amaz▶n video

Thank you for your interest in Amazon Video and working for one of the most reputable companies in the world! We are excited to learn more about your background and experience. Please review this guide to help you learn more about Amazon and prepare for our interview process. We're looking for your ability to apply what you know to solve problems as efficiently and effectively as possible.

INTERVIEW PROCESS

Initial Contact

A recruiter will connect with you via phone or email to discuss your resume and career goals. We want to hire smart, passionate people. Please reflect on what motivated you to pursue a career with Amazon and be prepared to speak to it.

Phone Interview

A recruiting coordinator will schedule one or two 45-60 minute phone interviews with a hiring manager and/or respective team member to test your technical abilities. The number of phone interviews scheduled is at the hiring manager's discretion. During this interview you will need to be in front of a computer with Internet access as you will be doing some live coding with the interviewer(s).

Onsite Interview

If your phone interview(s) go well, a recruiting coordinator will schedule 5-6 hour onsite interviews in our Seattle office. Managerial candidates will be asked to provide a writing sample. You will meet with 4-6 team members and discuss the role, team and your technical abilities in greater depth. Lunch will be provided. Travel arrangements will be made for those traveling from out-of-state.

De-Brief

The interviewing panel will meet within two business days following your onsite interviews and discuss your interview feedback. Your recruiter will be in touch shortly thereafter with an update. The whole process generally lasts two-three weeks.

INTERVIEW TIPS

- Please consider the following topics and leadership principles in relation to your own experience and background. Given a limited amount of time to prepare for a technical interview, practicing coding outside of an IDE and reviewing CS fundamentals will likely yield the best results during the interview process.
- Be prepared to discuss technologies listed on your resume. It's also helpful to review the job description before your interview to align your qualifications against the job's specific requirements and responsibilities.
- Please ask questions if you need clarification. We want the interview process to be collaborative. We also want to learn what it would be like to work with you on a day-to-day basis in our open environment. If you are asked a question, but not given enough information to solve the problem, drill down to get the information that you need. If that information isn't available, focus on how you would attempt to solve the problem given the limited information you have. Often times at Amazon, we have to make quick decisions in the absence of all of the relevant data.
- When answering questions, be as concise and detailed in your response as possible. We realize it's hard to gauge how much information is too much vs. not sufficient enough; an effective litmus test is pausing after your succinct response to ask if you've provided enough detail, or if the interviewer would like you to go into more depth.

TECHNICAL TOPICS

Programming Languages

Familiarity with a prominent language is generally a prerequisite for success. Be familiar with the syntax and nuances of common languages – Java | Python | C# | C | C++ | Ruby

Data Structures

Storing and providing access to data in efficient ways. Understand the inner workings of common data structures and be able to compare and contrast their usage in various applications. Know the runtimes for common operations as well as how they use memory. Wikipedia is a great resource for brushing up on data structures.

Algorithms

Basic implementation strategies of different classes of algorithms is more important than memorizing the specific details of any given algorithm. Consider reviewing traversals and divide and conquer algorithms. Consider knowing how and when to use a breadth-first search vs. a depth-first search, and what the tradeoffs are. Knowing the runtimes, theoretical limitations, and basic implementation strategies of different classes of algorithms > memorizing specific details of any given algorithm.

Coding

The most important thing a Software Development Engineer does at Amazon is write scalable, robust, and well-tested code. Be comfortable coding by hand. Expect to be asked to write syntactically correct code—no pseudo code. Check for edge cases and validate that no bad input can slip through. The goal is to write code that's as close to production-ready as possible. This is your chance to show off your coding ability.

Object-Oriented Design

Good design is paramount to extensible, bug free, long-lived code. Using object-oriented design best practices is one way to build lasting software. Have a working knowledge of a few common and useful design patterns. Know the appropriate use of inheritance and aggregation. Expect to defend and describe your design choices.

Databases

Most of the software that we write is backed by a data store, somewhere. Many of the challenges we face arise when figuring out how to most efficiently retrieve or store data for future use. The more you know about how relational and non-relational databases work and what tradeoffs exist between them, the better prepared you will be.

Distributed Computing

Have an understanding of a few basic distributed computing concepts. Systems at Amazon have to work under very strict tolerances at a high load. Have an understanding of topics such as service-oriented architectures, map-reduce, distributed caching, load balancing, etc. to help you formulate answers to some of the more complicated distributed architecture questions you might encounter.

Operating Systems

Be familiar with some OS topics that can affect code performance. You won't need to know how to build your own operating system from scratch, but you should have an understanding of: memory management, processes, threads, synchronization, paging, and multithreading.

Internet Topics

A solid understanding of web fundamentals is a requirement. We do a lot of business online, and we expect our engineers to be familiar with at least the basics of how the internet works. You might want to brush up on how browsers work at a high level, from DNS lookups and TCP/IP, to socket connections.

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Amazon currently employs more than 190,000+ people around the world. Our Leadership Principles are the foundation of our culture and guide each Amazonian. Whether you are an individual contributor or a manager of a large team, you are an Amazon leader. Read more about [Jeff Bezos](#)' leadership lessons [here](#).

![a] LEADERSHIP PRINCIPLES

Customer Obsession

Leaders start with the customer and work backwards. They work vigorously to earn and keep customer trust. Although leaders pay attention to competitors, they obsess over customers.

Ownership

Leaders are owners. They think long term and don't sacrifice [long-term value for short-term results](#). They act on behalf of the entire company, beyond just their own team. They never say "that's not my job."

Invent and Simplify

Leaders expect and require innovation and invention from their teams and always find ways to simplify. They are externally aware, look for new ideas from everywhere, and are not limited by "not invented here." As we do new things, we accept that we may be misunderstood for long periods of time.

Are Right, A Lot

Leaders are right a lot. They have strong business judgment and good instincts.

Hire and Develop the Best

Leaders raise the performance bar with every hire and promotion. They recognize exceptional talent, and willingly move them throughout the organization. Leaders develop leaders and take seriously their role in coaching others.

Insist on the Highest Standards

Leaders have relentlessly high standards—many people may think these standards are unreasonably high. Leaders are continually raising the bar and drive their teams to deliver high quality products, services and processes. Leaders ensure that defects do not get sent down the line and that problems are fixed so they stay fixed.

Think Big

Thinking small is a self-fulfilling prophecy. Leaders create and communicate a bold direction that inspires results. They think differently and look around corners for ways to serve customers.

Bias for Action

Speed matters in business. Many decisions and actions are reversible and do not need extensive study. We value calculated risk taking.

Frugality

We try not to spend money on things that don't matter to customers. Frugality breeds resourcefulness, self-sufficiency, and invention. There are no extra points for headcount, budget size, or fixed expense.

Learn and Be Curious

Leaders are never done learning and always seek to improve themselves. They are curious about new possibilities and act to explore them.

Earn Trust of Others

Leaders are sincerely open-minded, genuinely listen, and are willing to examine their strongest convictions with humility.

Dive Deep

Leaders operate at all levels, stay connected to the details, and audit frequently. No task is beneath them.

Have Backbone; Disagree and Commit

Leaders are obligated to respectfully challenge decisions when they disagree, even when doing so is uncomfortable or exhausting. Leaders have conviction and are tenacious. They do not compromise for the sake of social cohesion. Once a decision is determined, they commit wholly.

Deliver Results

Leaders focus on the key inputs for their business and deliver them with the right quality and in a timely fashion. Despite setbacks, they rise to the occasion and never settle.