

Top Startups To Work For In 2019 According To LinkedIn

The hottest 50 U.S. companies to work for in 2019 are:

1. **Snowflake Computing**, which helps companies move their data onto the cloud, leaped to first place from #20 last year and is currently hiring for positions in engineering and sales.
2. **Dosist** is the first cannabis-centric company to ever make the Top Startups U.S. list. The company is rapidly growing due to the legalization of recreational marijuana (in 11 U.S. states so far) combined with its high-gloss marketing appeal.
3. **Samsara** combines the power of hardware (think sensors and cameras) with analytical software to boost efficiency in industries like trucking and food production, and it has **180+ open roles** across everything from engineering to sales to marketing.
4. **DoorDash** has doubled its employee base every year in its six-year history, and with its **recent acquisition of competitor Caviar**, the startup is revving up its growth.
5. **Brex**, another newcomer to the list, is attempting to reinvent B2B financial services, starting with a first-of-its-kind corporate card for startups based on funding rather than credit history.
6. **Good American**, a fitness fashion line founded by Khloe Kardashian, marks a shift in the retail landscape with its success as a body-positive company offering an inclusive range of sizes.
7. **Robinhood**, the only company from 2018 to remain in the top ten, continues to grow by recruiting people who share its vision of democratizing the financial system.
8. **Peloton Interactive**, another newcomer to the list, is shaking up the fitness industry with its live and recorded classes connected to at-home equipment.
9. **Compass** has become the country's largest independent real estate brokerage, and it's planning to hire hundreds across its product and engineering teams over the next year to help build its end-to-end platform.
10. **Nuro**, a robotics company in the race to get self-driving right with its small **delivery pods**, is expanding across all areas of its business with **open roles** in marketing, communications, engineering, and human resources.
11. **Glossier**, the online beauty retailer is known for its millennial pink packaging, generated \$100 million in sales last year and is now **valued at \$1.2 billion**. When hiring for one of its 43 open positions, Glossier stresses the importance of transferable skills over beauty industry expertise. "We value the diversity of thought and different perspectives," says Samantha Verdile, a Glossier spokeswoman. "Many people are surprised to learn that most of our employees actually didn't come from the beauty industry."
12. **Lime**, Lime is one of the startups at the forefront of the **scooter craze sweeping America**. After introducing its dockless bikes and scooters to **nearly 100**

cities around the world over the past two years, Lime is well-versed in the challenges of dealing with diverse interests — and it values those related skills in job candidates. “We emphasize respect, empathy, strong communication skills and data-driven results that prioritize what’s best for everyone,” says Laura Ventura, global head of recruiting.

13. **Away**, Luggage brand Away has over 100 open jobs around the world, including a “Name Your Job” posting for those who don’t see the right position for them. No four-year degree required (co-founder Jen Rubio herself left school early to get real work experience), but come prepared to work in a high-growth environment. Ideal candidates should “love opportunities for rapid new skill development and be comfortable with ambiguity and change,” says Erin Grau, VP of people and culture.

14. **Flexport**, which uses software to help companies make the logistics of freight and customs more efficient, is fresh off a year of 2x revenue growth, a considerable hiring spree and \$1 billion in new funding. All of this has opened up opportunities for its employees to grow and expand their careers internally, the freight forwarding startup told LinkedIn. Over 250 employees changed roles last year, including 60 who moved around the world as Flexport expanded into new regions.

15. **Zoox**, Over the past 15 months, self-driving startup Zoox celebrated its fifth anniversary, brought on new CEO Aicha Evans and opened a consolidated Bay Area headquarters. To date, Zoox has raised \$790 million to help achieve its goal of launching an autonomous, all-electric ride-hailing service by 2020.

16. **TripActions**, a corporate travel-management platform valued at \$4 billion, has hired 650 global employees this year alone, bringing its worldwide headcount to 725. The startup has over 80 roles open now, with a particular focus on engineering, product, and sales. To land one of those jobs, highlight an experience scaling and building: “Give concrete examples,” says Krystine Dinh, director of communications. And be sure to “find the right balance between ‘I’ and ‘we.’”

17. **SimpleBet** is building a new generation of sports betting technology, including its recently launched pricing platform, which uses machine learning to automatically update and create real-time betting opportunities for MLB games. The startup, which plans to expand to NFL and NBA markets, has been on the hunt for data, engineering, and product expertise — and is currently searching for a director of accounting.

18. **Aurora**, the self-driving startup founded by industry pioneers from Uber, Google, and Tesla, added more than 200 employees this year, pulling leading talent away from Top Companies such as Alphabet’s Waymo and Apple. It has yet another 91 positions open across both engineering and business groups — including opportunities in Pittsburgh for an autonomous vehicle technician, a technical artist and more.

19. **Bird**, Bird is another one of those scooter startups popping up across America, but how does it differ from its competitors? Perhaps by its aggressive growth strategy. Last year, Bird became the fastest company ever to reach unicorn status. That growth has come with its fair share of questions and challenges, yet

there are still a plethora of opportunities here. Bird has nearly 1,000 open positions around the world and is looking for “impact-oriented, community-focused individuals with fresh perspectives,” the company told LinkedIn.

20. **Databricks**, helps companies unleash the power of big data through its unified analytics platform, making innovation and analysis easier across data science, engineering, and business teams. The data obsession extends to the interview process: Kristalle Cooks, head of communications, tells LinkedIn that having strong data points for why you’re a good fit is a great way to stand out when applying for one its 177 open jobs.

21. **Rubrik**, talent has been flocking to cloud data-management startup, which was founded by former Oracle, Facebook, and Google engineers. Over the past year, Rubrik hired 700 employees, including ex-Cisco executive Wendy Bahr. Sales and engineering positions account for most of Rubrik’s open jobs, and the company prefers candidates with four-year college degrees who illustrate a “customer-first mindset.”

22. **XFL**. Vince McMahon, best known as the chairman of WWE, is personally funding a relaunch of the XFL, a professional football league seeking to reimagine the game on and off the field by making the game faster and fan-focused. The eight inaugural teams, all owned by the XFL directly, will kick off on February 2020. In preparation, the company is looking to [hire](#) more than 50 social media editors, marketing directors, and community managers.

23. **Coda** merges text and data into a single document that can serve teams as a unified workspace. The startup, which has raised \$60 million in funding, has [15 job openings](#) across sales, engineering, design, and marketing. “We believe that technology is about to enter a new phase where people won’t want to buy one-size-fits-all solutions,” says Evan Davies, head of solutions, partnerships, and marketing. The startup is looking for candidates “eager to help us democratize software.”

24. **Ritual**, a women-first, subscription-based vitamin company, recently raised \$25 million in Series B funding and plans to invest the new cash in product innovation and scientific research, as it expands its supplement lineup. Looking to snag one of its 11 open jobs? “We reward tenacity,” says Kadie Bowen, VP of people & organization development at Ritual. “Use alternative means to get the attention of the Ritual hiring team.”

25. **Zume** may be best known for its [robot-powered pizza brand](#) Zume Pizza, the company has a much bigger ambition: Reduce food waste by helping companies better predict supply and demand. As on-demand delivery grows, Zume connects restaurants and suppliers with real-time food consumption data and predictive analytics so they can adjust how they purchase. The startup is amping up its customer acquisition and is focused on growing its product, engineering, and sales teams across [109 open roles](#).

26. **Affirm** provides payment plans for everyday items with no surprise fees. The startup has added more than 450 employees since July 2018 and opened its second flagship office in Pittsburgh, which it calls its “customer center of excellence,” with plans to grow its local headcount to 100 by the end of this year and 500 over the next five years. Job seekers looking to land one of its 198 open

positions don't need a four-year degree, but should be curious and passionate about the work Affirm is doing, the company tells LinkedIn.

27. **Domio** is building branded apartment-hotels that offer the space and amenities of an Airbnb rental with the consistent upscale presentation of a nice hotel, the first of which debuted in January in New Orleans. Interested in applying for one of the startup's 49 open positions? VP of People Natalie Heim has this advice: "A great fit for Domio generally includes three characteristics: First, the candidate can thrive in a fast-paced and dynamic environment. Second, the candidate is self-driven, collaborative, and not afraid to get their hands dirty to get the job done. Finally, the candidate is delightful and always has the customer or end-user in mind."

28. **Ripple** lets customers send money across the world cheaply and securely via blockchain technology. Ripple is hiring for about 60 roles now, focused in its engineering unit and new Xpring team (an initiative to support other startups that use Ripple technology). To land one of its jobs, be ready to share your passions, including those beyond finance. "Whether you bring the team a competitive spirit from a past athletic career or problem-solving skills from climbing mountains, we're most excited about working with people who love what they do," the company tells LinkedIn.

29. **Coinbase**. In three years, crypto-wallet service Coinbase has tripled in size and raised \$525 million in funding. The startup has 130 open roles across all departments, and VP of Communications Rachael Horwitz emphasized that candidate potential isn't judged based on academic degrees. "Finding top talent requires us to cast the widest net possible," she says. "We are rigorous about hiring based on skills and values, but outside of this, we welcome people from every background and set of experiences."

30. **Bumble**, a social app for dating, friend-finding, and career-building increased its employee headcount 60% year over year. Keeping its kindness-focused culture intact as it rapidly expands has been paramount, and Bumble is on the hunt for job seekers who not only understand its product but align with its values: "Kindness, authentic connections and helping end misogyny are foundational to everything we do at Bumble," says Chief of Staff Caroline Ellis Roche.

31. **Faire**, an online wholesale platform with a customer base of over 30,000 local retailers, raised \$100 million in funding, hired 135 people and opened a new Salt Lake City office, all in the past year. That growth isn't slowing. The company has over 30 open jobs across its three offices and is focused on growing its data science teams.

32. **Cameo**, an app that allows people to buy personalized video shoutouts from celebrities, raised \$50 million in Series B funding in June as it looks to aggressively scale internationally. The company has 30 open positions right now across its product, engineering, sales and operations teams — and not all require a college degree. "We actively look for candidates from untraditional backgrounds," CEO Steven Galanis tells LinkedIn.

33. **Coursera**, an e-learning startup valued at more than \$1 billion, raised an additional \$103 million in Series E funding in April to help accelerate its focus on upskilling professionals. Coursera has over 100 jobs open today with an

expansion focused in its enterprise sales, engineering, product management, marketing, and data science teams.

34. **Verkada**, which sells enterprise security systems that include high-bandwidth cameras and an intelligent, cloud-based software platform, increased its employee headcount from 35 to 175 globally this past year, a jaw-dropping 400% expansion. Valued at \$540 million, the startup secured another \$40 million in Series B funding in April to continue its high-growth trajectory.

35. **Voyage** is a self-driving startup has recruited some of the industry's brightest, many who have tackled similar problems at companies such as Apple, Uber, Cruise, NIO, and Tesla. The startup is getting its autonomous taxis on the road and serving a demographic that might need it the most — 129,000 seniors in Florida and California retirement communities. Voyage is now on the hunt to fill 20 roles, including a field engineer and vehicle operations specialist in Florida.

36. **Amperity**, which helps companies such as Starbucks and the Gap use their customer data more intelligently, has raised \$87 million in funding to date, which has helped fuel its massive expansion. On top of 355% year-over-year revenue growth in 2018, the company has increased its employee headcount by more than 60% since July 2018. The startup has another 34 open positions with plans to grow its sales and marketing team shortly.

37. **Giant Spoon**, which has worked with media giants such as Netflix and HBO, added 105 new hires this past year and grew its 2018 revenue by an estimated 76%. The agency isn't easing up: It has another 20 open roles. Potential applicants should come with a team mindset. "Whether you created the content strategy for an arm of the campaign or designed one small piece of out-of-home — every detail matters," said co-founder Marc Simons. "It all bubbles into the same shared victory. Those efforts don't go unrecognized."

38. **Confluent**, which developed a platform that processes data as a real-time stream, is valued at \$2.5 billion following its Series D funding in January. The startup has more than 150 positions open across the company and is looking for candidates with the right skills, not just degrees: "We want to hire people with a forward-thinking perspective and skill set they can use to grow fast with us," says CFO Cheryl Dalrymple. "That includes people who don't get their experience in a college classroom."

39. **Uninterrupted** digs into athletes' stories from their point of view. The sports media startup co-founded by LeBron James is hiring for content and sales positions and looking for candidates that think like an athlete. "In any sport and on any team, there are times when you need to be a leader and times when you need to support your fellow teammates," says President Devin Johnson. "We value discipline and process as much as bold ideas and creativity."

40. **Allbirds**, which has been profitable since its launch, hit Unicorn status last year with a \$1.4 billion valuation. The sustainable shoe startup, best known for its wool sneakers, has scaled up its workforce rapidly: about 260 of its 310 global employees were hired in the past year. The startup is still on the hunt for new talent with 41 open roles across the company, including field retail reps and even a materials product developer.

41. **Sonder**, the hospitality startup, which transforms apartment rentals into hotel experiences, reached Unicorn status with a valuation of about \$1.1 billion and more than doubled its employee count. Its hiring spree isn't over. The company has over 160 jobs open right now across a variety of sectors as it focuses on expanding globally.

42. **Daily Harvest**, which delivers ready-to-go smoothies and oat bowls direct to consumers, scaled from a 35-person staff to 135 in a year and is looking to add another 25 new employees across its teams, from creative to finance to data. If you want to land one of those roles, be prepared, says CEO Rachel Drori. "When it comes to nailing an interview at Daily Harvest, showing your passion and hunger are imperative. Also, do your research and come with a point of view," she says.

43. **Scale AI**, a data platform that helps computer vision teams process their work faster, is used by companies such as Google's Waymo and Lyft to supercharge their self-driving efforts. The startup nabbed \$100 million in funding in August, making it one of Silicon Valley's latest Unicorn breakouts. Scale AI is now scaling itself and has 35 positions open across its marketing, operations, and technical teams.

44. **Convoy**, a tech-enabled trucking network, has had a breakout year: The startup raised an additional \$185 million in funding, claimed Unicorn status, and hired about 500 employees. Convoy isn't shifting out of high gear anytime soon. It's hiring for over 180 roles, with many focused within its product marketing, data science, and engineering teams.

45. **ThoughtSpot**, a simple-to-use business analytics platform, went on a hiring spree with 248 new hires globally over the past year, and not all are in the Bay Area. ThoughtSpot has offices in Seattle, Dallas, and five international cities. For jobseekers looking to nab one of its 46 open roles, Marta Molina Paul, VP of global people operations, recommends, "If you don't have the perfect experience — still apply! If you're smart, adaptable, and motivated, we'll find a way to leverage your talent."

46. **Drift** is a startup developing a sales platform and has scaled from 65 employees to a team of almost 280. The startup is now looking to fill over 40 open roles with plans to "double down" on its products and sales teams. Don't see a role that's quite the right fit? "You can apply to the future Drifter role," says Lacey Berrien, a company spokesperson. "We are continuously hiring and will eventually have the right role."

47. **Ellevest**, which creates investment plans tailored to women, secured an additional \$33 million in funding and nearly doubled its headcount in the past year. The startup looks for employees who reflect its client base: 50% of the engineering team are women, and 45% of Ellevest's workforce are people of color. The startup has 15 open roles currently, nine of which are on its engineering team.

48. **Ethos** is a life insurance startup appeals to its customers with a tech-savvy approach — an app and no paperwork. The startup has raised \$100 million in total funding and boosted its **headcount** from 35 to 90 this year alone. It has 35 open roles with a focus on growing engineering, and job seekers don't need insurance industry expertise.

49. **Plaid**, the software powering well-known fintech apps such as Venmo and Coinbase, has raised \$310 million in venture capital funding to date. Head of people McKenna Quint said the company is “growly quickly but carefully”: It’s added about 200 employees over the past year and has over 100 positions open now.

50. **Outreach**, a platform that helps sales reps optimize their client engagement and track performance, plans to grow its team to 450 employees by the end of this year, helped by its \$114 million funding round in April (which also helped vault it to Unicorn status). The startup has **doubled its revenue growth** every year since 2016 and boasts **3,500 customers**, including Adobe, DocuSign, and eBay.