

ROTATIONAL MANAGEMENT PROGRAM

This interdisciplinary leadership training program is the premier destination for top entry-level talent seeking to jump-start their business careers in the retail industry. RMP has been growing 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.

10 months

San Francisco:
Banana Republic, Old Navy and Athleta

New York:
Gap

Rotate through:

Inventory Management + Merchandising

Placement into a full-time role in:

Successful participants will be well-positioned for opportunities to work as an Assistant Merchandiser or Inventory Planning Analyst.

Career path.

As you grow in your role, your business scope will grow along with opportunities to manage a team. 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. Mobility across our brands allows you to explore a wide range of customers and businesses.

Requirements.

- Recent bachelor's degree graduate, expected by June 2025
- This role is not eligible for visa sponsorship

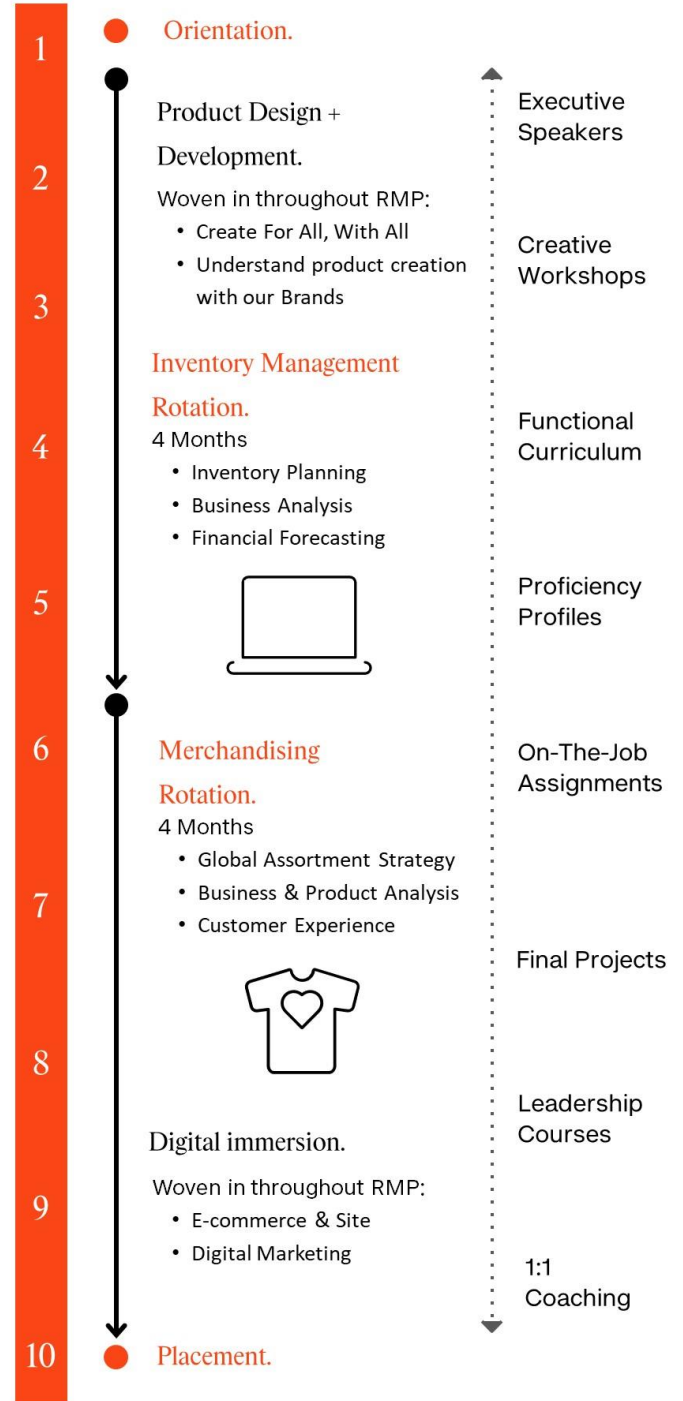
Learn

- 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

Month



Learn more and apply at jobs.gapinc.com

RMP sessions run twice a year, starting July and October 2025. Applications open in August and are filled on a rolling basis for 2025 sessions

What you'll do.

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

PRODUCT 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

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 store