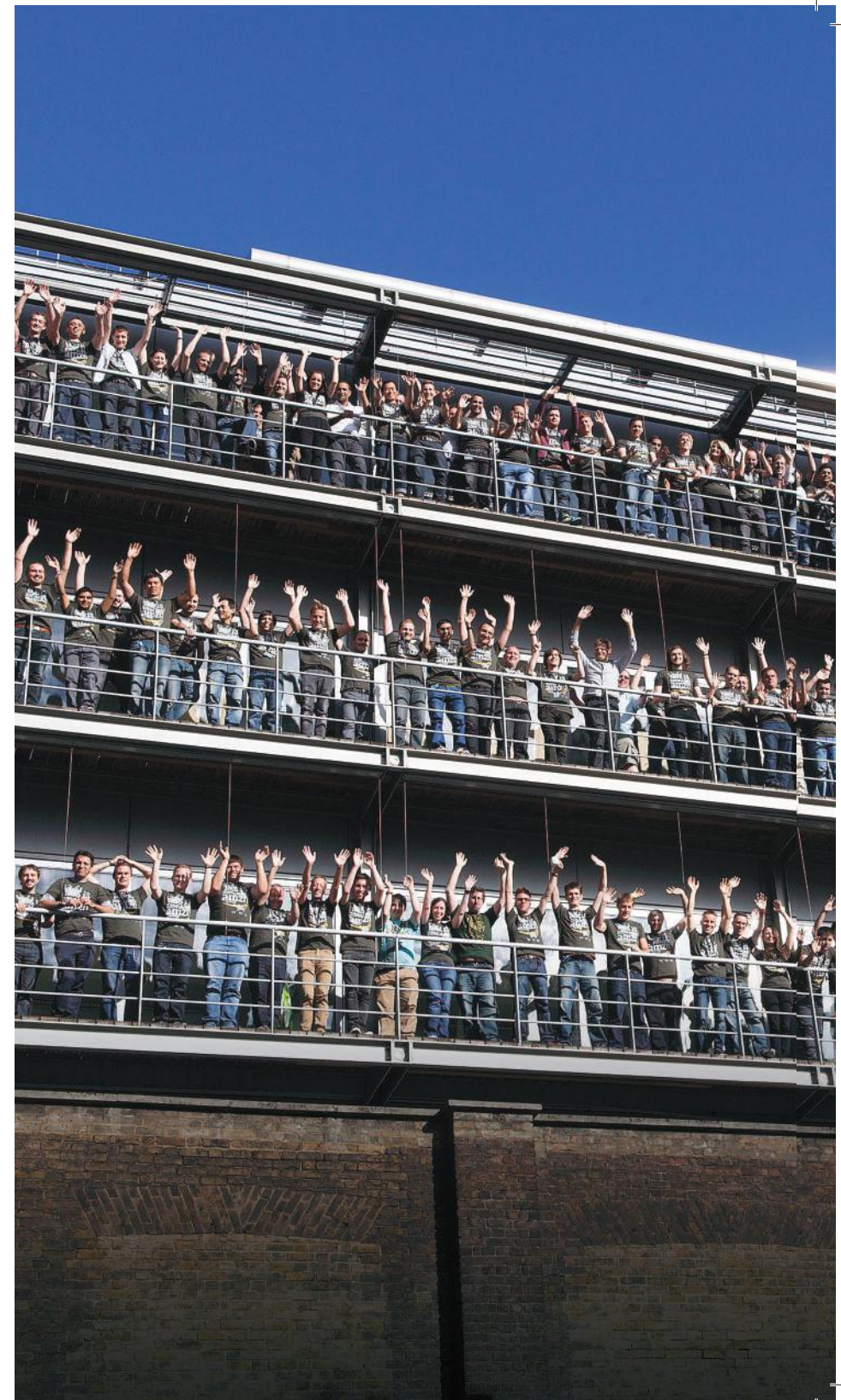


Technological Innovation

Technological innovation drives the growth of Amazon, offering our customers a wider selection of products more conveniently, and at even lower prices. We offer a personalised shopping experience for each customer; book discovery through “Search Inside The Book”; convenient checkout using “1-Click® Shopping”; and several community features such as Listmania and Wish Lists which help our customers to discover new products and make informed buying decisions.

Building the Platform

In 2000, Amazon began to offer its best-of-breed e-commerce platform to other retailers and to individual sellers. Now, big-name retailers work with Amazon Services to power their e-commerce offerings from end-to-end, including technology services, merchandising, customer service, and order fulfillment. Other branded merchants also leverage Amazon websites as an incremental sales channel for their new merchandise, meaning that products from top retailers can be accessed across our retail site. In addition, independent software developers also derive value from the Amazon platform, through Amazon Web Services (AWS), by building profitable applications and services that cater to Amazon customers and sellers.





We've only just begun

This evolution of Amazon from website to e-commerce partner to development platform is driven by the spirit of innovation that is part of Amazon's DNA. E-commerce is still in its infancy. In the years to come, you'll see Amazon create new technologies, expand into more geographies and continue to improve the customer experience of shoppers and sellers around the world.

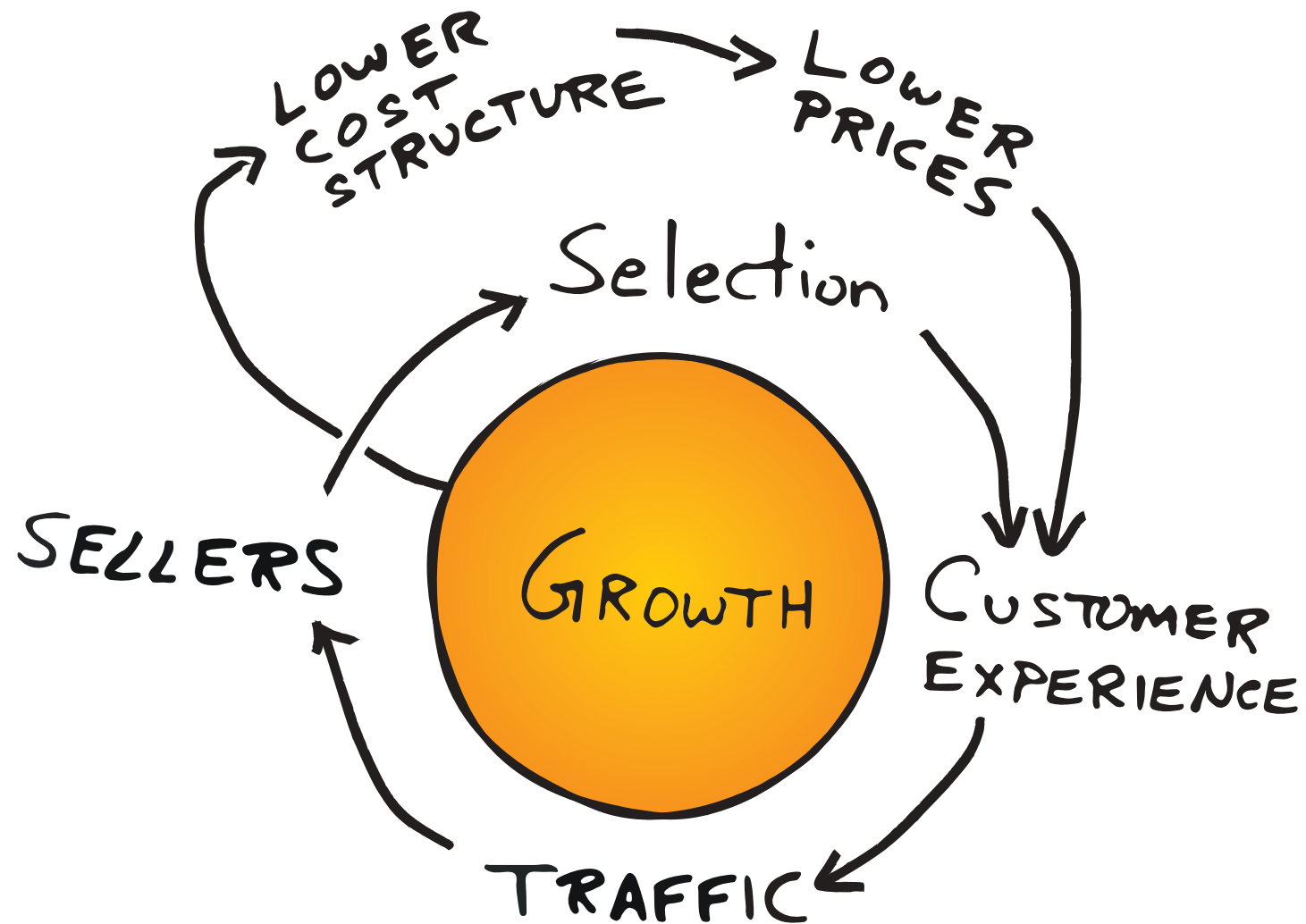
Our Growth Strategy- Our Virtuous Cycle

Jeff first drew this diagram on a napkin when Amazon was still in its infancy. Start with the customer experience-if we provide a remarkable customer experience, it will bring more traffic to our websites. More traffic will attract new sellers to our platform. More sellers bring more selection. And all of this drives the cycle. By focusing on lowering our cost structure, we can lower prices for our customers, which improves the customer experience (we've yet to meet customers who don't prefer lower prices) and injects energy right back into the cycle.

So why work for us?

We're always looking for the next big opportunity and always expanding our existing product ranges. We treat every day like our first. A day to come up with fresh ideas, challenge convention and make more good things happen for our customers. We want you to help share and shape our mission to be Earth's most customer-centric Company and now you could be part of it. It's as simple as our ethos:

We Pioneer.



Are you an Amazonian?

Amazon Leadership Principles

Whether you are an individual contributor or a manager of a large team, you are an Amazon leader. These are our leadership principles and every Amazonian is guided by these principles.

Customer Obsession

Leaders start with the customer and work backwards. They work vigorously to earn and keep customer trust. Although leaders pay attention to competitors, they obsess over customers.

Ownership

Leaders are owners. They think long term and don't sacrifice long-term value for short-term results. They act on behalf of the entire company, beyond just their own team. They never say "that's not my job".

Invent and Simplify

Leaders expect and require innovation and invention from their teams and always find ways to simplify. They are externally aware, look for new ideas from everywhere, and are not limited by "not invented here". As we do new things, we accept that we may be misunderstood for long periods of time.

Are Right, A Lot

Leaders are right a lot. They have strong judgment and good instincts. They seek diverse perspectives and work to disconfirm their beliefs.

Hire and Develop the Best

Leaders raise the performance bar with every hire and promotion. They recognize exceptional talent, and willingly move them throughout the organization. Leaders develop leaders and take seriously their role in coaching others. We work on behalf of our people to invent mechanisms for development like Career Choice.

Insist on the Highest Standards

Leaders have relentlessly high standards - many people may think these standards are unreasonably high. Leaders are continually raising the bar and drive their teams to deliver high quality products, services and processes. Leaders ensure that defects do not get sent down the line and that problems are fixed so they stay fixed.

Think Big

Thinking small is a self-fulfilling prophecy. Leaders create and communicate a bold direction that inspires results. They think differently and look around corners for ways to serve customers.

Bias for Action

Speed matters in business. Many decisions and actions are reversible and do not need extensive study. We value calculated risk taking.

Frugality

Accomplish more with less. Constraints breed resourcefulness, self-sufficiency and invention. There are no extra points for growing headcount, budget size or fixed expense.

Learn and Be Curious

Leaders are never done learning and always seek to improve themselves. They are curious about new possibilities and act to explore them.

Earn Trust

Leaders listen attentively, speak candidly, and treat others respectfully. They are vocally self-critical, even when doing so is awkward or embarrassing. Leaders do not believe their or their team's body odor smells of perfume. They benchmark themselves and their teams against the best.

Dive Deep

Leaders operate at all levels, stay connected to the details, audit frequently, and are skeptical when metrics and anecdote differ. No task is beneath them.

Have Backbone; Disagree and Commit

Leaders are obligated to respectfully challenge decisions when they disagree, even when doing so is uncomfortable or exhausting. Leaders have conviction and are tenacious. They do not compromise for the sake of social cohesion. Once a decision is determined, they commit wholly.

Deliver Results

Leaders focus on the key inputs for their business and deliver them with the right quality and in a timely fashion. Despite setbacks, they rise to the occasion and never settle.

Thinking of applying?

Amazon's selection process is broadly as follows:



Stage 1. Apply online

Apply online and your application will be screened by a member of our Recruitment team. You may also receive a screening call to review your CV and application.



Stage 2. Telephone

If successful at stage 1 you may be invited to a formal telephone interview with the Recruitment team or with the Hiring Manager, dependent on the role applied for. A great way to find out more about you and vice versa.



Stage 3. Testing/Presentation

If successful at stage 2, we may ask you to complete some online tests, to make sure you have the ability to understand written and numerical data and that you have the analytical skills we look for.



Stage 4. Onsite interview/Assessment

If invited to the final stage of assessment you can expect face-to-face interviews, on-site, with various personnel, including Hiring Managers, HR and Recruitment. Alongside exercises you will complete, you may be asked to prepare some work in advance of the day.

Please note that the recruitment process and steps may vary depending on the particular opportunity you apply for.

Getting you on board

amazonstudent

FREE One-Day Delivery for six months

Join Amazon Student and get FREE One-Day Delivery for six months then half-price Prime; including Prime Instant Video and Prime Music.

Sign up today and enjoy fast, convenient delivery on all of your student essentials, from textbooks, video games, software and DVDs to homeware, electronics, clothing and sports equipment.

Please note that this may vary depending on the particular location.



What makes us so different?



Your recruitment process is your first experience of life here at Amazon, so we want to make it as hassle free and straightforward as possible.

It is designed so that we can see who you are and can evaluate your fit for the role, and it also provides you with an inside look at Amazon so that you can determine if it is the right step for you. We would encourage you to ask as many questions as you like so that you understand the company and the culture. After all, this is a two way process.

The interview process may be unlike any that you have entered into before, as we do have several stages that you need to complete before you become a fully-fledged 'Amazonian'.

During these stages, you will meet with several key people from different business areas, so it is also a great way for you to understand who we have working for us and the roles that they play in making our company a success.

What competency-based interviewing is all about?

During a competency-based interview we assess whether you have the skills or characteristics that are important for success in the role.

What is a competency?

A specific quality, knowledge, skill or behaviour.

Why use competency-based interviewing?

It standardises the interview process, so it helps make sure our selection process is objective and fair.

How might a competency-based interview differ from other interviews?

The interview is structured around a number of competencies, each with its own set of questions. Rather than referring to your CV or application form, the interviewer takes you through a number of questions, explaining what we're aiming to find out from them.

You'll need to draw on your experiences both inside and outside work and education, explaining what you did and what you learned from that.

How can you prepare for the interview?

Think about situations where you performed well or that gave you important learning opportunities. You might take these examples from work, education or your spare time. If they do come from outside the working environment, make sure they're relevant to the role you're applying for. You might find it helpful to adopt the STAR format.

S – Situation

T – Task

A – Action you took

R – Result

STAR helps you organise your thoughts, put your experiences into context and decide what competencies your examples illustrate. Also, focus on what you did. Resist the temptation to talk about 'we' and 'us'.

Finding out if the
job is right for you

Get in and you'll get on

Career development that will take you further

The more effective our people are, the better equipped we'll be to carry on pushing boundaries. That's why we're so committed to training and development.

All our employees have Personal Development Plans, are coached and mentored by their managers and buddies, and are encouraged to take on stretching projects and make the most of a range of online courses.

We also offer support for professional qualifications. We're big on succession planning too, making sure we spot talented high performers early and prepare them for more responsible, influential roles. There's no shortage of new opportunities at Amazon and we like to promote internally wherever possible.



A package you'll love

You'll put a lot in to your work so you deserve to get a lot out. These are just some of the benefits you can look forward to at Amazon:

- ▶ A competitive salary
- ▶ Restricted stock units
- ▶ Employee discounts

Your compensation is reviewed every year and is linked to your performance and how well you bring our Leadership Principles to life.

There are other, more intangible rewards too – like our commitment to your development, a refreshing lack of hierarchy, the chance to work with some of the brightest minds in the industry, plenty of team spirit and an informal atmosphere – suits and ties are few and far between at Amazon:

- ▶ Pension scheme
- ▶ Private healthcare scheme
- ▶ Employee Assistance Program
- ▶ Non-traditional, no dress code
- ▶ Flat organisational structure with flexibility to move around the company and commitment to your development
- ▶ We're a company of builders: innovating on behalf of the customer
- ▶ You can expect to own and drive projects from day one

* Please note that this may vary depending on the particular location.

Find out more about working for us by visiting:

www.amazon.jobs

Here you can check out our full range of vacancies and find one that's right for you.

Amazon is an equal opportunities employer. We believe passionately that employing a diverse workforce is central to our success. We make recruiting decisions based on your experience and skills. We value your passion to discover, invent, simplify and build. We welcome applications from all members of society irrespective of age, sex, disability, sexual orientation, race, religion or belief.

All offers are conditional on references, verification of the right to work in the EU, and successful background screening check. This will include previous employment verification, qualification verification (if relevant) and a basic criminal check. Further details of this policy/procedure will be sent to you along with your conditional offer.

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