

## MBA OPERATIONS PATHWAYS PROGRAMME

*Opportunities available across the United Kingdom, France, Germany, Spain, Italy, Czech Republic & Poland - Please specify your location preferences when applying.*

You can become a great leader in a Fortune 100 company where you can manage people, processes, and technology in one of the world's leading logistics, supply chain, transportation, and fulfilment operations! The Amazon Pathways Leadership Development Programme is looking for high potential graduates to become Amazon's next General Managers, Directors and VPs. Through a series of intense, progressively challenging opportunities in the core of our world class operations network, we will stretch your leadership capacity to its full potential. The leadership lessons you learn and credibility you develop will benefit you over the rest of your career and quickly prepare you for effective executive leadership roles.

### **About the Pathways Leadership Development Programme**

The Pathways Leadership Programme is a three year programme designed to fast-track your leadership capabilities and career. For over 10 years, the Amazon Pathways programme has attracted innovative, talented leaders who are now highly influential Senior Leaders and Executives in critical areas of Amazon's business, in locations all over the world. As a Pathways candidate you will begin as a front-line, Area Manager in our one of our Fulfilment Centres in Europe. Right away, you will lead a team of 50-100 people and take on progressive assignments specifically designed to test your leadership and analytics capability.

It is a hands-on role where you will be involved in continuous improvement projects in order to increase efficiency and productivity in your assigned area of responsibility. After 12-18 months you progress into the more strategic roles as Operations Manager and after yet 12-18 months you will graduate as a Senior Operations Manager. Depending on your skills, development and dedication, you can progress even faster.

To support your leadership development, you will receive mentoring and have regular meetings with the General Manager as well as annual meetings with all Pathways candidates to discuss projects, challenges and success stories throughout the programme.

All in all, our Pathways candidates are expected to master our tools, processes and unique operations culture, which have established Amazon as Earth's most customer centric company.

### **Your skills**

We look for individuals who would enjoy the challenge of delivering a continuously improving customer experience to over 120 million customers. Also, you need to be up for assuming financial responsibilities, impacting both the bottom line and shareholder expectations for a growing Fortune 100 corporation.

You are currently enrolled in or a recent graduate of an MBA, PhD (Doctor) or MSc in Logistics/Science/Engineering or similar. If you are equipped with an MBA or MSc, significant previous experience in operational logistics, supply chain, manufacturing, transportation, general management or engineering role is essential. Moreover, you have demonstrated leadership ability and strong people management capabilities from previous positions. You have strong analytical skills, a sound business judgment and exceptional interpersonal skills. You are also a strong communicator and is fluent in English both written and verbal. Here comes that you a fluent at a conversational level (knowledge of

local language) in at least one of the following languages French, German, Italian, Spanish, Czech, Polish as well as have the flexibility to move between our European sites.

#### **Bonus skills**

- Proven track record of taking ownership and driving results
- The ability to dive deep into data and provide thought-provoking, workable business solutions
- Demonstrated ability to think big and influence across all levels of an organization
- Bias for action and passion for rolling up sleeves and doing what it takes to “get it done”

#### **About Amazon EU Operations & CS**

Amazon Operations is at the heart of the Amazon experience. We deliver millions of products to hundreds of countries worldwide. In Europe our Fulfilment Centre Network spans from Prague and Poland to Italy, Spain and France to Germany and the UK. We strive to be Earth's most customer-centric company where our European customers can find and discover virtually everything online. The pioneer spirit lives inside a select few. It lights a fire under new ideas, and fuels them with a kind of ambition that doesn't give in. Without pioneers, there would be no progress. At Amazon, we are pioneers. It's our job to make bold bets, and we get our energy from inventing on behalf of customers.

#### **Want to join Amazon?**

Amazon has hundreds of millions of customers who can benefit from diversity of thought. We are a company of builders who bring varying backgrounds, ideas, and points of view to inventing on behalf of our customers.

In addition to submitting your resume and cover letter to your career centre, please apply online at [amazon.jobs](https://amazon.jobs) and search for #EUMBAHIRING to be considered for an interview. In your cover letter, you should clearly state the following preferences:

- your location preferences, in order of priority where applicable (UK, France, Germany, Spain, Italy, Czech Republic, Poland)
- your language capabilities (French, German, Spanish, Polish, Czech, Italian). Note that fluency in at least one of these languages is essential

Please upload your CV and cover letter in one single word/pdf document. Do not submit the cover letter as a separate document as this second document will not be treated as part of your application.