**Walmart**

**Supply Chain Associate**

Operations Analyst will directly support the inventory lifecycle management operations within the Walmart.com supply chain. Key responsibilities to include (1) Inventory analytics across Walmart distribution network, (2) Execution of lifecycle/inventory management processes, (3) Working directly with multiple stakeholders across merchandising and supply chain org. Operations analyst will support other supply chain programs/projects/initiatives as needed.  
  
The successful candidate will have a mix of business and data analysis experience and have the ability to work well with cross-functional partners.  
  
Description  
• Demonstrates up-to-date expertise in Walmart.com operational data analysis and applies this to the development, execution, and improvement of action plans   
• Designs and performs analyses to address and resolve operational concerns   
• Drives the development and improvement of new or existing operational tools, reports, and customer-facing functionality   
• Models compliance with company policies and procedures and supports company mission, values, and standards of ethics and integrity   
• Provides and supports the implementation of business solutions

Minimum Qualifications

• Experience in a role requiring the use of database tools (Teradata, SQL & Access) to query, research and troubleshoot issues. This includes Macro, Module and Visual Basic Programming experience   
• 2+ years work experience that demonstrates proficiency with Microsoft Excel and Outlook. Including Pivot tables, Graph and Chart development, VLookUp, Macro and Visual Basic Programming experience.   
• BS/MBA

Preferred Qualifications

1.Network Modeling and/or advanced analytics experience  
2.Project/Program Management Experience

1. **What do you know about Walmart?**

**July 2, 1962 = 55 years**

**全世界人口 7.5 billion**

**Walmart is the world’s largest retailer, employing over 2 million people. I know that when Sam Walton founded Walmart and Sam’s Club it was with the goal to provide great value and excellent customer service.**

**Founded in 1962 by Sam Walton, Walmart has grown over the last 55 years into the largest retailer in the world. Each week, over 260 million customers and members visit our 11,695 stores under 59 banners in 28 countries and e-commerce websites in 11 countries. With fiscal year 2017 revenue of $485.9 billion, Walmart employs approximately 2.3 million associates worldwide. Walmart continues to be a leader in sustainability, corporate philanthropy and employment opportunity.**

* **Walmart is the largest retailer in the world.**
* **They offer common goods such as groceries and clothing.**
* **All Walmart stores have pharmacies, photo and vision centers.**
* **Customers have the ability to shop online.**
* **The company is ranked #1 on the Fortune 500 list in 2017.**
* **The headquarters are in Bentonville Arkansas.**
* **It was founded by Sam Walton**
* **Their motto is, “Save Money, Live Better”.**
* **They sell quality fashion clothing called George. George is considered fashionable yet affordable.**
* **They offer their customers a Walmart Credit Card.**

**Walmart Values & Behaviors**

**Service to the Customer**

**Customer First** – Listen to, anticipate and serve customer wants and needs

**Frontline Focused** – Support and empower associates to serve customer everyday

**Innovative and Agile** – Be creative, take smart risks and move with speed

**Respect for the Individual**

**Listen** – Be visible and available; collaborate with others and be open to feedback

**Lead by Example** – Be humble, teach and trust others to do their jobs; give honest and direct feedback

**Inclusive** – Seek and embrace differences in people, ideas, and experiences

**Strive for Excellence**

**High performance** – Set and achieve aggressive goals

**Accountable** – Take ownership, celebrate successes and be responsible for results

**Strategic** – Make clear choices, anticipate changing conditions and plan for the future

**Act with Integrity**

**Honest**– Tell the truth, keep your promises and be trustworthy

**Fair** – Do right by others; be open and transparent

1. **Why Walmart?**

* **Global Impact**

**Walmart is the largest retailer in the world. There are few companies that have the impact that Walmart does. I love that Walmart has a very tangible impact on people's lives. I'm impressed Walmart creates so many jobs, reduces inflation, help country's economy, and provides great products for families in all income ranges.**

* **Fast Growth**

**I always want to throw out myself into a fast-paced environment. With Walmart being the number 1 of a Fortune 500 company, say you feel you can learn a lot about the retail industry. I want to work with talented people. Keep learning from industry experts.  I know there are lot of rooms for me to grow in the company; I want to work for Walmart long term.**

* **Interest**

**I'm really inter Interested in supply chain management , process improvement and project management .**

**more jobs, more diversity and more choice.**

**You’re likely to gain experience within many sectors meaning your industry skills and transferable expertise will quickly grow**

**With the fast-paced nature of the logistics work environment, there are a lot of opportunities.**

**With the growth of e-retailing customers are increasingly demanding rapid delivery of their goods. This demand has created a breadth of opportunities for logistics and supply chain management. There are a lot of new opportunities are opening in logistics.**

**Supply chain management involves coordinating and integrating these flows both within and among companies. Those are something that I'm really interested in. I am a natural coordinator, I have excellent people skills, I like process improvement, project management, forecasting, workflow optimization, general management, and financial planning.**

**I can be a great fit for this position. customer service, create a great front-line work environment and improve performance in order to achieve our common purpose of saving people money so they can live better.**

* **Culture Fit, I share same values with Walmart.** 
  + **Service to the customer**
  + **Respect for the individual**
  + **Strive for excellence**
  + **Act with integrity**

**I know Walmart has a very fast paced environment. and myself can move fast and build things quickly and get stuff done quickly, I see myself is a passionate, bold, creative and fun person, I'm customer centric person, I'm detailed orientated and have positive working attitude. I'm definitely a great fit.**

* **I have excellent people skills and enjoy meeting new people.**
* **I can perform tasks quickly and accurately in a timely manner.**
* **I am a quick learner.**

**1. A growing industry**

It’s obvious that in an industry so large, the cumulative effort required to ensure products reach their required destinations is phenomenal. There are many different stages: from management to shipper to retailer to consumer – supply chains allow for the ultimate utilization of the benefits that come from globalization.

Global connections are constantly expanding; new and diverse opportunities are constantly on the horizon. There are more supply chain jobs than ever before, with many employers expecting headcount to increase.   
These jobs span a variety of sectors and could see you working within manufacturing, retail, engineering, energy, healthcare, public sector and many others.  
  
In short, there is something for everyone as there is simply more on offer than in your in your standard industry: more jobs, more diversity and more choice – you can get exactly what you want from your career.

**2. Increasing benefits**

Again, this is relatively unknown outside the industry, supply chain jobs come with highly attractive salaries. Don’t keep it a secret! The average wage for a supply chain professional at a middle-management level is £42,000. There is the potential to rise above £100,000 for higher tier roles.

No, it isn’t too good to be true. Job satisfaction is high in supply chain roles. Whether it’s due to the pay, room for growth, travel opportunities or the diverse nature of the role (I’d guess it’d be a combination of all four), supply chain jobs are proving to be well enjoyed.

**3. Varied requirements**

No, not so fast. Come back! You’d have been right, way back in the olden times. Supply chain jobs were once limited to warehousing and distribution. But, with the global connections I keep mentioning, this is no longer the case. The supply chain now has an abundance of different roles spread across various levels and specialisms. You will certainly have the skills that some employers look for.

Since supply chain management is relatively new, a good deal of industry requirements are taught by training providers, for which the company are, at times, more than happy to pay. That’s not to say that experience isn’t required, but the point is that the job requirements are usually open to interpretation.   
If you have the desire to learn and the capacity to put your learning to practice, and make that abundantly clear, then you won’t have a problem.

**4. Career growth**

Capriciousness notwithstanding, there are that many opportunities for career development that you won’t stay in the same role unless you want to. Employers search for people who are willing to develop their skills through courses, supply chain jobs offer significant upward movement.

The structured tiers and inherent complexity offers opportunities to advance for those who apply themselves and are willing to work hard.

The multi natured supply chain will give you a chance for multi directional development. **You’re likely to gain experience within many sectors meaning your industry skills and transferable expertise will quickly grow. A strong sense of professional accountability also means that the role is geared towards promotion. Ultimately it is a sector which guarantees that you will be as successful as you want to be.**

**5. Gender diversity is becoming more important**Obviously it’s not a shame you’re a woman. I do understand what you're saying though. Women are terribly represented within supply chain management. But its getting better. Like I said, heavy machinery and big warehouses are no longer its sum total. Current trends show signs of change.

Employers are realising that the supply chain is better suited to qualities typically associated with female workers. Soft skills such as collaboration, creativity and problem solving are in increasingly high demand.

**Hulu Advertising Data Analyst – Advertising Sales & Operations**

Hulu is a premium streaming TV destination that seeks to captivate and connect viewers with the stories they love. We create amazing experiences that celebrate the best of **entertainment and technology.** We’re looking for great people who are passionate about redefining TV through innovation, unconventional thinking and embracing fun. It’s a mission that takes some serious smarts, intense curiosity and determination to be the best. Come be part of the team that’s powering play.

**Summary**

Hulu’s Ad Audience Analytics team is currently looking for an Advertising Data Analyst to join a dynamic Sales Operations team. As an Advertising Data Analyst at Hulu, you will be responsible for the management and growth of data partnerships for all of Ad Sales with both our internal and external stakeholders. This role will report to the Senior Manager of Ad Audience Analytics but will work closely with Planning, Ad Ops, Product Managers, Ad Platform and Data and Metrics teams to develop and enhance both internal and external Ad Revenue, Delivery and Measurement Tools. The right person for this role has a strong attention to detail, likes to solve problems, can juggle multiple projects simultaneously and works well across various departments. If you are someone who thrives in a results-driven, fun and fast-paced Sales environment, then this is a great role for you.

**What you’ll do**

* Help build our new Business Intelligence Datawarehouse and Platform by translating Ad Sales business requirements into technical requirements for Product and Engineering teams
* Work to understand the complex interplay of our tools and data flow, to guide decisions on system tool enhancements.
* Partner with all the different external vendors that support the Ad Sales Suite of Operational and Reporting Tools to request feature enhancements and bug fixes
* Scope, create and vet Sales Operations process changes in coordination with Product Managers.
* Support the Ad Inventory Team to manage, track and oversee the overall ad inventory for Hulu.
* Grow and develop internal stakeholder relationships with Sales, Planning, Ad Ops, Finance, Operations, Marketing, Content, Product and Program Managers.
* Develop data quality framework to proactively identify data inconsistencies and errors; work to ensure that issues are quickly remedied.
* Contribute to the growth of our Programmatic offering by managing new client onboarding by working closely with the advertiser and our data partners.
* Use the new Business Intelligence Platform to build dashboards and complex reports using MicroStrategy
* Analyze and derive actionable insights from ads, site traffic and user trend data that will help to grow our audience targeted ad revenue.

WHAT TO BRING

* Bachelor’s Degree
* At least 2 years within online media or experience in a similar forecasting/reporting/analytics role.
* Expert Excel user
* Working knowledge of MicroStrategy, Tableau or similar BI and data visualization tools
* Working knowledge of SQL or similar querying language
* Strong quantitative and problem solving skills
* Exceptional attention to detail and follow through
* Top communication skills working with varied internal groups
* Top organizational and multi-tasking skills

NICE-TO-HAVES

* Detailed knowledge of media, online advertising, and sales processes
* Working knowledge of online ad systems (Operative, Salesforce, Freewheel, DoubleClick)
* The ability to present complex information in an understandable format
* Ability to work in an unstructured environment
* Comfort dealing with incomplete data sets
* Experience working on system upgrades and enhancements
* Ability to quickly understand and document end to end system processes  
  We will consider for employment all qualified applicants, including those with criminal histories, in a manner consistent with applicable federal, state and local laws.

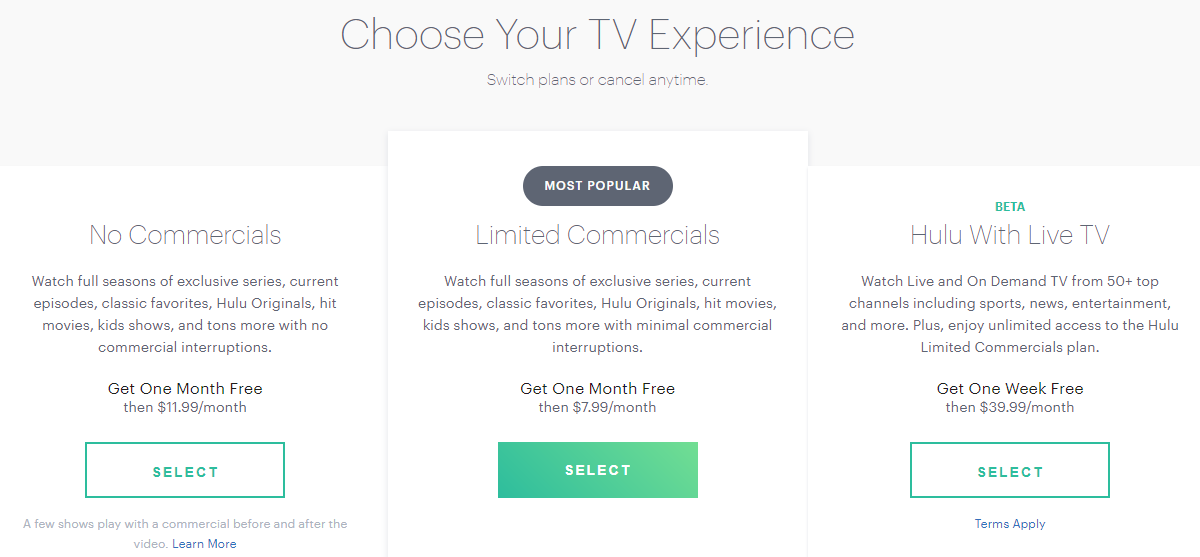
**What do you know About Hulu: (Silicon Beach)**

[**Hulu**](http://www.hulu.com/) **is a leading premium streaming service that offers instant access to live and on demand channels, original series and films, and a premium library TV and movies to millions of subscribers in the U.S. Since its launch in 2008, Hulu has consistently been at the forefront of entertainment and technology.**

Hulu is the only streaming service that offers both ad-supported and commercial-free current season shows from the largest U.S. broadcast networks; libraries of hit TV series and films; and acclaimed original series including **The Handmaid’s Tale**, The Mindy Project, The Path, 11.22.63, the Golden Globe® nominated comedy series Casual, as well as the upcoming Future Man and The Looming Tower.

In 2017, Hulu added live news, entertainment and sports from 21st Century Fox, The Walt Disney Company, NBCUniversal, CBS Corporation, Turner Networks, A+E Networks and Scripps Networks Interactive to its offering – making it the only TV service that brings together live, on-demand, originals, and library content all in one place, across living room and mobile devices.

**Revenues = Subscribers + Advertising**



**Why do you want to work for Hulu?**

* **Product (House of cards )**

**I’m a customer of Hulu and I think Hulu has created absolutely amazing products for people.**

**Reasons I like Hulu:**

* **Strong network partnerships with some of the biggest media companies in the business. Hulu provide fast turnaround of current TV, Hulu often streams new episodes only 24 hours after they premiere on network TV.**
* **Hulu on the other hand currently represents a joint venture from The Walt Disney Company, 21st Century Fox, and Comcast, which gives viewers access to TV episodes from ABC, The CW, Fox, and NBC one day after premiering on TV. And in recent years Hulu has announced partnerships with both BBC and Showtime that continue to build upon its formidable connections.**
* **Competitive pricing compare to competitors, different plans**
* **Hulu Originals. Another growth market.**
* **One of Hulu’s biggest downsides is their dependency on advertising.**

* **Hulu Thinks BIG**

**I can see HULU is redefining TV industry and driving more cord cutting. More and more people cancelled Their Pay TV Subscriptions and turned to HULU.  Hulu launched a live television streaming service on May 3, 2017, I believe HULU will keep redefining the TV industry. With the growth and innovation of Hulu, I want to growth with HULU on a long term. Attract more advertisers eyes about the quality of shows overall.**

**Redefining TV is an ambitious goal. We believe thinking big requires innovation, passion and unconventional thinking. We like smart risks, and our pioneering spirit means that any Hulugan, in any role, can come up with a great idea and make a difference. Where we work reflects this philosophy: open, office-free, and lots of room for collaborating.**

* **Fast Growth**

**By nature of the ever-changing landscape of digital video, you have to be quick and effective in your projects, even when the project is huge. I always want to throw out myself into a fast-paced environment. Founded in 2007, right now HULU has around 47 million users, with the growth of HULU; feel you can learn a lot about the TV industry. I want to work with talented people. Keep learning from industry experts.  I know there are lot of rooms for me to grow in the company; I want to work for Hulu long term.**

* **Interest**

**I’m interested in TV, digital median and I think this position is a great combination of art and science. I’m really curious about this industry and really want to learn more.**

* **Culture Fit, I share same values with Hulu.**

**I know Walmart has a very fast paced environment. and myself can move fast and build things quickly and get stuff done quickly, I see myself is a passionate, bold, creative and fun person, I'm customer centric person, I'm detailed orientated and have positive working attitude. I'm definitely a great fit.**

* **I have excellent people skills and enjoy meeting new people.**
* **I can perform tasks quickly and accurately in a timely manner.**
* **I am a quick learner.**
* **Think Big**

**What Define Hulu? (One Team, Six Values)**

**Hulu is fun, exciting, challenging, and full of surprises.**

* **Why We Exist**

To **captivate** and connect people with stories they love by creating amazing experiences.

* **Our Vision**

We aspire to be a must-have entertainment & technology brand that is celebrated for continuing to redefine TV.

* **Our Values**

Operating at the **intersection of entertainment and technology**, Hulu has a unique opportunity to **continually redefine TV.** As Hulugans, we're inspired by this opportunity and proud of the culture we've built. How we work and how we play (we try to excel at both) are guided by a set of values.

1. **We start with the viewer.**

 There are few things more rewarding than connecting viewers to stories and experiences they love. We get to do that every day. As a result, **our decision-making process always starts with our viewer.** That doesn’t mean we don’t compromise or can’t make tough decisions, given the complexities of our business. It means that we know who matters the most to us, and we work hard — with all of our partners — to earn our viewers’ trust and loyalty.

1. **We think big.**

Redefining TV is an ambitious goal. We believe thinking big requires **innovation**, **passion** and **unconventional thinking**. We like **smart risks,** and our pioneering spirit means that any Hulugan, in any role, can come up with a great idea and make a difference**. Where we work reflects this philosophy: open, office-free, and lots of room for collaborating.**

1. **We relentlessly pursue better ways**

Hulu has incredibly **high standards,** especially when it comes to **quality**. Our pursuit of a **superior viewer** experience and exceptional products is driven by **intense curiosity** and determination to be the best. We love what we do and the products we make, but we’re never content.

1. **We are one team**

 Like the best ensemble casts of our favorite shows, **Hulu is made up of unique and talented individuals**. We believe we’re successful because those talents **work together to collectively create great television and technology.** When we make decisions through the lens of Hulu’s priorities and in collaboration with each other, we believe we’ll succeed as individuals.

1. **Character matters a lot.**

We depend on every Hulugan to work with **integrity**, act like an **owner**, and be **accountable** to our viewers, partners and each other. We do what we say we will. We’re not afraid to surface issues and acknowledge when we’re wrong, and we **trust** each other to help us turn challenges into opportunities.

1. **We embrace fun.**

We love what we do. We believe we do our best when we enjoy ourselves. Some of the **greatest ideas are born through laughter,** whether in the photo booth at one of our epic Huluween costume parties or the next morning over brunch-worthy, microwave-hacked scrambled eggs.

**What is it like to work at HULU?**

1. **"Work Hard. Play Hard. Feel Good." is a major theme for most Hulugans**. The teams at Hulu care a great deal about making sure that everyone enjoys their time at the office. This leads to things like Bagel and Donut Fridays, bi-weekly Wind Downs, regular outings to the nearby Fox lot for movie screenings, and several fully stocked kitchens (when you're working late on a project, having access to Jalapeno Cheetos becomes shockingly important).

1. **The people at Hulu are pretty spectacular.**

I'm sure that there are many, many companies out there that really feel like the people at their office are the best, but I assure you, they're mistaken. Hulu goes to great lengths to hire the very best that they can. Folks don't just work together, they become a community. They organize events like toy drives and community service, karaoke outings, and ski trips to nearby Mammoth Mountain. I've made some of the best friends of my life at Hulu, and many people there feel the same way.

1. **Everyone sits together.**

By and large, each Hulu location are devoid of individual offices - everyone sits together in common spaces. Yes, the individual desks are in cubicle format, but the walls are low to as to allow communication and energy between everyone to be as easy as possible. This often leads to great work getting done, and tense games of Bananagrams (a personal favorite).

1. **Things aren't always easy. But they're almost always worth the effort.**

By nature of the ever-changing landscape of digital video, you have to be quick and effective in your projects, even when the project is huge. Problem/solutions examples include:

* An off-hand complaint about overlaps in conference room holds led our Help desk team to refurbish iPad 1's into automatically updating appointment calendars for each major conference rooms. (See the entry on the Hulu Tech Blog about this: [“I had this room!”](http://tech.hulu.com/blog/2011/10/30/i-had-this-room/))

* A customer once requested more hard-of-sight functionality, leading to a developer investing in new technology for the Hulu iOS apps (there's a video about it here: [TV for the Visually Impaired](http://www.hulu.com/watch/368747))