



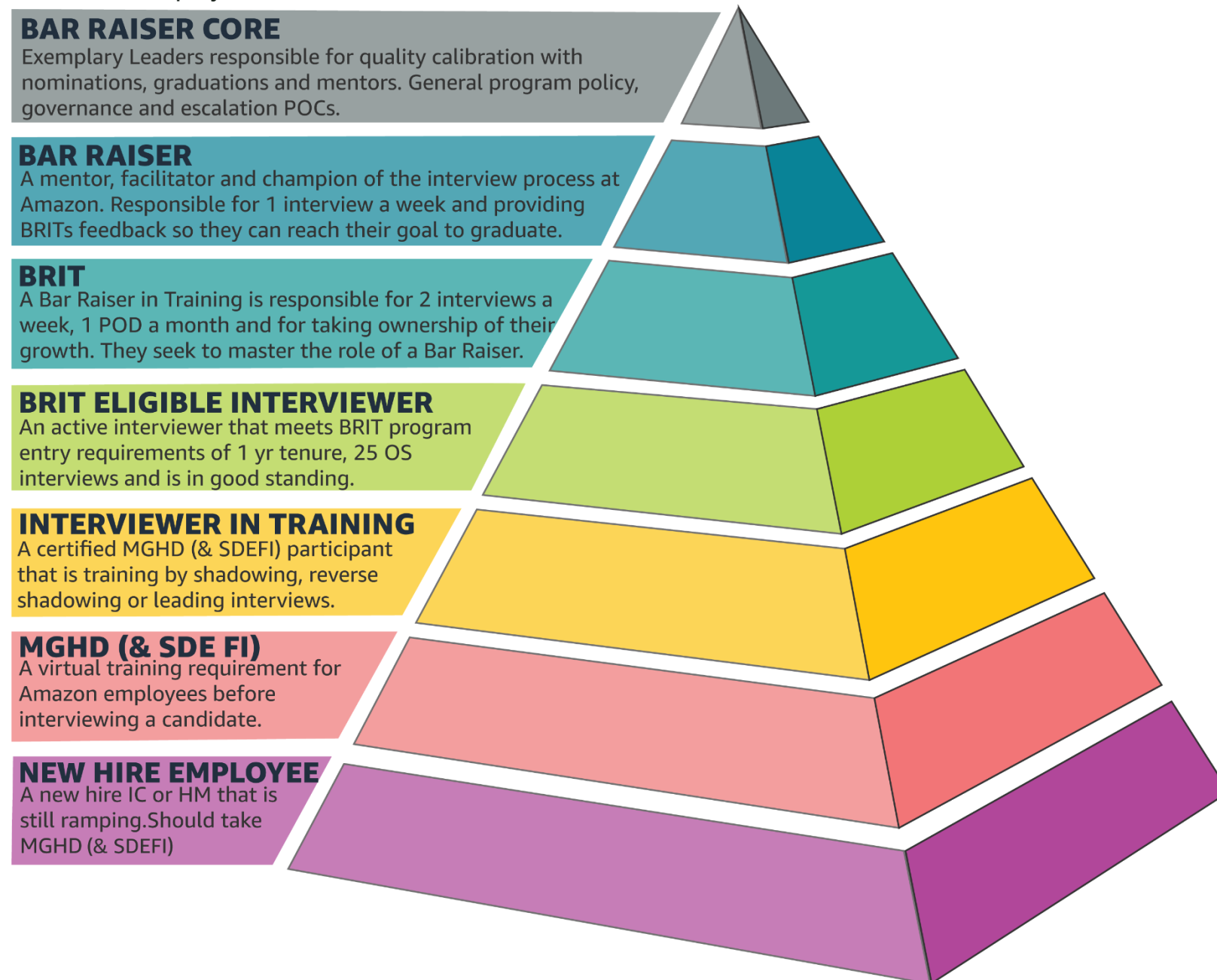
EVERYTHING YOU NEED TO KNOW ABOUT BAR RAISERS | 2022

WW Ops BRIX program has identified you as an eligible candidate to join the Bar Raiser in Training Program! We need your support to ensure we maintain the Amazon Bar and continue to create an environment that supports our passion to create an inclusive environment focused on diversity and inclusion in WW Operations!

To learn more about the program and overall commitment read below. If you already know about the program and would like to move forward by applying into the program, please open a [SIM](#) today!

WHAT IS A BAR RAISER

Bar Raisers are an integral and peculiar part of the Hiring Process at Amazon! The table below walks you through the interviewer journey of an Amazon Employee.



BAR RAISER PROGRAM TENANTS

Unless you know better....

- **High Hiring Bar** - we never sacrifice quality of hire to meet a short term business need. All hires raise the bar and have the potential for long term impact
- **Candidate Obsessed** - every candidate, whether offered a job or not, will have a great experience and leave the interview process as an Amazon customer and a referrer of talent
- **Culture Champions** - we propagate Amazon's peculiar culture. All hires are assessed for Amazon fit using Amazon's Leadership Principles
- **Assessment Innovators**- we introduce new ideas, support experimentation, and are an active resource in improving Amazon's ability to assess talent
- **Leaders by Example**- we teach and role model best practices for interviewing, candidate assessment, and making high judgment hiring decisions
- **Process Integrity** - we ensure every candidate will get a fair review, every interviewer's voice will be heard, and shortcuts in the hiring process will not be taken
- **Tool Driven** - we use technology in place of manual processes to improve global consistency and program efficiency

WHAT ARE A BAR RAISERS MAIN RESPONSIBILITIES?

Interviewer

- Contributes BR interviewing to meet the hiring demand of their organization;
- Evaluates candidate against core competencies and desired performance outcomes for the position

- Makes great global, long-term hiring decision
- 1 interview a week minimum, most Bar Raisers do 2 interviews a week

Decision Driver

- Drives excellent group hiring decisions through the interview, feedback, reference checking, and debrief / hiring meeting decision process
- With hiring manager, makes final hiring decision

Teacher/Mentor

- Role models excellent written feedback and coaches interviewers who fail to submit valuable feedback
- Provides leadership and coaching at hiring meetings; drives to a decision
- Teaches through paired interviewing; Co-Leads interview training

WHAT’S IN IT FOR ME?

Additional Performance Indicators

- Promotion
- Forte
- Refine the use of your soft-skills

Grow your network

- Potential Travel
- Mentors in and outside of your org
- See what different teams are up to

Create a culture of Diversity and Inclusion

- Be an advocate for diversity and inclusion at Amazon
- Call out bias when it’s implied
- Amazon is committed to training the next generation of leaders from underrepresented communities in the fields of science, technology, engineering, and math. As such, representation in the interview process is critical and Bar Raisers help support that goal.

SO YOU WANT TO BECOME A BAR RAISER...

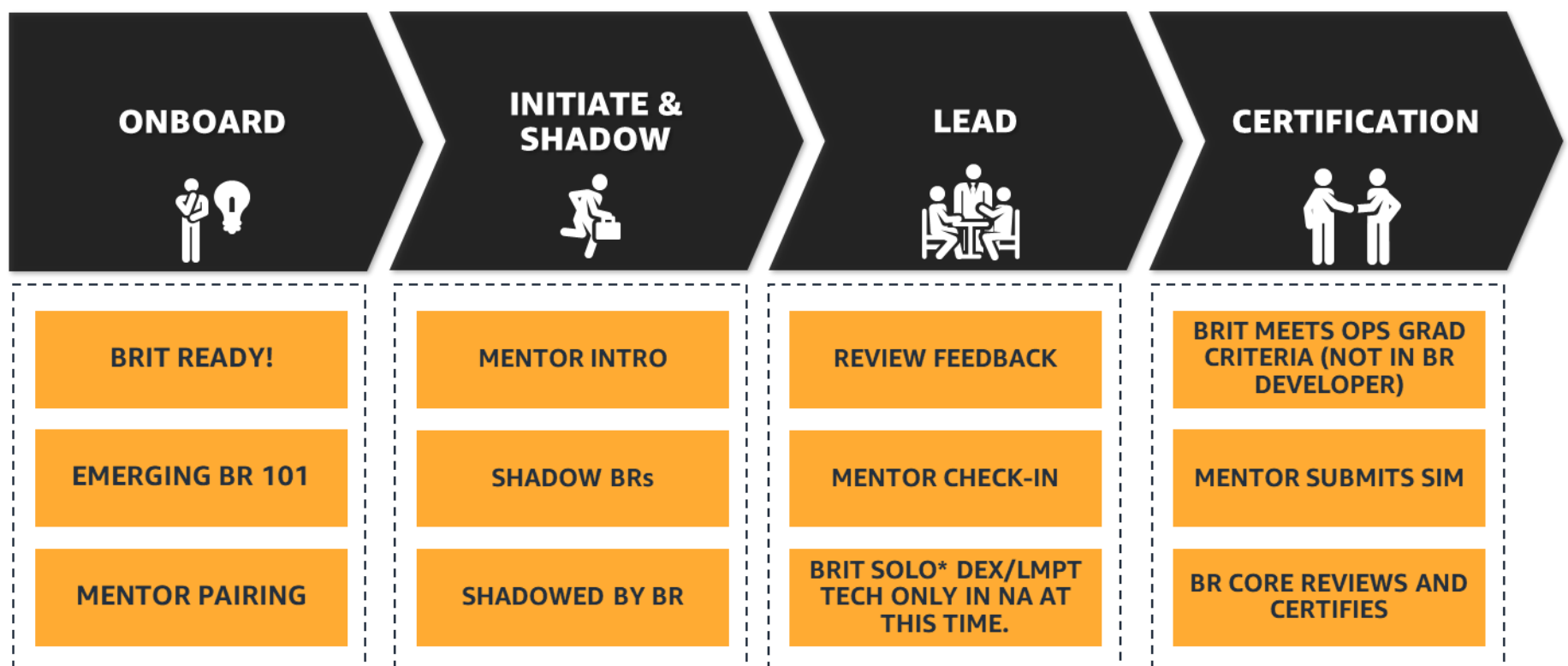
In order to be eligible to join the BRIT Program, employees must meet the following minimum criteria:

1. **Strong Performer** - Respected by peers/management team.
2. **Tenure and Training** - At least 1 year at Amazon, completion of MGHD, and a minimum of 25 in-house interviews.* (MGHD + SDEFI for Tech Interviewers)
3. **Manager awareness** - Manager is aware/has approved of the nomination and the commitment required.
4. **Interviewing Role Model** - Passionate and committed to the recruiting process and demonstrates a high bar for interviewing. Role models high quality, data-driven written feedback substantiated with evidence/logic.
5. **Decisive and Independent Thinker** - Shows strengths or super powers for Have Backbone; Disagree and Commit. Can say no in the face of all yes's.
6. **Quality of Written Feedback** - Please see the bottom section for more details but this requirement means the BRIT candidate must have **3-4 recent interviews** with written feedback that can be reviewed. Interviews should be from within the last 6mo and should not include any internal transfer data as it’s highly confidential.

Note: Applicants cannot be on a PIP and Managers should not put forth an employee on PIP.

BAR RAISER IN TRAINING JOURNEY

6HR 5-8HR 5-8HR 1.5W



100-150 days

WHAT DO I NEED TO FOCUS ON BEFORE APPLYING?

Quality of Written Feedback

Part of the BRIT Nomination process is that the BR Core needs to review 3-4 recent on-site written feedback examples. It is important that the interviews have occurred in the last six months. If the nominee has not done any onsite interviews recently (phone screens and shadows do not count), then the nominee will be asked to conduct more interviews before the nomination is processed. When a nomination is submitted the BR Core evaluates the written feedback of the employee against this [writing style](#). If your feedback does not follow that format, our team recommends you complete 4-5 more interviews before submitting a nomination and practice the writing guidelines outlined in MGH [here](#).

Interview Activity:

The BR Core would ideally like to see written feedback examples from the current calendar year. If you do not have 4 sets of feedback in the current calendar year, our team recommends you participate in interviews to get refreshed written feedback into the hire system. For guidance on how to be added to interviews please reach out to your recruiting POC.

Summary:

Well written and balanced
Provides an overview of the candidate assessment
It is clear why the inclined or not inclined vote was entered
Pros and Cons are listed

LP Assessment:

Well written
Specific examples are referenced
Data points from the specific examples are appropriately connected to the hiring bar (fit for Amazon / role / level)

SIGN ME UP!

How do I sign up?

1. Perform an eligibility check! You can check your eligibility [here](#) or [here](#) (log in is Amazonbi and there is no password). *Reminder!* You need to have 25 onsite (lunch buddy, shadows and phone screens do not count) and 1 year tenure at Amazon.
2. Get your manager's approval! You will want to attach this (attach your managers approval to the SIM as an attachment or copy/paste from chime is suffice!)
3. Complete the Written Feedback Form titled "Feedback form with instructions" which is attached to this email! *Pro tip!* Try to get four recent onsite interviews of balanced feedback (the more job families the merrier! Also try to include 2 sets of feedback where you have voted 'inclined' and 2 sets of feedback where you have voted 'not inclined'
4. You are ready to submit your nomination [SIM](#)

How are we tackling SIM SLAs?

The WW Ops Tech BR Core Leaders and the WW Ops BRIX team have updated our SLA processing times through the end of the year!
WW Ops BRIX = 5 business days
BR Core Approval = 5 business days

**Note that Ops Tech is attempting to update SIMs every 24hrs-48hrs based on critical needs in the SDE/SDM Job family and EMEA Ops Tech Growth*

IMPORTANT LINKS

What if I have more questions?

The WW Ops BRIX team is hosting office hours every Wednesday to answer questions related to the BRIT journey. I recommend stopping by if you have questions!

Time: 8:00am-8:30am Pacific Time

Chime: 7721 44 0929

OR

Email ww-ops-ixp@amazon.com or visit our [Wiki](#)

Resources:

- [WW Ops BRIX Wiki](#)
- [WW Ops BRIX Team POC\(s\)](#)
- [WW Ops Tech BR Core Leader\(s\)](#)
- [WW Ops BRIX Nomination SIM](#)
- [WW Ops BRIX General Questions SIM](#)

