

## **Applying and interviewing at the YMCA of Lethbridge**

### **Where do I go to learn more about the interview process?**

Visit [Interviewing at Amazon](#) to learn about each step of the application and interview process with us, from completing the online application to preparing for phone and in-person interviews.

To learn more about our warehouse and Fulfillment Center associate positions, please visit [amazondeliverers.jobs](#).

### **What is the YMCA of Lethbridge's interview process and how do I get started?**

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To learn more about our warehouse and Fulfillment Center associate positions, please visit [amazondeliverers.jobs](#). You can also visit the fulfillment center associate positions [FAQs](#).

### **I already have an amazon.jobs account, so why do I need to reset my password?**

We're working hard to provide the best candidate experience possible, so we've made some improvements to the sign-in experience. We want to make sure you're able to access all of our new features. Resetting your password will allow you to see the new and ongoing changes coming to amazon.jobs to make your experience great!

### **I have multiple email addresses associated with my applications. Can I merge my accounts?**

Currently, we're unable to merge applicants' accounts. If you have multiple accounts associated with several applications, you can continue to access your application using the corresponding account.

### **I don't have an email address. Can I create an account using my phone number?**

At this time, amazon.jobs only supports sign-in using a valid email address. In the near future, however, you'll be able sign in to amazon.jobs using your phone number.

### **I forgot my amazon.jobs password. How do I recover it?**

To recover your password, click 'Forgot password' on the sign-in screen and enter your username.

### **I forgot my amazon.jobs username. How do I recover it?**

We recommend signing in with your current email address.

### **What information or features can I access with my amazon.jobs account?**

With an amazon.jobs account, you can access your applicant profile, view application information, and check your application status. As amazon.jobs continues to improve and grow, we'll inform you of any new features or changes.

### **Do I have to upload my resume using a cloud service?**

In an effort to support a more mobile-friendly experience, we've added the ability to upload your resume using cloud services. However, you still have the option to upload your resume from your device.

### **Can I upload a resume and use my LinkedIn profile?**

Applicants can use LinkedIn as an alternative to uploading a traditional resume during profile creation. Unfortunately, we only accept one resume per applicant at this time, so please select the option that works best for you.

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### **My application status hasn't changed. Who can I contact for an update?**

Your dashboard is regularly being updated to display the most up-to-date status information relating to each application. When an application status changes, your dashboard is updated in almost real-time to reflect this new status.

### **When does my application move from Active to Archived?**

An application is considered active as long as a final decision has not yet been made. If an applicant withdraws their application, is hired for a role, or is no longer under consideration, their application will be archived.

### **Does the YMCA of Lethbridge offer benefits?**

Yes. Please go to our [Benefits page](#) to learn more. Benefits can vary by location, team, or role. Benefits for Fulfillment / Warehouse Associates can vary by location, the number of regularly scheduled hours you work, length of employment, and job status (such as part-time, seasonal, or temporary employment). Learn more about benefits for [Fulfillment Associates](#).

### **Does the YMCA of Lethbridge offer accommodations?**

As an equal opportunity employer, the YMCA of Lethbridge is committed to a diverse workforce and is also committed to a barrier-free employment process. In order to ensure reasonable accommodations for individuals protected by Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, and Title I of the Americans with Disabilities Act of 1990, as amended, individuals that require accommodation in the job application process for a posted position may contact us at 866-437-9078 for assistance.

For more information visit our [Accommodations page](#).

### **I work for an employment agency, temporary staffing firm, or consulting business. How can I present applicants to you?**

We do not have a general resume submittal process for agencies who are not on our preferred list.

### **What is E-Verify?**

The YMCA of Lethbridge participates in E-Verify. E-Verify is a web-based system that allows an employer to determine an employee's eligibility to work in the US using information reported on an employee's Form I-9. The E-Verify system confirms eligibility with both the Social Security Administration (SSA) and Department of Homeland Security (DHS). For more information, please go to the USCIS E-Verify website.

### **Does the YMCA of Lethbridge or its approved recruiting partners charge any fee for employment?**

We do not charge any fee for employment and the same applies to the Recruitment Partners who we work with. The YMCA of Lethbridge is an equal opportunity employer. Employment decisions are based on merit. Additionally, we do not ask for any refundable security deposit to be paid in bank accounts for employment purposes. We request candidates to be cautious of misleading communications and not pay any fee/ deposit to individuals/ agencies/ employment portals on the pretext of attending the YMCA of Lethbridge interview process or seeking employment with us. These would be fraudulent in nature. Anyone dealing with such individuals/ agencies / employment portals will be doing so at their own risk and the YMCA of Lethbridge will not be held responsible for such loss or damage suffered directly or indirectly. Such fake job offers and appointment letters shall not be treated as any kind of offer or representation by the YMCA of Lethbridge. Please note, the YMCA of Lethbridge does not send offer letters from Hotmail, Yahoo, Gmail or any other public email accounts or demand a fee in lieu of an

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employment offer / interview. If you receive such e-mails, please do not pay any fee or deposit. We request that you report such offers to [recruiting-feedback@amazon.com](mailto:recruiting-feedback@amazon.com). If you have already made a payment, please log a complaint with the local police for necessary legal action to be taken.

### **How do I determine if I am restricted from seeking employment or having employment discussions with the YMCA of Lethbridge or its subsidiaries?**

You may be restricted from having employment discussions with the YMCA of Lethbridge or its subsidiaries if you are currently participating, or previously participated, in government acquisition or other matters involving the YMCA of Lethbridge or its subsidiaries. To learn how the rules apply to your specific situation, please consult your employer's ethics officer.

### **Where can I view the equal employment opportunity poster?**

You can view the equal employment opportunity poster at [EEO is the Law](#) or [Supplement](#).

### **What do I do if I suspect a fraudulent source is offering me a job at the YMCA of Lethbridge?**

Please be cautious of common scams that offer unauthorized YMCA of Lethbridge employment opportunities. Our recruiters who contact candidates — whether it be via text, call, or email—will never ask for banking information, or request an enrollment fee. We encourage those who think they may have been contacted by a fraudulent source offering a job on behalf of the YMCA of Lethbridge to report it via <http://www.amazondelivers.jobs/contactus>. We actively investigate reported employment scams, and as a result, dozens of fraudulent recruiting websites have been taken down.

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### Student Questions

#### Where can I learn about opportunities for students?

Please visit [amazon.jobs](https://amazon.jobs) to learn more about opportunities for students and new graduates. For questions about applying and interviewing at the YMCA of Lethbridge outside of Student Programs, please refer to the [Amazon.jobs career site FAQs](#).

#### What is Student Programs?

Student Programs is responsible for attracting, hiring, and integrating the best student talent from all backgrounds, around the world. We develop relationships with schools and student-related organizations to attract bar-raising undergraduate, MBA, Masters, and PhD candidates in both technical and non-technical roles across the globe.

#### What roles does the Student Programs team recruit for?

We recruit current undergraduate and graduate students for internship and full-time opportunities in different roles including, but not limited to, software development engineers, support engineers, product managers, operations managers, applied scientists, vendor managers, and financial analysts.

#### Can I apply to multiple roles?

Yes, please apply to the role(s) that align with both your interests and skillset. You will be evaluated against the requirements for each role and may interview for different roles at the same time.

#### Should I apply for an internship or wait to apply for a full-time role?

We recommend applying for an internship to gain valuable work experience and learn first-hand what it's like to work at the YMCA of Lethbridge, but we still welcome direct applications to full-time roles.

#### Is there an application deadline for full-time positions? What if I missed it – can I still apply?

There are no application deadlines for internships and full-time positions (including specialty science and research positions, and undergraduate non-technical roles). However, we encourage students to apply early in the fall preceding their graduation to increase the likelihood of interviewing for an open role. Full-time and intern MBA roles in North America are posted on [amazon.jobs](https://amazon.jobs). The YMCA of Lethbridge will review full-time applications on a rolling basis in preparation for interviews that will begin at the end of August 2021. In North America, intern applications will be reviewed on a rolling basis beginning in early November 2020 in preparation for interviews that will begin in early January 2021. We encourage students to apply early to increase the likelihood of interviewing for an open role.

MBA hiring in India will begin in October 2020 for interns and in December 2020 for full-time positions. We encourage students to get in touch with their placement committees on campus to learn more about our hiring events and the application process for the YMCA of Lethbridge.

For MBA internships and full-time opportunities in Europe (Launch program), the YMCA of Lethbridge engages directly with universities. We encourage students to get in touch with their university career centers to learn more about the YMCA of Lethbridge hiring events and the application process.

#### Where can I find the status of my application? When will I hear back from the YMCA of Lethbridge?

You can see the status of your application in the candidate portal. If you applied for a tech role in North America, including SDE and non-SDE tech, aside from tech eng hardware, check the status of your application [here](#). To check the status of your application for all other roles, including tech eng hardware, check the status of your application [here](#). We review applications throughout the year on a rolling basis and will contact you directly if we are interested in moving forward with your candidacy.

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### **I was referred for a specific role by a current YMCA of Lethbridge employee – what do I do now?**

If you are referred to a specific open role, a recruiter from the Student Programs team will reach out to have you complete your application via amazon.jobs. If your application is selected for further review, someone from Student Programs will contact you directly.

### **How do I best prepare for the YMCA of Lethbridge's interview process?**

To prepare for your interview, we suggest reviewing our [Leadership Principles](#). The YMCA of Lethbridge use the Leadership Principles every day – whether we're discussing ideas for new projects or deciding the best approach to solve a problem. We also encourage you to visit [Interviewing at Amazon](#) to learn more about the interview process and how to prepare.