

# Recruiter Academy Program

At Amazon we're working to be the most customer-centric company on earth. To get there, we need exceptionally talented, bright, and driven people. If you'd like to help us build the place to find and buy anything online, this is your chance to make history by joining the Amazon Recruiter Academy Program (RAP).

This program is designed to train people who are either returning to the workforce or making an intentional career shift into recruiting. Participants in the three-month comprehensive training program will be exposed to multiple facets of recruiting, providing hands-on participation in the business and allowing them to demonstrate their capabilities at addressing complex recruiting business challenges. RAP is designed for individuals with limited or no recruiting background who are looking for a career change, to train and develop them into top recruiters.

## **FAQ**

### ***Why a career in recruiting?***

Recruiting is a vital business function for Amazon across all of our businesses. In order to keep up with our exponential growth, we have a high demand for talented Recruiters who are passionate about bringing in the best talent to build our next products and services to delight our customers. Recruiters are the talent experts of our company and partner with business leaders to fill a diverse range of positions. Become a subject matter expert and learn the technical and business skills to take your career to the next level.

### ***How long is the program?***

RAP is 3 months long. The first four weeks of the program focuses exclusively on training. The intent is to ensure critical learnings and knowledge of sourcing and recruiting fundamentals are grasped. The remaining 8 weeks are spent applying the acquired technical and functional skills to have a company-wide recruiting impact.

### ***Where is the program located?***

RAP is located in Seattle, Washington. Relocation opportunities are available for qualifying candidates.

***What happens after 'graduation' from the program?***

Cohort members will graduate from RAP and be placed on recruiting teams in various organizations across Amazon as full-time salaried employees.

***When does the next RAP cohort start?***

The next two iterations of RAP are scheduled to start in early 2020.

***Questions?***

Please email [RAP-Interest@amazon.com](mailto:RAP-Interest@amazon.com)