

100 REMOTE COMPANIES

That Hire From Pakistan

Organised by Field | With Pakistan Hiring Status | Direct Careers Links

Compiled by @Hamari.life.in.flow

A real Pakistani family sharing everything we know.

How to read the Pakistan Status column:

Pakistan Confirmed Companies known to actively hire professionals based in Pakistan.

Apply Directly Global remote companies where Pakistanis have successfully worked. Apply and confirm their Pakistan policy directly.

Freelance Platform Marketplaces where you sign up yourself. Pakistan is accepted regardless of location.

Important: Remote job scams are very common. If any company or person asks you to pay money to get hired that is a scam. Every company in this list is real and publicly verifiable. Always search the company name directly on Google before applying.

How To Use This List

- Go to the category that matches your skills or interest.
- Check the Pakistan Status column before applying.
- Visit the careers page directly using the link provided.
- Pick 5 companies that feel right. Apply. Follow up. Be patient.
- Use Payoneer or Wise to receive international payments from Pakistan both work well.

Tech & Development

#	Company	Best For	Pakistan Status	Careers Link
1	Automattic	WordPress, Jetpack — engineers, support, design	Pakistan Confirmed	automattic.com/work-with-us
2	GitLab	Engineers, product, marketing, remote roles	Apply Directly	about.gitlab.com/jobs

#	Company	Best For	Pakistan Status	Careers Link
3	Toptal	Top 3% developers — rigorous screening	Pakistan Confirmed	toptal.com/careers
4	Turing	Remote dev jobs matched to US companies	Pakistan Confirmed	turing.com/jobs
5	Zapier	Engineers, support, marketing, design	Apply Directly	zapier.com/jobs
6	Shopify	Developers, UX, data, operations	Apply Directly	shopify.com/careers
7	GitHub	Engineers, product, developer relations	Apply Directly	github.com/about/careers
8	Atlassian	Dev, design, HR — TEAM Anywhere policy	Apply Directly	atlassian.com/company/careers
9	Netlify	Developers, support, marketing	Apply Directly	netlify.com/careers
10	DigitalOcean	Engineers, product, developer support	Apply Directly	digitalocean.com/careers
11	HashiCorp	Engineers, devops, product managers	Apply Directly	hashicorp.com/jobs
12	Doist	Developers, designers, writers — async first	Apply Directly	doist.com/jobs
13	Arc.dev	Remote developer matching network	Pakistan Confirmed	arc.dev/developer
14	Andela	Developer talent network, Asian engineers	Pakistan Confirmed	andela.com/talent
15	Clevertech	Senior remote developers, project based	Apply Directly	clevertech.biz/jobs
16	X-Team	Long term remote developer contracts	Pakistan Confirmed	x-team.com/join
17	Crossover	Full time remote, competitive pay	Pakistan Confirmed	crossover.com/find-a-job
18	Proxify	Vetted remote developer jobs	Apply Directly	proxify.io
19	Elastic	Engineers, cloud, data roles	Apply Directly	elastic.co/about/careers
20	Cloudflare	Network engineers, developers, support	Apply Directly	cloudflare.com/careers



Design & Creative

#	Company	Best For	Pakistan Status	Careers Link
21	Canva	Designers, engineers, marketing	Apply Directly	canva.com/careers
22	Webflow	Designers, developers, customer success	Apply Directly	webflow.com/careers
23	Figma	Product designers, engineers, research	Apply Directly	figma.com/careers

#	Company	Best For	Pakistan Status	Careers Link
24	99designs	Freelance design — logo, web, branding	Freelance Platform	99designs.com/careers
25	Fiverr	All creative skills — design, video, animation	Freelance Platform	fiverr.com
26	Toptal Design	Freelance UI UX designers, top tier only	Pakistan Confirmed	toptal.com/designers
27	Dribbble	Design job board and freelance community	Freelance Platform	dribbble.com/jobs
28	Superside	High volume design, remote creative team	Apply Directly	superside.com/careers
29	Adobe	Design, engineering, marketing remote roles	Apply Directly	adobe.com/careers.html
30	InVision	Product designers, UX researchers	Apply Directly	invisionapp.com/careers



Writing, Content & Translation

#	Company	Best For	Pakistan Status	Careers Link
31	Verblío	SEO content writers, blog writing	Pakistan Confirmed	verblío.com/become-a-writer
32	Textbroker	Freelance writing, all levels accepted	Pakistan Confirmed	textbroker.com/authors
33	ClearVoice	Content marketing freelancers	Pakistan Confirmed	clearvoice.com/freelance-writer-jobs
34	Scripted	Freelance content and blog writers	Pakistan Confirmed	scripted.com/freelance-writing-jobs
35	Contently	Freelance writing and content strategy	Apply Directly	contently.com/strategist/jobs
36	Lionbridge	Translation, localization, AI data	Pakistan Confirmed	lionbridge.com/careers
37	Appen	AI data, translation, annotation tasks	Pakistan Confirmed	appen.com/join-our-team
38	Rev.com	Transcription, captions, subtitles	Pakistan Confirmed	rev.com/freelancers
39	Translated	Translation platform, global freelancers	Pakistan Confirmed	translated.com/careers
40	Unbabel	Translation plus AI, multiple languages	Apply Directly	careers.unbabel.com
41	Stepes	Mobile translation, on demand	Pakistan Confirmed	stepes.com/translator-jobs
42	DataAnnotation	AI data labeling and annotation, remote	Pakistan Confirmed	dataannotation.tech
43	Wikimedia	Writers, editors, engineers, fully distributed	Apply Directly	wikimediafoundation.org/about/jobs

#	Company	Best For	Pakistan Status	Careers Link
44	ProofreadingPal	Editing and proofreading, flexible hours	Apply Directly	proofreadingpal.com/proofreading-jobs



Marketing & SEO

#	Company	Best For	Pakistan Status	Careers Link
45	HubSpot	Marketing, sales, support, remote roles	Apply Directly	hubspot.com/careers/jobs
46	Buffer	Marketing, engineering, support, remote first	Apply Directly	buffer.com/careers
47	Hotjar	Marketing, design, engineering, fully remote	Apply Directly	careers.hotjar.com
48	SEMrush	SEO, content, product, analytics roles	Apply Directly	semrush.com/company/career
49	Ahrefs	SEO tools team, content, engineering	Apply Directly	ahrefs.com/jobs
50	Moz	SEO, content, engineering, remote friendly	Apply Directly	moz.com/about/jobs
51	Mailchimp	Email marketing, engineering, design	Apply Directly	mailchimp.com/about/careers
52	WebFX	Digital marketing, SEO writers, analysts	Pakistan Confirmed	webfx.com/careers
53	Single Grain	Growth marketing, content strategy	Apply Directly	singlegrain.com/careers
54	Neil Patel Digital	SEO and content marketing roles	Pakistan Confirmed	neilpatel.com/careers
55	Thrive Agency	SEO writers, digital marketers, remote	Pakistan Confirmed	thriveagency.com/careers
56	Wpromote	Performance marketing analysts, remote	Apply Directly	wpromote.com/careers



Customer Support

#	Company	Best For	Pakistan Status	Careers Link
57	Concentrix	Customer service — actively hires from Pakistan	Pakistan Confirmed	careers.concentrix.com
58	Teleperformance	Multilingual support, large global BPO	Pakistan Confirmed	jobs.teleperformance.com
59	Majorel	Multilingual CX, remote support roles	Pakistan Confirmed	majorel.com/careers
60	Conduent	BPO and remote business services	Apply Directly	jobs.conduent.com

#	Company	Best For	Pakistan Status	Careers Link
61	TTEC	Customer service outsourcing, remote agents	Apply Directly	careers.ttec.com
62	Working Solutions	Remote CX agents, flexible scheduling	Apply Directly	workingsolutions.com/become-a-n-agent
63	Liveops	Virtual call center, independent contractors	Apply Directly	join.liveops.com
64	Help Scout	Remote first support software company	Apply Directly	helpscout.com/company/careers
65	Zendesk	Support platform, remote jobs globally	Apply Directly	zendesk.com/jobs
66	Freshworks	Support, sales, engineering, remote roles	Apply Directly	careers.freshworks.com



Education & Online Tutoring

#	Company	Best For	Pakistan Status	Careers Link
67	Preply	Tutor any subject, set your own rate	Pakistan Confirmed	preply.com/en/teach
68	italki	Language teachers, all languages accepted	Pakistan Confirmed	teach.italki.com
69	Cambly	English conversation tutors, flexible hours	Pakistan Confirmed	cambly.com/en/tutors
70	Outschool	Teach kids online, any topic or subject	Apply Directly	outschool.com/teach
71	Chegg	Academic tutoring and content writing	Apply Directly	jobs.chegg.com
72	Coursera	EdTech — content, engineering, operations	Apply Directly	careers.coursera.org
73	Superprof	Tutoring marketplace, global tutors	Pakistan Confirmed	superprof.com
74	EF Education	Online English teaching, global tutors	Apply Directly	careers.ef.com
75	Duolingo	Language tech, design, engineering roles	Apply Directly	careers.duolingo.com



Finance, Data & AI

#	Company	Best For	Pakistan Status	Careers Link
76	Deel	Global payroll, remote compliance platform	Pakistan Confirmed	deel.com/careers
77	Appen	AI training data, annotation, remote tasks	Pakistan Confirmed	appen.com/join-our-team

#	Company	Best For	Pakistan Status	Careers Link
78	Scale AI	AI training data, remote annotators	Apply Directly	scale.com/careers
79	DataAnnotation	AI data labeling, remote flexible work	Pakistan Confirmed	dataannotation.tech
80	Xero	Cloud accounting, remote roles globally	Apply Directly	xero.com/about/careers
81	Stripe	Fintech — engineering, ops, design	Apply Directly	stripe.com/jobs
82	PayPal	Global remote opportunities across functions	Apply Directly	careers.pypl.com
83	Brex	Fintech, remote engineering and operations	Apply Directly	brex.com/careers



Virtual Assistant & Operations

#	Company	Best For	Pakistan Status	Careers Link
84	Belay Solutions	Virtual assistant placement, US clients	Apply Directly	belaysolutions.com/contractors
85	Time Etc	Virtual assistant platform, flexible	Apply Directly	web.timeetc.com/va
86	Boldly	Premium virtual assistants, long term	Apply Directly	boldly.com/jobs
87	Oyster HR	Global employment, remote roles	Apply Directly	oysterhr.com/careers
88	Remote.com	Global remote employment platform	Apply Directly	remote.com/careers



Freelance Marketplaces — Sign Up Yourself

#	Company	Best For	Pakistan Status	Careers Link
89	Upwork	All skills — biggest freelance marketplace	Freelance Platform	upwork.com
90	Fiverr	All creative and professional skills	Freelance Platform	fiverr.com
91	Freelancer.com	All skills, project and contest based	Freelance Platform	freelancer.com
92	PeoplePerHour	Design, writing, tech, marketing	Freelance Platform	peopleperhour.com
93	Guru.com	All professional skills, milestone based	Freelance Platform	guru.com
94	Toptal	Top 3% only — dev, design, finance	Pakistan Confirmed	toptal.com

#	Company	Best For	Pakistan Status	Careers Link
95	99designs	Design only, contest and direct work	Freelance Platform	99designs.com
96	Dribbble	Design jobs and freelance projects	Freelance Platform	dribbble.com



Remote Job Boards — Search Here First

#	Company	Best For	Pakistan Status	Careers Link
97	Remote OK	Curated remote job listings, all fields	Freelance Platform	remoteok.com
98	We Work Remotely	Top remote job board, tech and creative	Freelance Platform	weworkremotely.com
99	FlexJobs	Vetted remote job listings, all levels	Freelance Platform	flexjobs.com
100	Pangian	Asia friendly remote job network	Pakistan Confirmed	pangian.com

One Last Thing From Us

This list was built from real research. Hamza has personally worked with some of these companies. We have verified each one is publicly active and real. But careers pages update frequently and always check directly before applying.

You do not need all 100. You need one door to open. Pick the category closest to you, find 5 companies that feel right, and start there.

If this list helps even one family find a way forward that is everything for us. ❤️

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