



## About Amazon.cn

Joyo Amazon is one of seven international websites operated by Amazon.com, a global leader in e-commerce. Joyo opened its virtual doors in May, 2000, and became a part of Amazon family in August, 2004. As one of the leading online shopping platforms in China which offers the largest selection of Chinese language books, we offer customers hundreds of thousands of items in 23 categories including books electronics, watches, wireless product, kitchen and health/personal care. Over the years, we've also introduced a number of features to help make shopping with Joyo Amazon risk free and even more convenient, such as expanding our COD service to more than 330 cities with free shipping and offering a 15 day "no question asked" return policy.

We're a growing and dynamic company, always searching for the best and brightest to join our team.

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### **Software Development Manager - Drop Ship**

Drop Ship Software team is seeking an exceptional Software Development Manager to join our Beijing office and lead the Drop Ship Integration and App team. In this role you will be responsible for leading a team of software development engineers (SDEs), owning the software that allows vendors to integrate with Amazon and manage their inventory & shipments, ensuring scalable and stable software architecture, and delivering projects to meet our business expansion. You will lead and coordinate design & implementation efforts between internal teams and outside vendors to deliver

optimal solutions. You will also be responsible of working with people from different functionalities, including retail buyers, external fulfillment program managers, software development managers, SDEs, business analysts, and QA engineers. You will be expected to make appropriate tradeoffs to optimize time-to-market, clearly communicate goals, roles, responsibilities, and desired outcomes to internal cross-functional and remote project teams.

Drop Ship business allows Amazon to be able to sell products on the website without having to procure and stock inventory in our own fulfillment centers – all these, including order fulfillment and warehouse management, are done by drop ship partners. Drop Ship has become an increasingly important business model to expand product selection, reduce operating cost and drive customer satisfaction.

This is a high-impact space packed with challenging problems involving very complex systems and smart people - our systems handle the fulfillment of all customer orders that are fulfilled through Drop Ship and Third Party Logistics partners.

A successful candidate should be a highly motivated individual who is willing to take on challenging initiatives, capable of working both independently and with others as a team, follow through to deliver results, analyze results, and feed the learning gained into fine tuning the systems. Maturity, high judgment, negotiation skills, ability to influence, analytical talent, ownership and leadership are essential to success in this role.

Qualifications:

- 7-10 years of experience leading multiple simultaneous product development efforts. The ability to achieve results in a fast-paced, high-pressure environment is critical.
- Must be technically credible to lead a team of world class software engineers and be able to make the right design decisions and technology choices.
- Must be able to balance technical leadership with good business judgment. Delivering the right product with a scalable engineering design under tight timelines is an essential skill.
- Experience in building distributed systems and should be an expert in object oriented design.
- Experience using Agile/SCRUM methodologies is desired.
- Must be able to effectively work with teams from global offices at different locales.
- Strong ownership.
- Intellectual curiosity, a desire to "raise the bar" and a sense of humor.
- A bachelor's or advanced degree in Engineering, Computer Science or equivalent.
- Fluency in English, both written and verbal.

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## Software Development Engineer - Drop ship

We are looking for a passionate, talented, and inventive software engineer to join our Drop Ship software development team in Beijing, China. This team owns the systems that control the flow of work to our drop ship partners and provides tools for partners to manage their inventory and customer orders, shipments. Our systems cover a wide range of business and technology areas including inventory management, workflow management, and shipment creation.

This is a high-impact space packed with challenging problems involving very complex systems and smart people - our systems handle the fulfillment of all customer orders that are fulfilled through Drop Ship and third party logistics partners.

Our engineers are actively working on a variety of challenging problems including: distributed systems reliability and scalability, database design and performance, workflow management, Web UI development, system monitoring, fault detection and toleration, automatic system recovery, and much more.

A successful candidate would have:

- Rich hands-on programming experience in Java, C++, and other object-oriented languages and have a deep understanding of object-oriented design.
- Familiarity with design concepts such as design patterns and UML are also highly desirable.
- Practical experience with software engineering best-practices is a big advantage. Deep understanding of distributed systems and scalability is highly desirable.
- Strong communication skills. Able to communicate in both verbal and written forms in English.
- Strong ownership.
- The ideal candidate will have implemented at least one large scale enterprise system with experience with databases, Linux, and various messaging technologies.
- A bachelor's degree in computer science, engineering or related field is required.
- 7-10 years of experience.

This is a unique chance to become an owner of part of Amazon's business-critical a billion dollar per year fulfillment pipeline. Join us today!

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## **Software Development Engineer –Transportation**

We're seeking experienced Software Development Engineer to design and implement highly available, highly scalable e-commerce applications using Java/Oracle technologies. Define software requirements, scoping, architecture, and design. Serve as key technical resource in the full development cycle, end-to-end, from design, implementation, documentation, and maintenance. Develop and test code, perform bug fixes, and provide on-call support for deployed software. Drive business appropriate technology choices. Provide work leadership for junior-level engineers, and resolve technical problems in timely fashion. This job provides opportunity to work with Amazon's global development teams.

### Summary of Qualifications:

- Enthusiasm for solving interesting problems
- Extensive experience programming in Java with strong OO design skills
- Experience in relational database design and application development
- Exposure in system performance optimization and scaling
- Significant development experience in a Unix/Linux environment
- Proficient in English: both in writing and speaking.
- Knowledge of XML web services, and agile development methodologies desired.
- Bachelor or Master Degree in Computer Science, Computer Engineering or a related field
- 7-10 years of experience.

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## **Software Development Engineer – CS Applications**

Customer Service Applications team is looking for software development engineers to work on the in-house customer service application that delivers one of the industry's best customer satisfaction scores.

Amazon Customer Service Applications builds the platform used by a large team of Amazon Customer Service Associates in different countries, time zones and languages in order to serve millions of Amazon customers worldwide.

Developers in the CS Applications team have the opportunity to work on the complete vertical stack of an internet-based system, from database design, through service implementation to web-based applications and usability. Opportunities exist to specialized in particular areas or work on the system as a whole.

You will work independently and as part of the global team to create, develop, deploy and provide operational support for applications, front-end UIs and middle-tier services. You will work in a heterogeneous environment of languages and technologies where the flexibility and ability to deliver solid solutions are paramount.

In addition the role will offer opportunities for project management, task delegation and specification for other engineers and mentorship and leadership abilities.

We use a variety of mainstream and open source technologies: Oracle, Java, C++, Web Service and GNU/Linux. Experience with these technologies and development of web applications in general is required for this position.

This challenging role requires strong object-oriented design skill and solid programming skill in C++ or Java. A deep understanding and experience with web technologies (HTML, JavaScript, JSP) is essential. Knowledge of UNIX, XML, HTTP protocol, n-tier web-based distributed systems and localization issues, and their use in a massively scalable environment is a must.

This position will require you to collaborate with other software engineers, program managers, and designers working in other countries therefore good communication skills, both written and verbal, in English are requirements of this position.

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### **Software Development Engineer - VR**

The Removal Planning team is looking for senior excellent SDEs (Software Development Engineer) to create and maintain software that helps Amazon.com efficiently remove inventory. The team supports the global Amazon market. Your work will solve problems for Retail customers in 8+ countries around the world and help Amazon.com keep costs low. The Removals Planning team manages a workflow for moving inventory out of the warehouses and back to vendors, with a complex chain of business logic along the way.

Support the global team and drive improvements in workflow for remove planning, executing removals, adding improved visibility and data integrity. Reduce inventory stuck in the workflow and reduce removals defects; Contribute to the development of a global, real-time, event-driven PO tracking and assignment system.

The ideal candidate will have:

- 7-10 years experience with an OO language (Java, Ruby, Smalltalk, Objective-C, etc);
- Strong OO design skills with understanding of common Java design paradigms;
- Experience translating business requirements into operational systems;

- Experience implementing business workflow systems designed to improve reliability and reduce manual effort;
- Ability to propose creative and elegant solutions to complex technical problems;
- Commitment to operational excellence: building low-defect systems that are user-friendly with low operational burden;
- Willingness to own all stages of development process: design, testing, implementation, operational support;
- Willingness to work in an agile team development environment, have basic knowledge of agile design process, experience developing software in an agile environment is highly preferred;
- Knowledge of database, SQL;
- Familiarity with Spring, Hibernate, Web Services, Oracle, MySQL is a plus
- Experience building large-scale, fault-tolerant distributed systems is preferred;
- Experience with event-driven systems highly desirable;
- Excellent communication skills;
- Excellent in English, both speaking and writing.
- Major in Computer Science, Mathematics, Engineering or related area. Prefer Master's degree or above.

Professional traits those are not unique to this position, but necessary for Amazon SDE:

- Exhibits excellent team work
- Thinks strategically, but stays on top of tactical execution
- Expects and requires innovation
- Thinks big and has convictions
- Results oriented
- Be active and has the innate ability to inspire passion in others

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### **Software Development Engineer - S&OP**

The Supply Chain Operational Planning and Execution (SCOPE) team is responsible for building the software systems that Amazon.com uses to operate its overall fulfillment network (i.e., warehouses/fulfillment centers and replenishment centers) in an efficient manner. We solve difficult software and optimization problems involving forecasting, visibility/visualization and optimization of inbound flow as well as software and data integration, all on a large scale. We need a great Software Development Engineer to work with a great team to build systems to run Amazon.com's supply chain network in a fully automated manner. We'll challenge you and we need someone who can challenge us with your ideas and expertise. This position is located in Beijing, China. The function supports global S&OP / Supply China Business function.

Drive creation of reliable, scalable systems that are defect-free, highly reliable and supports / enables decision making.

Contribute to the development of a global, real-time, S&OP platform to support decision making for Supply Chain.

The ideal candidate will have:

- 7-10 years experience with an OO language (Java, Ruby, Smalltalk, Objective-C, etc)
- Strong OO design skills with understanding of common Java design paradigms
- Experience translating business requirements into operational systems, experience in business English is preferred
- Experience implementing business workflow systems designed to improve reliability and reduce manual effort
- Ability to propose creative and elegant solutions to complex technical problems
- Commitment to operational excellence: building low-defect systems that are user-friendly with low operational burden
- Willingness to own all stages of development process: design, testing, implementation, operational support
- Willingness to work in an agile, team development environment
- Excellent interpersonal communication skills
- Knowledge of conversational English is required
- Knowledge of SQL
- Familiarity with Spring, Hibernate, Web Services, Oracle, MySQL is a plus
- Experience developing software in an agile environment is preferred
- Experience building large-scale, fault-tolerant distributed systems is preferred
- Experience with event-driven systems highly desirable
- Major in Computer Science, Mathematics, Engineering or related area. Prefer Master's degree or above.

**Personal Qualities:** Professional traits those are not unique to this position, but necessary for Amazon leaders:

- Exhibits excellent judgment
- Hires great people. Develops great people.
- Has relentlessly high standards
- Thinks strategically, but stays on top of tactical execution
- Expects and requires innovation of her/his team
- Thinks big and has convictions
- Results oriented
- Has the innate ability to inspire passion in others

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## Software Development Engineer-Supply Chain

Do you love problem solving? Do you enjoy learning new ideas and apply them to problems? Are you looking for real world engineering challenges? Do you dream about elegant high quality solutions? Want to be a part of an amazing team that delivers first class software solutions to our customers world-wide?

Amazon is seeking smart passionate awesome developers with curious minds, who love solving hard problems, innovate and never take 'no' for an answer. We deliver highly available, highly scalable e-commerce solutions with immediate impact to our customers and business with cool technologies. You will not merely go through the full software development cycle but more importantly drive appropriate technology choices for the business, lead the way for continuous innovation, and shape the future of e-commerce.

You will develop distributed system solutions with service oriented architecture to build high performance platforms to service world's largest selection to millions of customers. You will apply object-oriented design concepts, data structure and computer algorithms using C++/Java/Ruby and more on Linux. You will also be using Oracle/MySQL as persistent stores as well as utilizing Amazon Web services such as EC2 for building your solutions. Using these technologies, you will enable easy/hassle free payment solutions for our customers, efficiently remove hundreds of thousands of units of unneeded inventory every year, provide end-to-end on-time delivery to millions of packages world-wide through complex ERP systems (Supply Chain, FC and transportation systems) and able to dynamically manage our workforce and scale to demand to answer customer's questions right, the first time they call.

You will be part of global development teams in China solving problems worldwide for China, Japan, Europe, North America and more. You will be working with teams in other development locations in US, UK, Romania and India. Together, we will innovate to meet all our customers' needs. Our engineers are top-notch software developers in the industry. Come join us to work hard, have fun, and make history!

### Qualifications:

- Self-starter; quick learner; hard worker;
- Strong OO design skills with understanding of common design paradigms;
- Ability to propose creative and elegant solutions to complex technical problems;
- Commitment to operational excellence: building low-defect systems that are user-friendly with low operational burden;
- Willingness to own all stages of development process: requirements, design, implementation, testing, and operational support;
- Willingness to work in an agile, team development environment;
- Excellent interpersonal communication skills;
- Strong verbal and written English skills;
- Knowledge of SQL.



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### Software Development Engineer-GFBA

Are you an engineer and technical leader who wants to change the world? Do you enjoy seeing the results of your work take shape? Do you enjoy working with people, driving discussions, and creating and implementing solutions?

The Sell Globally program is an important initiative to grow the Amazon Marketplace Seller Business around the world. The long term vision is that any seller anywhere can start selling items in less than 60 seconds to consumers anywhere from any Amazon marketplace with the ability to deliver the same great customer experience. This business will play an important role in Amazon's mission to be the place where customers can find and discover anything they want to buy on Earth. We want to knock down the unnecessary barriers to e-commerce trade that currently exist between countries.

We are looking for a Software Development Engineer for the Sell Globally team who thrives on understanding the complexity of our software systems (and simplifying it!) You need to be able to participate in complex design discussions between our team, our dependencies, and our clients. You are not afraid of a technical discussion. Your strong design and coding skills will be utilized to help deliver critical projects that meet various business and legal requirements.

The successful candidate is a Simplifier. They must write code and design solutions, but also must be passionate about making their systems scale and work well with the infrastructure around them. We're looking for someone who is smart and can get things done, though the following skill sets provide a good foundation for a quick ramp up to being productive in our environment:

#### Basic Qualifications:

- Experience coding in an object oriented language;
- At least a Bachelor in Computer Science, Masters degree a plus;
- 3-5 years related experience

#### Preferred Qualifications:

- Experience with distributed systems, OO and data modeling;
- Experience in building and leading development of large software systems;
- Excellent communication and negotiation skills with clients and customers.

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## Software Dev Engineer-FBA

Fulfillment by Amazon (FBA) needs experienced and excited developers to solve complex business problems. Do you want to learn about every business and technical problem in our company? Do you want to change the way sellers think about shipping their inventory to customers?

Our development team creates the interfaces and automation that allow thousands of sellers world-wide to run their businesses with Amazon's world-class fulfillment systems. With this innovative service, sellers send inventory directly to Amazon where it is stored and managed in our secure facilities. When orders are received, Amazon will professionally pick, pack and ship the product directly to their customers. We need your help to grow the business by building highly-available, scalable distributed systems that provide clean interfaces between sellers, customers and Amazon's supply chain software.

Learn more about our business at <http://fba.amazon.com>. This is an important project for Amazon's top-line growth with company-wide visibility from senior executives including the company's founder. Do you want to be part of our innovative team?

### Qualifications:

- BS in CS or engineering; MS is a plus;
- Experience solving distributed, transactional, multi-threaded software problems;
- Experience in Java/C++/C# is required; knowledge of at least one server-side, interpreted programming language such as Perl/Mason, JSP, PHP or Ruby on Rails (RoR) is strongly preferred;
- Experience using Gang of Four's Design Patterns, object-oriented best practices, interpreted programming languages and Software as a Service (SaaS) are highly desirable;
- Experience working in an agile environment using Scrum or similar;
- Passion for customer-focused business problems and an entrepreneurial spirit;
- Knowledge of fundamental business, economic and finance principles is desired

### Basic Qualifications:

- BS in CS or engineering; MS is a plus;
- Experience solving distributed, transactional, multi-threaded software problems;
- Experience in Java/C++/C# is required; knowledge of at least one server-side, interpreted programming language such as Perl/Mason, JSP, PHP or Ruby on Rails (RoR) is strongly preferred;
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- Experience working in an agile environment using Scrum or similar;
- Passion for customer-focused business problems and an entrepreneurial spirit;
- Knowledge of fundamental business, economic and finance principles is desired.

### Preferred Qualifications:

- BS in CS or engineering; MS is a plus;
- Experience solving distributed, transactional, multi-threaded software problems;

- Experience in Java/C++/C# is required; knowledge of at least one server-side, interpreted programming language such as Perl/Mason, JSP, PHP or Ruby on Rails (RoR) is strongly preferred;
- Experience using Gang of Four's Design Patterns, object-oriented best practices, interpreted programming languages and Software as a Service (SaaS) are highly desirable;
- Experience working in an agile environment using Scrum or similar;
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### **Technical Program Manager**

Can you run large cross-team projects that deliver cutting edge software and services? Are you equally comfortable digging in to International business requirements, as drilling into architecture and design with development teams? Do you dream about elegant high quality solutions? Want to be a part of an amazing team that delivers first class software solutions to our customers world-wide?

Amazon is seeking a Technical Program Manager who will own and execute high priority and cross-functional projects. This role requires working with business stakeholders across the world to understand requirements and priorities, driving the design process with engineering teams, and delivering global solutions for better customer experience and improved efficiency.

In this role you will be responsible for translating business requirements to functional specifications, coordinating architecture designs, building the development schedule from design to delivery, and making appropriate tradeoffs to manage risks. As the owner of your projects, you need to clearly set the goals and communicate the latest status to both software development teams and internal business customers. The ideal candidate can work independently, enjoys tackling ambiguous yet complex problems, and thrives in a fast-paced environment. You will help develop distributed system solutions with service oriented architecture to efficiently manage one of world's largest inventory selections.

You will be part of global development teams in China solving problems worldwide for China, Japan, Europe, North America and more. You will be working with teams in other development locations in US, UK, Romania and India. Together, we will innovate to meet all our customers' needs. Our engineers are top-notch software developers in the industry. Come join us to work hard, have fun, and make history!

#### **Qualifications:**

- Qualified candidates must have 2 to 3 years project management experience in related industry;

- Must have excellent communication skills (in both Chinese and English) and able to influence others;
- Able to anticipate, proactively manage the risks and escalate appropriately;
- Must have excellent product and project management skills and demonstrated technical aptitude;
- Familiar with software development lifecycle and agile methodology;
- Knowledge of service oriented architectures and distributed computing a plus.

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### **Software Development Manager - Automation**

Are you passionate about automation and efficiency? Are you a quality hawk that strives to raise the bar on software development? Amazon Inventory Planning and Control is responsible for managing the entire life cycle of inventory events from buying to removal. This automated global solution is used to optimize the inventory level and customer experience for our customers worldwide. We are looking for a software development manager to build the automated solution for world class quality control in the platform and services within IPC. In this role, you will own the vision for the quality control process and the execution of that said strategy by working with development teams in China and in the US. You are expected to build the testing framework that empowers dev teams to quickly and easily create/manage test cases, provide a 1-click solution from build to deployment, and compliment the above with a set of metrics that drive enhancement. The ideal candidate is a hands-on person who is obsessed about automation, software quality, process simplification and data driven approach.

#### **Responsibilities**

- Own the vision for the development team and define the execution strategy of that vision
- Work closely with engineers to architect the solution for highly flexible and effective automation software
- Set organizational quality goals with focus on test automation
- Create key metrics that measure software quality and risks
- Define a quality roadmap that increases test coverage, reduces manual testing and provides necessary tools for faster release and better visibility

#### **Requirements**

- 3-5 years of software development experience and 2+ years of people management experience
- Has proven track record of designing and implementing highly effective automation software
- Data driven, use metrics to measure quality and efficiency, and drive quality improvements

- Possesses in-depth knowledge of both UI and backend service automation
- Has experience with a number of different programming languages and test automation utilities
- Demonstrates a high level of ownership
- Possesses strong people management skills, with a proven ability to hire and grow the team
- Excellent verbal and written communication skills
- Has experience with and knowledge of Agile methodologies
- Maintains composure in the face of highly ambiguous environments and constant change
- Deep understanding of system architecture and experience with large distributed transactional systems.

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### Datacenter Technician

In the hiring of a Data Center Technician, Amazon.com is seeking a self-motivated, team player who is excited by the challenge of a fast pace, ever changing working environment. Ideal candidates will possess strong communications skills, a willingness to learn/expand base skill sets and phenomenal attention to detail. This is an entry level position with unlimited growth potential Candidates should be explain in depth how the following works, knowing a min of 70 percent of the following topics

| Linux Administration  | Server Hardware  | Services   | Networking  |
|---|--|--|---|
| <ul style="list-style-type: none"> <li>• Boot Process o GRUB/LILO</li> <li>• File Systems</li> <li>• Network device and protocol configuration</li> <li>• Directory Structure</li> <li>• Base Operating System Install</li> <li>• TCP/IP</li> </ul> | <ul style="list-style-type: none"> <li>• RAID</li> <li>• TCP/IP</li> </ul> | <ul style="list-style-type: none"> <li>• SSH</li> <li>• TELNET</li> <li>• FTP or NFS</li> <li>• DNS</li> <li>• DHCP</li> </ul> | <ul style="list-style-type: none"> <li>• OSI Model</li> <li>• Subnetting</li> <li>• TCP/IP</li> </ul> |

**Additional Information:**

- 1-2 years working background in IT related company;
- Good at English written/spoken;
- RHCA/RHCE certification preferred;
- An ideal candidate knows how to innovate and make decisions on his/her own, but also knows how to take direction when it is given, paying attention to all details involved;
- Amazon.com Data Center’s are 24x7 environments. All interested candidates must be willing to work shift work (day/night) and weekends.

**Primary Job function** (included but not limited to the following):

- Manage all aspect of a Mission critical spare parts pool for server and network equipment;
- Effectively repair none critical servers;
- Server and networking equipment installation and removal;
- Directed project work.

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### **Software Development Engineer - Mobile Applications**

Mobile e-Commerce is one of the fastest growing segments and Amazon is well positioned to take its world class customer experience and deliver it on mobile/wireless devices (cell phones such as the iPhone, PDAs, etc.). The Amazon.com Wireless Products team is leading this initiative and will be building new and innovative ways for customers to interact with Amazon via their mobile device. We are looking to not only deliver a terrific experience on today's wireless devices but also as wireless networks become faster and as the devices continue to become more sophisticated, we will look to take advantage of some of the more unique features of these devices/networks to build a world class experience for our customers around the world.

Amazon.com is looking for a passionate, hard-working, and talented software engineer interested in developing software applications for our fast-growing mobile device e-commerce business. The successful candidate will work in Beijing and be part of a global Amazon Mobile Engineering team, working internally with software engineers, program managers, and product managers. Key tasks and initiatives include: developing new user applications and internal tools specific to mobile devices, supporting existing Amazon technologies on the mobile device platform, building support for next-generation technologies, and taking broad ownership and involvement in the Amazon.com mobile business.

Qualified candidates should have experience developing highly scalable, reliable, and complex transactional systems on-time and on budget. Experience with rapid prototyping, and one of Java, C/C++, Objective C is required. Software development experience using Objective C or J2ME on mobile devices such as Android or BlackBerry is a significant plus. An ability to achieve results in a fast-paced and high-pressure environment is critical.

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## Software Developing Engineer in Test

### Responsibilities:

- Develop automation test tool, design, code, maintain, using Java/C++/Perl/Python/Shell (scripts);
- Analyze application specification and design to determine appropriate test approaches;
- Document and execute detailed, perform the test run, report to testing manager;
- Collaborate with colleagues in the organization to advance testing efficacy, drive the testing activities;
- Improve test processes and techniques, design the testing strategy, and drive the process, 6. Participate in testing activities according to project status, performance testing, functional testing, etc;
- Publish the baseline of SW.

### Qualifications:

- BS/MS in Computer Science or equivalent experience;
- 4-5 years test experience (test automation and test tool development) preferred;
- 3+ years coding experience in Java or other object-oriented language;
- Familiar with programming with at least one type of scripting languages, such as Shell, Python, Perl, etc;
- Familiar with Linux and Windows environment, familiar with Linux commands and administration;
- Experience of source code version control tool;
- Experience of Android (developing, testing, test automation) is a big plus;
- Knowledge of automation testing tool (JUnit, Httpunit, Jmeter, Selenium, etc) is a plus;
- Knowledge of RDBMS (Oracle, mySql, MS SQL server, etc) is a plus;
- Effective working in a team as well as independently
- Passion for software quality and positive customer experience
- Good teamwork, responsible and active
- Good communication skills in Mandarin and English.

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