



## Software Development Engineer (SDE) FAQs

### What does an SDE do at Amazon?

As an SDE, you'll contribute to your team's software, delivering features that span its life cycle. This includes working with your team to design solutions that enhance existing features and enable new ones. You'll exercise autonomy and make trade-offs between feature development and operational work.

You'll also document your team's software, including how it's constructed, tested, operated, and secured, and how it fits into the bigger picture. You'll train team members on these points and work alongside customers, stakeholders, and peers to ensure your solutions deliver real value. We're committed to developing our people, and as an SDE, you'll mentor and guide others. You'll also play a role in recruiting and interviewing for your team.

### What SDE level are you hiring for?

The Amazon SDE leveling system is a well-defined career ladder, with each progressive level representing increased technical expertise, project complexity, and leadership responsibilities. We are hiring for the SDE II and SDE III levels.

The SDE II is our experienced software engineer level, where the expectation is that the individual can work independently on small to medium-sized projects. They have demonstrated solid coding skills, problem-solving abilities, and the capacity to contribute meaningfully to the codebase.

The SDE III is our senior software engineer level. At this stage, the engineer is leading medium-scale initiatives, mentoring more junior team members, and providing technical leadership. They have deeper expertise in their domain and the ability to tackle complex challenges.

Your recruiter will discuss this with you in more detail in your recruiter phone screen.

### What locations are you hiring for?

- Polanco, Mexico City, Mexico
- Zapopan, Guadalajara, Mexico

### Do you offer remote positions?

We have a fully in-office work model. Employees work 5 days per week in the office. This approach fosters strong collaboration, team dynamics, and company culture through daily face-to-face interactions. We believe that being physically present in the office allows for more effective communication, spontaneous idea-sharing, and a cohesive work environment. Our in-office policy enables us to maintain a strong sense of community and facilitates mentorship opportunities for our team members.

### **What is the compensation?**

We operate on a total compensation model. It is comprised of base pay, sign-on payments in years 1 and 2, and a restricted stock unit (RSU) grant that vests methodically over 4 years. Stock vests 5% in year 1, 15% in year 2, and 20% every 6 months starting in year 3 (40% each year in years 3 and 4).

Feel free to let your recruiter know your compensation expectations for this role and they will happily let you know if we are aligned (note: your expectations do not weigh a potential offer, it just allows us to ensure your expectations can be met for this role).

You can learn about Amazon's approach to [compensation](#) by clicking the link.

### **What are the benefits?**

- Major medical insurance
- Minor medical insurance
- Life insurance
- Dental benefit
- 30 days of Christmas bonus
- Total and permanent disability insurance
- 12 vacation days + 6 personal days
- 50% Vacation Premium (Prima vacacional)
- 13% Saving fund
- Meal vouchers (Vales de despensa)
- Employee discount code in Amazon.com.mx
- Employee discount program
- Commuter/parking benefit up to 50% reimbursement
  - And much more [Amazon Global Benefits](#)

You can learn about Amazon's approach to [benefits](#) by clicking the link.

### **What is the level of English required for positions at Amazon Mex?**

For software engineering and technical roles at Amazon's Mexico locations, we require a medium level of English proficiency. Specifically, we're looking for candidates who can communicate fluently in written and verbal English.

This English skill set is essential, as our Mexico-based engineers work closely with global teams and need to effectively participate in technical discussions, documentation, and collaboration conducted primarily in English.

### **What does the interview process consist of?**

To be considered for an SDE role, you must first submit a job application. If you meet the basic qualifications for the role, you'll then complete an online assessment. If your online assessment is successful you will move to a technical phone interview followed by a final interview with 4-5 members from the team. Learn more about [interviewing at Amazon](#)

### **How long is the interview process?**

The full Amazon SDE interview process generally takes 3-6 weeks to complete. The timeline can vary. Your recruiter will be able to set appropriate expectations based on your situation.

**If you have additional questions don't hesitate to ask your recruiter**