

# Stripe Candidate Recruiting Resource

**We are so excited you are considering a role at Stripe! \o/**

The Recruiting team at Stripe is here to support you through your process in partnership with our hiring teams. If you have any other questions not covered in this document, please reach out to your Recruiter. We're so excited that you're considering Stripe, and we're here to help make your recruiting process as smooth as possible!

## Resources

- [What to Expect: Video Interviews](#) - A general guide to interviewing at Stripe
  - [Stripe Operating Principles](#) - A guide to our culture and how we work here at Stripe
  - [Life At Stripe](#) - What to expect when working at Stripe
  - [Stripe Sessions](#) - A detailed look at Stripe products and customers
  - [Stripe Newsroom](#) - Read the latest news and information from Stripe
  - [Cheeky Pint](#) - Stripe cofounder, John Collison, interviews founders, builders, and leaders over a pint
  - [TikTok](#) | [X](#) | [Instagram](#) | [LinkedIn](#) - Connect with Stripe!
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## Stripe Engineering FAQs

### **What is the average size for a team at Stripe?**

While team size varies across each org and region, the average team size at Stripe is 7.

### **Will I be colocated with my team?**

It depends! Some teams are mostly colocated in one office location, whereas others may be spread out within, or across countries. If colocation is a top priority for you, please flag this to your recruiter so they can take this into consideration during the team matching phase.

### **What is the tech stack at Stripe?**

This can slightly vary per org, but most teams use Typescript and React on the frontend and Ruby, Python and Java on the backend. The occasional team uses Scala and Go as well.

*Note: we are language agnostic in our interview process as we understand new languages can be learned on the job.*

### **How many team onsites/offsites can I expect per year?**

Between 1-3, depending on the team.

## Stripe Recruiting FAQs

### What is Stripe's RTO policy?

Stripe has, and will continue to offer, both remote and in-office hybrid opportunities. If you are located within 35 miles/56 km of one of our offices, you will be hired as hybrid. If you are located outside of the 35 mile/56 km radius of one of our offices, you will be hired as remote.

*Note: accommodation requests are available for those who live within 35 miles/56 km of one of our offices with disabilities or medical conditions that restrict the ability to meet the in-office attendance requirement.*

### What does onboarding look like?

In most cases, we would be flying you to an office for onboarding for your first week. During this first week, you would work through onboarding logistics, learn more about Stripe through Stripe 101, and meet more folks who start the same day as you in your start class.

### How long does the interview process take?

It depends! On average, we can get candidates through the process within 4 weeks. Please flag other interview processes you are in to your recruiter to stay aligned on timelines.

### What is the post-interview process at a high level?

After your interviews, we meet as a team to debrief. If we decide to move forward, our candidate review team confirms the hire and leveling decision. From there, we would conduct references and move into final offer approvals.

### Can I use AI tools in my interviews?

We use the interview process to assess your own knowledge, communication skills, and problem-solving abilities. For these reasons, please do not use any AI writing assistants, chatbots, or copilot tools during the interview process, including written projects, unless otherwise agreed in writing with Stripe.

You may, of course, research Stripe to better understand our business, but please apply your own skills, experiences, and thought processes to respond to our questions and complete any assigned tasks. Using AI tools without Stripe's agreement may disqualify your application.

## Stripe Team Matching FAQs

### When does exact team matching start?

Pre-team matching *starts* when you meet with one of our hiring managers during the hiring manager interview (e.g. Experience and Goals). We try our best to connect you with a hiring manager with an opening that matches your background, interests and desired work location. If we end up moving forward with a hiring manager you did not meet with during your final round, you'll meet with them post-final round for a mutual team match call that is typically 30 minutes via Zoom.

**Can I request to meet with multiple hiring managers and pick a team myself?** We use a combination of your stated and demonstrated skills and interests, as well as our company prioritization and other factors (e.g. level and location), to match you with a team. Your recruiter will share more details about the process during the team match stage.

**If I was referred to a specific team, will I still be considered for that team?**

Yes! If you were referred to a specific team, we will do our best to match you to a team within the org you were referred to. There are rare cases we may pivot you to another team due to role availability and priority, which your recruiter will help guide you through.

**Will I meet members of the team I'd be joining during my interviews?**

Interviews will be scheduled using our generalized interviewer pools - there's a chance these interviewers are from the team you end up joining, but it's not guaranteed.

**How can I meet with members of the team I'd be joining?**

If we move to offer, we would be more than happy to set up calls with members of the team you'd be joining (e.g. someone in the same office as you, the team lead, etc.). These calls can be via Zoom, or in-person in the office you are local to.

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## Get to Know Our Orgs!

If you are particularly interested in a specific org or team, please flag your interest to your recruiter so they can take this into consideration during the team matching stage. *Note: this is not guaranteed as the number of open roles, and priorities, under each team are subject to change.*

### Money as a Service (MaaS) Org

**Connect:** This team ships abstractions & experiences for Stripe's platform users to build powerful, next generation integrations. Connect has been at the forefront of Stripe's growth due to the power of its offering, which enables thousands of global platforms and marketplaces to distribute Stripe's payment processing directly to their sellers and merchants. As Stripe grows its suite of product offerings beyond payments, Connect will unlock a new phase of growth for Stripe by enabling our platforms to distribute all of Stripe's products to their end users.

**Money Movement and Storage (MMS):** This team is working towards a future in which all of the complexity that comes with handling money (e.g. accepting different currencies, adopting new payment methods, integrating with hundreds of banks globally) is abstracted away from Stripe's users. This team is core to Stripe's business and thousands of developers will use our platform and infrastructure to create valuable products and services that billions of people use. Our team works with product engineering and infrastructure teams across Stripe to build the platform that powers money movement for many of Stripe's Products like [Connect](#), [Issuing](#), and [Corporate Card](#). Ultimately, our goal is to increase the GDP of the internet by making it easy to build global products, services, and platforms that handle money.

**Banking as a Service (BaaS):** This team enables users to build and launch successful card programs ([Issuing](#)), provide access to fast, flexible financing ([Capital](#)), and embed rich financial features into their products ([Treasury](#)).

- Winning embedded finance, with a heavy focus on platforms, by building a suite of solutions that over time add up to an all-in-one financial home that can be deployed by any platform, including Stripe itself as a direct product.
- Transition the Treasury team from "Treasury - 'V1 MMA' - Bank Integrations" to a solutions/product focused team. Shift abstraction and bank responsibilities on money storage and movement to MMS over time.

- Winning and successfully deploying very large users while advancing our Issuing offering.
- Clear lines of responsibility and focus among BaaS Eng & Product leaders.

**Crypto:** The promise of crypto—digital money and a new internet—is squarely aligned with that mission, and the Stripe Crypto team is dedicated to doing our part in bringing that promise to life. Our approach is firmly rooted in providing utility to the crypto ecosystem: our users need better building blocks to accept payments, move funds, and exchange between fiat and crypto. By focusing on these problems, we aim to build faster, more trustworthy, and higher quality crypto-native experiences. We're a fairly new and exceptionally fast-moving team within Stripe, having shipped multiple products in the past year. In 2024, we will bring those products to scale while also pursuing new ones.

## Infrastructure Org

**Core Infrastructure:** We're the home for Stripe's critical tier0 infrastructure systems (Compute, Networking, DocumentDB, Distributed Caching and High assurance engineering). We build the foundational platform for Stripe products and services to allow them to operate at scale. We drive reliability, availability, efficiency and scalability of these systems.

**Developer Infrastructure:** We're responsible for the productivity of all developers at Stripe. Ensure Stripe's engineers have a reliable, fast, and easy-to-use inner dev loop to maximize productivity while building everything from low-latency microservices to large-scale data pipelines and machine learning models

**Reliability Insights and Excellence:** We build tools and frameworks to introspect and improve reliability across Stripe.

**Admin Platform:** We empower Stripes to quickly build secure and delightful internal products in service of their users.

**Support Experience:** We build and improve our 24x7 email, phone, and chat support channels, our Premium Support and Enterprise Services products, our Support Site, and more. This includes how users get help within our products, how they get in touch with us when they have questions, and how our teams use internal tools to answer those questions.

**Service Platform:** We enable engineering teams at Stripe to easily write and ship useful services that correctly, reliably, and efficiently leverage platform capabilities.

## Internal Systems Org

Our mission is to enable effective financial decisions through reliable data, increased efficiency and automation. We support Accounting, Tax, Finance & Strategy (F&S), Finance Operations (FinOps) and Treasury functions across Automation, Data insights and process improvements.

**Finance Engineering:** Responsible for building the robust and scalable infrastructure that powers the company's core financial operations, including payments processing, fund settlement, accounting, and business intelligence. The Finance Engineering team is at the core of Stripe to empower mission-critical financial domains including Accounting, Finance operations, Finance & Strategy, and Treasury. Engineers on the Financial Engineering team build platforms, data pipelines, and financial products for the Finance team. The use cases include financial analytics and insights, accounting automation, auditing, financial planning & forecasting, and financial business intelligence.

**Regulatory and Compliance Engineering:** Responsible for maintaining Stripe's financial & regulatory compliance. Our Engineers operate Stripe's ledger, which is the authoritative source of record for all money movement at Stripe, we calculate taxes on every Stripe fee, and submit the tax & regulatory reports that enable us to operate throughout the world. We own large-scale low-latency services, massive data pipelines and platforms that enable every product at Stripe.

## Payments and Risk Org

**Payins:** The Payins organization builds products and platforms to help users accept payments from customers, including the APIs for configuring and processing payments, and Cards, our highest volume and most complex method for accepting payments.

**Local Payment Methods (LPM):** The Local Payment Methods team is building the platform & enabling regional, non-card payment methods like Wallets, Buy Now Pay Later, Real Time Payments, Bank Transfers etc. that connect to millions of Stripe users globally. We're responsible for product experiences that help providers integrate these payment methods to improve their integration, boost their conversion, and grow their business.

**Risk:** Risk Engineering develops products that reduce Stripe's financial and regulatory risk at scale while maintaining an excellent user experience. We ensure user compliance with regulatory and partner requirements, protecting both Stripe's brand and financial stability - by building both user-facing products and backend systems.

**Terminal:** Stripe Terminal helps our users extend their online presence to the physical world. The Terminal team's mission is to make it as easy for businesses to accept in-person payments as the Stripe API has done for online payments. With Terminal, businesses can unlock in-person payments use cases that are right for their business model—whether it's creating a superb retail experience, extending their website to a pop-up store, or enabling a mobile point-of-sale at their next event.

## Link Org

Link is a digital wallet designed for effortless and secure online payments and digital transactions. With Link, consumers enjoy convenience and peace of mind: it works on any device or browser, is backed by the highest security mechanisms, offers exclusive purchase protections on eligible items, and ensures seamless and quick payments. Across the Link Engineering org, we focus on building beautiful and delightful payment experiences as well as payment options so consumers world-wide could pay with their preferred payment methods. Our team's work spans the entire stack from building front-end experiences, infrastructure that supports low latency payment transactions, to intelligent systems that help protect consumers and merchants from bad actors on every transaction.

## Developer Experience & Product Platform (DEeP) Org

**Merchant Experience:** This team builds much of the backend and frontend platform that powers the Stripe Dashboard. Millions of businesses use the Dashboard every day to manage their operations, and thousands of Stripes build product experiences in the Dashboard to enable these businesses to succeed.

**Organizations & Authentication Platform (OAP):** This team is responsible for building Organizations, which allows merchants to effectively and centrally manage their businesses across multiple Stripe accounts. It also maintains the authentication platform, which powers the authentication experience for the Stripe dashboard and all products hosted on it. As Stripe continues to grow its suite of product offerings beyond payments, Organizations will unlock a new phase of

growth for Stripe. We will do this by enabling our platforms and businesses to model their complex businesses and distribute all of Stripe's products to their end users.

**Developer Platform:** This team builds Stripe's API platform and external developer experience. They focus on external merchants and how they communicate with Stripe – via SDK, docs, and developer tools such as Workbench and sandboxes.

## Revenue and Financial Automation Org

We're building a modern, revenue-focused, financial management platform for fast growing, digital native companies.

**Billing:** The Billing organization builds and maintains the Stripe Billing product suite. Stripe Billing lets you bill and manage customers however you want—from simple recurring billing to usage-based billing and sales-negotiated contracts. Collect and retain more revenue, automate revenue management workflows, and accept payments globally. Their mission is to build the most elegant platform for monetization on the internet.

**Stripe Tax:** You know how everyone loves taxes? And it's such a simple, stable, and well-understood area? We handle all the sales-related taxes (across Checkout & Billing) and make it super easy to register, auto-collect the right amount of tax, and access the reports you need to file returns globally.

**Reporting, Accounting and Data Services:** Stripe's RFA suite equips finance leaders with revenue management tools that are as sophisticated as the businesses they run. The suite automates manual work and improves accuracy across the cash flow life cycle, from payments and billing to tax, reporting, and reconciliation. Our portfolio is growing rapidly and we are expanding our RFA suite to serve the diverse spectrum of Stripe's users, from brand new startups to public companies. Simultaneously we are investing in foundations for an extensible platform solution, including integrations with external systems that will let us scale our reach and capabilities by orders of magnitude over the next few years.

**Forward Deployed Engineering:** The RFA Forward Deployed Engineering (FDE) team is a pivotal new unit dedicated to accelerating Stripe's strategic growth and market leadership in enterprise Revenue and Financial Automation (RFA). This is no ordinary engineering role; it's a unique leadership opportunity to be at the forefront of how Stripe builds and iterates on its products. We're directly tackling the most complex challenges faced by Stripe's largest and most strategic enterprise users, bridging the gap between their intricate financial operations and our core product capabilities.

## Data + AI Org

The Data + AI team consists of several teams within the organization. ML Foundations and Core Data teams enable the effective use of data for both decision-making and automation at Stripe, while our Growth and Marketing Systems teams scale efficient go-to-market motions through strategy and technology. Our teams are responsible for building data pipelines, models, integrations, and tools that power self-serve growth motions, or are leveraged by GTM teams at Stripe and we provide end-to-end experience for our users. We build experiences that make it easier for users to find, onboard to, and grow on Stripe.

**Marketing Systems:** This team's efforts will directly enhance the experiences of both our external and internal customers. They own services that bolster promotional email systems, cross-channel infrastructure, as well as tooling for marketers and SDRs. This team leads the path from 0 -> 1 in product building but also showcases ability to build

operationally resilient products. They also delve into LLMs, and bring them onboard to Stripe's execution workflows. This team works alongside MarTech platform, product, data, and analytics team, ensuring a holistic growth experience.

**GTM Data:** The team at Stripe responsible for creating the data and systems that are required for understanding the performance of Stripe's Marketing, Sales, and Growth motions (e.g. all of the aspects of how Stripe sells our products to prospects and existing customers). The team is responsible for a wide array of complex systems covering everything from our web analytics infra that tracks user behavior on our website and in our products, through to seller compensation metrics to understand the impact our sales team is having on user behavior and outcomes.