Companies in India Hiring Remote Workers

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Introduction

The remote work landscape in India has grown significantly in recent years, with companies across various industries embracing flexible work arrangements. This comprehensive guide provides information on companies in India that are hiring remote workers, organized by industry and company size.

Whether you're a software developer, healthcare professional, financial expert, or creative professional, this guide will help you identify potential remote work opportunities with Indian companies and international organizations hiring in India.

Table of Contents

1. Technology & Software Development
2. Healthcare & Pharmaceutical
3. Finance & Business Services
4. Education & Learning
5. Hospitality & Travel
6. Design & Creative
7. Staffing & Recruitment
8. Cryptocurrency & Blockchain
9. Telecommunications
10. Data & Research
11. Remote Work Trends in India
12. Tips for Finding Remote Jobs in India

Technology & Software Development

The technology sector leads the way in remote work opportunities in India, with companies ranging from global giants to local startups offering flexible work arrangements.

Large Companies (1000+ employees)

1. Amazon
   ● Headquarters: Seattle, USA (with offices across India)
   ● Remote Roles: Software developers, testers, virtual assistants, customer support
   ● Remote Policy: Dedicated Virtual Customer Service (VCS) for India
   ● Job Types: Development, Testing, Customer Support, Virtual Assistance
   ● Notes: Amazon provides a separate platform for remote work in India and hired 500,000 temporary workers following the pandemic

2. Salesforce
   ● Headquarters: California, USA (with India offices)
   ● Remote Roles: Sales, business development, IT
   ● Remote Policy: Remote work is part of their operations in India
   ● Job Types: Sales, Business Development, IT
   ● Notes: 21 years in the Indian job market providing SaaS solutions; expected to increase workforce with 1,000 professionals

3. GitLab
   ● Company Size: 1001-5000
   ● Remote Policy: Complete DevOps platform, delivered as a single application
   ● Job Types: Web Development, Developer Tools, Open Source
   ● Notes: Pioneer in remote-first culture

4. Coinbase
   ● Company Size: 1001-5000
   ● Remote Policy: The world's leading exchange for digital currencies
   ● Job Types: Fintech, Cryptocurrency, Payments
   ● Notes: 260 remote jobs available

5. Crowdstrike
   ● Company Size: 1001-5000
   ● Remote Policy: Leader in cloud-delivered next-generation endpoint protection
   ● Job Types: Cybersecurity, Endpoint Protection, Incident Response, Machine Learning
   ● Notes: 189 remote jobs available

6. Nagarro
   ● Company Size: 5000+
   ● Remote Policy: Verified remote employer
   ● Job Types: Data Science, Analytics, Analytical Database, Automation
   ● Notes: 129 remote jobs available

7. Motive
   ● Company Size: 1001-5000
   ● Remote Policy: Empowers people who run physical operations
   ● Job Types: Fleet Management, Transportation, Logistics, Expense Management
   ● Notes: 119 remote jobs available

8. Capgemini
   ● Headquarters: Paris, France (with multiple offices in India)
   ● Remote Policy: Moved almost 90% of workforce to work from home

- Job Types: Programming, Problem-solving roles
- Notes: CHRO believes in remote work continuing post-pandemic

9. Dell (India)
    - Headquarters: Texas, USA (with offices across India)
    - Remote Policy: Offers remote positions
    - Job Types: Technology, Hardware, Software Development
10. SAP
    - Headquarters: Walldorf, Germany (with offices in India)
    - Remote Policy: 40+ years as leader in software arena; named 2020's Top Employer
    - Job Types: Developers, Customer Support, Enterprise Solutions
11. Walmart Labs (India)
    - Headquarters: Bangalore (India operations)
    - Remote Policy: Offers remote positions for technology roles
    - Job Types: E-commerce, Retail Technology, Software Development

Mid-sized Companies (100-1000 employees)

1. Atlan
    - Headquarters: India
    - Remote Policy: 90% of the country's IT workers went remote during pandemic
    - Job Types: IT professionals, Data Management
2. Tether
    - Remote Policy: Worldwide hiring including India
    - Job Types: Senior Backend Developer (Node.js)
3. Mimo GmbH
    - Remote Policy: Worldwide hiring including India
    - Job Types: Senior Backend Developer (Typescript)
    - Salary Range: €74k - 87k
4. Volatus Health
    - Remote Policy: Worldwide hiring including India
    - Job Types: Senior Backend Engineer
    - Salary Range: $100k+
5. Altran (part of Capgemini)
    - Headquarters: France (with offices in India)
    - Remote Policy: Remote work ranges from temporary to permanent
    - Job Types: Developers, Testing Engineers
6. Zoho
    - Headquarters: Chennai, India
    - Remote Policy: Offers remote positions
    - Job Types: SaaS, Business Software Development
7. Paytm
    - Headquarters: Noida, India
    - Remote Policy: Offers remote positions
    - Job Types: Fintech, Digital Payments, Software Development

1. Rivalz.ai
   - Remote Policy: Worldwide hiring including India
   - Job Types: AI researcher (Mid level)
2. SpiceBlue
   - Company Size: 50 employees
   - Headquarters: Chennai, India
   - Remote Policy: Based in Chennai; provides user experience in the digital world
   - Job Types: UI/UX Design, Graphic Design, Development
3. GigsBoard
   - Headquarters: India
   - Remote Policy: Facilitates remote work opportunities
   - Job Types: Freelance/Gig Economy Platform
4. Liminal
   - Headquarters: India
   - Remote Policy: Remote-first company
   - Job Types: Blockchain/Cryptocurrency
5. CrystalPM.AI
   - Headquarters: India
   - Remote Policy: Remote-first approach
   - Job Types: AI/Technology
6. RemoteEngine
   - Headquarters: India
   - Remote Policy: Specializes in remote engineering talent
   - Job Types: Technology/Engineering
7. OpenCulture
   - Headquarters: India
   - Remote Policy: Remote-first culture
   - Job Types: Technology

Healthcare & Pharmaceutical

The healthcare sector has increasingly embraced remote work, particularly for roles in research, technology, and administrative functions.

Large Companies

1. MSD
   - Company Size: 5000+
   - Remote Policy: Premier research-intensive biopharmaceutical company
   - Job Types: Pharmaceutical, Preventive Medicine, Healthcare, Animal Health
   - Notes: 357 remote jobs available
2. United Health Group (with Optum)
   - Headquarters: USA (with offices in Noida, Hyderabad, and Gurgaon)

- Remote Policy: Multiple locations in India
- Job Types: Writing, Admin Coordination, Engineering, Healthcare

Mid-sized Companies

1. AstraZeneca
   - Company Size: 1,400 employees in India
   - Remote Policy: Four decades in India; creating cutting-edge medical advancements
   - Job Types: DevOps, Programming, Software Roles
   - Notes: Always has room for new talent, especially for software roles
2. Parexel
   - Headquarters: USA (with offices in India)
   - Remote Policy: Conducts interviews through video streaming
   - Job Types: Writing, Consulting, Engineering in Healthcare

Specialized Healthcare

1. Intellect
   - Company Size: 51-200
   - Remote Policy: Comprehensive mental health platform for Asia
   - Job Types: Mental Health, Human Resources, Healthcare Technology, Corporate Wellness
   - Notes: 197 remote jobs available
2. Clipboard Health
   - Headquarters: USA (hiring in multiple regions including India)
   - Remote Policy: Hiring in multiple regions including India, Europe, Canada, Asia
   - Job Types: Collections Account Manager, Client Support Specialist, Healthcare

Finance & Business Services

Financial services companies have adapted to remote work models, particularly for technology, customer service, and specialized roles.

Large Companies

1. American Express
   - Headquarters: New York, USA (with offices in Gurgaon, India)
   - Remote Policy: Was one of the Top 100 companies for Remote jobs from FlexJobs in 2018
   - Job Types: Sales, Customer Care, Software Engineering
   - Notes: Particularly seeks full-stack developers with SQL or Oracle skills
2. ADP
   - Headquarters: New Jersey, USA (with multiple locations in India)
   - Remote Policy: Fortune 500 company offering remote job options

- Job Types: Business Specialists, Managerial Roles, HR
- Notes: Received award for better workplace innovations
3. Zerodha
- Headquarters: Bangalore, India
- Remote Policy: Hybrid model with 90% of workforce eligible for remote work
- Job Types: Financial Services, Stock Broking, Technology
- Notes: One of India's largest online stockbrokers

Mid-sized Companies

1. Chargebee
- Company Size: 500 people
- Headquarters: Chennai, India
- Remote Policy: Based in Chennai; has secured five rounds of funding
- Job Types: Engineering, Customer Support, Writing, Development, Sales
- Notes: Ties up with giants of the payment industry like PayPal

Education & Learning

The education sector has seen significant growth in remote work opportunities, especially in edtech companies.
1. Byju's
- Headquarters: Bangalore, India
- Remote Policy: Considered one of the high-paying startups in India
- Job Types: Writing, Sales, Business Development, Creative Artists
- Notes: Born in Bangalore, the software hub of India
2. Pearson
- Headquarters: London, UK (with offices in India)
- Remote Policy: Known for flexibility and diversification of employees
- Job Types: Translators, Writers, Advisors, Communication Roles
- Notes: Leading the way in the educational industry

Hospitality & Travel

Despite being traditionally in-person industries, hospitality and travel companies have created remote roles in technology, customer service, and management.
1. BCD Travel
- Company Size: 13,000+ employees
- Headquarters: Utrecht, Netherlands (with offices in Pune, Chennai, and Bangalore)
- Remote Policy: Located in Pune, Chennai, and Bangalore
- Job Types: Customer Service, Web Application Development
- Notes: Awarded the most admired travel management company
2. OYO

- Headquarters: Gurgaon, India
- Remote Policy: Ranked No-3 in LinkedIn's top companies
- Job Types: Management Roles, Full-time, Part-time, Freelance
- Notes: Hospitality brand from Haryana

3. Toast
  - Company Size: 1001-5000
  - Headquarters: Boston, USA (with remote hiring in India)
  - Remote Policy: Empowers restaurants of all sizes
  - Job Types: Restaurant Management Software, Hospitality Technology
  - Notes: 95 remote jobs available

Design & Creative

Creative professionals have numerous remote opportunities with companies hiring in India.

1. Coalition Technologies
  - Headquarters: USA (with worldwide hiring including India)
  - Remote Policy: Worldwide hiring including India
  - Job Types: Office Assistant, Copywriter
  - Salary Range: $31.2k-$72.8k (Office Assistant), $20k-$35k (Copywriter)
2. IAPWE
  - Remote Policy: Worldwide hiring including India
  - Job Types: Freelance Writer
  - Salary Range: $50-$75/hour
3. Livingston Research
  - Remote Policy: Worldwide hiring including India
  - Job Types: Content Writing / Copywriting
  - Salary Range: $3 to $18+
4. SHEROES
  - Headquarters: India
  - Remote Policy: Remote-first approach
  - Job Types: Social Network for Women, Content Creation
  - Notes: Growth network for women

Staffing & Recruitment

Recruitment firms themselves often offer remote positions and help place candidates in remote roles.

1. Kelly Services
  - Headquarters: USA (with operations in India)
  - Remote Policy: Specialized in staffing across engineering, IT, and consumer requirements
  - Job Types: Content Writing, Marketing, Business Management
  - Notes: Operating at multiple locations across the country

Cryptocurrency & Blockchain

The emerging blockchain sector offers numerous remote opportunities.
1. Token Metrics
   - Company Size: 11-50
   - Remote Policy: Uses AI and Machine learning with data scientists and analysts
   - Job Types: Cryptocurrency Investment Research
   - Notes: 93 remote jobs available

Telecommunications

Telecommunications companies have adapted to remote work models for many roles.
1. Airtel
   - Headquarters: New Delhi, India
   - Remote Policy: Offers remote positions for certain roles
   - Job Types: Telecommunications, Technology, Customer Support

Data & Research

Data-focused companies often embrace remote work due to the digital nature of the work.
1. Appen
   - Headquarters: Australia (with operations worldwide including India)
   - Remote Policy: Tech-based startup that powers work for thousands globally
   - Job Types: Data Science, Research, Flexible Working Options
   - Notes: Operates in multiple zones, predominantly in Chennai

Remote Work Trends in India

The remote work landscape in India has evolved significantly, with several notable trends:
1. Tech Sector Leadership: The technology sector leads in remote work adoption, with companies like Capgemini and Atlan moving 90% of their workforce to remote arrangements.
2. Hybrid Models: Many companies are adopting hybrid models rather than fully remote policies. For example, Zerodha offers a hybrid model with 90% of its workforce eligible for remote work.
3. Global Opportunities: Many international companies are hiring remote workers based in India, offering competitive salaries and benefits.
4. Startup Growth: Indian startups are increasingly adopting remote-first or remote-friendly policies to attract talent from across the country.
5. Industry Expansion: While tech dominates, remote work opportunities are expanding across healthcare, finance, education, and creative industries.

Tips for Finding Remote Jobs in India

1. Specialized Job Platforms: Use platforms like Himalayas.app (933 remote companies in India), Remotive.com (117+ matching jobs), and Waw.asia that focus on remote opportunities.
2. LinkedIn Search: Many companies post remote opportunities on LinkedIn with the "Remote" location filter.
3. Company Career Pages: Check the career pages of companies known for remote work policies.
4. Skill Development: Focus on in-demand remote skills like software development, content writing, digital marketing, and data analysis.
5. Remote Work Communities: Join communities and forums focused on remote work to network and learn about opportunities.
6. Freelance Platforms: Consider platforms like Upwork, Fiverr, and Freelancer for project-based remote work.
7. Industry-Specific Job Boards: Look for job boards that specialize in your industry and filter for remote positions.

This guide provides a comprehensive overview of companies in India hiring remote workers. The remote work landscape continues to evolve, with more companies embracing flexible work arrangements. Whether you're looking for opportunities with large multinational corporations, Indian companies, or startups, there are numerous remote work options available across various industries.