

# DALLAS BUSINESS JOURNAL

## Could Amazon's search for senior recruiters 'based in Dallas' foreshadow HQ2 choice?

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Amazon is searching for senior recruiters to be based in Dallas, possibly foreshadowing the location for the e-retailer's massive second headquarters, which will employ 50,000 people. The Amazon HR Talent Acquisition team will conduct first-round interviews for technical and nontechnical recruiters in Dallas and other U.S. locations in late September, according to this job listing.

The recruiter positions will be based in either Dallas or in Seattle, which is where Amazon (Nasdaq: AMZN) is now headquartered and will continue to be based even after the company builds its "HQ2" elsewhere. Amazon has said its second headquarters will be a "full equal" to Seattle.

The listing for multiple recruiter positions mentions Dallas and makes no specific reference to any of the other 19 metro areas that Amazon is considering for HQ2.

“Please apply for consideration to be based in either the Dallas, TX or Seattle, WA metro areas,” the job listing reads. “The final location of this role will be determined following interviews for those candidates who receive offers to join one of the Talent Acquisition teams.”

The listing for recruiters might hint at the location of Amazon’s planned \$5 billion HQ2. Wherever the company goes, it’s going to need to hire quickly to ramp up to the 50,000 high-paying jobs it plans to create within 15 years.

Alternatively, the listing for the Dallas and Seattle positions might be unrelated to HQ2. Amazon has multiple fulfillment centers, data centers and other operations in the Dallas-Fort Worth metro, where the company already has about 5,000 employees.

An Amazon spokesman did not immediately respond to an email requesting information about whether the recruiter listings are HQ2-related, and the company has clammed up about the selection process. It has promised an announcement of the HQ2 site by the end of the year, and suspense surrounding the decision is building by the day, if not the hour.

An “RSVP link” for the recruiter positions in Dallas prompts even more intrigue:

“We are conducting first round interviews for Experienced Recruiting partners in Dallas, TX on Friday, September 28th,” the link says. “Selected candidates will go through a phone screen, followed by two first round interviews in Dallas, TX and a final round interview in Seattle, WA.”

John Boyd, principal of The Boyd Co. location consultants, said Amazon’s call for Dallas-based recruiters is “clearly a positive indicator.”

He added, however, “I wouldn’t look at that and get too excited” about it being connected to HQ2.

“This is about as credible as a number of other indicators that we’ve been hearing about,” said Boyd, whose company is based in Princeton, N.J. “Everyone is trying to read tea leaves. The reality is Amazon has demonstrated radio silence to Dallas officials as well as developers and development groups in all of these 20 finalist cities.”

At the least, the listing is a signal that there will be additional recruiting, whether it’s for fulfillment center workers, IT investments by Amazon, or HQ2, Boyd said.

Sept. 7 marked the first anniversary of Amazon's HQ2 search. The field of contenders has narrowed to Dallas and Austin in Texas, plus 17 other U.S. cities and Toronto.