Hi Davut,

Thank you again for taking time to chat today! Please go ahead and formally apply to [this generic position here](https://www.amazon.jobs/en/jobs/2611846/senior-economist) and confirm back with me once you apply!

Once the application is complete, our scheduling team at [amazon-stores-na-tech-ps@amazon.com](mailto:amazon-stores-na-tech-ps@amazon.com) will be reaching out to collect your availability and confirm your interview once we have received your reply.

*\*\*Please note the email address that is used for your application will be used for all scheduling purposes. Please login to your Amazon.jobs account and update the email address if needed\*\**

Wishing you good luck and let me know if you have any questions!

**Interview Prep:**

The phone interview will be 1 hour and broken up into two parts: technical questions and non-technical questions. I have included descriptions below about what to expect and I have attached an important document. **(Please note there may be multiple interviewers on the call during your interview. This is normal and part of our training process).**

**Reduced Form Causal Analysis (RFCA)** economists are experts in a wide variety of econometric methods aimed at determining causal relationships. They have specialized skills in tools for treatment effects estimation. We regularly work with massive data that have rich sets of observables but are almost always subject to challenges like selection and omitted variable biases. We solve these challenges by combining our knowledge of the business and products with technical tools like differences-in-differences, regression discontinuity, matching, synthetic control, and DML. When appropriate and worthwhile, we identify additional data collection, or propose and conduct surveys and RCTs.

The problems we solve involves i) evaluation of programs and products, elasticity estimation, bridging, analysis of customer behaviors, and prediction of long-term effects and ii) identify the implications of these results for business decisions. RFCA composes the largest group of Economists at Amazon. All economists regularly apply core economic thinking to help non-technical business partners frame their problems and intuitively understand the methods and results we provide. We write a lot and need to be experts at communicating about our work across non-economist/non-science backgrounds and skillsets. RFCA candidates’ academic research backgrounds come from a broad range of economic fields such as labor, education, development, public, and health economics.

**Technical Assessment:** The interviewer will present you with an ambiguous business case study which will be a realistic example of projects that our Economists have worked on. These are also realistic examples of what your day to day would look like. They will assess your breadth of knowledge and depth of knowledge (see doc for context). You and the interviewer will talk through the problem together to figure out what type of a toolbox of models and methods that you have **(breadth)**, that you might apply given the scenario. Once you have landed on a model/method, you will go a bit deeper into the implementation and how it solves the business problem **(depth).** I’ve included a short blurb below on the skillset. I suggest asking clarifying questions on the front end before diving into a strategy.

**Sample Technical Questions**

* How would you measure the effect of a training program for Fulfillment Center associates on performance?
* How would you help business leaders think about whether they should invest in creating tools to help AWS customers reduce their costs by optimizing the cloud services they use?
* There’s an intervention X that we tried or are thinking of trying. Leaders want to know if it was or will be a good idea. How would you help them answer that question?

**Non-Technical Questions:**You will also be asked a few situational questions about your experience modeled off of the [Amazon Leadership Principles](https://www.amazon.jobs/en/principles). There is heavy emphasis on this piece as the principles define our company culture and values and the purpose is to assess your scope of experience and impact. I would suggest coming up with a creative example for each principle about a time in your professional experience where you have demonstrated it. Questions will be in the form of “tell me about a time when…” and be prepared to know your stories well as there will be follow up questions! Do not worry about coming up with examples related to “frugality”, “Hire and Develop the Best”, “Strive to be Earth’s Best Employer” and “Success and Scale Bring Broad Responsibility” as those are more internal focused and you will not be asked anything related to these two. I would suggest formatting your stories in the [STAR method](https://urldefense.com/v3/__https:/www.amazon.jobs/en/landing_pages/in-person-interview__;!!C5qS4YX3!TverbKNq3AsG-BBUh12Ixhlp9ASzL8czXX45ogkjrk-C2NCjKDKAJhqbYBYBYLpb$) for interviewing.

**The STAR method**is a structured manner of responding to a behavioral-based interview question by discussing the specific situation, task, action, and result of what you're describing. Here’s what it looks like:

* **Situation** - Describe the situation that you were in, or the task that you needed to accomplish. Give enough detail for the interviewer to understand the complexities of the situation. This example can be from a previous job, school project, volunteer activity, or any relevant event.
* **Task**- What goal were you working toward?
* **Action** - Describe the actions you took to address the situation with an appropriate amount of detail, and keep the focus on you. What specific steps did you take? What was your particular contribution? Be careful that you don’t describe what the team or group did when talking about a project. Let us know what you actually did. Use the word “I,” not “we,” when describing actions.
* **Result** - Describe the outcome of your actions and don’t be shy about taking credit for your behavior. What happened? How did the event end? What did you accomplish? What did you learn? Provide examples using metrics or data if applicable

**Sample behavioral questions**

* Tell me about a time when you were faced with a problem that had a number of possible solutions. What was the problem and how did you determine the course of action? What was the outcome of that choice?
* When did you take a risk, make a mistake, or fail? How did you respond, and how did you grow from that experience?
* Describe a time you took the lead on a project.
* What did you do when you needed to motivate a group of individuals or promote collaboration on a particular project?
* How have you leveraged data to develop a strategy?

**Interviewing Tips and Best Practice:**

* [Tips from an Amazon Bar Raiser - Anna](https://www.youtube.com/watch?v=BNmOWiR10GU&list=RDCMUCfMZivQCMFckB1b9O0NuG7Q&index=16)
* [Tips from an Amazon Bar Raiser – Florian](https://www.youtube.com/watch?v=B_fdjWGS4Zc&list=RDCMUCfMZivQCMFckB1b9O0NuG7Q&index=32)

**Culture and Leadership Principle Videos in regard to Amazons greater teams:**

* [Meet the Amazon Search Team](https://www.youtube.com/watch?v=itBUJNP9XWA&list=RDCMUCfMZivQCMFckB1b9O0NuG7Q&index=3)
* [Amazon On-site Interview Prep Guide](https://www.youtube.com/watch?v=Q2YyN9qbpD8&list=RDCMUCfMZivQCMFckB1b9O0NuG7Q&index=31)

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