

A CAREERSWITHMARY GLOBAL CAREERS GUIDE

Remote Jobs, Everywhere: 684+ Companies Hiring **Globally**

A curated directory of remote-first and remote-friendly employers — who they are, what they do, and where to apply.

By **Mary-Esther Anele**
Founder, CareersWithMary

INTRODUCTION

About This Guide

Remote work is no longer a perk — it is how a growing share of the world's best companies operate by default. But knowing that remote jobs exist is different from knowing exactly who is hiring, what they build, and where to find them.

This guide closes that gap. It is a curated directory of 684 companies from around the world that hire remotely — from global payroll platforms and fintechs to open-source software companies, media publishers, AI labs, blockchain foundations, and mission-driven nonprofits. Each entry gives you the company's focus in plain language and their website, so you can go straight from "who are they?" to "let me check their careers page."

Every company here has documented remote hiring — either as a fully distributed team or with genuinely remote-eligible roles. Companies with strict in-office requirements were intentionally left out. Even so, policies change, so confirm current remote-eligibility directly with each employer before applying.

684

COMPANIES IN THIS GUIDE

24

INDUSTRY CATEGORIES

40+

COUNTRIES REPRESENTED

CONTENTS

24 Categories

● Global Employment, HR Tech & Job Boards	36 companies
● Fintech & Payments	45 companies
● Developer Tools & Infrastructure	61 companies
● Marketing, Growth & Content Ops	40 companies
● Media, Content & Publishing	23 companies
● Productivity, Design & Collaboration	37 companies
● AI & Emerging Tech	36 companies
● Talent Marketplaces, Staffing & Career Tools	34 companies
● Ecommerce & Retail Tech	25 companies
● Customer Support & CX	20 companies
● Education & EdTech	24 companies
● Healthcare & Wellness Tech	24 companies
● Travel & Hospitality	14 companies
● Nonprofit & Social Impact	15 companies
● Gaming & Interactive Entertainment	19 companies
● African & Emerging Markets Tech	33 companies
● Logistics & Supply Chain	14 companies
● Legal Tech	11 companies
● Security & Privacy	19 companies
● Data, Analytics & BI	23 companies
● Sales Tech & RevOps	19 companies
● No-Code & Design Tools	13 companies
● Additional Remote-First Employers	14 companies
● Verified Remote Employers (Community-Sourced)	85 companies

Global Employment, HR Tech & Job Boards

D

Deeldeel.com

A global payroll and HR platform that lets companies hire, pay, and manage employees and contractors in 150+ countries without setting up local entities.

R

Remoteremote.com

An employer-of-record and global payroll platform that helps companies hire full-time employees and contractors internationally while staying compliant with local labour law.

OH

Oyster HRoysterhr.com

A global employment platform built to help distributed teams hire, pay, and support talent in over 180 countries through its employer-of-record model.

O

Omnipresentomnipresent.com

An employer-of-record company that manages international payroll, benefits, and compliance so businesses can hire employees anywhere without opening a local entity.

R

RemoteFirstremotefirst.co

A resource hub and community built around remote-first hiring practices, connecting remote workers with fully distributed companies.

R

RemotePeopleremotepeople.com

A global hiring and employer-of-record platform that helps companies onboard talent abroad quickly and compliantly.

T

Toptaltoptal.com

An exclusive freelance talent network connecting top-tier software developers, designers, and finance experts with companies for remote engagements.

S

SafetyWingsafetywing.com

An insurance and benefits company built for remote workers and digital nomads, offering global health coverage and travel insurance.



TestGorilla

testgorilla.com

A skills-testing platform that helps companies screen candidates with job-specific assessments instead of relying solely on resumes.



Invisible Technologies

invisible.co

A fully remote operations company that combines people and automation to run business-critical processes for AI labs and enterprises.



Time Doctor

timedoctor.com

A time-tracking and productivity analytics tool built specifically for managing distributed and remote teams.



Scopic

scopicsoftware.com

A fully remote software development company that builds custom web, mobile, and desktop applications for clients worldwide.



Papaya Global

papayaglobal.com

A global payroll and workforce management platform automating international payments and compliance.



Multiplier

usemultiplier.com

An employer-of-record platform helping companies hire and pay talent in 150+ countries.



Velocity Global

velocityglobal.com

A global work platform offering EOR, contractor management, and global payroll services.



G-P (Globalization Partners)

g-p.com

A global employment platform that pioneered the EOR model for hiring across 180+ countries.



Justworks

justworks.com

A PEO offering payroll, benefits, and HR tools for small and mid-sized US businesses.



Rippling

rippling.com

An all-in-one HR, IT, and finance platform that also offers global

D

Deputy

deputy.com

Workforce management software for scheduling, time tracking, and compliance for shift-based teams.

S

Skud

skud.io

A global employment platform enabling companies to hire and pay remote teams compliantly worldwide.

H

Horizons

joinhorizons.com

A global expansion and EOR platform helping companies hire employees in 180+ countries.

NT

Native Teams

native-teams.com

A global employment and payment platform for remote workers and freelancers.

B

Boundless

boundlesshq.com

An EOR platform focused on transparent, employee-first international hiring.

AH

Atlas HXM

atlashxm.com

A global employment platform offering EOR and payroll technology for distributed workforces.

W

WorkMotion

workmotion.com

A Berlin-based global employment platform automating international hiring and relocation.

P

Panther

hellopanther.com

A global payroll and contractor payments platform for remote-first companies.

L

Lano

lano.io

A global payroll and compliance platform unifying EOR, contractor, and direct payroll in one system.

P

Playroll

playroll.com

A global employment platform helping companies hire and manage



Working Nomads

[workingnomads.com](https://www.workingnomads.com)

A curated remote job board connecting professionals with remote-friendly employers.



We Work Remotely

[weworkremotely.com](https://www.weworkremotely.com)

One of the largest remote job boards, listing openings across tech, marketing, and design.



FlexJobs

[flexjobs.com](https://www.flexjobs.com)

A subscription job board specializing in vetted remote and flexible work opportunities.



Remote.co

remote.co

A resource and job board dedicated to remote work education and hiring.



Remotive

remotive.com

A curated remote job board and newsletter connecting tech talent with remote-first companies.



Wellfound

wellfound.com

A startup jobs platform where many remote-first startups list open roles.



Crossover

crossover.com

A platform matching high-performing remote professionals with global companies for long-term roles.



X-Team

x-team.com

A network of remote developers placed with major gaming and tech companies.

Fintech & Payments

B

Binance**binance.com**

One of the world's largest cryptocurrency exchanges, offering trading, wallet, and blockchain infrastructure services with a largely remote global workforce.

G

Gusto**gusto.com**

A payroll, benefits, and HR platform built for small and midsize businesses in the US, with a strong remote-first internal culture.

C

CloudWalk**cloudwalk.io**

A Brazilian fintech building payment infrastructure and point-of-sale technology for merchants, known for its distributed engineering culture.

P

Paymentology**paymentology.com**

A global card issuing-as-a-service platform that powers debit, credit, and prepaid card programmes for banks and fintechs across 55+ countries.

XB

Xapo Bank**xapobank.com**

A digital bank built for globally mobile people, offering Bitcoin and US-dollar accounts, and operating with a fully remote team.

C

Circle**circle.com**

The company behind USDC, a regulated stablecoin, building payment and financial infrastructure for the internet.

TW

Trust Wallet**trustwallet.com**

A multi-chain crypto wallet, owned by Binance, that lets users store, send, and swap digital assets across many blockchains.

S

Stripe**stripe.com**

A payments infrastructure company powering online checkout and billing for millions of businesses.

W

Wise

W

wise.com

A global money transfer company offering low-cost international payments and multi-currency accounts.

R

Revolut**revolut.com**

A digital banking app offering multi-currency accounts, crypto, and trading.

P

Payoneer**payoneer.com**

A cross-border payments platform helping freelancers and businesses get paid globally.

A

Airwallex**airwallex.com**

A global payments and financial infrastructure platform for businesses operating across borders.

A

Adyen**adyen.com**

A global payments platform providing end-to-end payment processing for enterprises.

B

Brex**brex.com**

A corporate card and spend management platform built for startups and growing companies.

R

Ramp**ramp.com**

A corporate card and finance automation platform that helps businesses control spend.

M

Mercury**mercury.com**

A banking platform built specifically for startups and tech companies.

P

Plaid**plaid.com**

A financial data network connecting apps to users' bank accounts securely.

M

Marqeta**marqeta.com**

A card issuing platform providing modern payment infrastructure for fintechs.

K

Klarna**klarna.com**

N

N26

n26.com

A mobile-first digital bank based in Europe.

M

Monzo

monzo.com

A UK digital bank known for its budgeting tools and app-first banking experience.

C

Coinbase

coinbase.com

One of the largest cryptocurrency exchanges, offering trading, custody, and Web3 tools.

K

Kraken

kraken.com

A cryptocurrency exchange offering trading, staking, and custodial services globally.

B

Bitpanda

bitpanda.com

A European trading platform for crypto, stocks, and commodities.

P

Paystack

paystack.com

A Nigerian payments company, owned by Stripe, powering online and offline payments across Africa.

F

Flutterwave

flutterwave.com

A pan-African payments company enabling businesses to accept and send payments across the continent.

CC

Chipper Cash

chippercash.com

A cross-border mobile payments app operating across Africa.

W

Wave

wave.com

A mobile money company offering low-cost payments and transfers in West Africa.

I

Interswitch

interswitch.com

A Nigerian payment processing and fintech infrastructure company.

M

Moniepoint

moniepoint.com

A Nigerian fintech providing payments, banking, and credit for businesses.

MA

MFS Africa

mfsafrica.com

A pan-African digital payments hub connecting mobile money networks.

KB

Kuda Bank

kuda.com

A Nigerian digital bank offering fee-free accounts and lending for Africans.

P

PiggyVest

piggyvest.com

A Nigerian savings and investment app.

C

Cowrywise

cowrywise.com

A Nigerian wealth-management platform for savings and investments.

YC

Yellow Card

yellowcard.io

A pan-African crypto exchange enabling the buying and selling of stablecoins and crypto.

O

OPay

opayweb.com

A Nigerian mobile money and payments platform.

C

Chime

chime.com

A US neobank offering fee-free banking and early paycheck access.

A

Affirm

affirm.com

A buy-now-pay-later fintech offering installment financing at checkout.

R

Robinhood

robinhood.com

A commission-free trading and investing app.

G

Gemini

gemini.com

A cryptocurrency exchange and custodian focused on security and regulation.

Bitso

B**Bitso**
bitso.com

A Latin American cryptocurrency exchange platform.

N**Nubank**
nubank.com.br

A Brazilian digital bank, one of the largest neobanks in the world.

D**dLocal**
dlocal.com

A cross-border payments platform focused on emerging markets.

E**EBANX**
ebanx.com

A Latin American payments company enabling global merchants to accept local payment methods.

ZW**Zepz (WorldRemit/Sendwave)**
zepz.com

A global remittance company enabling low-cost money transfers to emerging markets.

Developer Tools & Infrastructure

S

Supabasesupabase.com

An open-source Firebase alternative giving developers a Postgres database, authentication, and storage to build applications quickly.

C

Canonicalcanonical.com

The company behind Ubuntu Linux, operating as one of the world's largest all-remote employers in enterprise open-source software.

D

DuckDuckGoduckduckgo.com

A privacy-focused search engine and browser company that does not track its users, run by a fully distributed team.

G

GitBookgitbook.com

A documentation platform that helps engineering and product teams write, organize, and publish technical docs collaboratively.

S

Sourcegraphsourcegraph.com

A code intelligence and AI coding platform that helps developers search, understand, and navigate large codebases.

R

Railwayrailway.com

A cloud infrastructure platform that lets developers deploy applications and databases without managing servers.

M

Modalmodal.com

A cloud platform built for running AI and data-heavy Python workloads with fast, serverless compute.

P

PostHogposthog.com

An open-source product analytics platform giving engineering teams session recording, feature flags, and A/B testing in one suite.

E

Elasticelastic.co

The company behind Elasticsearch and the Elastic Stack, providing

search, observability, and security software, built by a mostly distributed workforce.

TT

Timescale (Tiger Data)

tigerdata.com

The company behind TimescaleDB, now operating as Tiger Data, building high-performance time-series and analytics database technology.

N

Nethermind

nethermind.io

A blockchain research and engineering firm building Ethereum client software and infrastructure for the wider Web3 ecosystem.

C

Chainstack

chainstack.com

A blockchain infrastructure platform providing node hosting and developer tools across multiple chains for Web3 builders.

G

GitLab

gitlab.com

An all-remote DevOps platform providing source control, CI/CD, and project management in one product.

A

Automattic

automattic.com

The company behind WordPress.com, WooCommerce, and Tumblr, one of the largest all-remote employers.

V

Vercel

vercel.com

A frontend cloud platform for deploying and hosting web applications, built by the creators of Next.js.

N

Netlify

netlify.com

A platform for building, deploying, and hosting modern web projects.

H

HashiCorp

hashicorp.com

An infrastructure automation company behind Terraform, Vault, and Consul.

M

MongoDB

mongodb.com

A document database company providing developer data platforms used widely in modern apps.

C

Cloudflare

cloudflare.com

A global network company providing CDN, security, and edge computing services.

D

DigitalOcean

digitalocean.com

A cloud infrastructure provider built for developers and small businesses.

J

JetBrains

jetbrains.com

A software company building developer tools like IntelliJ IDEA, PyCharm, and Kotlin.

P

Postman

postman.com

An API platform for building, testing, and collaborating on APIs.

L

LaunchDarkly

launchdarkly.com

A feature management platform enabling controlled software rollouts.

C

CircleCI

circleci.com

A continuous integration and delivery platform for software teams.

O

Okta

okta.com

An identity and access management platform securing user authentication for enterprises.

P

PlanetScale

planetscale.com

A serverless MySQL database platform built on Vitess.

N

Neon

neon.tech

A serverless Postgres database platform designed for modern application development.

GL

Grafana Labs

grafana.com

The company behind Grafana and related open-source observability tools.

D

Datadog

datadoghq.com

A monitoring and security platform for cloud applications and infrastructure.

New Relic

NR

New Relic
newrelic.com

An observability platform helping engineering teams monitor application performance.

P

PagerDutypagerduty.com

An incident response and on-call management platform for engineering teams.

T

Twiliotwilio.com

A communications platform providing APIs for messaging, voice, and video.

S

SendGridsendgrid.com

An email delivery and marketing platform, part of Twilio.

A

Algoliaalgolia.com

A search and discovery API platform for building fast in-app search experiences.

C

Contentfulcontentful.com

A headless content management platform for developers and content teams.

P

Prismicprismic.io

A headless CMS that helps teams build and manage website content.

R

Retoolretool.com

A platform for quickly building internal tools and admin panels.

A

Airtableairtable.com

A flexible database-spreadsheet hybrid platform for organizing work.

N

Notionnotion.so

An all-in-one workspace for notes, docs, wikis, and project management.

C

Codacoda.io

A doc-based platform combining documents, spreadsheets, and apps.

C

ClickUp
clickup.com

A productivity platform combining tasks, docs, goals, and chat in one app.

L

Linear
linear.app

A streamlined issue-tracking and project-management tool built for software teams.

B3

Basecamp (37signals)
37signals.com

The company behind Basecamp and HEY, known for pioneering remote and calm-work culture.

G

Ghost
ghost.org

An open-source publishing platform for blogs and newsletters, run as a nonprofit foundation.

F

Framer
framer.com

A website design and publishing tool combining no-code building with production-ready sites.

W

Webflow
webflow.com

A visual web design platform that lets teams build and host responsive websites without code.

F

Fastly
fastly.com

An edge cloud platform providing CDN and security services for high-traffic websites.

A

Auth0
auth0.com

An identity platform providing authentication and authorization for applications, part of Okta.

S

Sentry
sentry.io

An application monitoring platform that helps developers track and fix errors in real time.

H

Honeycomb
honeycomb.io

An observability platform built for debugging complex distributed systems.

Temporal

T **Temporal**
temporal.io
A workflow orchestration platform for building reliable distributed applications.

P **Prefect**
prefect.io
A workflow orchestration platform for building and monitoring data pipelines.

DL **dbt Labs**
getdbt.com
The company behind dbt, a tool for transforming data in the analytics workflow.

F **Fauna**
fauna.com
A serverless database platform built for modern application development.

E **EdgeDB**
edgedb.com
A graph-relational database designed to make schema and query design more intuitive.

R **Render**
render.com
A cloud platform for hosting web apps, APIs, and databases with minimal configuration.

F **Fly.io**
fly.io
A platform for running full-stack apps close to users globally.

C **Coder**
coder.com
A platform for provisioning remote development environments for engineering teams.

W **Warp**
warp.dev
A modern, AI-enhanced terminal built for developer productivity.

R **Replit**
replit.com
A collaborative, browser-based coding platform for building and deploying software.

W **Wildbit**
wildbit.com
The company behind Postmark and Beanstalk, known for its remote-

Marketing, Growth & Content Ops

CP **Chili Piper**
chilipiper.com
A scheduling and revenue-orchestration platform that helps sales and marketing teams route leads and book meetings instantly.

OD **Omniscient Digital**
beomniscient.com
A content marketing and SEO agency that helps B2B SaaS companies grow organic traffic and pipeline through strategic content.

G **GrowthPlays**
growthplays.com
A B2B sales and marketing consultancy that helps companies build growth strategy, messaging, and go-to-market motions.

M **MailerLite**
mailerlite.com
An email marketing and automation platform built for small businesses and creators, known for its simple, affordable tools.

S **SocialPilot**
socialpilot.co
A social media scheduling and management tool built for agencies, marketers, and small businesses managing multiple accounts.

C **Customer.io**
customer.io
A customer engagement platform that lets product and marketing teams send targeted, behaviour-based email, SMS, and push messages.

Z **Zapier**
zapier.com
A no-code automation platform connecting thousands of apps, and one of the earliest and best-known all-remote companies.

A **Animalz**
animalz.co
A content marketing agency specializing in SEO-driven content strategy for B2B and SaaS companies.

O **Omnisend**
omnisend.com

An email and SMS marketing automation platform built specifically for ecommerce brands.

S

Storyblok

storyblok.com

A headless content management system that lets developers and marketers build and manage content across websites and apps.

H

HubSpot

hubspot.com

A CRM and marketing platform offering tools for inbound marketing, sales, and service.

S

Semrush

semrush.com

An SEO and online visibility platform used by marketers to research keywords and competitors.

A

Ahrefs

ahrefs.com

An SEO toolset for backlink analysis, keyword research, and site auditing.

M

Moz

moz.com

An SEO software company offering tools for keyword research and site optimization.

H

Hotjar

hotjar.com

A behavior analytics tool offering heatmaps and session recordings for websites.

M

Mixpanel

mixpanel.com

A product analytics platform helping teams understand user behavior.

A

Amplitude

amplitude.com

A digital analytics platform for tracking product usage and growth.

S

Segment

segment.com

A customer data platform that unifies and routes user data across marketing and product tools, part of Twilio.

K

Klaviyo

klaviyo.com

An email and SMS marketing platform built for ecommerce brands.

A

ActiveCampaign
activecampaign.com

A customer experience automation platform combining email marketing, CRM, and automation.

CC

Constant Contact
constantcontact.com

An email marketing platform built for small businesses.

L

Later
later.com

A social media scheduling and marketing platform for visual content.

H

Hootsuite
hootsuite.com

A social media management platform for scheduling and analytics across networks.

SS

Sprout Social
sproutsocial.com

A social media management and analytics platform for businesses.

S

Similarweb
similarweb.com

A digital intelligence platform providing web traffic and market data.

B

Brandwatch
brandwatch.com

A social listening and consumer intelligence platform.

B

Buzzsumo
buzzsumo.com

A content research and social monitoring tool for marketers.

S

SparkToro
sparktoro.com

An audience research tool helping marketers discover where their audience spends time online.

U

Userpilot
userpilot.com

A product growth platform for in-app onboarding and engagement.

A

Appcues
appcues.com

A no-code platform for building in-app onboarding experiences.

D

Drift
drift.com

A conversational marketing platform for chat-based lead engagement.



Unbounce

unbounce.com

A landing page builder and conversion platform for marketers.



Optimizely

optimizely.com

An experimentation and digital experience platform for A/B testing.



VWO

vwo.com

A conversion rate optimization and A/B testing platform.



Landbot

landbot.io

A no-code chatbot builder for marketing and customer engagement.



Beehiiv

beehiiv.com

A newsletter platform built for growing and monetizing email audiences.



Substack

substack.com

A publishing platform letting writers launch and monetize newsletters.



Attentive

attentive.com

An SMS and email marketing platform for ecommerce brands.



Postscript

postscript.io

An SMS marketing platform built specifically for Shopify merchants.



Typeform

typeform.com

An online form and survey builder known for its conversational interface.

Media, Content & Publishing

WF

Wikimedia Foundationwikimediafoundation.org

The nonprofit organization that hosts and supports Wikipedia and its sister free-knowledge projects, with staff distributed worldwide.

VM

Vocal Mediavocal.media

A creator platform where writers publish and monetize stories, articles, and niche content across topic-based communities.

MM

MUO (MakeUseOf)makeuseof.com

A technology publication covering how-to guides, app and gadget reviews, and explainers, produced by a fully remote editorial team.

S

ScreenRantscreenrant.com

An entertainment news and pop-culture publication covering film, TV, and comics, run with a globally distributed staff of writers.

G

Gamursgamurs.com

A digital media group operating gaming and entertainment publications, built on a network of remote writers and editors worldwide.

MF

Mozilla Foundationmozilla.org

The nonprofit behind Firefox, advocating for an open and healthy internet, with a largely remote staff.

PH

The Penny Hoarderthepennyhoarder.com

A personal finance media company producing content to help readers manage money, staffed remotely.

DM

Dotdash Meredithdotdashmeredith.com

A digital and print media company operating brands like Investopedia and Real Simple.

IL

International Livinginternationalliving.com

A publisher covering retirement, real estate, and living abroad, run by a distributed team.

NL

Nomad List

nomadlist.com

A data and community platform ranking cities for remote workers and digital nomads.

PG

The Points Guy

thepointsguy.com

A travel and rewards media brand with a remote editorial team.

H

HowStuffWorks

howstuffworks.com

An explainer and educational media brand covering science, tech, and culture.

R

Ranker

ranker.com

A data-driven entertainment and opinion media company.

D

Distractify

distractify.com

A pop-culture and entertainment news site.

F

Fatherly

fatherly.com

A media brand producing parenting content for modern fathers.

SM

Scary Mommy

scarymommy.com

A parenting and lifestyle media brand for mothers.

M

The Manual

themanual.com

A lifestyle publication covering style, food, and travel for men.

DT

Digital Trends

digitaltrends.com

A technology and consumer electronics media outlet.

AP

Android Police

androidpolice.com

A technology publication covering Android news, reviews, and how-tos.

XD

XDA Developers

xda-developers.com

A technology media brand and community covering mobile and PC

hardware.



CBR (Comic Book Resources)

cbr.com

An entertainment publication covering comics, movies, and anime.



Game Rant

gamerant.com

A video game news and review publication.



TheGamer

thegamer.com

A gaming news and features site covering the industry and culture.

Productivity, Design & Collaboration

M

Miromiro.com

An online collaborative whiteboard platform that helps distributed teams brainstorm, plan, and run workshops together visually.

B

Bufferbuffer.com

A social media management platform for scheduling and analyzing posts, and one of the pioneering fully remote, transparent-salary companies.

D

Doistdoist.com

The company behind Todoist and Twist, building calm, focus-friendly productivity tools while operating as a fully async, remote-first team.

F

Floatfloat.com

A resource planning and team scheduling tool that helps agencies and studios forecast capacity and track project time.

G

Gathergather.town

A virtual office platform that recreates a game-like shared space for distributed teams to meet, collaborate, and socialize online.

1

10up10up.com

A distributed web design and engineering agency, well known in the WordPress community, building sites for major publishers and brands.

F

Figmafigma.com

A collaborative interface design tool used by product and design teams worldwide.

C

Canvacanva.com

A design platform that makes graphic design accessible for non-designers.

L

Loomloom.com

An async video messaging tool for recording and sharing quick screen and camera videos.

C

Calendly

calendly.com

A scheduling automation platform that eliminates back-and-forth emails for booking meetings.

D

Descript

descript.com

An audio and video editing tool that lets creators edit recordings like a text document.

T

Trello

trello.com

A visual project management tool using boards, lists, and cards, part of Atlassian.

A

Asana

asana.com

A work management platform helping teams plan, track, and manage projects.

M

monday.com

monday.com

A work operating system for managing projects, workflows, and teams.

T

Toggl

toggl.com

A time-tracking company offering tools for productivity, hiring, and project planning.

H

Harvest

getharvest.com

A time tracking and invoicing tool built for agencies and consultancies.

H

Hubstaff

hubstaff.com

A time tracking and workforce management platform for remote and field teams.

C

Clockify

clockify.me

A free time tracking tool for teams and freelancers.

W

Whimsical

whimsical.com

A visual collaboration tool for flowcharts, wireframes, and mind maps.



Milanote

milanote.com

A tool for organizing creative projects using notes, images, and boards.



Craft

craft.do

A note-taking and documentation app focused on beautiful, structured writing.



Dropbox

dropbox.com

A cloud storage and collaboration platform, operating as a Virtual First company.



Box

box.com

A cloud content management platform for enterprise file sharing and collaboration.



Evernote

evernote.com

A note-taking and organization app for capturing ideas and tasks.



Any.do

any.do

A task management and calendar app for individuals and teams.



Superhuman

superhuman.com

A fast, keyboard-driven email client built for productivity.



Spike

spikenow.com

An email and collaboration app that turns inboxes into conversations.



Fellow

fellow.app

A meeting management tool for agendas, notes, and action items.



Tability

tability.io

An OKR and goal-tracking tool for teams.



Range

range.co

A team check-in and async standup tool for remote teams.

D**Donut**donut.com

A Slack-based tool for building connections and culture across distributed teams.

O**Officevibe**officevibe.com

An employee engagement and pulse survey platform.

1**15Five**15five.com

A performance management platform for continuous feedback and engagement.

L**Lattice**lattice.com

A people management platform for performance reviews, engagement, and growth.

CA**Culture Amp**cultureamp.com

An employee experience platform for engagement, performance, and development.

B**Bonusly**bonus.ly

A peer recognition and rewards platform for company culture.

WI**When I Work**wheniwork.com

A scheduling and time tracking tool for hourly and shift-based teams.

AI & Emerging Tech

HF

Hugging Facehuggingface.co

An open-source AI platform and community hub where developers share and build machine learning models, datasets, and applications.

GA

Genie AIgenieai.co

An AI-powered legal drafting platform that helps lawyers and businesses generate and negotiate contracts faster.

M

Magicmagic.dev

An AI research company building large-context, agentic coding models aimed at automating complex software engineering work.

T

Togal.AItogal.ai

A construction technology company whose AI-powered platform automates takeoffs and estimating from architectural drawings.

S

Sonarsonarsource.com

The company behind SonarQube, providing code quality and security analysis tools used by development teams worldwide.

O

OpenAIopenai.com

An AI research and product company behind ChatGPT and the GPT family of models.

SA

Stability AIstability.ai

An AI company known for open-source generative models like Stable Diffusion.

C

Coherecohere.com

An enterprise AI company building large language models for business applications.

P

Perplexityperplexity.ai

An AI-powered answer engine that combines search with

R

Runway

runwayml.com

An AI research company building creative tools for video and image generation.

E

ElevenLabs

elevenlabs.io

An AI voice technology company offering realistic text-to-speech and voice cloning.

R

Replicate

replicate.com

A platform that lets developers run and deploy machine learning models via API.

W&

Weights & Biases

wandb.ai

A machine learning platform for experiment tracking, model management, and evaluation.

SA

Scale AI

scale.com

A data platform providing labeling and infrastructure for training AI models.

L

LangChain

langchain.com

A framework and platform for building applications powered by large language models.

TA

Together AI

together.ai

A cloud platform for training and running open-source AI models at scale.

C

Character.AI

character.ai

A platform for creating and chatting with AI characters and personas.

S

Synthesia

synthesia.io

An AI video generation platform that creates videos from text using digital avatars.

J

Jasper

jasper.ai

An AI content generation platform built for marketing teams³²



Copy.ai

copy.ai

An AI writing assistant that helps teams generate marketing copy and content.



Writesonic

writesonic.com

An AI writing and content generation platform for marketers.



Otter.ai

otter.ai

An AI meeting assistant that transcribes and summarizes conversations in real time.



Fireflies.ai

fireflies.ai

An AI notetaker that records, transcribes, and summarizes voice conversations.



Speak

speak.com

An AI-powered language learning app focused on speaking practice.



Tabnine

tabnine.com

An AI code completion assistant that helps developers write code faster.



Codeium

codeium.com

An AI-powered coding assistant offering autocomplete and chat for developers.



Weaviate

weaviate.io

An open-source vector database built for AI search and retrieval applications.



Pinecone

pinecone.io

A vector database platform built for powering AI applications with long-term memory.



Qdrant

qdrant.tech

An open-source vector database used for AI search and recommendation systems.



AssemblyAI

assemblyai.com

D

Deepgram

deepgram.com

A speech recognition and audio AI platform for developers.

C

Clarifai

clarifai.com

A computer vision and AI platform for image and video recognition.

D

DataRobot

datarobot.com

An enterprise AI platform for building and deploying machine learning models.

H

Humata

humata.ai

An AI tool that helps users search and ask questions across large documents.

G

Glean

glean.com

An AI-powered enterprise search platform that connects and searches company knowledge.

AA

Adept AI

adept.ai

An AI research company building models that can take actions inside software.

Talent Marketplaces, Staffing & Career Tools

AA

ALX Africaalxafrica.com

A pan-African talent development programme offering intensive, remote-friendly training in software engineering, data, and other future-skills tracks.

O

Outliantoutliant.com

A fully distributed digital product studio building web, mobile, and design solutions for startups and growing brands.

CI

Codeless Interactivecodelessinteractive.com

A remote game development and interactive media studio that builds games and playable experiences for clients and original IP.

S

The/Studiothestudio.com

A custom manufacturing platform that helps creators and brands design and produce merchandise, from apparel to collectibles.

CG

CI Gamescigames.com

A Polish video game developer and publisher, known for franchises like Sniper Ghost Warrior, with an increasingly distributed studio team.

VV

Veta Virtualvetavirtual.com

A virtual receptionist service for veterinary clinics, staffed by remote receptionists trained specifically for animal-hospital calls.

SG

Sporty Groupsportygroup.com

A sports betting and gaming technology company operating consumer brands across Africa and Asia, built on a globally remote engineering team.

R

Rwazirwazi.com

A market-intelligence platform that gathers real-time consumer data from emerging markets through a distributed network of local data collectors.

P

Passion.io

passion.io

A no-code platform that helps coaches and creators build and sell branded mobile apps for their courses and communities.

O

OpenPhone

openphone.com

A modern business phone system built for startups and small teams, offering calling, texting, and shared numbers from any device.

KC

Kit (formerly ConvertKit)

kit.com

An email marketing platform purpose-built for creators to grow their audience and monetize newsletters, courses, and products.

A

Andela

andela.com

A global talent marketplace connecting vetted software engineers, mostly from emerging markets, with companies worldwide.

T

Turing

turing.com

An AI-powered talent platform matching remote software developers with US companies.

T

Terminal

terminal.io

A platform that helps companies build remote engineering teams in talent hubs worldwide.

U

Upwork

upwork.com

One of the world's largest freelance marketplaces connecting businesses with independent professionals.

F

Fiverr

fiverr.com

A freelance services marketplace where businesses hire talent for gigs across many categories.

G

Gun.io

gun.io

A curated marketplace connecting vetted freelance software developers with companies.

A

Arc

arc.dev

A remote hiring platform connecting software developers with vetted remote jobs.

Braintrust

B**usebraintrust.com**

A decentralized talent network connecting freelancers directly with enterprise clients.

T**Torc****torc.dev**

A platform connecting vetted software developers with companies for remote contract work.

L**Lemon.io****lemon.io**

A marketplace matching startups with pre-vetted senior remote developers.

T**Trio****trio.dev**

A staffing platform connecting Latin American developers with US companies.

R**Revelo****revelo.com**

A talent platform connecting Latin American tech talent with US companies.

N**Near****near.co**

A recruiting platform connecting Latin American professionals with US companies for remote roles.

J**Jobbatical****jobbatical.com**

A relocation and global hiring platform helping companies move talent across borders.

M**Multiverse****multiverse.io**

An apprenticeship and workforce development platform building career pathways outside college.

G**Generation****generation.org**

A global nonprofit that trains and places adults into new careers.

PT**Pesto Tech****pesto.tech**

An upskilling platform training software engineers in India for global remote jobs.

WS**Working Solutions****workingsolutions.com**

A US-based virtual customer service and sales staffing company connecting independent agents with brands.

B

Boldly

boldly.com

A subscription staffing company providing remote executive assistants and marketing support to businesses.

K

Kickresume

kickresume.com

An online resume and cover letter builder helping job seekers apply with polished documents.

T

Teal

tealhq.com

A career growth platform helping job seekers organize applications and build resumes.

BI

Big Interview

biginterview.com

An online interview preparation platform helping job seekers practice and improve.

J

Jobscan

jobscan.com

A platform helping job seekers optimize resumes for applicant tracking systems.

Ecommerce & Retail Tech

S

Shopifyshopify.com

A leading ecommerce platform enabling businesses of all sizes to build and run online stores.

B

BigCommercebigcommerce.com

An ecommerce platform providing tools for growing online retail businesses.

W

WooCommercewoocommerce.com

An open-source ecommerce plugin for WordPress, owned by Automattic.

G

Gorgiasgorgias.com

A customer support helpdesk built specifically for ecommerce brands.

R

Rechargerechargepayments.com

A subscription management platform for ecommerce merchants.

BC

Bold Commerceboldcommerce.com

An ecommerce infrastructure company providing subscriptions, checkout, and pricing tools.

P

Printfulprintful.com

A print-on-demand and dropshipping fulfillment platform for online sellers.

P

Printifyprintify.com

A print-on-demand platform connecting merchants with a network of printing partners.

Y

Yotpoyotpo.com

An ecommerce marketing platform for reviews, loyalty, and SMS.

L

Loop Returns

LR**loopreturns.com**

A returns management platform built for ecommerce brands.

R**Rewind****rewind.com**

A backup and data protection platform for ecommerce and SaaS platforms.

S**ShipBob****shipbob.com**

A fulfillment and logistics platform helping ecommerce brands manage inventory and shipping.

S**Spocket****spocket.co**

A dropshipping platform connecting online stores with suppliers.

Z**Zonos****zonos.com**

A cross-border ecommerce platform handling international duties, taxes, and compliance.

K**Klevu****klevu.com**

An AI-powered search and discovery platform for ecommerce sites.

N**Nosto****nosto.com**

An ecommerce personalization platform for product recommendations.

B**Bloomreach****bloomreach.com**

An ecommerce experience platform combining search, personalization, and marketing.

R**Rebuy****rebuyengine.com**

A personalization platform helping ecommerce brands increase conversion through smart recommendations.

S**Smile.io****smile.io**

A loyalty and rewards platform for ecommerce brands.

O**Okendo****okendo.io**

A customer marketing platform for reviews and loyalty on Shopify stores.



Trustpilot

trustpilot.com

A consumer review platform helping businesses build trust through customer feedback.



Judge.me

judge.me

A product reviews app for ecommerce stores.



ShipStation

shipstation.com

A shipping software platform that helps ecommerce sellers manage orders and fulfillment.



Deliverr

deliverr.com

A fulfillment network helping ecommerce sellers offer fast shipping.



Faire

faire.com

A wholesale marketplace connecting independent retailers with brands.

Customer Support & CX

**Zendesk**zendesk.com

A customer service and support ticketing platform used by businesses worldwide.

**Intercom**intercom.com

A customer messaging platform combining live chat, help desk, and AI support tools.

**Help Scout**helpscout.com

A customer support platform built for growing teams to manage email and chat support.

**Front**front.com

A customer communication hub combining shared inboxes, chat, and workflow automation.

**Freshworks**freshworks.com

A customer engagement software suite including helpdesk, CRM, and IT service tools.

**Kustomer**kustomer.com

A CRM-powered customer service platform for support teams.

**LiveChat**livechat.com

A live chat and customer service platform for websites and online stores.

**Tidio**tidio.com

A live chat and chatbot platform for small business customer support.

**Crisp**crisp.chat

A customer messaging platform combining chat, email, and knowledge base tools.

G**Groove****groovehq.com**

A simple help desk tool built for small support teams.

K**Kayako****kayako.com**

A customer service platform providing helpdesk and live chat tools.

A**Aircall****aircall.io**

A cloud-based phone system built for sales and support teams.

T**Talkdesk****talkdesk.com**

A cloud contact center platform used by enterprise support teams.

D**Dixa****dixa.com**

A customer service platform combining voice, chat, and email in one conversational timeline.

C**Chattermill****chattermill.com**

A customer feedback analytics platform using AI to surface insights.

D**Delighted****delighted.com**

A customer experience platform for collecting NPS and survey feedback.

K**Klaus****klausapp.com**

A quality management platform for customer support teams, part of Zendesk.

A**Ada****ada.cx**

An AI customer service automation platform for resolving support tickets.

F**Forethought****forethought.ai**

An AI platform that automates customer support workflows.

S**SupportNinja****supportninja.com**

An outsourced customer support and back-office provider for growing companies.

Education & EdTech

C

Courseracoursera.org

An online learning platform offering courses, certificates, and degrees from universities and companies.

U

Udacityudacity.com

An online education platform offering tech-focused nanodegree programs.

GE

Guild Educationguild.com

A workforce education platform connecting employers with education benefits for employees.

CH

Course Herocoursehero.com

An online learning platform providing study resources and tutoring.

C

Cheggchegg.com

An online education company offering textbook rentals, tutoring, and study help.

P

Preplypreply.com

An online tutoring marketplace connecting learners with language and skills tutors.

L

Lingodalingoda.com

An online language school offering live classes with native-speaking teachers.

I

iTalkiitalki.com

A language learning marketplace connecting students with tutors worldwide.

S

Skillshareskillshare.com

An online learning community offering creative and business classes.

M**MasterClass****masterclass.com**

A subscription platform offering video classes taught by experts and celebrities.

C**Codecademy****codecademy.com**

An online platform teaching coding and technical skills through interactive lessons.

D**DataCamp****datacamp.com**

An online learning platform focused on data science and analytics skills.

P**Pluralsight****pluralsight.com**

A technology skills platform offering courses for developers and IT professionals.

T**Treehouse****teamtreeschool.com**

An online school teaching coding and design skills.

O**Outschool****outschool.com**

An online learning platform offering live classes for K-12 students taught by independent teachers.

P**Prenda****prenda.world**

A platform supporting microschools and small, learner-centered education pods.

AL**Age of Learning****ageoflearning.com**

An edtech company behind ABCmouse, building early-childhood learning products.

N**Newsela****newsela.com**

An edtech platform providing leveled news and reading content for classrooms.

K**Kahoot!****kahoot.com**

A game-based learning platform used in classrooms and workplaces.

Q**Quizlet****quizlet.com**

A study and flashcard app helping students learn and memorize material.

H

Handshake

joinhandshake.com

A career platform connecting college students and early-career talent with employers.

S

Springboard

springboard.com

An online education company offering mentor-led bootcamps in tech careers.

T

Thinkific

thinkific.com

A platform that lets creators build and sell online courses.

T

Teachable

teachable.com

A platform for creators to build and sell online courses and coaching.

Healthcare & Wellness Tech



Talkspace

talkspace.com

An online therapy platform connecting users with licensed mental health providers.



Cerebral

cerebral.com

A telehealth platform providing mental health treatment and medication management.



Headspace

headspace.com

A meditation and mental wellness app offering guided sessions and sleep content.



Calm

calm.com

A meditation and sleep app helping users manage stress and improve wellbeing.



Ro

ro.co

A direct-to-patient telehealth company offering treatment for various health conditions.



Hims & Hers

hims.com

A telehealth platform offering treatment for wellness, sexual health, and mental health.



Nomad Health

nomadhealth.com

A marketplace connecting healthcare professionals with locum and travel assignments.



Included Health

includedhealth.com

A healthcare navigation and virtual care company serving employers and health plans.



Wheel

wheel.com

A virtual care infrastructure platform powering telehealth for other



Maven Clinic

mavenclinic.com

A virtual clinic for women's and family health benefits.



Carrot Fertility

get-carrot.com

A fertility and family-forming benefits platform for employers.



Spring Health

springhealth.com

A mental health benefits platform connecting employees with personalized care.



Lyra Health

lyrahealth.com

A mental health benefits provider connecting employees with therapists and coaches.



Modern Health

modernhealth.com

A workplace mental health platform offering therapy and coaching.



Nurx

nurx.com

A telehealth platform providing birth control and other prescriptions by mail.



Grow Therapy

growththerapy.com

A platform connecting therapists with clients and simplifying private practice operations.



Alma

helloalma.com

A platform helping therapists manage insurance-based private practices.



SonderMind

sondermind.com

A mental health platform connecting patients with therapists covered by insurance.



Twill

twill.health

A digital health company building AI-supported self-care and therapeutic tools.



Zocdoc

Z**Zocdoc**
zocdoc.com

An online platform for finding and booking doctor's appointments.

G**GoodRx**
goodrx.com

A platform helping consumers find discounts on prescription medications.

D**Doximity**
doximity.com

A professional network and telehealth tool built for doctors and clinicians.

TH**Turquoise Health**
turquoise.health

A healthcare price transparency platform helping patients compare costs.

O**Osmind**
osmind.org

An electronic health record platform built for mental health clinics.

Travel & Hospitality

T

TravelPerktravelperk.com

A business travel management platform helping companies book and manage corporate trips.

H

Hopperhopper.com

A travel booking app using predictive analytics to help users find the best flight and hotel prices.

S

Selinaselina.com

A hospitality brand offering co-living and travel accommodations for remote workers and nomads.

O

Outsiteoutsite.co

A network of co-living and coworking spaces designed for remote workers and digital nomads.

W

Wanderlogwanderlog.com

A trip-planning app that helps travelers organize itineraries and collaborate on plans.

CT

Culture Triptheculturetrip.com

A travel and culture media platform offering guides and recommendations worldwide.

RY

Remote Yearremoteyear.com

A company organizing group travel programs for remote workers to live and work abroad.

HP

Hacker Paradisehackerparadise.org

A community organizing travel programs for remote-working developers and entrepreneurs.

U

Unsettledbeunsettled.co

A company running immersive travel programs for remote

professionals.

S

Sonder

sonder.com

A hospitality company offering design-forward short-term apartment and hotel stays.

K

Kasa

kasa.com

A hospitality brand managing tech-enabled apartment and hotel stays for travelers.

FP

Flash Pack

flashpack.com

A travel company organizing small-group adventure trips for solo travelers in their 30s and 40s.

V

Vacasa

vacasa.com

A vacation rental management company operating properties across North America.

E

Evolve

evolve.com

A vacation rental management company helping homeowners list and manage properties.

Nonprofit & Social Impact

IA

Internet Archive

archive.org

A nonprofit digital library offering free access to books, websites, and media archives.

CC

Creative Commons

creativecommons.org

A nonprofit providing free licensing tools that support open sharing of creative work.

KA

Khan Academy

khanacademy.org

A nonprofit providing free educational content and practice tools for learners worldwide.

C

Code.org

code.org

A nonprofit dedicated to expanding access to computer science education.

G

GiveDirectly

givedirectly.org

A nonprofit that delivers direct cash transfers to people living in poverty.

U

Ushahidi

ushahidi.com

A nonprofit technology company building crowdsourcing and crisis-mapping tools.

GE

Girl Effect

girleffect.org

A nonprofit using media and technology to support girls' empowerment globally.

DG

Digital Green

digitalgreen.org

A nonprofit using video and data tools to support smallholder farmers.

A

Acumen

acumen.org

A nonprofit impact investor and academy building leaders to solve poverty.

E**Endless**endlessos.org

A nonprofit building offline-friendly computing tools for underserved communities.

SF**Signal Foundation**signal.org

The nonprofit behind Signal, a privacy-focused encrypted messaging app.

IS**Internet Society**internetsociety.org

A nonprofit advocating for an open, globally connected internet.

PI**Partners In Health**pih.org

A global health nonprofit providing care in under-resourced communities, with remote support roles.

RT**Room to Read**roomtoread.org

A nonprofit focused on literacy and girls' education in developing countries.

CW**charity: water**charitywater.org

A nonprofit working to bring clean drinking water to people in developing countries.

Gaming & Interactive Entertainment

KS

Keywords Studioskeywordsstudios.com

A global games services company providing art, localization, and QA support to game developers.

V

Virtuosvirtuosgames.com

A game development studio providing co-development and porting services for major publishers.

S

Sperasoftsperasoft.com

A game development studio providing art and engineering services to AAA publishers.

J

Jagexjagex.com

The studio behind RuneScape, one of the longest-running MMORPGs.

BS

Bossa Studiosbossastudios.com

An independent game studio known for titles like Surgeon Simulator and I Am Bread.

KE

Klei Entertainmentklei.com

An independent Canadian game studio known for Don't Starve and Oxygen Not Included.

CS

Coffee Stain Studioscoffeestainstudios.com

A Swedish game studio and publisher known for Deep Rock Galactic and Satisfactory.

T

Team17team17.com

A UK game publisher and developer known for Worms and indie game publishing.

FD

Frontier Developmentsfrontier.co.uk

A UK game studio known for Elite Dangerous and Planet Coaster.



Sports Interactive

sigames.com

The studio behind Football Manager, part of Sega.



Devolver Digital

devolverdigital.com

An independent game publisher known for offbeat, creative titles.



Playrix

playrix.com

A mobile game developer known for titles like Gardenscapes and Homescapes.



Scopely

scopely.com

A mobile game company known for titles like MONOPOLY GO! and Star Trek Fleet Command.



Jam City

jamcity.com

A mobile game studio known for titles like Cookie Jam and Harry Potter: Hogwarts Mystery.



Rovio

rovio.com

The Finnish game studio behind Angry Birds.



Kwalee

kwalee.com

A UK-based mobile and PC game publisher and developer.



tinyBuild

tinybuild.com

An indie game publisher known for Hello Neighbor and Party Animals.



Raw Fury

rawfury.com

A Swedish indie game publisher supporting independent developers worldwide.



Ndemic Creations

ndemiccreations.com

The studio behind Plague Inc., known for its small, remote-friendly team.

African & Emerging Markets Tech

M

Moovemoove.io

A mobility fintech providing vehicle financing for ride-hailing and logistics drivers across emerging markets.

M

mPharmampharma.com

A healthtech company improving access to medicines across African pharmacies.

Z

Ziplineflyzipline.com

A drone delivery company transporting medical supplies and goods in remote areas worldwide.

TF

Twiga Foodstwiga.com

A Kenyan agtech company connecting farmers with retailers through a mobile marketplace.

S

Sendysendyit.com

A logistics and delivery platform connecting businesses with transport across Africa.

B

Bambooinvestbamboo.com

A Nigerian investment platform giving Africans access to global stock markets.

TF

Trove Financetrovefinance.com

A Nigerian investment app letting users trade Nigerian and US stocks.

R

Renmoneyrenmoney.com

A Nigerian digital lending and savings platform.

C

Carbongetcarbon.co

A Nigerian digital bank and lending platform.

LB

Lifestores Pharmacy

LP

lifestores.com

A healthtech company modernizing pharmacy access and supply chains in Nigeria.

B

Busha**busha.co**

A Nigerian cryptocurrency exchange platform.

P

Patricia**mypatricia.co**

A Nigerian crypto and payments platform.

G

Gebeya**gebeya.com**

A talent marketplace connecting African tech professionals with global companies.

U

Utu**utu.co.ke**

A Kenyan logistics technology company offering delivery infrastructure for ecommerce.

A

Ajua**ajua.com**

A customer experience and payments platform for African businesses.

B

Bboxx**bboxx.com**

A company providing solar energy access and utility services across Africa.

M

M-KOPA**m-kopa.com**

A fintech providing pay-as-you-go solar energy and financing for underserved consumers in Africa.

S

SunCulture**sunculture.com**

A Kenyan agtech company providing solar-powered irrigation for smallholder farmers.

K

Kobo360**kobo360.com**

A logistics technology platform connecting truck owners with cargo owners across Africa.

LS

Lori Systems**lorisystems.com**

A logistics platform digitizing freight and trucking in Africa. ⁵⁷

W**Wasoko****wasoko.com**

A B2B ecommerce platform supplying informal retailers across Africa with goods.

A**Autochek****autochek.africa**

A platform digitizing car sales, financing, and maintenance across Africa.

RH**Reliance Health****reliancehmo.com**

A Nigerian healthtech company offering health insurance and digital care.

HH**Helium Health****heliumhealth.com**

A health information technology company digitizing hospital records across Africa.

IH**Ilara Health****ilarahealth.com**

A healthtech company bringing affordable diagnostics to clinics across Africa.

V**Vezeeta****vezeeta.com**

A Middle East and North Africa healthtech platform for booking doctor appointments.

I**Instabug****instabug.com**

An Egyptian-founded mobile app monitoring and bug reporting platform for developers.

S**Swvl****swvl.com**

A mass transit technology company offering shared bus and mobility services across emerging markets.

C**Cellulant****cellulant.io**

A pan-African payments company powering digital payments for banks and businesses.

T**Termii****termii.com**

A communications platform providing SMS, voice, and messaging APIs across Africa.

**Grey****trygrey.com**

A Nigerian fintech offering multi-currency accounts for freelancers and remote workers in Africa.

**Fincra****fincra.com**

A payments infrastructure company enabling businesses to collect and send payments across Africa.

**Union54****union54.tech**

A Zambian card-issuing infrastructure company for African fintechs.

Logistics & Supply Chain

**Flexport****flexport.com**

A global freight forwarding and supply chain platform using technology to simplify logistics.

**project44****project44.com**

A supply chain visibility platform tracking shipments across global logistics networks.

**FourKites****fourkites.com**

A real-time supply chain visibility platform for tracking freight globally.

**Loadsmart****loadsmart.com**

A digital freight platform automating truckload booking and logistics.

**Freightos****freightos.com**

A digital booking platform for international freight and shipping.

**Zencargo****zencargo.com**

A digital freight forwarder providing supply chain visibility and management.

**Forto****forto.com**

A digital freight forwarding company simplifying global logistics for businesses.

**Stord****stord.com**

A cloud supply chain platform combining warehousing and transportation technology.

**Flock Freight****flockfreight.com**

A freight technology company optimizing shared truckload shipping.

**Shippeo**

S**shippeo.com**

A real-time transportation visibility platform for supply chains.

T**Turvo****turvo.com**

A collaborative logistics platform connecting shippers, carriers, and partners.

B**Bringg****bringg.com**

A delivery orchestration platform helping retailers manage last-mile logistics.

O**Onfleet****onfleet.com**

A last-mile delivery management platform for dispatch and route optimization.

N**Nowports****nowports.com**

A Latin American digital freight forwarder simplifying international shipping.

Legal Tech

**Clio****clio.com**

A cloud-based legal practice management platform for law firms.

**Ironclad****ironcladapp.com**

A contract lifecycle management platform used by legal and business teams.

**LawGeex****lawgeex.com**

An AI-powered contract review platform for legal teams.

**DoNotPay****donotpay.com**

A consumer-facing AI legal assistant helping people handle disputes and paperwork.

**Spellbook****spellbook.legal**

An AI drafting assistant that helps lawyers write and review contracts inside Word.

**Juro****juro.com**

A contract collaboration platform helping teams create, negotiate, and manage agreements.

**LinkSquares****linksquares.com**

An AI-powered contract management platform for legal teams.

**Ontra****ontra.ai**

A legal technology and services platform automating contract workflows for private markets.

**Casetext****casetext.com**

A legal research platform offering AI-powered case law search tools.

**Rocket Lawyer****rocketlawyer.com**

An online legal service platform offering documents and attorney access for individuals and small businesses.



LegalZoom

legalzoom.com

An online platform providing legal document and business formation services.

Security & Privacy

1

1Password1password.com

A password manager and security platform helping individuals and teams protect their credentials.

B

Bitwardenbitwarden.com

An open-source password manager built for individuals, teams, and enterprises.

C

CrowdStrikecrowdstrike.com

A cybersecurity company providing cloud-based endpoint protection and threat intelligence.

S

SentinelOnesentinelone.com

An AI-driven cybersecurity platform for endpoint and cloud protection.

K

KnowBe4knowbe4.com

A security awareness training platform helping organizations reduce human error risk.

V

Vantavanta.com

A security and compliance automation platform helping companies achieve certifications like SOC 2.

D

Dratadrata.com

A compliance automation platform helping companies manage security certifications continuously.

T

Tailscaletailscale.com

A zero-config VPN company built on WireGuard for secure networking.

T

Twingatetwingate.com

A zero-trust network access platform for securing remote access to company resources.

E**ExpressVPN****expressvpn.com**

A consumer VPN service protecting user privacy and online security.

N**NordVPN****nordvpn.com**

A VPN and cybersecurity company offering privacy tools for consumers and businesses.

P**Proton****proton.me**

A Swiss company behind ProtonMail and Proton VPN, focused on privacy-first products.

S**Snyk****snyk.io**

A developer security platform that finds and fixes vulnerabilities in code and dependencies.

W**Wiz****wiz.io**

A cloud security platform helping organizations identify and remediate cloud risks.

S**Socket****socket.dev**

A supply chain security platform that detects risks in open-source dependencies.

H**Huntress****huntress.com**

A managed cybersecurity platform protecting small and midsize businesses from threats.

C**Coalition****coalitioninc.com**

A cyber insurance and security company helping businesses prevent and recover from digital risk.

S**Semgrep****semgrep.dev**

A static analysis security tool that helps developers find bugs and vulnerabilities in code.

G**GitGuardian****gitguardian.com**

A security platform that detects secrets and credentials leaked in code repositories.

Data, Analytics & BI



Looker

looker.com

A business intelligence and data platform, part of Google Cloud.



Tableau

tableau.com

A data visualization and analytics platform, part of Salesforce.



Sisense

sisense.com

An analytics platform helping companies embed data insights into products and workflows.



Metabase

metabase.com

An open-source business intelligence tool for exploring and visualizing data.



Mode Analytics

mode.com

A collaborative analytics platform combining SQL, notebooks, and dashboards.



Hex

hex.tech

A collaborative data workspace for notebooks, analysis, and dashboards.



Preset

preset.io

A business intelligence platform built on the open-source tool Apache Superset.



Census

getcensus.com

A reverse ETL platform syncing data from warehouses into business tools.



Hightouch

hightouch.com

A reverse ETL and data activation platform for syncing customer data to marketing tools.



Fivetran

fivetran.com

A data integration platform that automates moving data into warehouses.



Airbyte

airbyte.com

An open-source data integration platform for building ELT pipelines.



Matillion

matillion.com

A cloud data integration and transformation platform.



Monte Carlo

montecarlodata.com

A data observability platform that helps teams detect and resolve data quality issues.



Bigeye

bigeye.com

A data observability platform monitoring data quality across pipelines.



Atlan

atlan.com

A data catalog and collaboration platform for data teams.



Secoda

secoda.co

A data discovery and documentation platform for data teams.



Y42

y42.com

A data operations platform combining ELT, transformation, and orchestration.



Rudderstack

rudderstack.com

An open-source customer data platform for warehouse-first data collection.



mParticle

mparticle.com

A customer data platform helping companies unify and activate user data.



Heap

heap.io

A digital analytics platform automatically capturing user behavior data.



Statsig

statsig.com

An experimentation and feature-flagging platform for product teams.



GrowthBook

growthbook.io

An open-source feature flagging and A/B testing platform.



Eppo

geteppo.com

An experimentation platform helping product teams run and analyze A/B tests.

Sales Tech & RevOps

S

Salesloft**salesloft.com**

A sales engagement platform helping revenue teams manage outreach and pipeline.

O

Outreach**outreach.io**

A sales execution platform helping teams manage prospecting and deal workflows.

G

Gong**gong.io**

A revenue intelligence platform that analyzes sales calls and deals using AI.

C

Clari**clari.com**

A revenue operations platform providing forecasting and pipeline visibility.

A

Apollo.io**apollo.io**

A sales intelligence and engagement platform combining a contact database with outreach tools.

Z

ZoomInfo**zoominfo.com**

A go-to-market data platform providing business contact and intent data.

L

Lusha**lusha.com**

A sales intelligence platform providing verified contact data for prospecting.

C

Cognism**cognism.com**

A sales intelligence platform providing compliant B2B contact data across regions.

C

Clearbit**clearbit.com**

A data enrichment platform helping sales and marketing teams

V

Vidyard

vidyard.com

A video messaging platform helping sales teams create personalized video outreach.

P

PandaDoc

pandadoc.com

A document automation platform for proposals, quotes, and e-signatures.

P

Proposify

proposify.com

A proposal software platform helping sales teams create and track proposals.

Q

Qwilr

qwilr.com

A platform for creating interactive, web-based sales proposals and documents.

C

Crunchbase

crunchbase.com

A platform providing data on companies, funding, and investors used for prospecting and research.

P

People.ai

people.ai

A revenue intelligence platform capturing sales activity data automatically.

C

Chorus

chorus.ai

A conversation intelligence platform for analyzing sales calls, part of ZoomInfo.

K

Klue

klue.com

A competitive intelligence platform helping sales teams win against competitors.

C

Crossbeam

crossbeam.com

A partner ecosystem platform helping companies find overlapping customers and prospects.

C

Close

close.com

A CRM built for inside sales teams, operating as an all-remote

No-Code & Design Tools



Bubble

bubble.io

A no-code platform for building web applications visually.



Adalo

adalo.com

A no-code platform for building mobile and web apps.



Glide

glideapps.com

A no-code platform that turns spreadsheets into functional apps.



Make (Integromat)

make.com

A visual automation platform connecting apps and workflows without code.



n8n

n8n.io

An open-source workflow automation tool for connecting apps and services.



Softr

softr.io

A no-code platform for building web apps and client portals from Airtable data.



InVision

invisionapp.com

A digital product design platform for prototyping and collaboration.



Marvel

marvelapp.com

A design and prototyping platform for creating interactive mockups.



ProtoPie

protopie.io

A prototyping tool for creating advanced interactive product designs.



UXPin

uxpin.com

A design and prototyping platform for building interactive, code-based

Z

Zeplin

zeplin.io

A collaboration tool that hands off design specs from designers to developers.

A

Abstract

abstract.com

A design workflow and version control platform for design teams.

P

Penpot

penpot.app

An open-source design and prototyping platform for cross-functional teams.

Additional Remote-First Employers

E **Elementor**
elementor.com
 A website building platform for WordPress, letting users design pages visually without code.

K **Kinsta**
kinsta.com
 A managed WordPress and application hosting company built on Google Cloud infrastructure.

F **Flywheel**
getflywheel.com
 A managed WordPress hosting platform built for designers and agencies.

S **SiteGround**
siteground.com
 A web hosting company providing WordPress, cloud, and shared hosting services.

MV **Mullvad VPN**
mullvad.net
 A privacy-focused VPN provider based in Sweden known for its strict no-logs policy.

SA **Simple Analytics**
simpleanalytics.com
 A privacy-friendly website analytics tool that avoids cookies and personal data collection.

PA **Plausible Analytics**
plausible.io
 An open-source, privacy-focused web analytics tool built as a lightweight Google Analytics alternative.

FA **Fathom Analytics**
usefathom.com
 A simple, privacy-first website analytics platform built for small teams.

B **Baremetrics**
baremetrics.com
 A subscription analytics platform helping SaaS companies track

revenue metrics.

P

ProfitWell

profitwell.com

A subscription revenue analytics platform for SaaS companies, now part of Paddle.

P

Paddle

paddle.com

A billing and payments infrastructure platform built for software companies selling globally.

LS

Lemon Squeezy

lemonsqueezy.com

An all-in-one payments and billing platform for software creators and small SaaS businesses.

B

Buttondown

buttondown.com

A simple, developer-friendly email newsletter tool for independent writers.

T

Transistor.fm

transistor.fm

A podcast hosting and analytics platform built for independent podcasters and small teams.

Verified Remote Employers (Community-Sourced)

S

ScholarshipOwl

scholarshipowl.com

A scholarship-matching platform that helps students find and apply to college scholarships through one streamlined application.

F

Fuelerate

fuelerate.com

A fully remote growth agency that helps Shopify direct-to-consumer brands scale through conversion rate optimization, A/B testing, and paid advertising.

FF

Flip (formerly Flipper)

flip.shop

A live shopping and social commerce app connecting shoppers with creators for video-based product discovery.

E

Euler

euler.finance

A decentralized finance protocol that lets users lend and borrow crypto assets on Ethereum in a permissionless, capital-efficient way.

S

Stacker

stacker.ai

A no-code platform that lets teams build custom internal tools, client portals, and business apps from existing data sources like Airtable and Google Sheets.

Y

Y.Labs

ylabsglobal.org

A global design and research nonprofit that co-creates health and economic-opportunity solutions with young people, operating as a distributed team.

E

Eclectiq

eclectiq.com

A cyber threat intelligence platform that helps security teams collect, analyze, and act on threat data.

R

rePurpose

repurpose.global

A sustainability platform that helps brands fund plastic collection and recycling projects to offset their plastic footprint.

Z

Zencore

zencore.dev

A fully remote Google Cloud consulting and engineering firm, founded by former Google Cloud engineers, specializing in data, AI, and cloud migration.

R

Resi

resi.co.uk

A UK-based online architecture practice where designers create home extension and renovation plans remotely for homeowners.

C

CaptureAge

captureage.com

A fully remote, Xbox-partnered game development studio providing production, art, and engineering services for the Age of Empires franchise.

M

Mixmax

mixmax.com

A sales engagement platform that helps revenue teams automate outreach sequences and track email engagement.

S

SwapRail

swaprail.io

A crypto swap and exchange aggregation platform that helps users find the best rates across decentralized exchanges.

MS

Mint Source

mintsource.co

A talent sourcing and recruitment company connecting vetted candidates with remote-friendly employers.

EH

Eleventh Hour Games

eleventhhourgames.com

An independent game studio best known for developing the action role-playing game Last Epoch.

L

Littlebird

littlebird.ai

An AI assistant that observes a user's screen and meetings to build a private, on-device memory of their work and answer questions about it.

MF

Meliore Foundation

meliorefoundation.org

A nonprofit foundation supporting charitable and community-focused initiatives, run with a distributed team.

RH

Radicle Health

radicle-health.com

A group of human services software companies providing EHR and case management platforms to behavioral health and social service

agencies.

K

Kuali

kuali.co

A cloud software platform providing workflow and administrative tools built specifically for higher education institutions.

H

HeadSpin

headspin.io

A mobile app testing and performance monitoring platform that helps companies improve app quality across real devices worldwide.

L

LI.FI

li.fi

A cross-chain bridging and swapping aggregation protocol that helps developers move assets between blockchains.

C

Chartbeat

chartbeat.com

A real-time content analytics platform that helps newsrooms and publishers understand how audiences engage with their stories.

O

OnTop

ontop.com

A global payroll and employer-of-record platform helping companies hire and pay talent across Latin America and beyond.

OL

Offshore Launch

offshorelaunch.com

A staffing agency that embeds remote virtual assistants and support staff into client businesses on a long-term basis.

CM

Creator Match

creatormatch.co

A platform that connects brands with content creators for influencer marketing campaigns and partnerships.

H

HackerRank

hackerrank.com

A technical skills assessment and interview platform used by companies to evaluate software engineering candidates.

D

Deskbird

deskbird.com

A workplace management app that lets hybrid teams book desks, meeting rooms, and coordinate in-office days.

L

Lido

lido.fi

A liquid staking protocol that lets users stake Ethereum and other

assets while retaining liquidity through staked tokens.

O

Onlyone

onlyone.io

A digital identity and financial technology platform focused on secure, biometric-based account access.

OF

Onchain Foundation

onchainfoundation.org

A foundation supporting the growth and development of onchain and blockchain ecosystem infrastructure.

DT

Day Translations

daytranslations.com

A professional translation and interpretation services company supporting businesses and individuals in over 100 languages.

E

Everstake

everstake.one

A non-custodial staking provider that helps crypto holders earn rewards by staking assets across multiple blockchain networks.

E

Eiger

eiger.co

A blockchain infrastructure and node services company supporting Web3 developers and networks.

FM

Foundation Marketing

foundationinc.co

A content marketing agency that helps B2B SaaS companies grow organic traffic and pipeline through SEO-driven content.

M

Mamo

mamopay.com

A UAE-based fintech providing payment links, invoicing, and money transfer tools for businesses and freelancers in the Gulf region.

Z

Zembr

zembr.com

A technology company building tools and services for its client base, operating with a remote-friendly team.

M

Metaculus

metaculus.com

A forecasting platform where communities predict the outcomes of future events to improve collective judgment and decision-making.

SA

Search Atlas

searchatlas.com

An SEO software platform offering site audits, content optimization,

G

Gamdom

gamdom.com

An online crypto casino and betting platform offering games and esports wagering.

G

Gnosis

gnosis.io

An Ethereum infrastructure company behind tools like Gnosis Safe (now Safe), a widely used multisig wallet for managing crypto assets.

GT

GR8 Tech

gr8.tech

An iGaming technology provider offering sportsbook and casino platform infrastructure to betting operators.

Z

Zora

zora.co

An onchain creator platform that lets people mint, collect, and trade digital content and media as NFTs.

S

SuperPath

superpath.co

A community and education platform helping marketers build content marketing careers and skills.

T

Tellius

tellius.com

An AI-driven analytics platform that lets business teams ask natural-language questions of their data.

A

ACLED

acleddata.com

A nonprofit that collects and analyzes data on political violence and protest events worldwide for researchers, journalists, and policymakers.

O

OpenZeppelin

openzeppelin.com

A security research and software company providing widely used libraries and audits for smart contract development.

B

Blockworks

blockworks.co

A media and research company covering crypto markets, providing news, data, and analysis for digital asset investors.

S

Scalerrs

scalerrs.com

An SEO agency that helps SaaS companies grow organic search traffic and revenue through content and technical SEO.



Monad Foundation

monad.xyz

The foundation supporting Monad, a high-performance Layer 1 blockchain designed for speed and Ethereum compatibility.



Fueled

fueled.com

A digital product agency that designs and builds mobile apps and websites for startups and enterprises.



TradeZella

tradezella.com

A trading journal and analytics platform that helps active traders track performance and improve their strategies.



Vitals

vitals.com

A healthcare platform where patients can search for doctors, read reviews, and compare costs for medical procedures.



cyber•Fund

cyber.fund

A venture studio and investment fund backing early-stage crypto and Web3 infrastructure projects.



Gameplay Galaxy

gameplaygalaxy.com

A blockchain gaming company building Web3 games and infrastructure for onchain play.



fyst

fyst.com

A payments and fintech company building infrastructure for digital transactions.



chayn

chayn.co

A nonprofit building free, multilingual digital resources and support for survivors of gender-based violence, run by a fully remote global team.



Superwall

superwall.com

A platform that helps mobile app developers build, test, and optimize in-app paywalls without shipping new app updates.



axmed

axmed.com

A digital marketplace improving access to essential medicines for healthcare providers and patients in emerging markets.

Z

Zerion

zerion.io

A crypto wallet and portfolio tracker that lets users manage and interact with DeFi assets across multiple chains.

E

Eqvilent

eqvilent.com

A quantitative trading firm that develops algorithmic strategies for global financial markets.

IS

Internet Society Foundation

isocfoundation.org

A philanthropic organization funding projects that expand internet access and strengthen internet infrastructure worldwide.

C

Contra

contra.com

A commission-free freelance marketplace that lets independent professionals find work and get paid without platform fees.

R

Roadie

roadie.com

A crowdsourced local delivery platform, owned by UPS, connecting businesses with everyday drivers for same-day delivery.

C

CrazyLabs

crazylabs.com

A mobile game publisher specializing in hyper-casual and casual games for global audiences.

Z

ZenRows

zenrows.com

A web scraping API that helps developers extract data from websites while bypassing anti-bot protections.

E

Ethena

ethena.fi

A synthetic dollar protocol in crypto that offers a yield-bearing, crypto-native alternative to stablecoins.

Z

Zenlaw

zenlaw.com

A legal technology company offering software and services to help businesses manage legal operations.

T

Testilo

testilo.io

A software testing and quality assurance technology company supporting engineering teams with test automation.

C

Chore

chorehq.co

A platform connecting households with vetted service providers for recurring home tasks and chores.

SD

Social Discovery Group

socialdiscoverygroup.com

A technology holding company that builds and operates a portfolio of dating and social-networking apps worldwide.

M

MetaLab

metallab.com

A digital product design agency that has built apps and platforms for startups and major technology companies.

F

FlyFlat

flyflat.com

A travel agency specializing in booking discounted business and first-class international flights using airline miles.

WF

Wormhole Foundation

wormhole.com

The foundation behind Wormhole, a cross-chain messaging protocol that lets blockchains communicate and transfer assets.

OD

Order Desk

orderdesk.com

An ecommerce order management platform that helps online sellers automate fulfillment across multiple sales channels.

E

Ergeon

ergeon.com

An online marketplace that connects homeowners with contractors for fencing and outdoor home improvement projects.

P

pawaPay

pawapay.io

A payments infrastructure company that gives businesses a single API to accept mobile money payments across Africa.

ML

Matter Labs

matter-labs.io

The company behind ZKsync, an Ethereum Layer 2 scaling protocol using zero-knowledge proof technology.

CN

Catalyst Now

catalyst2030.net

A media and knowledge-sharing platform for changemakers and organizations working in international development and social innovation.

C

CrazyGames

crazygames.com

A browser-based gaming platform offering thousands of free instant-play games without downloads.

TP

TheSoul Publishing

thesoul-publishing.com

A digital media company behind global channels like 5-Minute Crafts and Bright Side, producing video content for billions of monthly views.

T

Tether

tether.io

The company behind USDT, the largest stablecoin by market capitalization, providing digital dollar infrastructure for crypto markets.

DL

Duoro Labs

duorolabs.com

A technology company building software products, operating with a distributed engineering team.

S

Scoreplay

scoreplay.io

A sports media platform that helps clubs and federations manage, tag, and distribute their video and photo content.

EA

Epoch AI

epochai.org

An AI research nonprofit that tracks and analyzes trends in AI development, compute, and capabilities.

R

Railsware

railsware.com

A product development company that builds its own SaaS products, like Mailtrap and Coda predecessor tools, alongside client engineering work, run as a fully remote team.

Keep Going

Landing a remote role is about more than finding the right company
— it's also about your resume, LinkedIn, and interview positioning.
CareersWithMary offers coaching and content to help with all three.

WANT MORE COMPANIES?

This guide is just a starting point. For a searchable,
constantly growing directory of remote-hiring employers
— plus jobs, community, and resources for remote work
— check out

inclusivelyremote.com

© CareersWithMary — Mary-Esther Anele. Company details are provided for informational purposes; always verify current openings and remote-work policies on each company's official website.