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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.

View our **E&B Report on [gapinc.com](#)** 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

**Dallas, TX
Atlanta, GA
Columbus, OH**

Rotate through:

Digital, Customer Experience & Stores Engineering, Supply Chain & Product to Market Engineering, TechOps Architecture, Security, 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:

Digital, Customer Experience & Stores Engineering, Supply Chain & Product to Market Engineering, TechOps Architecture, Security, and Cloud Engineering

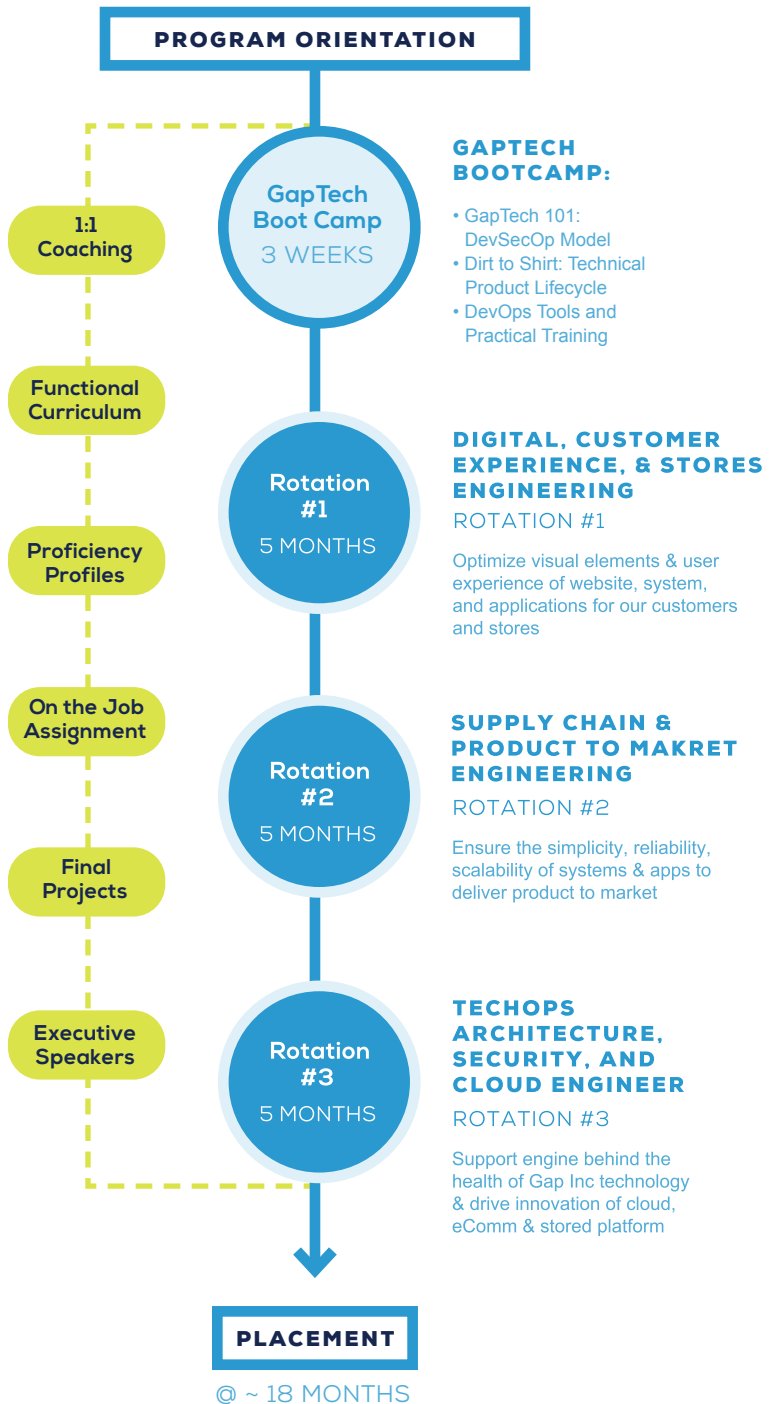
Learn:

- 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.

GAPTECH ENGINEERING ROTATIONAL PROGRAM

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.

PROGRAM OVERVIEW

Develop skills to become high-performing software engineers by getting exposure to internal and external industry experts. You will learn engineering best practices by designing, testing, deploying and managing the operations of applications across multiple disciplines.

GAPTECH BOOTCAMP 3 WEEKS

- Orientation to Gap Inc. and GapTech organization & operating model
- Executive speakers leading technology innovation at Gap
- DevOps model & the Product teams that support it
- Agile basics + workshop
- Customer centricity for Engineers
- Clean Code best practices
- Program language (based on need)
- Primary collaboration tools: Github; Jira, Confluence
- Practice writing & deploying code with GapTech systems
- Communication skills for Engineers

DIGITAL, CUSTOMER EXPERIENCE & STORES ENGINEERING 5 MONTHS

Primary end user of software development: Gap Inc. customers (B2C) + store employees

- Write code, test, deploy and monitor code for assigned user stories
- Use GitHub to effectively manage versions and features of code + technical documentation
- Collaborate with Product & Technical teams following Agile development principles
- Participate in Agile rituals to deliver products and features
- Determine monitor approach for deployment to ensure high code availability
- Track project milestones and meet target delivery dates

SUPPLY CHAIN & PRODUCT TO MARKET ENGINEERING 5 MONTHS

Primary end user of software development: Gap Inc. business partners, vendors, 3rd party partners (B2B)

- Same responsibilities as Rotation #1
- + Develop microservices that are independently testable, deployable, and scalable
- + Design & develop APIs

TECHOPS ARCHITECTURE, SECURITY, AND CLOUD ENGINEER 5 MONTHS

Maintain the health and operations of all Gap Inc. technology while driving transformation and innovations across our platform technologies

Based on team assignment, you could be working in one of the following areas:

- Site Reliability Engineering (SRE)
- Hybrid-Cloud
- Automation
- IT Operations
- InfoSec

PROJECTS & EXPERIENCES THROUGHOUT THE PROGRAM

- Design Thinking Workshop + Project
- Gap Inc. Hackathon
- Innovation Day (collaborate with x-product groups)
- Portfolio Presentations to reinforce your technical learnings + enhance presentation & communications skills
- Technical training: Kafka; key pipeline systems used at Gap Inc; testing & debugging tools; microservices frameworks + more
- Professional Development: How to be great at your job; communication & presentation skills for engineers; view to innovative trends in industry, etc.

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

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 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!

OPPORTUNITIES

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

SOFTWARE
ENGINEERING

DATA SCIENCE +
ANALYTICS

STRATEGIC
GROWTH

SUPPLY PATH
OPTIMIZATION
STRATEGY (SPO)

DIGITAL
PERFORMANCE
GROWTH (DPG)

ENTERPRISE
PERFORMANCE
ANALYSIS (EPA)

USER EXPERIENCE

PRODUCT
MANAGEMENT

CHANGE
MANAGEMENT

DESIGN

E-COMMERCE

FINANCE

MERCHANDISE
PLANNING &
ALLOCATION

MERCHANDISING

LOYALTY & PAYMENTS

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

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

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

Questions?

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