



OLD NAVY



GAP



BANANA REPUBLIC



ATHLETA

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# Gap Inc. Early Talent Programs

## WHAT WE'RE MADE OF

We're more than the clothes we make. We're a family of **brands** uniting thousands of people across the globe who bring their personalities, **passions** and pride to work every single day. More than anything else, we're here to create **products** that make our **customers** and employees feel great, and to give back to the **communities** where we live and work.

Over the last 50 years, the company has grown from a single store into a global fashion business with seven brands: **Gap** brand, **Banana Republic**, **Old Navy** and **Athleta**. Our clothes are available online and at more than 3,500 stores in more than 90 countries. We employ over 135,000 employees, including 10,000 at our corporate headquarters locations.

## OUR VALUES

Don and Doris Fisher opened the first Gap store in 1969 with a simple idea — to make it easier to find a pair of jeans — and a commitment to do more.

We are guided by the belief that business can and should be a force for good. We know that our business succeeds when everyone is given a chance to thrive.

### Diversity + Inclusion

From championing gender equality to expanding diverse hiring programs and promoting equal rights and fair treatment around the world, we believe inclusion and opportunity are key to driving growth. In April 2019, Banana Republic launched True Hues, an inclusive line of nude necessities including camis, underwear and heels for every skin tone. In August 2021, Old Navy launched BODEQUALITY, an inclusive push to provide all styles, in extended sizes, at the same price.

[Click here](#) to learn more about our D&I goals.

### Equal Pay

Equality is woven into the fabric of our culture because it's the way the world should work. We are proud to be the first Fortune 500 company to announce equal pay for equal work.

### Sustainability

We believe that environmental issues are human rights issues. That's why we're integrating sustainability even deeper into each of our business practices, and are committed to reaching 100% renewable energy across our facilities by 2030. In early 2020, we achieved the goal we set in 2018 to conserve 10 billion liters of water by the end of 2020 through sustainable manufacturing practices.

## THE PERKS OF WORKING HERE

### Employee Discount

We offer 50% off regular-priced merchandise at Old Navy, Gap, Banana Republic, and Athleta, and 30% off at Outlet; for all employees and their spouses or domestic partners.

### Retail Academy

Tailored training and development programs to broaden your skill set

### Our Offices

Creative spaces, world-class art and great views of the San Francisco Bay

### Our People

Welcoming, passionate, vibrant, creative and proud to work at Gap Inc.

# ROTATIONAL MANAGEMENT PROGRAM

This interdisciplinary leadership training program is the premier destination for top entry-level talent seeking to jump-start their business careers. RMP has been grooming future leaders at Gap Inc. for more than two decades; many graduates are now senior executives here. This program strives to build and grow our talent from within. Our goal is to find each trainee the best job match for them to launch their career with Gap Inc.

## OVERVIEW

**9 months**

**San Francisco:**  
Banana Republic,  
Old Navy and Athleta

**New York:**  
Gap

**Rotate through:**  
Inventory Management  
+ Merchandising

**Placement into a full-time role in:**  
Inventory Management  
or Merchandising

### Learn

- The retail business + product lifecycle, from ideation to production
- Collaboration + management skills through cross-functional teams
- The inner workings of a global company

### What You'll Do

- Own day-to-day responsibilities
- Attend classroom training
- Manage special projects that make a direct impact on the business + provide opportunities to interact with senior leaders

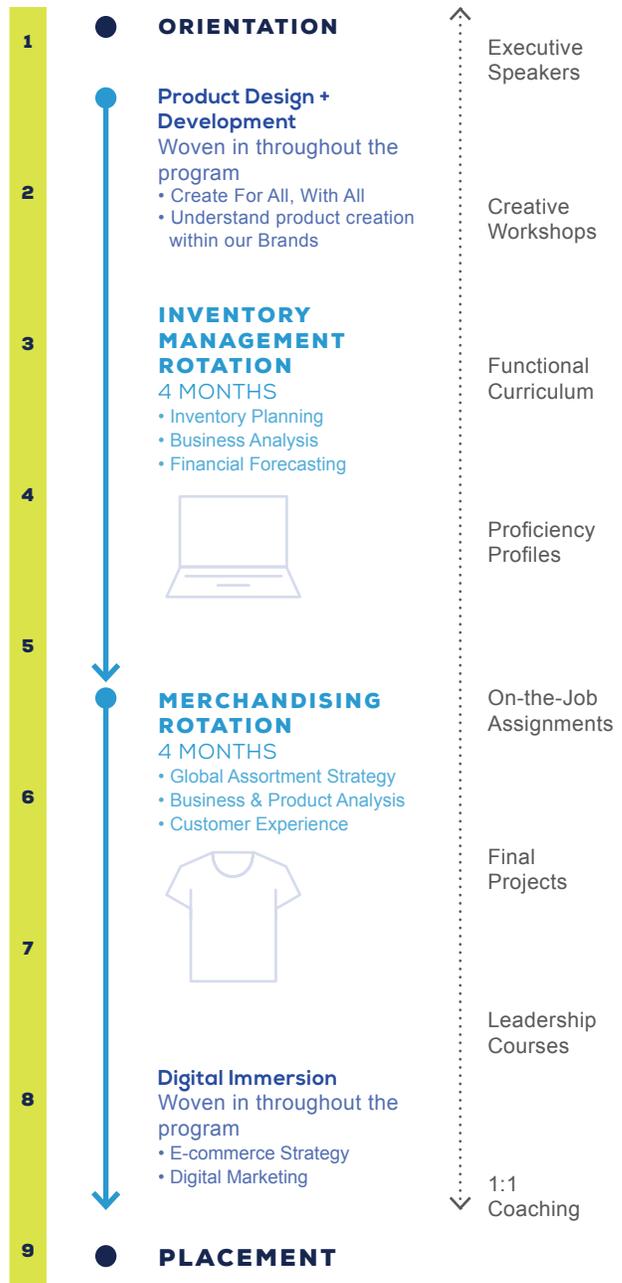
## CAREER PATH

As you grow in your role, your business scope will grow as well. You'll likely begin at the product category level and move up through department, division, brand and company-level ownership. We support people moving across different functions and brands because we value dynamic and challenging careers and want you to grow with us. Assuming you're the rock star we know you are, you'll be on track for promotion every two to three years.

## REQUIREMENTS

- A recent bachelor's degree, or a degree expected by Spring 2023
- Authorization to work in the U.S. on a full-time permanent basis

## MONTH



## APPLY AT [JOBS.GAPINC.COM](https://jobs.gapinc.com)

RMP sessions run twice a year, starting in the summer and fall. Applications open in early August and are filled on a rolling basis for Summer and Fall 2023 Sessions

### Questions?

Email [gap\\_inc\\_college\\_recruiting@gap.com](mailto:gap_inc_college_recruiting@gap.com)

# ROTATIONAL MANAGEMENT PROGRAM

## WHAT YOU'LL DO

### PRODUCTION IMMERSION THROUGHOUT THE PROGRAM

- Enable the product line creation to execute merchandising strategies, deliver on product design and brand aesthetic while effectively managing cost of goods
- Leverage garment and fabric technical knowledge to meet product quality standards and resolve issues that arise.
- Manage costing process to ensure financial targets are met by delivering costing guidance to the cross-functional team

### INVENTORY MANAGEMENT ROTATION 4 MONTHS

- Create category sales and inventory plan to hit financial targets and support category roles
- Analyze business performance and develop strategies to maximize profitability
- Reforecast business based on actual sales and inventory levels

### MERCHANDISING ROTATION 4 MONTHS

- Develop global assortment strategies across brands and channels
- Synthesize customer insights, market data and product performance to drive business results
- Collaborate with cross-functional partners to deliver exceptional products and customer experiences

### STORE IMMERSIONS THROUGHOUT THE PROGRAM

- Interact with customers to understand their needs and preferences
- Gain a working knowledge about our store teams and how they operate
- Learn about the brand, product and shopping experience while comp shopping with your team

### PRODUCT DESIGN & DEVELOPMENT IMMERSION THROUGHOUT THE PROGRAM

- Learn design principles and process, color theory and trend forecasting
- Learn about textiles, construction, finishes, pattern-making and grading
- Understand macro trends, history, and diversity and inclusion in the fashion industry
- Develop an understanding of partnerships with cross-functional teams

### CUSTOMER & DIGITAL IMMERSION THROUGHOUT THE PROGRAM

- Build fluency in digital business for retail
- Understand customer lifetime value through exposure to consumer insights and data analytics
- Learn the fundamentals of running a successful e-commerce site
- Drive engagement through digital marketing
- See how digital product management creates a positive customer experience
- Build an assortment strategy that drives online and store sales
- Reinforce an integrated shopping experience, whether online or in stores

# Internships

As an intern at Gap Inc., you'll be making important contributions to our business from day one, and have the chance to work with leaders at one of the best retail companies in the world.

It takes diverse talent to run a global retail business, so no matter what you love to do – obsessively track the latest fashion trends, crunch numbers, manage intricate processes, or work directly with customers – there's a place for you here.

## WHAT YOU'LL DO

Our nine-week program includes many elements designed to help you contribute and grow during your summer at Gap Inc.

Learn the ins and outs of specialty retail from one of the most successful organizations out there.

- **Orientation and Immersion Days:** Sessions to learn about company initiatives and culture, the retail landscape, our customers, and exciting innovations in product and technology
- **Curriculum:** Function-specific classes and events to onboard you and prepare you for your role
- **On the Job:** Daily work and projects assigned by your manager to gain practical knowledge
- **Executive Leader Series:** Insights on the company, roles and experiences at Gap Inc.
- **Team Building:** Events to help you build a sense of community with your peers
- **Company Experiences:** Field trips and events to dive deeper into specific topics
- **Check-ins:** Short meetings with the intern team and your manager throughout the nine weeks
- **Networking:** Events to facilitate connections with current and former interns who are now Gap Inc. employees!

## OPPORTUNITIES

We offer summer internships across the company – within our brands and in corporate functions.

E-COMMERCE

MERCHANDISE  
PLANNING +  
ALLOCATION

PRODUCT  
MANAGEMENT

MERCHANDISING

CHANGE  
MANAGEMENT

FINANCE

SUPPLY PATH  
OPTIMIZATION (SPO)  
STRATEGY

DESIGN

STRATEGIC  
GROWTH

DATA SCIENCE +  
ANALYTICS

SOFTWARE  
ENGINEERING

DIGITAL PERFORMANCE  
GROWTH (DPG)

USER EXPERIENCE

LOYALTY + PAYMENTS

ENTERPRISE PERFORMANCE  
ANALYSIS (EPA)

MARKETING

## REQUIREMENTS

- College undergraduate or graduate student graduating between December 2023 and August 2024
- Authorization to work in the U.S. on a full-time permanent basis

## APPLY AT [JOBS.GAPINC.COM](https://jobs.gapinc.com)

Applications may be submitted from August 2022 and are filled on a rolling basis.

### Questions?

Email [gap\\_inc\\_college\\_recruiting@gap.com](mailto:gap_inc_college_recruiting@gap.com)