

Job Posting:174369 - Position: W26 UX Research Intern - Design & UX - Winter 2026 174369B

Co-op Work Term Posted: 2026 - Winter
App Deadline 10/21/2025 09:00 AM
Application Method: Through Employer Website
Posting Goes Live: 10/14/2025 10:30 AM
Job Posting Status: Approved

ORGANIZATION INFORMATION

Organization 1Password
Address Line 1 4711 Yonge Street
Address Line 2 10th Floor
City Toronto
Postal Code / Zip Code M2N 6K8
Province / State ON
Country Canada

JOB POSTING INFORMATION

Placement Term 2026 - Winter
** Job Title ** W26 UX Research Intern - Design & UX - Winter 2026 174369B
Position Type Co-op Position
Job Location Remote
Country Canada
Duration 4 months
Work Mode Fully Remote
Salary Currency CAD
Salary Salary Not Available, 0 Major List
Job Description

About 1Password

At 1Password, we're building the foundation for a safe, productive digital future. Our mission is to unleash employee productivity without compromising security by ensuring every identity is authentic, every application sign-in is secure, and every device is trusted. We innovated the market-leading enterprise password manager and pioneered Extended Access Management, a new cybersecurity category built for the way people and AI agents work today. As one of the most loved brands in cybersecurity, we take a human-centric approach in everything from product strategy to user experience. Over 175,000 businesses and millions of people trust us to provide seamless, secure access to their most critical information.

If you're excited about the opportunity to contribute to the digital safety of millions, to work alongside a team of curious, driven individuals, and to solve hard problems in a fast-paced, dynamic environment, then we want to hear from you. Come join us and help shape a safer, simpler digital future.

The Research & Insights team at 1Password consists of a team of UX researchers and a research operations manager. We partner with Product, Marketing and GTM (Go-to-Market) teams to drive and support our continued learning and innovation on our products.

We lead the centralization and enrichment of customer understanding to educate and empower key stakeholders with data & insights, to make informed decisions that drive value for 1Password and our customers.

This is a remote opportunity within Canada. This position will be for 4 months - January to April 2026.

What you can expect:

- Support user research studies by assisting in scoping, planning, scheduling, and note-taking during qualitative or mixed-method sessions
- Assist with data synthesis and insight development by organizing observations, drafting early summaries, identifying emerging themes, and contributing to internal share-outs of findings
- Contribute to participant recruitment by coordinating outreach to customers, internal employees, and third-party recruitment platforms (e.g., User Interviews), and helping manage logistics
- Collaborate with the UX Research and Design teams as well as cross-functional partners in Product, Engineering, Marketing, and Go-To-Market to support ongoing initiatives and learn best practices for cross-disciplinary research
- Develop familiarity with research resources and tools such as past studies, foundational research artifacts, competitor analysis, product analytics, and market research to support the team's knowledge base

Our culture

At 1Password, we prioritize collaboration, clear and transparent communication, receptiveness to feedback, and alignment with our core values: keep it simple, lead with honesty, and put people first.

You'll be part of a team that challenges the status quo, and is excited to experiment and iterate in search of the best solution. That said, *1Password is not for everyone*. Our work is demanding, we strive for excellence, and the pace is fast. We need people who are keen to take on challenging problems, who seek feedback to grow, and who are driven to make an impact. If you're looking for a place where you can settle into a comfortable routine, this might not be the right fit for you. We're looking for individuals who are proven experts in their fields, as well as those who are highly adaptable, can thrive in ambiguity and through change, are curious, and above all deliver results.

We are committed to leveraging cutting-edge technology-including AI-to achieve our mission. We also understand that thinking critically about AI in its current forms will help us create better solutions for our customers and ourselves with its future forms, which will help us continue to close the gap between security and privacy and achieve our mission. We want team members at all levels to take the approach of actively learning AI best practices, identifying opportunities to apply AI in meaningful ways, and driving innovative solutions in their daily work. Embracing the future of AI isn't just encouraged at 1Password-it's an essential part of how we will be successful at 1Password.

Our approach to remote work

We believe in the power of remote work, but recognize that in-person connection is important to help us achieve our mission. While we are a remote-first company, travel for in-person engagement is a part of most roles. Frequency will depend on role and responsibilities, and may include, but is not limited to: annual department-wide offsites, team meetings, and customer/industry events.

What we offer

We believe in working hard, and rewarding that hard work through our benefits. While not an exhaustive list, here is a glance at what we currently offer:

Generous PTO policy - 2.08 days per month (1.5 work weeks per 4 month term)

Company-wide wellness days (1 per quarter)

Employee-led inclusion and belonging programs and ERGs

Remote-first environment

Peer-to-peer recognition through Bonusly

1Password University access and learning sessions

Monthly internship events and socials

1Password is part of Team True North , a comprehensive group of Canadian tech firms with performance and growth rates that

match the top 1% of companies worldwide - companies with the highest probability of reaching \$1 billion in annual revenue. We believe in tech for good, and establishing Canada as a preferred destination for growing careers wherever we can!

You belong here.

1Password is proud to be an equal opportunity employer. We are committed to fostering an inclusive, diverse and equitable workplace that is built on trust, support and respect. We welcome all individuals and do not discriminate on the basis of gender identity and expression, race, ethnicity, disability, sexual orientation, colour, religion, creed, gender, national origin, age, marital status, pregnancy, sex, citizenship, education, languages spoken or veteran status. Be yourself, find your people and share the things you love.

Accommodation is available upon request at any point during our recruitment process. If you require an accommodation, please speak to your talent acquisition partner or email us at nextbit@agilebits.com and we'll work to meet your needs.

Remote work is a part of our DNA. Given that our company was founded remotely in 2005, we can safely say we're experts at building remote culture. That said, remote work at 1Password does mean working from your home country. If you've got questions or concerns about this, your talent partner would be happy to address them with you.

Successful applicants will be required to complete a background check that may consist of prior employment verification, reference checks, education confirmation, criminal background, publicly available social media, credit history, or other information, as permitted by local law.

1Password uses artificial intelligence (AI) and machine learning (ML) technologies, including natural language processing and predictive analytics, to assist in the initial screening of employment applications and improve our recruitment process. See [here](#) for the latest third party bias audit information. If you prefer not to have your application assessed using AI/ML features, you may opt out by completing [this form](#). For additional information see our [Candidate Privacy Notice](#).

Job Requirements

What we're looking for:

- Confidence: A willingness to take on new challenges, and see them through to completion.
- Humility: You're not afraid to ask "stupid" questions and make mistakes (as long as you learn from them).
- Curiosity: You look for better ways of doing things, even if everyone seems happy with how they are.
- Teamwork: We work together, and succeed as a team!

Bonus points for:

- Direct experience with applying knowledge of human-centered design or UX principles (e.g., coursework or prior projects that demonstrate understanding of design thinking, customer journeys, or usability heuristics).
- Direct experience with applying qualitative user research methods (user interviews, usability testing, concept/prototype testing, etc.) and/or lightweight quantitative user research methods (survey design and data analysis)
- Direct experience with data visualization and/or storytelling (e.g., creating simple slides, charts, or visual frameworks in Google Slides, PowerPoint, or Figma to share research insights)
- Direct experience working with user research and design tools such as: UserTesting, User Interviews, Qualtrics, Dovetail, Figma/FigJam, etc.

Citizenship Requirement N/A

APPLICATION INFORMATION

Application Procedure Through Employer Website

Special Application Instructions

Please click the "I intend to apply to this position" button on SCOPE and also submit your application via the employer's website.

Application Link:

<https://jobs.ashbyhq.com/1password/00597136-df51-4cc1-916c-a54bb19dc455?departmentId=f2de0151-4926-4164-9b2a-bad9e1dd5e6e>

Applications are accepted on a rolling basis and the posting may be expired at any time by the employer as submissions are received.

Students should submit their applications as soon as they are ready.