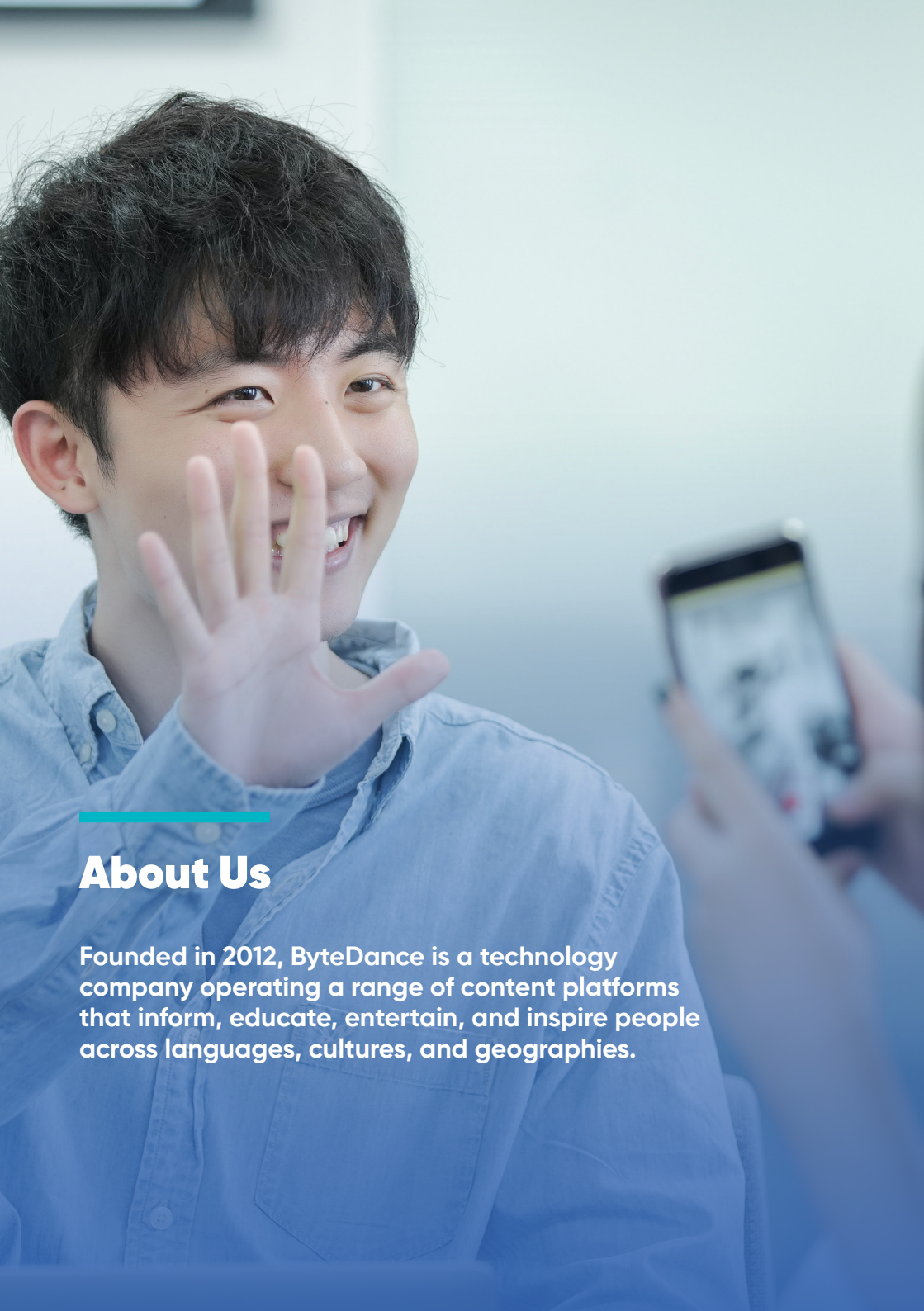




**Building Global Creation and
Interaction Platforms**



About Us

Founded in 2012, ByteDance is a technology company operating a range of content platforms that inform, educate, entertain, and inspire people across languages, cultures, and geographies.



Our Vision

Building Global Platforms for Creation and Interaction

ByteDance's platforms aim to help users explore and discover the world's creativity, knowledge and moments that matter in everyday life, while empowering everyone to be a creator directly from their smartphones. We are committed to building a safe, healthy, and positive online environment for all of our users.



● Canada

United Kingdom ●

● United States of America

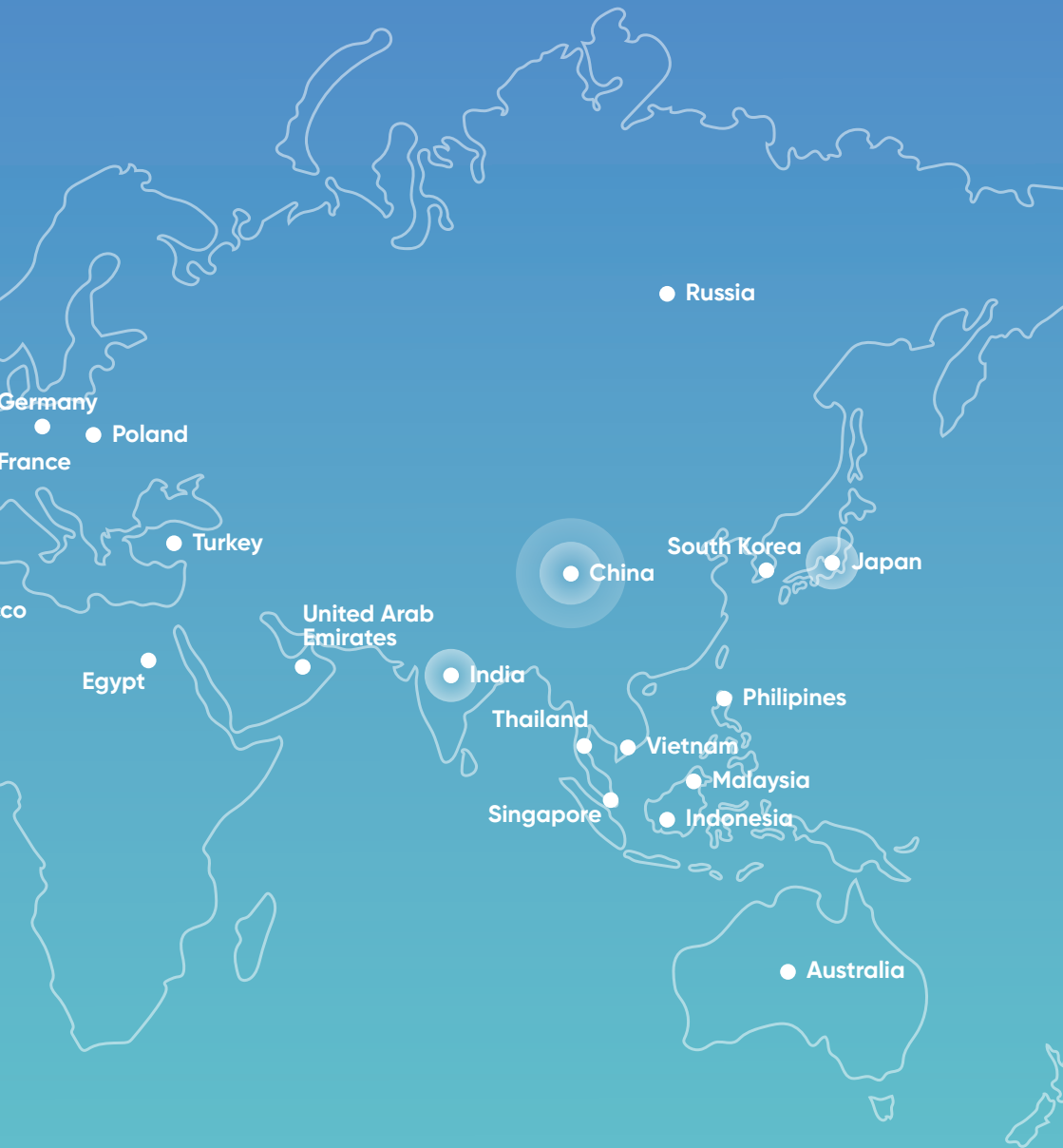
● Morocco

● Mexico

● Brazil

Our Products and Globalization

Founded in 2012, ByteDance is a technology company operating a range of content platforms that inform, educate, entertain, and inspire people across languages, cultures, and geographies.



TikTok



BuzzVideo



TopBuzz



BaBe



News
Republic

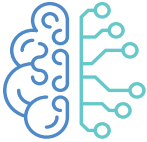


Helo



Vigo
Video

Our Technology



Machine Learning

Our products use natural language processing and computer vision technology across text, images, and videos. This enables us to provide users with content they find most interesting and empowers creators to share their life moments with a global audience.



Patents

ByteDance has been granted a number of patent offices in China, the United States, and Europe, as a result of our commitment to research and development. These cover a range of different technologies including machine vision image processing, mobile internet, multimedia video processing, and natural language processing. Our investment in technology allows us to constantly deliver better experiences to our users.

Our Culture

Aim for the highest

- Raise the bar. Wait for bigger gains.
- Find the best solutions by widening your perspective.
- Be attentive. Distill ideas down to their fundamental truths.
- Keep learning and growing.

Be grounded and courageous

- Make your own discoveries. Dig deep.
- Stay level-headed, focus on impact.
- Assume ownership, take risks, break the mold.
- Rapid iterations, multiple possibilities.

Be open and humble

- Trust yourself, trust each other.
- Be willing to offer and ask for help. Collaboration creates value.
- Approach problems with the big picture in mind.
- Be mindful and check your ego; stay open to different ideas.

Be candid and clear

- Dare to share your honest opinions.
- It's okay to make mistakes. Own it when you do.
- Stick to the facts, identify issues, and avoid "leader-pleasing."
- Be accurate and forthright; be methodical and focused.

Always Day 1

- Take initiative and push boundaries – there is no task too big or too small.
- Be resilient. Face reality and change it.
- Embrace change as an opportunity. Thrive in it.



Life At ByteDance



"The nurturing and empowering work culture at ByteDance is what motivates me everyday to come to work and give my best."

Daya Shaney
HR Business Partner
Mumbai, India

"As part of operations team in TikTok, I feel like a dream maker, realizing creators' dreams. With TikTok, people can express themselves using short videos, creating new avenues of self-expression."

Ishida Hiram
Creator Partnerships
Tokyo, Japan



"There is no right or wrong approach, so we have a lot of room to try new things and really hone in on what works for everyone. We push ourselves to be ambitious in our thinking, and we're always learning something new."

Toyin Mustapha
Global Music
London, United Kingdom



"What makes ByteDance special is that it is a startup, but with benefit of vast resources."

Pawel Barkowki
Platform Engineer
Warsaw, Poland



"Be open and humble, chase new challenges, and always continue learning. The opportunity to do this is the most valuable thing ByteDance offered me since joining."

Tian Li
Marketing
São Paulo, Brazil

"The best part of traveling with TikTok is getting to know the creators and understanding better how we, as a company, can create a platform where they would feel comfortable and can be themselves."

Daniela Genie
Creator and Partnership Management
Los Angeles, United States





Diversity and Inclusion

ByteDance provides equal opportunities and is committed to creating an inclusive environment for all, internally and externally.

We aim to connect people across the world with one another. We strive to create communities where everyone's voice can be heard.

Social Initiatives

As a responsible corporate citizen, ByteDance continues to extend our technology and innovation to create even greater social value globally. ByteDance has initiated several CSR efforts globally, including:

Toutiao for Small Farmers

ByteDance supports rural farmers to create promotional content for their produce in a variety of formats, such as live streaming, short videos, and articles on Toutiao. The support helps farmers gain exposure and reach more online consumers.

#CreateForACause

In collaboration with Best Friends Animal Society, Oceana, and DoSomething.org, ByteDance has held a holiday season initiative on its short-video platform TikTok. Through using a series of holiday-themed AR filters, the campaign inspired TikTok's global audience to give back and donate.

EQUALS

ByteDance has a global strategic partnership with EQUALS, which is a joint initiative between UN Women and ITU, the leading United Nations agency for information and communication technologies. ByteDance works with EQUALS on programs in China to empower women and girls by facilitating access to opportunities in the digital economy.





**Challenge yourself
to move the world**

**Learn more about us:
<https://job.bytedance.com/en>**

