

100% Remote! 15 Cool Companies that are virtual only

No commute, no one stopping by your desk to ask you a “quick” question, no need to even change out of your pajamas in the morning if you don’t feel like it... what’s not to love about **working from home**? This hot perk is one of the most attractive benefits out there, and employers are taking note. As a result, an increasing number of companies allow employees to work from home on occasion, and some even hire for full-time remote positions.

But a handful of companies are taking this concept to an entirely new level, with *all* of their employees working remotely. Dubbed “virtual companies” or “distributed companies,” these employers have no physical offices — instead, each worker telecommutes from whichever location they’re based out of. These companies invest in retreats, offsite team-building activities and conferences to build a sense of community and belonging.

Sound like a dream come true? Good news: we’ve rounded up a list of fully remote companies that are hiring now. Apply today — these jobs won’t be open for long!

[Collage.com](#)

What They Do: Collage.com allows users to create and purchase customized photo collages in frames, on mugs, on blankets and more with their easy-to-use website.

What Employees Say: “It’s a small and very dynamic company, with smart people that are all working towards the same goal: customer satisfaction. Decisions are always data-driven (A/B testing, cost/ROI estimates on all projects), which greatly reduces the risks of politics. There is no micro-management and processes are built to be as lightweight as possible. Lastly, having all employees being remote solves a lot of problems I’ve seen in the past with team partially being remote.” — *Current Senior Software Engineer*

[PartnerCentric](#)

What They Do: “PartnerCentric, Inc. is a fully remote performance marketing agency with over 40 full-time employees based in the US and Europe. At our core, we build meaningful relationships and aim to be the best partners for our clients and for each other.”

What Employees Say: “Nicest people ever. Talent level is very high across a highly experienced team in their industry. The service really delivers for the clients. They have 100% figured out how to be successful as a fully remote workforce.” – *Current Manager*

Automattic

What They Do: “We are the people behind WordPress.com, WooCommerce, Jetpack, Simplesite, Longreads, VaultPress, Akismet, Gravatar, Polldaddy, Cloudup, and more. We believe in making the web a better place.”

What Employees Say: “Open source, great pay and benefits, supportive group. Lack of office means less politics. Surprisingly little bureaucracy for a five hundred person company.” – *Current Employee*

Toptal

What They Do: “Toptal is a network of the world’s top 3% of software engineering, design, and finance talent – available on demand to help companies accelerate, adapt, and scale.”

What Employees Say: “This is a culture of high standards, autonomy, and empowerment to go out and execute. Honesty is essential, and there is no sugar coating at Toptal. We work smart, take risks, and have a lot of fun collaborating with each other.” – *Current Sales Development Lead*



Close.io

What They Do: “Close.io is the inside sales CRM of choice for startups and SMBs. Increase productivity with all your sales communication in one place. We're changing how the world sells by providing leadership in toolset and mindset.”

What Employees Say: “As one of the newer employees, working at Close.io has been a very unique and positive experience. By unique, I mean that it's not everyday that you find a job that you love, with a team that you look forward to spending time with, at a company that prioritizes continuous truth-seeking, trusting your team, and embracing the ridiculous. By positive, I do not mean that it's not challenging or hard work, but it's the type of hard work that you look forward to waking up in the morning and diving into.” – *Current Customer Success Manager*

Zapier

What They Do: “We help people easily connect and automate the apps they use every day so they can get more work done with less effort. Partners and developers, including Google, Salesforce, Intuit, and Dropbox, use Zapier to offer their customers integrations with over 1,000 other apps.”

What Employees Say: “Pros: The people!! The Zapiens make working from home much easier than I expected it to be and they are the probably nicest team I've ever worked with. The work is challenging and everyone helps each other succeed.” — *Current Employee*

MoveOn

What They Do: “MoveOn is the largest independent, progressive, digitally-connected organizing group in the United States.”

What Employees Say: “Really incredible culture -- open, transparent, supportive, inspiring, positive. Great leadership -- I really trust our EDs and senior leaders. It's a relatively flat organization, so I feel like I have a voice, and I'm able to contribute outside of my job description. And lastly, the work is meaningful!” — *Current Employee*

Aha!

What They Do: “We are one of the fastest-growing companies in the U.S. and the world's #1 product roadmap software. More than 150,000 product and company builders at many of the best-known software, web, and technology companies trust Aha! to create a link between strategy and the team's work and to build visual roadmaps.”

What Employees Say: “From day one I felt like I was part of the team and that my work was valued in the organization. I wasn't sure how an all-remote team would keep up a good culture, but we communicate so well that it just comes naturally. (Meeting twice a year in great places at our onsites also helps.)” — *Current Employee*

InVision App

Glassdoor Rating: 3.8

What They Do: “InVision is the Digital Product Design platform used to make the world’s best customer experiences. We provide design tools and educational resources for teams to navigate every stage of the product design process, from ideation to development.”



What Employees Say: “Challenging, exciting work on an industry-defining product. Very good engineering tools and deployment processes. Working remote is the best perk. Strong work/life balance; management is understanding of day-to-day family time and family leave.” – *Current Senior Software Engineer*

TrustHCS

What They Do: “TrustHCS serves the healthcare industry by eliminating backlogs, improves documentation and reducing downtime for you and your organization. Ultimately, the TrustHCS team is dedicated to [implementing] new and efficient processes in coding, compliance, and revenue cycles that remain in place long after our consulting engagement ends. By delivering long-term value with every consulting initiative, mutual success is assured.”

What Employees Say: “Very [knowledgeable], flexible with work schedule, wonderful supervisors willing to help in anyway they can. Co-Workers also extremely helpful.” – *Current Remote Coder*

Modern Tribe

What They Do: “Modern Tribe, Inc. is a rapidly growing software & design company. We develop custom solutions for some of the world’s largest companies, government institutions and smaller growing organizations.”

What Employees Say: “Fulfilling projects that utilize and expand my skillset, opportunity for growth and career development, positive and supportive team members, flexible schedule, and work/life balance. Truly an incredible place to work.” – *Current Graphic Designer*

Articulate Inc.

What They Do: “Trusted by 78,000+ organizations worldwide, Articulate makes it easy to create compelling courses for every device.”

What Employees Say: “The culture at this company is unlike anything that I've ever experienced. Free and open communication, respect and trust for the employees to do their jobs, and a focus on simplifying the customers' interactions from sale to support... The philosophy is simple: Make your employees feel comfortable and happy, and they'll put love into the work they do.” – *Current Employee*



Student Loan Hero

What They Do: “Student Loan Hero combines financial education with easy-to-use tools, unbiased personalized advice and repayment plans to help student loan borrowers become financially healthy.”

What Employees Say: “I was skeptical about Student Loan Hero; I thought it was too good to true: Above market salaries, 100% remote, with health insurance and other benefits. But I quickly found out that it's absolutely legit. I've been here for a year, and it's a positive work environment with fantastic, talented people. I am so thrilled I decided to skip the doubt and join this team.” – *Current Content Writer*

Other successful companies that are remotely only:

<https://www.forbes.com/sites/alejandrocremades/2019/07/21/he-built-a-1-billion-business-where-all-700-employees-work-remotely/?sh=357280172aa9>

<https://www.bbc.com/news/business-57517669>

CEO Secrets: 'My billion-pound company has no office'