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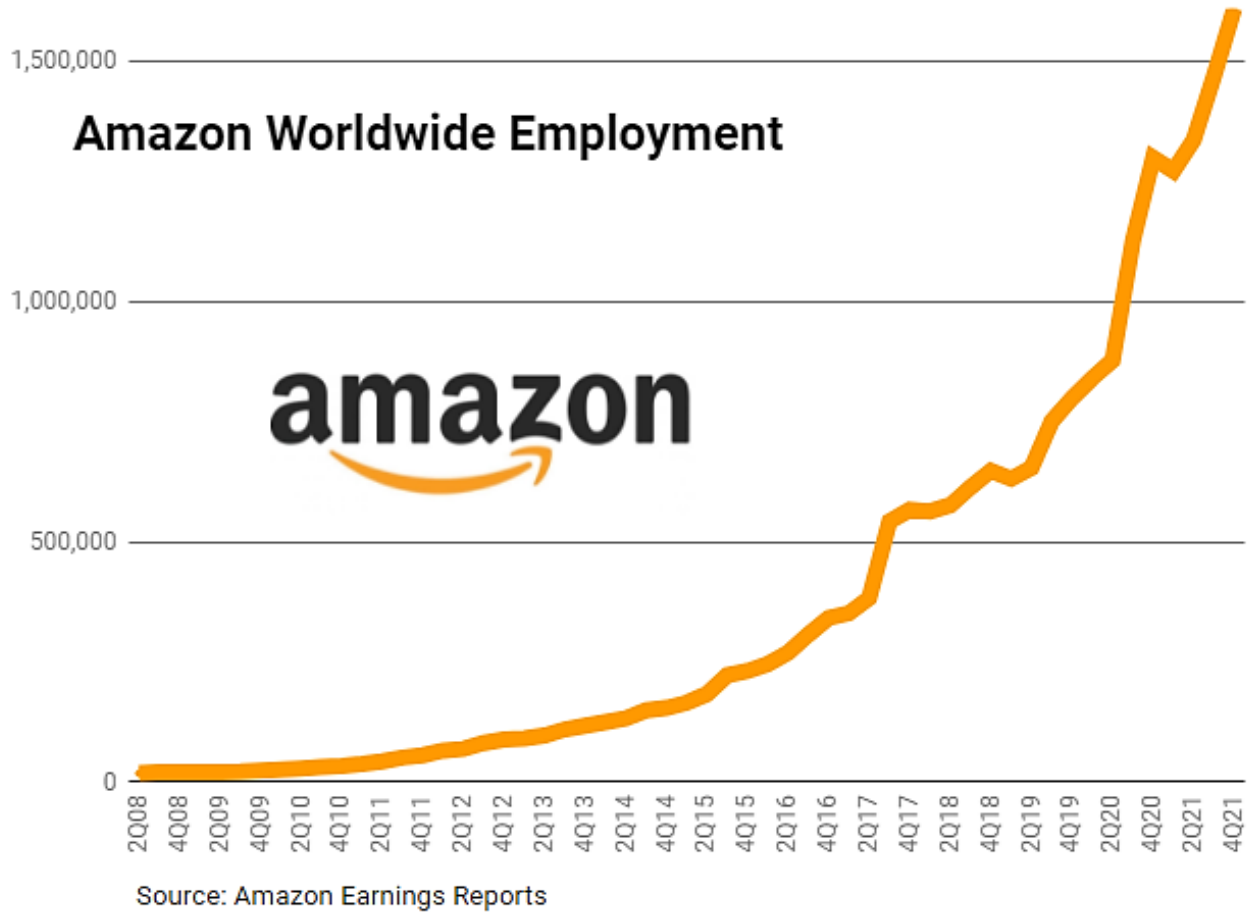
STP102

Hiring the Amazon way

Alissa Dare (she/her/they/them)
Global Startup Recruiting Lead & Amazon Bar Raiser
AWS

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We are serious about hiring



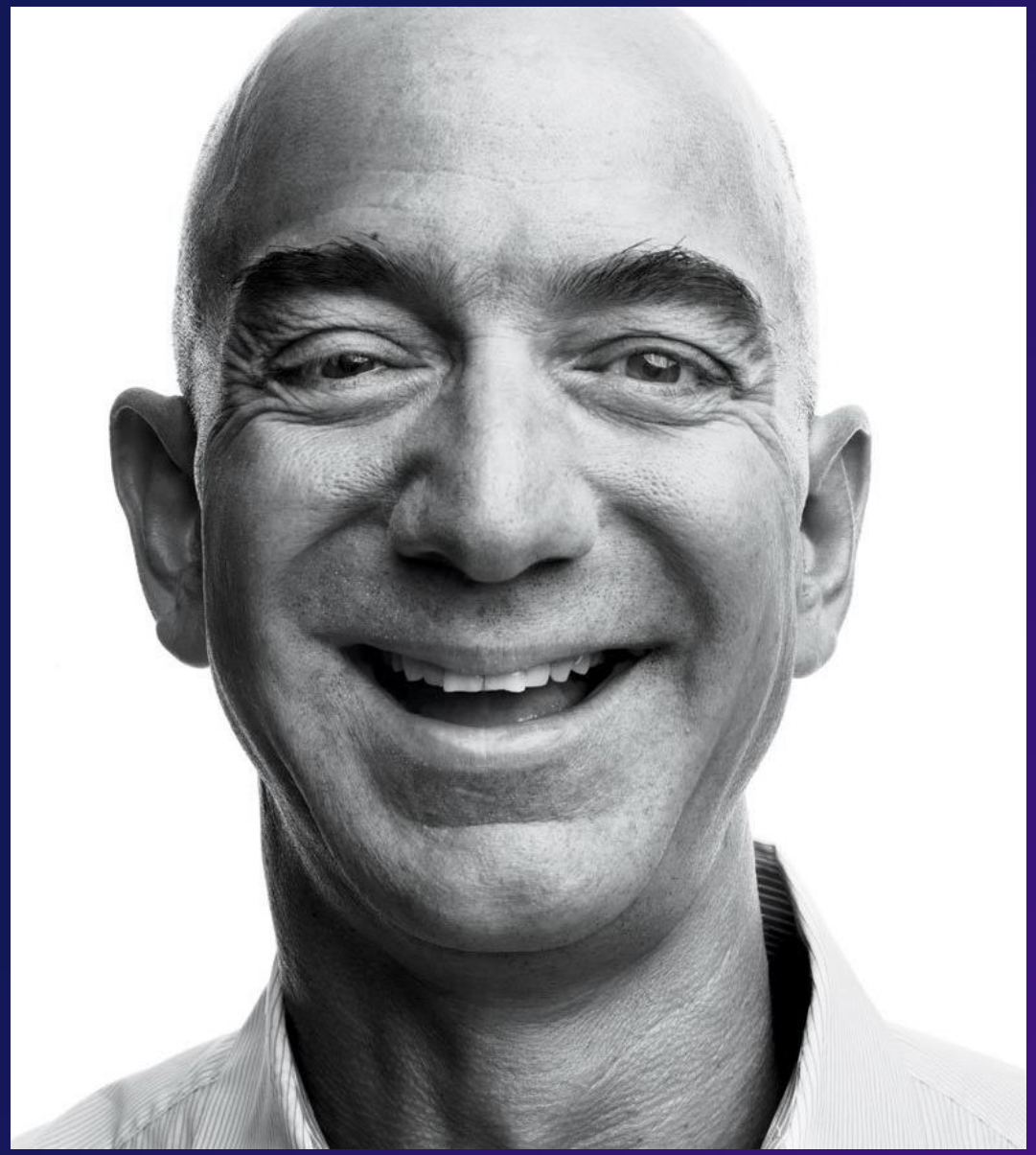
Source: Amazon Earnings Reports

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The mis-hire challenge

“I’d rather interview 50 people and not hire anyone than hire the wrong person.”

Jeff Bezos
Founder and Former CEO, Amazon



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How does Amazon mitigate the risks of a mis-hire?



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1. Continuous hiring

"Great companies are not going to wait, they are going to execute and hire talented candidates opportunistically. They know that great engineers are not tethered to a tech stack and can freely move about from tech stack to tech stack in less time than it takes a company to hire someone that fits the exact specification."

Thor Bucy

Rivera Partners



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Biggest challenge = Finding people

#1 Customer pitch deck

#2 Investor pitch deck

#3 Employee pitch deck

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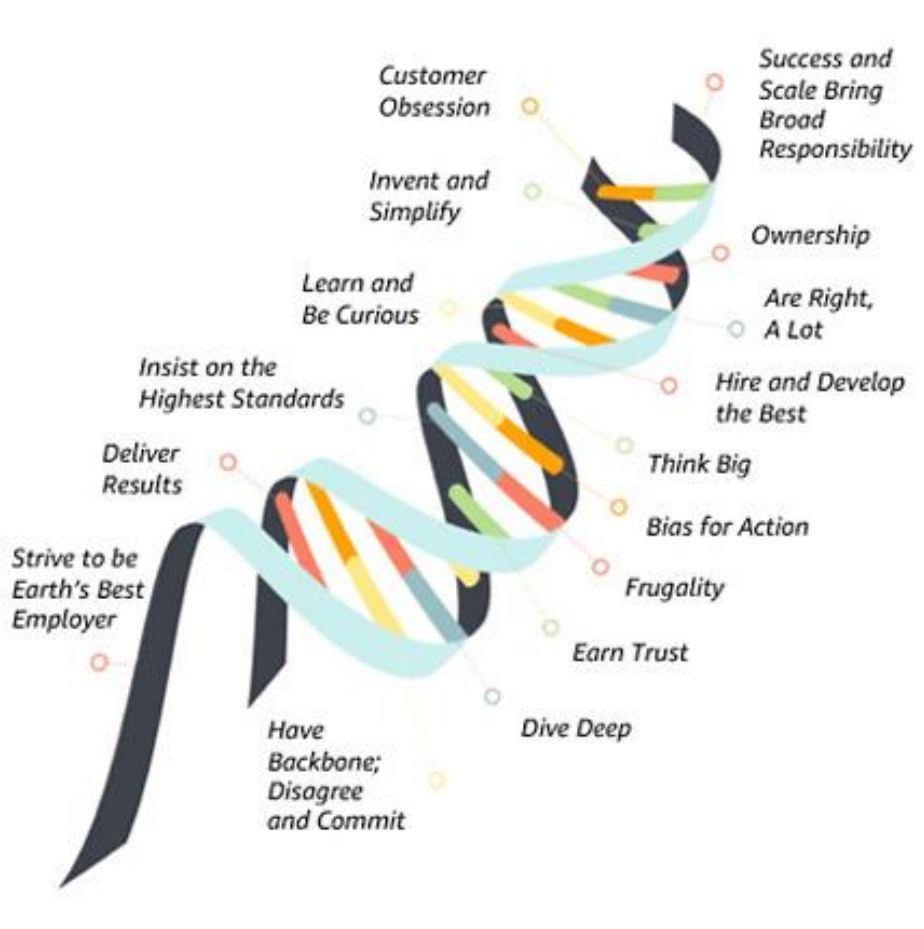
2. Keep your company vision and values clear

> Our vision is to be earth's most customer-centric company

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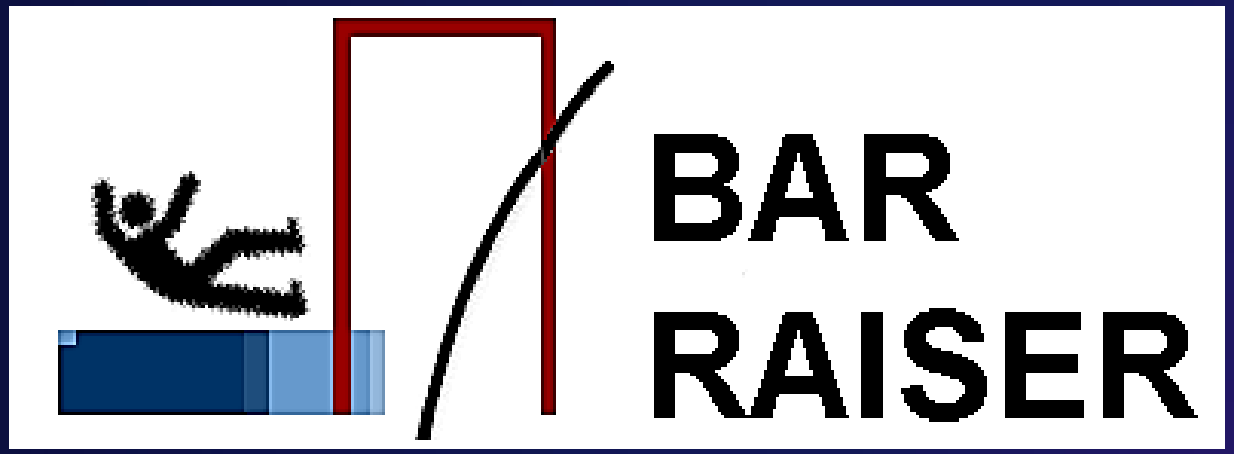


Leadership principles are a part of every decision at Amazon; they're Amazon's core competencies

In the hiring process, leadership principles are assigned to interviewers with questions designed to elicit performance and behavior examples from candidates so that we can accurately assess whether they meet the Amazon hiring bar

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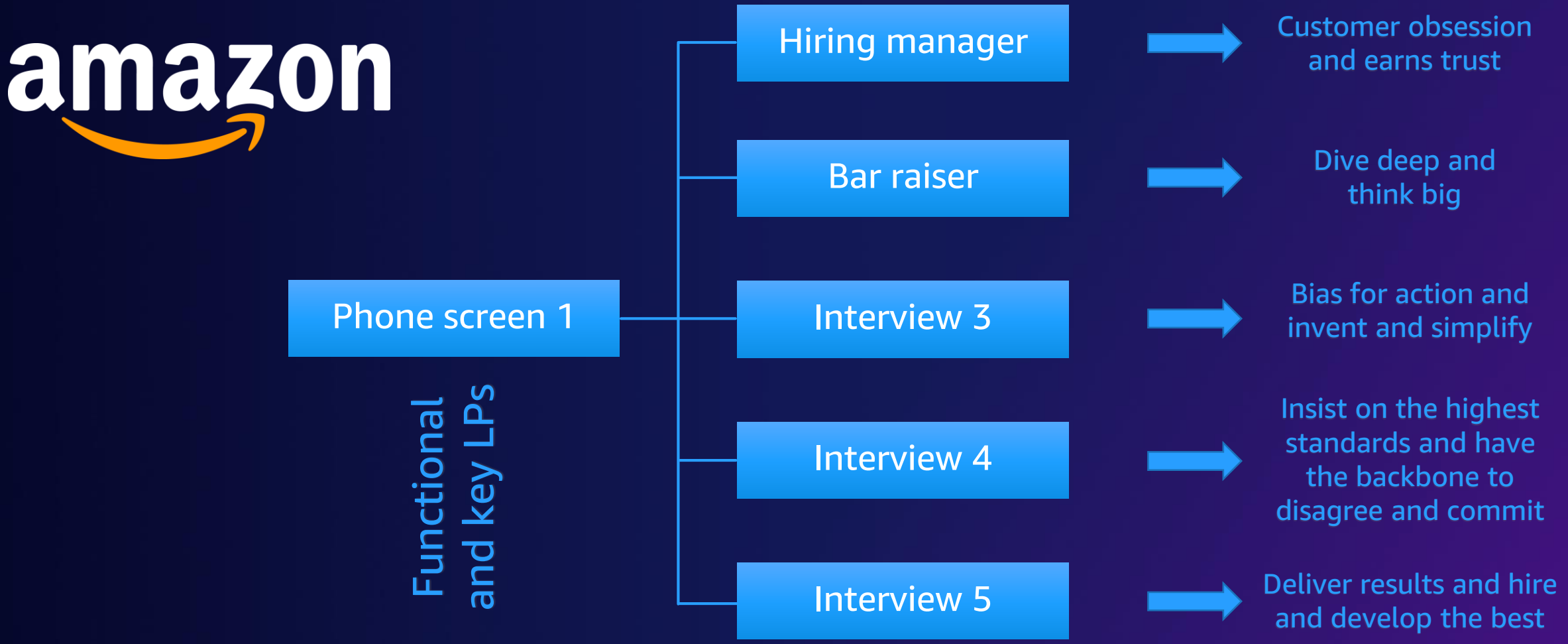
3. Ensure objectivity and eliminate unconscious bias



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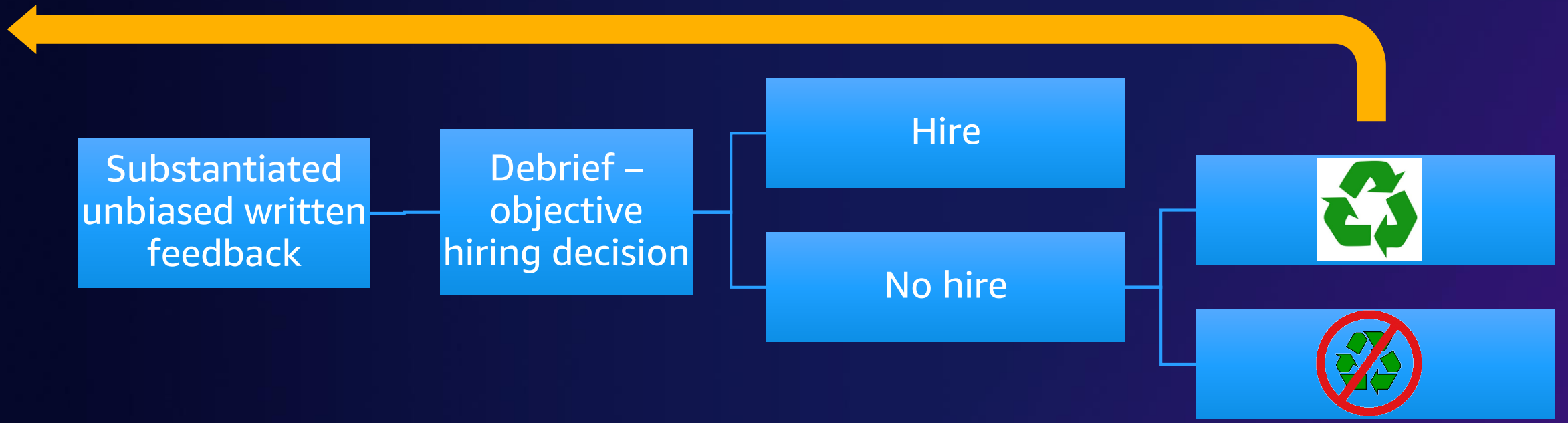
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4. Implement and commit to a robust, scalable, and repeatable hiring process



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Implement and commit to a robust, scalable, and repeatable hiring process



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5. Use evidence as data during interviews



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6. Dive deep – Get beyond what candidates have done to how they've done it



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7. Be decisive with interview inclinations



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8. Use internal talent benchmarks rather than comparing candidates



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9. Ensure the right decision is made and define the hiring bar

Is this person better than 50% of the people currently performing this role at Amazon?

AND

Does this candidate have upside growth potential to have a long-term impact at Amazon?



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10. Prioritize candidate experience regardless of outcome

- Communicate in a timely and open manner; Amazon has a 2&5 promise
- Prep candidates – let them know what to expect
- Train your team on how to interact with candidates and conduct unbiased interviews before they interview
- Representation matters – diversify your interview panelists
- Ask candidates for feedback

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Thank you!

Alissa Dare

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