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# Gap Inc. Early Talent Programs

## WHAT WE'RE MADE OF

Over the last 50 years, the company has grown from a single store into a global fashion business with several 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 Tech and Digital team pushes boundaries and challenges the status quo. We are made up of thousands of people across the globe who try fast, learn fast, and think big for our customers, communities, and the planet. On our team, you will be part of the technology engine that is driving innovative retail, e-commerce, and global enterprise technology for Gap Inc. and our brands. Our engineers and developers work together to create a seamless omni-channel experience powered through cloud-based platforms, services architecture, and open-source technologies. We help the company grow – whether it's increasing our global footprint, operating a flawless holiday shopping season, or helping a customer get the product they need, when they need it. Our passion is what sets us apart – we're not just here to execute, but also learn and grow and innovate on what's next.

## 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.

# GAPTECH ENGINEERING ROTATIONAL PROGRAM

The GapTech Engineering Rotational Program trains curious and innovative Entry Level Software Engineers to code and develop best-in-class retail technology for our brands, employees, and customers around the globe. It is our mission to develop participants into high-performing full-stack engineering leaders, who can fully embrace our DevSecOps model to drive engineering process, value and speed.

During the program, you will be assigned to meaningful projects that influence how Gap Inc. continues to impact the future of the retail industry. At Gap Inc., we are using technology as a competitive advantage to become the world's #1 specialty apparel retailer. As part of GapTech, you will deliver globally scalable, cloud-based solutions, using agile software development, DevOps practices, and advanced technologies. The program is designed to give you exposure to all facets of our business & growth strategies.

## OVERVIEW

**18 months**

**San Francisco, CA  
Dallas, TX  
Atlanta, GA  
Columbus, OH**

### Rotate through:

Front End Engineering, Back End Engineering, Tech Ops and Cloud Engineering

\*Rotations will consist of real-life projects working with industry leaders, SCRUM teams, and your peers.

### Placement into a full-time role in:

Front End Engineering, Back End Engineering, Tech Ops and Cloud Engineering

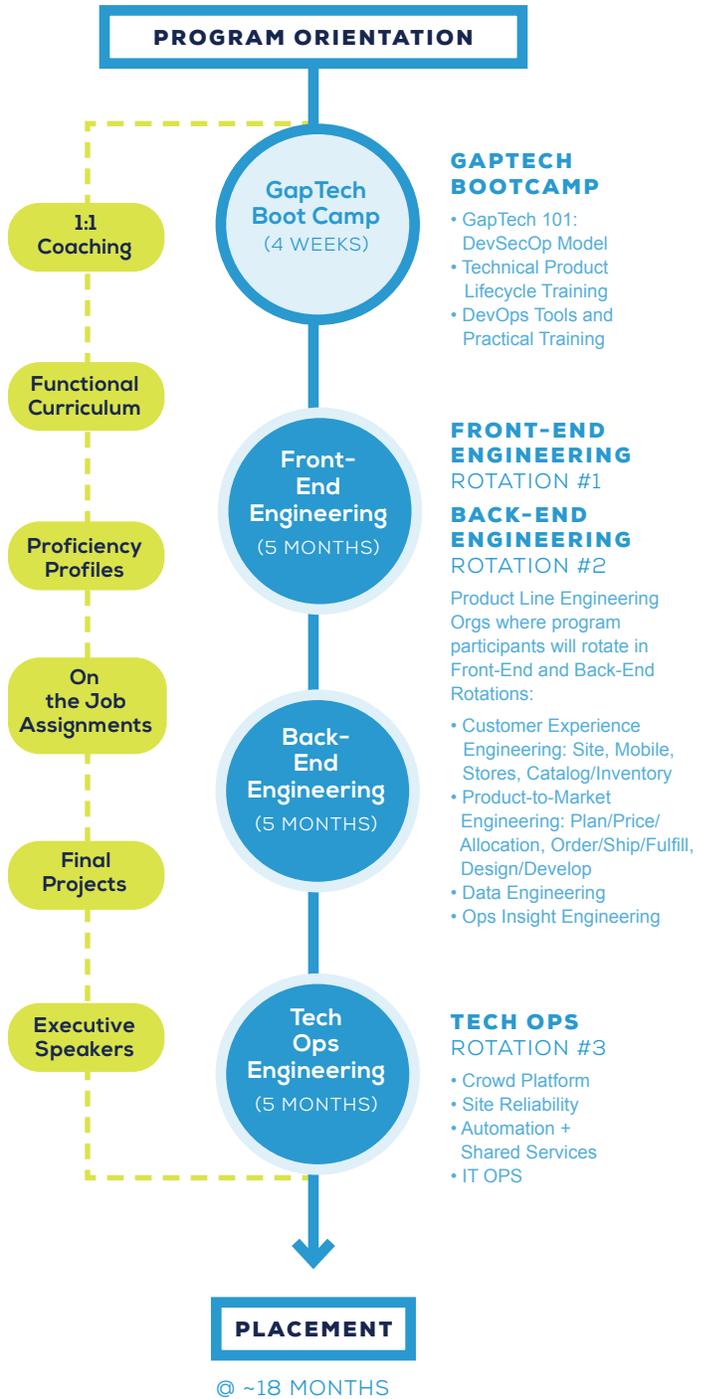
### Learn:

- The retail business + product lifecycle, from ideation to production
- To develop skills suitable to our DevSecOps model to drive engineering process, value and speed
- The inner workings of a global company

### What You'll Do:

Every 5 months you will move into a new area that supports things such as mobile application development, store technology, cloud engineering, database, supply chain and more.

In addition to the rotational components, you will gain one-on-one mentoring from our top engineers, exposure to inspiring executive leaders, and experience with our systems and methods.



## REQUIREMENTS AND PREFERRED SKILLS

- Completed a Bachelor's degree in Computer Engineering, Software Engineering, Computer Science or Information Systems Engineering by June 2023
- Proficient in one or more of the following programming languages: Python, Java, Javascript, SQL, Golang

# GAPTECH ENGINEERING ROTATIONAL PROGRAM

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## CAREER PATH

At the end of your program, you'll be placed in a permanent role on one of our engineering teams consistent with both your skill set, interests and company needs. We support people moving across different teams, functions and areas of the business because we value dynamic and challenging careers and want you to grow with us.

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## WHAT YOU'LL DO

### GAPTECH BOOTCAMP 4 WEEKS

- Agile Series: (Basics 1 & 2)
- Program language (pending need)
- MS Azure fundamentals
- Design Thinking
- GapTech 101: DevSecOp Model + functional overview
- Dirt to Shirt: Technical Product Lifecycle
- DevOps Tools Overview + practical training & application: GitHub, JIRA, Confluence, PagerDuty, Clarity, Service Now

### FRONT END ENGINEERING 5 MONTHS

- Develop and maintain quality code using best-in-class DevOps practices, focusing on the visual elements of a website, system, tool, or app that end-users (consumers or internal business partners) will interact with
- Collaborate with technical and product/design SCRUM team members to develop and maintain UX product features following Agile development principles

### BACK END ENGINEERING 5 MONTHS

- Develop and maintain quality code that ensures the simplicity, reliability, scalability and performance of our applications
- Collaborate with SCRUM team members to address server-side and database application logic and integration exceptional products and customer experiences

### TECH OPS AND CLOUD ENGINEERING 5 MONTHS

- Enable technology and innovation across all Gap Inc. channels and teams (stores, corporate, GapTech)
- Coding for platform
- Site Reliability Engineering
- IT Ops: Network & Service Management
- Automation

### PROJECTS + EXPERIENCES THROUGHOUT THE PROGRAM

- Architecture
- Agile Workshop
- InfoSec Deep Dive (Curriculum + project)
- Innovation Day (collaborate with x-product groups)
- Mission Control Overview
- DC Tour
- Art of Storytelling
- Other technical training (e.g., Change Management, GICC, Confluent Kafka, Azure Kubernetes Service, Postmortem, etc.)

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

GapTech Engineering Rotational sessions run twice a year, starting in the spring and summer. Applications open in August and are filled on a rolling basis for Spring and Summer 2023 Sessions.

### Questions?

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

# 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.

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## WHAT YOU'LL DO

Our 9-10 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!

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## OPPORTUNITIES

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

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SOFTWARE  
ENGINEERING

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DATA SCIENCE +  
ANALYTICS

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STRATEGIC  
GROWTH

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SUPPLY PATH  
OPTIMIZATION  
STRATEGY (SPO)

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DIGITAL  
PERFORMANCE  
GROWTH (DPG)

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ENTERPRISE  
PERFORMANCE  
ANALYSIS (EPA)

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USER EXPERIENCE

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PRODUCT  
MANAGEMENT

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CHANGE  
MANAGEMENT

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DESIGN

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E-COMMERCE

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FINANCE

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MERCHANDISE  
PLANNING &  
ALLOCATION

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MERCHANDISING

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LOYALTY & PAYMENTS

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## REQUIREMENTS

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

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## 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)