



## Shape how AI meets the world

Anthropic builds Claude—AI designed to be helpful, honest, and harmless. We're researchers, engineers, and builders from a range of disciplines, working to make sure powerful AI goes well for everyone. If you're drawn to hard problems with real stakes, we'd like to meet you.

[Explore open roles](#)



### **Building Anthropic**

Our co-founders discuss the origins of Anthropic, the “race to the top” in AI development, and where AI technology will go from here.

**Principles that guide how we show up for  
each other and our mission**



## Act for the global good

We strive to make decisions that maximize positive outcomes for humanity in the long run. This means we're willing to be very bold in the actions we take to ensure our technology is a robustly positive force for good. We take seriously the task of safely guiding the world through a technological revolution that has the potential to change the course of human history, and are committed to helping make this transition go well.

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## How we support you

We want you to thrive at work and feel confident that you and your family are taken care of. That means comprehensive benefits, competitive compensation, and resources to help you do your best work.

### Health and wellness

- ✓ Comprehensive health, dental, and vision insurance for you and your dependents
- ✓ Inclusive fertility benefits via Carrot Fertility
- ✓ 22 weeks of paid parental leave
- ✓ Flexible paid time off and absence policies
- ✓ Mental health support for you and your dependents

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### Compensation and support

- ✓ Competitive salary and equity packages
- ✓ Optional equity donation matching at a 1:1 ratio, up to 25% of your equity grant
- ✓ Retirement plans with competitive matching
- ✓ Life and income protection plans

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### Additional benefits

- ✓ \$500/month flexible wellness and time saver stipend
- ✓ Commuter benefits
- ✓ Annual education stipend
- ✓ Home office stipends
- ✓ Relocation support for those moving for Anthropic
- ✓ Daily meals and snacks in the office

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### How we hire

Our interview process is designed to find thoughtful people with diverse expertise. Here's what to expect.

#### What we are looking for

We care about what you can do, not where you learned to do it. About half our technical staff had no prior ML experience; about half have PhDs, but plenty of brilliant colleagues never went to college. If you've done interesting independent research, written a thoughtful blog post, or contributed to open source, put that at the top of your resume.

One thing worth knowing: engineers here do lots of research, and researchers do lots of engineering. If you have an engineering background, apply as an engineer—you'll perform better in the interviews, and you'll have as much input into Anthropic's direction as anyone else. All our papers have engineers as authors, often as first author.

For non-technical roles, we're looking for people who bring clarity, judgment, and a genuine interest in the mission. Our policy, operations, and business teams are small and high-impact. You'll shape how we work, not just execute on a playbook.

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### The interview process

All interviews are conducted over Google Meet, and we can accommodate a variety of timezones.

For technical roles, we use live coding tools like Colab and CodeSignal. You can look things up—just be comfortable with basic syntax and standard libraries so it doesn't eat up your time. We'll ask about your experience and what motivates you, and you'll have time to ask us about Anthropic.

For non-technical roles, interviews are conversational. We want to understand how you think through problems and what draws you to this work.

You'll have time to ask us about Anthropic too. We want this to be a two-way conversation.

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### Your safety matters to us

To protect yourself from potential scams, remember that Anthropic recruiters only contact you from @anthropic.com email addresses. Be cautious of emails from other domains. Legitimate Anthropic recruiters will never ask for money, fees, or banking information before your first day. If you're ever unsure about a communication, don't click any links—visit [anthropic.com/careers](https://anthropic.com/careers) directly for confirmed position openings.

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### Policies and regional insights



# Our policy for using AI in our application process

Here's when and how to use Claude (or other AI tools) when applying to and interviewing with Anthropic. Where it makes sense, we invite you to use Claude to show us more of you: your unique perspective, skills, and experiences.

Read more →

US Candidate Privacy Policy

 View PDF

India Employee and Candidate Privacy Policy

 View PDF

AU, UK, EU, CH, KR AND JP Employee and Candidate Privacy Policy

 View PDF

AU, UK, EU, CH, KR AND JP Employee and Candidate Privacy Policy

 View PDF

French

AU, UK, EU, CH, KR AND JP Employee and Candidate Privacy Policy

 View PDF

Japanese

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## Frequently asked questions

Do you offer internships?

Can I get feedback on my application or interview?

We're not able to provide feedback on resumes or interviews.

Can I re-apply if I'm not selected?

Yes—you're welcome to re-apply after 12 months, or sooner if something materially

changes about your experience or skills.

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### How long do I have to decide on an offer?

Take your time. We're happy to give you space to think and finish any other interview processes you're going through.

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### Do you sponsor visas?

Yes. We sponsor visas and green cards, though some operations roles are harder to support. If we make you an offer, we'll make every effort to get you here.

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### What's your remote work policy?

Most staff are in the Bay Area and come to the office regularly. Some live further away and come in for one week a month. We can also be flexible during a transition period if you're relocating.

**Want to help us build the future of safe  
AI?**

[Explore open roles →](#)



#### Products

Claude

Claude Code

Claude in Chrome

Claude in Excel

Claude in Slack

Skills

Max plan

Team plan

Enterprise plan

Download app

Pricing

Log in to Claude

## Models

Opus

Sonnet

Haiku

## Solutions

AI agents

Code modernization

Coding

Customer support

Education

Financial services

Government

Life sciences

Nonprofits

## Claude Developer Platform

Overview

Developer docs

Pricing

Regional Compliance



Amazon Bedrock

Google Cloud's Vertex AI

Console login

Learn

Blog

Claude partner network

Connectors

Courses

Customer stories

Engineering at Anthropic

Events

Powered by Claude

Service partners

Startups program

Tutorials

Use cases

Company

Anthropic

Careers

Economic Futures

Research

News

Responsible Scaling Policy

Security and compliance

Transparency

Help and security

Availability

Status

Support center

Terms and policies

Privacy choices

Privacy policy

Responsible disclosure policy

Terms of service: Commercial

Terms of service: Consumer

Usage policy

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