**Getting my Job Application Shortlisted 3 times at Amazon**

Part 4 of 7 of the series

[[Roger Nem](https://medium.com/@rogernem?source=post_page---byline--dca9aa3be38b---------------------------------------) Roger Nem](https://medium.com/@rogernem?source=post_page---byline--dca9aa3be38b---------------------------------------) 7 min read Oct 23, 2024



Getting My Job Application shortlisted 3 times at Amazon (picture by author)

💡 This article is **Part 4 of 7** of the series “**How God has helped me crack the Amazon Interview in 2024**”. And in case you haven’t read it yet, you can click on the link below.

## [How God has helped me crack the Amazon Interview in 2024](https://medium.com/@rogernem/how-god-has-helped-me-crack-the-amazon-interview-in-2024-3419e4a7b21b?source=post_page-----dca9aa3be38b---------------------------------------" \t "_blank)

### **[My path to an Amazon Offer — To Christ be all the Glory!](https://medium.com/@rogernem/how-god-has-helped-me-crack-the-amazon-interview-in-2024-3419e4a7b21b?source=post_page-----dca9aa3be38b---------------------------------------" \t "_blank)**

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In alignment with the strategies outlined in this article, I successfully applied to AWS three times, with my resume being shortlisted on each occasion.

After successfully completing the online assessment for the first position, I learned that the role was subsequently closed. For the second position, although I passed the phone interview with the hiring manager, the role was also closed due to organizational changes.

Finally, I advanced to the final Loop Interview stage for the third position, which I successfully completed, resulting in my hiring. As the saying goes, the third time’s a charm. 😊 To learn more, [click here](https://medium.com/@rogernem/how-god-has-helped-me-crack-the-amazon-interview-in-2024-3419e4a7b21b).

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# Writing a strong Resume

Job seekers aiming to join AWS must craft a resume that distinguishes them from the competition. However, this task can be challenging if you’re unfamiliar with the process, and your initial attempt at building a resume may not achieve the desired impact.

Creating a robust resume requires a thorough understanding of the Amazon Leadership Principles and the mindset of hiring managers and recruiters at Amazon. It’s crucial to recognize that HR managers or recruiters typically scan resumes quickly, often making a decision within a couple of seconds.

## 1. Start with a professional summary

When applying to a job at Amazon, keep in mind that first impressions are crucial. The professional summary serves as your opportunity to make a positive impression and convey to the hiring manager why you are the ideal candidate for the position.

## 2. Utilize simple, easily understandable language

When crafting your resume, employ straightforward, easy-to-read language, and limit it to one page. This approach facilitates the hiring manager’s comprehension of your experience and qualifications.

## 3. Emphasize your pertinent skills and keywords

Incorporate keywords that resonate with the job description and highlight your relevant skills. This practice assists the hiring manager in recognizing why you are a suitable match for the role.

## 4. Be brief and straight to the point

The objective is to furnish the hiring manager with sufficient information about you without overwhelming them.

## 5. Proofread your resume

Before submitting your resume, ensure to meticulously proofread it for any grammar or spelling errors. This demonstrates to the hiring manager your attention to detail and commitment to excellence.

# Applying for your desired position

As expected, the first step is to apply for your desired position online at <https://www.amazon.jobs/en/>. To begin, you’ll need to create an [**Amazon.jobs**](https://account.amazon.jobs/en-US/login?relay=%2Fen-US) account and fill out your profile. This involves **uploading your CV**, although candidates are also permitted to use their LinkedIn profiles.

Amazon is a recruitment giant that attracts a plethora of applications from hopeful candidates worldwide. At their Career Day 2021 event alone, [over 1 million individuals applied for jobs at Amazon](https://press.aboutamazon.com/2021/9/amazon-career-day-2021-more-than-1-million-people-apply-for-jobs-at-amazon). With approximately 50,000 job positions available at any given time, the competition has never been fiercer.

Standing out from a sea of applicants requires a strategy that ensures your application catches the attention of Amazon headhunters right from the start. Even before a human recruiter has the opportunity to review your resume and assess your experience, it will undergo screening by an AI.

# Beating Amazon Applicant Tracking System (ATS)

Like many large companies that hire in large volumes, Amazon utilizes an [Applicant Tracking System](https://en.wikipedia.org/wiki/Applicant_tracking_system) (ATS), which is software designed to screen resumes based on specific keywords. This implies that at the initial stage of the Amazon hiring process, there’s already an obstacle that you must overcome.

To improve your chances of progressing past this stage, it’s essential to incorporate relevant keywords into your resume and LinkedIn profile, and this was what I have done to both.

While it’s not certain what specific keywords the AI is searching for, Amazon provides some hints in their Leadership Principles, which I detail on **Part 2**of of the series “**How God has helped me crack the Amazon Interview in 2024**” — link below.

## [Amazon Leadership Principles](https://medium.com/@rogernem/amazon-leadership-principles-1a96387dcace?source=post_page-----dca9aa3be38b---------------------------------------" \t "_blank)

### **[A complete guide for 2024 — Part 3 of 7 of the main series](https://medium.com/@rogernem/amazon-leadership-principles-1a96387dcace?source=post_page-----dca9aa3be38b---------------------------------------" \t "_blank)**

[www.rogernem.com](https://medium.com/@rogernem/amazon-leadership-principles-1a96387dcace?source=post_page-----dca9aa3be38b---------------------------------------" \t "_blank)

You should be able to **link these principles to your qualifications** and the job you’re applying for, which was exactly what I did before applying. Incorporating job-specific keywords into your resume can assist you in bypassing the screening software.

# Understanding Amazon application statuses

In the Amazon application portal, there will be three application statuses:

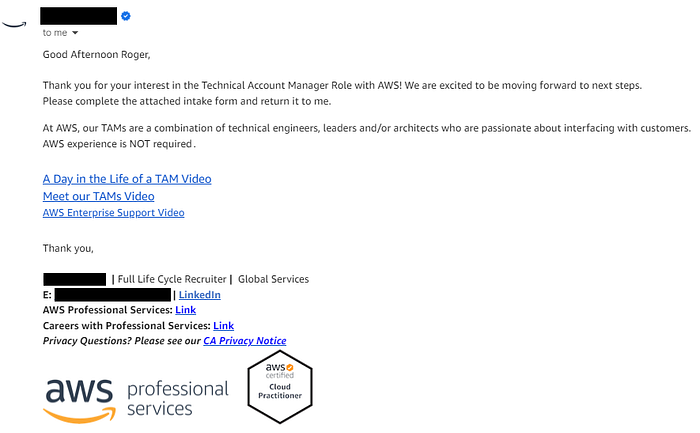
* **Application submitted**: your application has been received but has not been reviewed it yet.
* **Under consideration**: your application is being reviewed by individuals. They may decide to move you forward to the next stage or pass your resume to a more relevant team that can hire you.
* **No longer under consideration:** your application has been reviewed and the decision has been made not to move forward with it.

Unqualified candidates won’t be contacted and will receive the status “no longer under consideration”. This indicates that the hiring team did not consider you suitable to proceed to the next round.

*If you receive the “no longer under consideration” status but have relevant experience, it may be time to review and revise your resume.*

If your Amazon application status is “Amazon application under consideration,” there’s a possibility that your application is progressing in the process. However, it’s important not to get your hopes up because the evaluation process and the application status can change at any time.

I was thrilled when I woke up in March to find an email from an AWS recruiter expressing their excitement to move forward with me to the next steps, as shown below.



E-mail from my AWS recruiter expressing their excitement to move forward with me.

# Amazon Online Assessment

At Amazon, one of their **top priorities is to hire and develop the best talent**, and they continually strive to **raise the performance bar with each new hire**.

Amazon employs online assessments as one method to gain a deeper understanding of candidates, designed to measure key characteristics essential for success in a role.

These assessments also enable Amazon to evaluate applicants consistently and fairly, as each individual receives the same experience and information necessary to complete the assessment.

Depending on the position, you may be asked to complete an assessment during the application process or receive it separately after applying. In my case I had to complete the assessment during my application process and another one after I applied.

The type and quantity of assessments will vary depending on the role you’re applying for, and in some instances, they must be completed within a specific time-frame.

The **two main types of assessments utilized by Amazon** are work style assessments and work sample simulations.

## ****Work Style Assessment****

These assessments revolve around Amazon’s distinctive culture and [Leadership Principles](https://www.amazon.jobs/content/en/our-workplace/leadership-principles), and typically take 10–20 minutes to complete. In these assessments, you’re asked to indicate the extent to which a statement reflects your work style. For example, you may be presented with two statements such as “I prefer things to be clearly structured” or “I eagerly anticipate the opportunity to learn new things,” and asked to select the one that best describes you.

It’s important to remember that Amazon’s Leadership Principles serve as the cornerstone of the company’s culture, so it’s crucial to be honest in your responses. Amazon is seeking the right fit, and if that’s not you, you may not be satisfied working for the company.

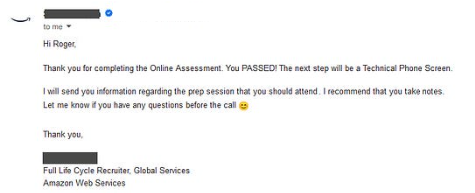
## Work Sample Simulation

These assessments entail completing virtual tasks tailored to a specific position and typically require one hour to complete. They may task you with making decisions aligned with Amazon’s Leadership Principles, undertaking activities crucial to success at Amazon, and showcasing your problem-solving, prioritization, and interpersonal skills.

The nature of the tasks may vary depending on the role you’re applying for. You might be asked to interpret data from a chart, respond to a customer inquiry, determine how to resolve an issue, multitask, or gather the correct information from various sources.

In my experience, the test was exceptionally challenging, featuring questions drawn from various AWS Professional Certifications such as Solutions Architect Professional and Security Specialty.

If your application is approved and you pass your Amazon assessment tests, you’ll be invited to a **phone interview**. My exciting news arrived when my recruiter confirmed that I had passed the Online Assessment, as indicated below.



E-mail from AWS Recruiter confirming I had passed their Online Assessment!

*However, as it is written: “What no eye has seen, what no ear has heard, and what no human mind has conceived” the things God has prepared for those who love him —****1 Corinthians 2:9***

**If you enjoyed this article and found it helpful, please don’t forget to leave a heart**❤**, comment**💬**, clap**👏🏻**, and share**➦ **it to show your support.**

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- <https://www.amazon.jobs/content/en/our-workplace/leadership-principles>

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