



## China Pathways Operations Manager

Are you looking to become a big leader in a global Fortune 100 company where you can manage people, process, and technology in one of the world's leading edge logistics, supply chain, transportation, and fulfillment operations? Would you like the challenge of delivering a continuously improving customer experience to over 120 million customers globally? Could you assume financial responsibilities that impact both the bottom line and shareholder expectations for a growing Fortune 100 corporation? If the answer is yes, then the Amazon Pathways Leadership Development program may be right for you.

Talented individuals are crystalized into great leaders through crucible experiences - extreme leadership challenges that result in life changing lessons and drive people to accomplish great things. The Amazon Pathways Leadership Development program is looking for high potential graduates who are ready for challenges worthy of building 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.

A Pathways candidate begins as a front-line manager in our Fulfillment, Customer Service, or Transportation network. As front-line managers, Pathways leaders have an opportunity to develop large teams of 50-100 associates, while mastering the tools, processes and operations culture that have created Earth's most customer centric company. You'll have a chance to take on progressive assignments specifically designed to test your leadership and analytics capability. Our Pathways participants have experiences ranging from leading hundreds of people through our busiest time of year, to helping us to design the fulfillment centers of the future.

The expectation of Pathways is to earn your promotion to a place on the building's leadership team through graduation from the program, with operational and financial responsibility for a business unit within a fulfillment or customer service center including the ownership to create and execute an operational budget. As a graduate of the program, individuals can expect to lead organizations of nearly 4,000 individuals and have financial responsibilities for labor in excess of 2.5 million per week. In addition to those fixed duties, Pathways graduates in this role have been given responsibility for 2M+ in capital projects.

Within 3-4 years of starting the program, many Pathways participants say they have gained the leadership experience twice that of their peers from the same class. For over 10 years, the Amazon Pathways program 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. Join us as we continue to make history.



### **Basic Qualifications**

- MBA Degree or equivalent Masters level degree is required
- 4+ years of fulltime working experience in operations, manufacturing, logistics, supply chain, general management or engineering fields.
- Strong oral and written Chinese and English language communication skills

### **Preferred Qualifications**

- Exceptional interpersonal and communication skills (both written and verbal)
- 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”

Amazon is an equal opportunity employer

Work hard. Have fun. Make history.

*In addition to submitting your resume and cover letter to your career center, apply online at*

[http://www.amazon.com/gp/jobs/ref=j\\_sq\\_btn?jobSearchKeywords=231247&category=\\*&location=\\*&x=33&y=12](http://www.amazon.com/gp/jobs/ref=j_sq_btn?jobSearchKeywords=231247&category=*&location=*&x=33&y=12)

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