

# Pathways Operations Leadership Program: Internship, Customer Fulfillment

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**Złóż podanie teraz**



## PODSTAWOWE KWALIFIKACJE

Basic qualifications are required to apply for a position at Amazon.

- Currently enrolled in, or have recently graduated from, an MBA/MSc/PhD/MEng and available for 10-12 weeks between June and October
- Minimum 3 years of professional experience (excluding internships)
- Very good command of Polish (CEFR B2) and English (CEFR B2)
- Flexible to work in non-traditional shift patterns, which may include nights and weekends
- Open to relocate within the country you have applied to work within
- Analytical skills and sound business judgment
- Ability to work fulltime for 10-12 weeks
- Delivered complex projects, where you have been required to engage teams and leadership to deliver on business initiatives or goals

## OPIS

At Amazon, we're working to be the most customer-centric company on Earth. To get there, we are looking for Amazon's next generation of Senior Managers to join the Pathways Leadership Development Program in Amazon Operations.

### About the Program

Pathways is an Operations Leadership Development Program designed to rapidly develop talented MBA and Masters-level graduates with the skills needed to be Amazon's next Senior Operations Leaders. This is the opportunity to chart your own

course. Pathway's members are highly visible to senior leadership and have flexibility with changing roles, sites and geographies. Through a series of intense, progressively challenging opportunities in the core of our established operations network, we will stretch your leadership capacity to its full potential. The business lessons you learn and credibility you develop will benefit you over the rest of your career and prepare you for future leadership opportunities within Amazon Operations and beyond.

The Pathways Project-Based Assignment is a 10-12 week full-time Internship in our Fulfilment/Sort/Delivery network for enrolled MBA/MSc/MEng/PhD professionals where you will be given a business critical challenge you will be required to find a solution for as well as gaining practical experience of being a leader of large teams at Amazon.

Your internship will conclude by presenting an innovative solution to senior management based on your observations, hands on involvement and analytical research within operations. Upon completion of the internship program, your performance will be evaluated. Your performance evaluation, along with role availability, will determine your opportunity to join the full-time Pathways program in 2025.

#### Key job responsibilities

Responsibilities include, but are not limited to:

- Lead continuous improvement projects which will impact productivity, quality and most importantly customer experience
- Develop standard operating procedures
- Direct accountability for setting and meeting operational goals
- Scope and design standardized concepts
- Shadow leaders across operations to learn what it takes to be a manager at Amazon
- With support from management, lead large teams across different shifts
- Learn how leaders conduct weekly business reviews for their sites and support them in the preparation of business reviews
- Collaborate with senior management and support teams, which may include Safety, Engineering, Loss Prevention, Quality Assurance and Human Resources, to develop plans to meet business objectives

#### A day in the life

For more information about this Program, please explore [https://www.amazon.jobs/en/landing\\_pages/pathways](https://www.amazon.jobs/en/landing_pages/pathways)

For a visual insight into how our networks operate, please join us on a video tour through one of our fulfillment centers:

<https://amazontours.com/pl/video>

Benefits can vary by location including but not limited to:

- A relocation package

- An Employee Discount Code
- Family care benefits
- Life insurance
- Employee Assistance Program providing free confidential support encompassing mental health, life events, everyday living and financial matters
- Medical Benefits abroad when embarking on international business travel
- Affinity Groups to build communities and bring employees together across the world (read more on <https://www.aboutamazon.com/affinity-groups>)

We are open to hiring candidates to work out of one of the following locations:

Virtual Location - POL

## PREFEROWANE KWALIFIKACJE

Preferred qualifications are not required to apply for a position at Amazon. If you have all the basic qualifications above, we'd love to hear from you.

- You have professional experience in engineering, management, logistics, manufacturing, science or any other STEM field
- Demonstrable decision-making skills, enabling you to use sound reasoning as and when required
- Direct management experience for employees and their performance
- Previous experience in setting, monitoring and improving KPIs or similar metrics
- Successful track record in supporting internal or external customers
- Exceptional interpersonal and communication skills (both written and verbal)
- Knowledge of Lean, Six Sigma or Kaizen techniques and methodologies

Our Pathways internship program requires a minimum of 10 working weeks between beginning of June and beginning of September. If it is not possible for you to obtain your visa/work permit maximum one week before your Day 1 with us, we may have no other choice than cancelling your internship under this program for the agreed cycle, but we will endeavor to find you an opportunity to re-interview for another internship or even for a permanent job in Amazon in 2024, subject to availability.

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. Protecting your privacy and the security of your data is a longstanding top priority for Amazon. Please consult our Privacy Notice ([https://www.amazon.jobs/en/privacy\\_page](https://www.amazon.jobs/en/privacy_page)) to know more about how we collect, use and transfer the personal data of our candidates.