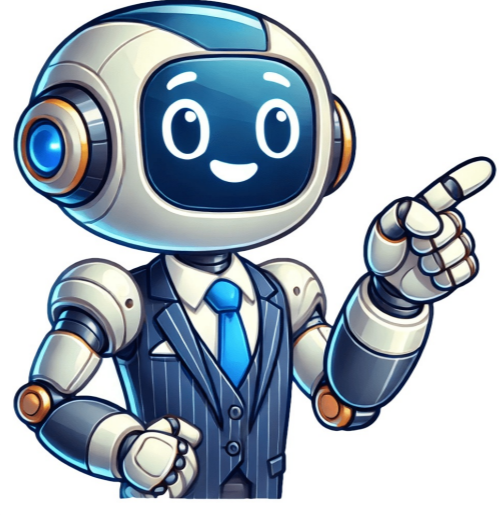


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On June 20, 2005, Matt Mullenweg made his first hire: Donncha Caoimh, a software developer who had been working on the WordPress project. And with that, Automattic was born. By the following summer, the company was nearly 10 people strong, and brought its employees together for the first Grand Meetup. The meetup may not have been grand/Matt picked up attendees at the San Francisco airport, and they experienced a small earthquake but its ambitions certainly were. What began with the bold idea that publishing should be free and open has evolved into a fully distributed software company that powers tens of millions of sites, stores, and conversations worldwide. As Matt himself put it when commemorating 10 years, We began building a business which looks remarkably similar to what Automattic does today. (Were all still at Automattic, by the way.) In the early days, founders duty included airport pickups. Photo: Donncha Caoimh In 2004, Matt left his native Houston to work at CNET in San Francisco; that same year, Donncha merged his project, B2+*, into the WordPress codebase. Their goal in joining forces was to make a version of WordPress that anyone could start with. After Automattics birth, things moved quickly. In September 2005, Matt shared that WordPress.com reached 100 blogsand then, in short order, 1,000. The next month, Matt left CNET to concentrate on WordPress.com full time. The anti-spam tool Akismet launched soon after, and Automattic began expanding its roster of products and services at a steady rhythm. The foundation was already in place. In 2010, Matt wrote the Automattic Creed, a set of guiding principles that still shape how we work today. He opted for a fully remote company bold move at the time (and even today!). From the start, Automattic emphasized transparency. We de-emphasized traditional email in favor of P2, using our internal blogging tool to make ideas visible and knowledge shareable. As Matt said on Distributed.blog, There was all this intelligence and data and wisdom being lost in peoples inboxes. . . . The key for us was transparency. Were a fully distributed company, but we know the magic that happens in person. Thats why meetups are central to our culture. That first Grand Meetup in 2006 included the companys earliest employees: Matt, Donncha, Andy Skelton, Ryan Boren, Mark Riley, and Tom Schneider (who would become Automattics first CEO). By 2013, Grand Meetups had evolved into week-long gatherings with hundreds of Automatticians from all over the globe, featuring flash talks, hackathons, meals, and memories that still shape how we work together today. As Automattic grew, meetups of all sizes became integral to the company; on any given week of the year, various teams gather at locations around the world. From close-knit team offsites to company-wide Grand Meetups, these events are marked in all our calendars. A healthy company cant succeed on vibes alone; for anything to work, a shared mission has to underpin every decision, every product, and every person. Our mission has always been to democratize publishing, commerce, and messaging. (Well, it was originally to democratize publishing, but Woots arrival in 2015 and Beepers in 2024 helped expand that vision.) What that looks like in action is investing in products and services that make your life better. Its building a suite of tools that help anyone, anywhere, share ideas, build businesses, and communicate freely, regardless of their income, language, or beliefs. We began with WordPress.com, and over time, developed software that improved collaboration and connection across the web. In 2007, we acquired Gravatar, a digital passport for the web. We expanded since then to include WordPress VIP for enterprise clientslike Salesforce, Time.com, NewsCorp, and the White Houseand Newspack to help newsmoms thrive. We also have Day One, Pocket Casts, and Tumblr, as well as award-winning publications The Atavist and Longreads. While the media landscape has undergone seismic changes over the past 20 years, we continue to uphold the highest standards of journalism and storytelling. As we grew, it became clear that people were doing more with their websites, so creating economic opportunities worldwide became a crucial pillar for our business. WooCommerce started as a simple plugin and a simple idea: What if anyone could turn their WordPress site into an online store? Since 2015, Woo has transformed into the worlds most popular ecommerce platformstill open source, customizable, and helping millions of entrepreneurs sell anything, anywhere. Over the past two years, we acquired Texts.com and Beeper, merging the two to build a bridge across the walled gardens of messaging. We believe communication should be accessible, encrypted, and open. We also recently acquired Clay, a relationship management tool that automatically organizes and intelligently searches your entire network. As of 2025, WordPress powers over 43% of the web. WooCommerce is the worlds leading ecommerce platform. Were more than 1,480 Automatticians in 82 countries speaking 110 languages. Our product suite includes WordPress.com, WooCommerce, Tumblr, Simplanote, Jetpack, Longreads, Day One, Pocket Casts, Clay, and more. Just this year, weve launched innovations like the AI Website Builder and the 100 Year Domainwith more to come. A belief in the open web. A commitment to user freedom. And the idea that great software should serve peoplenot the other way around. To every publisher, builder, developer, and dreamer who been part of our journey: Thank you. Were just getting started. Heres to the next 20. The Automattic Team Company News Automattic, and our CEO Matt Mullenweg, are devoted to the ethos of open source, democratizing publishing through the WordPress platform and protecting the thriving, collaborative ecosystem built around software that powers over 40% of the web. Matt and Automattic have granted away significant rights and provided extensive free servicesomething most individuals and companies would never... Company News One of the many lies in Silver Lake and WP Engines C&D was their claim that Automattic demanded money from them moments before our CEO Matt Mullenweg gave his keynote at WordCamp US. That is not true. Automattic asked for a verbal agreement that WP Engine would give some percentage of their revenue back into... Company News Earlier today, CEO Matt Mullenweg shared with Automattic employees the following message. Explore the remote job opportunities at Automattic. Work from anywhere, and make the web a better place for everyone, everywhere. Check out todays open jobs. Were 1,480 Automatticians in 82 countries speaking 110 languages. We democratize publishing and commerce so anyone with a story can tell it, and anyone with a product can sell it, regardless of income, gender, politics, language, or country. This is our standard process; however, the hiring steps may differ by role to ensure we choose candidates who will thrive as Automatticians. You submit a formal application for a current job opening, giving us a sense of your communication style. We assess based on criteria that vary depending on the opening and the needs of the team, and pay close attention to your answers so share as much relevant information as possible! One of the first steps in the application process is a Slack or Zoom interview. While some roles start with a written interview on Slack, others require Zoom interviews, so we can get to know you better live. Our jobs involve a paid trial in the application process, which is a short project or set of tasks that will be assessed by our hiring teams. You will have the chance to work on something thats closely aligned with the role youre interviewing for, and tackle a specific, real problem. Once a candidate successfully completes their trial, many teams require a final interview typically conducted by an executive leader within the business unit before proceeding to the offer stage. Our HR folks will share feedback from the hiring process and tender a formal offer to join Automattic one that takes account of your compensation expectations, interview feedback, work experience, and trial performance. Welcome aboard! At Automattic, we want people to love their work and show respect and empathy to all. We welcome differences and strive to increase participation from traditionally underrepresented groups. Our DEI committee involves Automatticians across the company and drives grassroots change. For example, the group has facilitated private online spaces for affiliated Automatticians to gather, and helps run a monthly DEI People Lab series for further learning. Diversity, Equity, and Inclusion is a priority at Automattic, though our dedication influences far more than just Automatticians: we make our products freely available and translate our products into and offer customer support in numerous languages. We require unconscious bias training for our hiring teams and ensure our products are accessible across different bandwidths and devices. Learn more about our dedication to diversity, equity, and inclusion and our Employee Resource Groups. In a world where workplace support often feels like a checkbox, Automattics unwavering commitment earned corporate policy into genuine compassion, proving that empathy can be a companys strongest asset. Martin Akram, Backend Engineer This isnt your typical work-from-home job. Everybod works from the location they choose, during the hours they choose. Were spread out all over the world. We track about 70 percent of our projects on P2-themed WordPress.com blogs, 25 percent in private chat rooms, and the rest on Slack. Because of the geographic variance, were active 24/7. But dont let that worry you. This is not a work-if-you-drop place. We encourage work-life balance, and care about the work you produce, not the hours you put in. How We Work Since the pandemic, weve focused on smaller groups, division meetups, and so on, that accomplish bonding and coworking on a manageable scale. Were also bringing back full-company meetups, holding one every five years; the next, coming in 2025, will take place in Anaheim, California. Other awesome places weve met include San Francisco, California; La Paz, Mexico; Oracle, Arizona; Breckenridge, Colorado; Mont-Sainte-Anne, Quebec; Budapest, Hungary; San Diego, California; Santa Cruz, California; Park City, Utah; Whistler, Canada; Orlando, Florida; London, England; Dubai, United Arab Emirates; Madrid, Spain; Amsterdam, The Netherlands; Montreal, Quebec; and many more. In addition to our larger meetups, individual teams meet for five to seven days to brainstorm team-level strategy and bond in locales ranging from Boulder to Buenos Aires, Las Vegas to Lisbon, Montral to Mexico City, and Vienna to Vietnam. If you join our merry band, expect to travel three to four weeks per year. Travelling at Automattic For WordPress.com support requests and billing issues, please contact our 24/7 supportteam. Get support for Akismet, Cloudup, Gravatar, Jetpack, Longreads, Crowdsignal, Simplanote, Simperium, VaultPress, or Woo.For global enterprise offerings and support, please contact WordPress VIP.For press inquiries or to download a logo, visit our Presspage.For complaints (spam, abuse, legal, copyright, impersonation, slander, annoyance), please visit our Complaintspage. If you believe material on any of our services infringes on yourcopyright(s), please see our DMCA page.To report WordPress.com security issues, or security issues with any Automattic product, see our Securitypage.Please do not use our voicemail, postal mail, or contact form for billing questions, support, or complaints. Please use the support links listed above.Our voicemail is (877) 273-3049 If you want to mail us something, please send it to: 60 29th Street#3435 San Francisco, CA 94110United States of America.If none of these are a good fit you can contact our general mailbox below, and should hear back within a few weeks. 20 years of history: explore the Automattic timeline. Your blog or websitehas a (free!) home on the web.Your story, your way. Tower of Babelfragmented messaging woesyou need a Beeper. Where your interestsconnect you to your people,one post at a time. Capture private thoughts,Journal for posterity.All your days distilled. Selling online? Woo!Hang your digital shinglewith this free plugin. Safety, growth, and speed.The first and the best plugin!your WordPress site needs. Meta, Salesforce, Slackrun the web with VIP.Enterprise WordPress. Built by podcaststersfor your listening pleasure.Discover new shows. Did someone say spam?Akismet filters it out.Nothing to see here. Great storytelling,Long enough to dig into.Find it and share it. Tools to publish greatstories,drive revenue, andbuild your audience. Global avatarGravatar, get it? One picfor all your profiles.We also contribute to a number of non-profit and Open Source projects, like: From many, one tool.Find strength in communityfor a better web. Updates on the go!Your sites everywhere you arewith the iPhone app. Same goes for Android!No matter your devices,theres an app for you. Collaborating?Never send email again.This will change your life. Without connections,theres no such thing as a web.Make your site social. Blogs sometimes restraincommunity discussion.Forums, the new black. WordPress fans, unite!Come out from behind your screens,connect, and celebrate. Need to make a hire?Put your site to work for you.Online job listings! When we give back timeWordPress can change the whole worldsooner and faster. We are much better at writing code than haiku. Matt Mullenweg, founder of AutomatticInspired by you.Striving to create good.Nothing* is perfect. Earlier today, CEO Matt Mullenweg shared with Automattic employees the following message. I have had to make difficult decisions to protectAutomattics long-term future. This post will outline why the changes are happening and the next steps in our organizational restructuring. I wish to be transparent and acknowledge that this will be difficult news to hear. We will do everything to ensure that all Automatticians, those staying and those leaving, are supported. We have reached an important crossroads. While our revenuecontinues to grow, Automattic operates in a highly competitive market, and technology is evolving at unprecedented levels. To support our customers and products, we must improve our productivity, profitability, and capacity to invest. As difficult as this decision has been, we are restructuring the company to: Become more agile and responsive. Break down silos that have created inefficiencies. Focus on product quality, doing fewer things better. Ensure a viable financial model for long-term success. This restructuring will result in an approximately 16% workforce reduction. HR will email those impacted to inform them they will leave Automattic with financial and support benefits. This process is complex with Automatticians in 90 countries, but were committed to communicating clearly and compassionately. Colleagues who will be leaving will receive: A comprehensive package covering severance pay and benefits. Retention of company laptops. Job placement resources. They also have our enduring gratitude for their time with the company. Automattic has multiple products with world-touching potential in WordPress and beyond. Im confident we will come out of this situation in a better position, poised to create a vibrant, profitable, well-designed company that will continue our mission to democratize the internet. I would ask that you take a moment to thank and appreciate the efforts of your teammates who have left the company, reflect on how you will move forward as an individual and Automattician, and join me in the vital work we have in front of us. I recognize this is a difficult time. In the coming weeks, well share more about our path forward and how well work together to strengthen our company. We understand that you may wish to access support and discuss this with those close to you. Id like to remind you that Automattic partners with Workplace Options, which provides emotional and practical well-being support if you seek advice from an external provider. [links to resources for employees, redacted] As always, your HR Wranglers are here to talk with you and support you. Company News A recent stock grant gave more than 1,700 Automattic employees a stake in the company. Company News One of the many lies in Silver Lake and WP Engines C&D was their claim that Automattic demanded money from them moments before our CEO Matt Mullenweg gave his keynote at WordCamp US. That is not true. Automattic asked for a verbal agreement that WP Engine would give some percentage of their revenue back into... Inside Automattic What began with the bold idea that publishing should be free and open has evolved into a fully distributed software company that powers tens of millions of sites, stores, and conversations worldwide. Happiness Engineers (HEs) support our customers, and theyll support you as you get oriented at Automattic!Support rotationsEvery new Automattician goes through an onboarding period. For most Automatticians, onboarding begins with a two-week support rotation. VIP hires complete a two-week onboarding training.During your support rotation, youll be reading and responding to our users requests for support. Its a great way to learn about our core products and get to know Automatticians from around the company.But but Im not a Happiness Engineer! Im totally new to customer support. Why are you making me do this?We understand that you might be nervous about this. Your support rotation is an essential part of the Automattic experience. It brings you close to our users and gives you a taste of their needs and frustrations. It reinforces the importance ofgetting to know our users, because they are why were here to make the web a better place.TrainingTo prepare you for a successful support rotation, youll complete a training curriculum (shared on your first day) that includes self-paced lessons and social support from Happiness Engineers. Through training, youll learn where and how we support our users. Youll be part of a support rotation cohort (with fellow Automatticians doing their support rotation), guided by Happiness Engineers.For VIP Hires, all support is done via Zendesk (no live chat). Go over the VIP Onboarding FG pages to learn more about Onboarding VIP.Worried about making mistakes? Dont be. Weall make mistakes (especially when working in an area thats totally new to us), and those can be powerful learning moments. Embrace these early mistakes. Next: Get Organized In a world of tech companies fighting for growth at any cost, imagine one that gives away its most successful product for freeand has been doing it for 20years. Whereas an increasing number of tech firms spend their energy locking customers into closed, ever-worsening platforms designed to extract value at any cost (including the customers right to privacy), picture yourself working at a company that prioritizes and protects our customers freedom to use all the tools of the open web. Including those we dont makeourselves. With a founding product so successful, schoolchildren know it by name. A product so ubiquitous, it powers over 40% of all websites. And thats just one of the things weake. Were the people behind WordPress.com, WooCommerce, Tumblr, Simplanote, Jetpack, Longreads, Day One, PocketCasts, and more. We believe in making the web a better place, and strive to live by the Automattic Creed. There are 1,480 of us Automatticians in nearly every corner of the globe, speaking 110 different languages. Enriched by this diversity, were united by a singular mission: to democratize publishing, commerce, and messaging so anyone with a story can tell it, anyone with a product can sell it, and everyone can manage their communications from a single source. In short, we help maintain a balance in society, creating and continually refining powerful tools people can use to compete fairlyregardless of income, gender, politics, language, or where in the world they live. Speaking of which, where in the world would you like towork? In a time when companies are demanding employees return to the office or lose their jobs, weve been a remote-first company since our founding in 2005.Meaning we dont force Automatticians to work in the same building and smell each others sandwiches at lunchtime, and we dont tell them whereorwhen to work. Thats the virtue of our asynchronous, fully distributed ecosystem. We value impact, not how much time you put in. Effectiveness over busyness. Quality, not quantity. We firmly believe that work can and should be fun, while also being challenging and providing essential services. That workers should be trusted by giving them autonomy over the choices they make and the projects they take on. And that makers deserve to see real-world results of their efforts. We believe in Open Source, and the vast majority of our work is available under the GPL. And were proven you can build an open-source-driven businessearning half a billion \$US in annual revenuewhile providing top shelf, future-friendly products that help our customers build their own businesses, tell their own stories, and manage their work and families; If youre independent, creative, skilled, smart, and looking to do the most meaningful work of your career, on your own turf and your own terms, and with a high-impact footprint improving the lives of millions of people worldwide, youll love working here. . . .and wed love to hear from you. We are experimenting with having an in-person nexus in our incredible NYC office around AI, if youd like to be part of that drop your name here. Automattic is a Most Loved Company and Disability Confidence Certified. (Heres what that might mean for you.) Learn more about our dedication to diversity, equity, and inclusion and our Employee ResourceGroups. At Automattic, were committed to making WordPress smarter, faster, and easier for everyone. Today, were announcing the acquisition of a company thats going to help us in that mission: WPAI. WPAI is an AI startup, focused on building AI solutions for WordPress. The brilliant founding team behind itJames LePage, Greg Hunt, and Ovidiu Ovi Iulian Galatanwill be joining Automattic to lead the exploration of applied AI as an interaction paradigm for WordPress. Theyll be working on testing, building, and integrating innovative AI solutions into the core ecosystem to redefine how users and developers work with WordPress. WPAI is known for its innovative products like CodeWP, an AI integrated development environment (IDE) for WordPress developers, and AgentWP, one of the earliest implementations of an autonomous AI agent capable of executing complex tasks through independent reasoning and logic, marking a significant advancement in practical AI applications for CMSs. The technology powering these platforms will be reimaged and integrated into new offerings at Automattic. By integrating WPAIs innovative tools, data, and expertise, Automattic is paving the way for an even more seamless WordPress experience. Whether its empowering developers to create smarter, faster, or enabling site managers to interact with their websites intuitively, this collaboration represents an exciting leap forward in the WordPress ecosystem. Join us in welcoming James, Greg, Ovi, and WPAI to the Automattic family. Announcements Clay helps people and businesses manage their connections more effectively. The platform offers unique value through AI-driven insights, comprehensive coverage, revolutionary search, instant notes and more, all designed to simplify the way we build and maintain relationships. Company News AI is rapidly transforming nearly every aspect of our world, including the way we create and consume content. At Automattic, weve always believed in a free and open web and individual choice. Like other tech companies, were closely following these advancements, including how to work with AI companies in a way that respects our users... Announcements For the first time ever, you can now become an affiliate for Automattics suite of well-loved products and services all from a single platform. The new Automattic Affiliate Program makes it easy for creators, developers, agencies, and small businesses to start earning money online by promoting any or all of Automattics eligible recognizable open-source brands,... Automattic has always been deeply committed to the success of WordPress, dedicating significant resources and talent to its development for almost two decades. However, weve observed an imbalance in how contributions to WordPress are distributed across the ecosystem, and its time to address this. Additionally, were having to spend significant time and money to defend ourselves against the legal attacks started by WP Engine and funded by Silver Lake, a large private equity firm. Weve also faced intense criticism and even personal attacks against a number of Automatticians from members of the community who want Matt and others to step away from the project. To recalibrate and ensure our efforts are as impactful as possible, Automattic will reduce its sponsored contributions to the WordPress project. This is not a step we take lightly. It is a moment to regroup, rethink, and strategically plan how Automatticians can continue contributing in ways that secure the future of WordPress for generations to come. Automatticians who contributed to core will instead focus on for-profit projects within Automattic, such as WordPress.com, Pressable, WPVIP, Jetpack, and WooCommerce. Members of the community have said that working on these sorts of things should count as a contribution to WordPress. As part of this reset, Automattic will match its volunteering pledge with those made by WP Engine and other players in the ecosystem, or about 45 hours a week that qualify under the Five For the Future program as benefiting the entire community and not just a single company. These hours will likely go towards security and critical updates. Weve made the decision to reallocate resources due to the lawsuits from WP Engine. This legal action diverts significant time and energy that could otherwise be directed toward supporting WordPres growth and health. We remain hopeful that WP Engine will reconsider this legal attack, allowing us to refocus our efforts on contributions that benefit the broader WordPress ecosystem. WP Engines historically slim contributions underscore the imbalance that must be addressed for the health of WordPress. We believe in fairness and shared responsibility, and we hope this move encourages greater participation across all organizations that benefit from WordPress. While our sponsored contributions are reduced, Automattic remains deeply invested in the WordPress platform. We will redirect our energy toward projects that can fortify WordPress for the long termensuring its resilience, relevance, and vitality for the next generation of users and contributors. Part of this will be making WordPress.com much closer to a core WordPress experience, instead of having a different interface. Were excited to return to active contributions to WordPress core, Gutenberg, Playground, Openverse, and WordPress.org when the legal attacks have stopped. Well be back, stronger and more focused than ever, with a clear plan to drive meaningful contributions that reflect the needs of the broader WordPress community. This realignment is not an end, but a new beginningone that will ultimately strengthen the foundation of WordPress. Thank you for your grace, support, and understanding as we take this step forward. The Automattic Team Inside Automattic In the US, June means Pride Monthand those of us in Automattics LGBTQ+ resource group want to share an update about our recent efforts at the company. Company News After pausing our contributions to regroup, rethink, and plan strategically, were ready to press play again and return fully to the WordPress project. Expect to find our contributions across all of the greatest hitsWordPress Core, Gutenberg, Playground, Openverse, and WordPress.org. This return is a moment of excitement for us as its about continuing the mission... Announcements For years, Tumblr has been a best-kept secret among enterprise-tier advertisers thanks to its passionately engaged, Gen Z-heavy user base. Publishers, streaming platforms, and fashion brands have all capitalized on the intense engagement their campaigns get on the platform. However, there was no easy way for mainstream advertisers to reach Tumblrs audience. Until now. Meet... The interview felt more like hanging out and talking with someone you met at a conference about what you do, what processes you use and why, etc. It was friendly and, dare I say, fun. Jerry Jones, JavaScript Engineer Read more Automattic builds WordPress.com and other products that democratize publishing, commerce, and communications. Were a globally distributed team working from over 90 countries, united by our passion for open source, great user experiences, and the webs future. We believe exceptional work comes from autonomy and flexible environments. We pioneered distributed work long before it became widespread, focusing on output rather than hours logged. We actively seek colleagues from varied backgrounds, recognizing that diverse perspectives enhance our products and make them accessible to a wider audience. We support internal Resource Groups formed by Automatticians who share characteristics or experiences, and were dedicated to increasing representation from underrepresented groups in tech through our inclusive hiring practices. Submit your resume and cover letter. We evaluate your skills, experience, and alignment with our culture. Depending on the role, you might see fields to submit a resume, cover letter, and a few application questions. Make sure to dedicate time and effort to all aspects of your application. Our team places strong emphasis on thoughtful cover letters and thorough responses to application questions. Once you submit your application, it goes straight to a recruiter or a hiring manager for review. If you dont see a job opening that matches your skills, experience, and interests, you can still share your information with us viaour interest form. If youve advanced in the hiring process, youll be invited into our candidate portal, where youll see and experience the Automattic hiring process. There you can check out team members, and view in a single, central place all the other important content youll need as the process continues. Candidates are presented with short pulse surveys at the end of each stage. We care what you think, and hope youll respond to these surveys to help us continually improve our candidate hiring experience. Slack Automattics first application step often includes a Slack Interviewessential for evaluating text communication skills in our distributed company. When preparing: log in early, take time with responses, bring questions, and consider whether this communication style suits you. Note that Friendly Raccoon helps create channels but wont conduct your interview. For more helpful information and tips on the Slack Interview, seeJerrys tips for text-based interviews. Zoom: Certain Automattic positions require more verbal communication, so we use 30-60 minute Zoom interviews for these roles. During these conversations with recruiters or hiring team members, youll discuss your experience and career goals. Come prepared with specific examples of achievements and learnings that demonstrate your fit for both the position and our company. For some roles, youll next complete a paid project that simulates actual work. This replaces traditional technical interviews and allows you to demonstrate your abilities in a realistic setting. Engineering applicants complete a code test with an assigned buddy who reviews work and answers questions. Tests involve modifying existing code like WordPress plugins. We evaluate problem-solving, design skills, and communication, not specific platform knowledge. Take the time you need; most candidates finish in a couple days spread over approximately one week. Qualified candidates complete a paid 5-40 hour project using real work to evaluate mutual fit. Your hiring team provides feedback throughout. This hands-on assessment is mandatory for all positions, as we believe actual collaboration best determines compatibility. An Executive Lead interview may follow as the final step, where you can discuss your background and learn more about Automattic. More details are available. After a successful trial, the hiring team submits a recommendation including your profile, feedback, and work summary to the CEO for final approval (taking days to a month). If approved, HR will contact you regarding compensation and start date based on your role and experience. Upon acceptance and paperwork completion, the onboarding team will prepare you for your first day at Automattic. Excellent Communication: As a distributed company, we rely on clear, thoughtful written communication. Autonomy and Self-Direction: We trust team members to manage their work without micromanagement. Continuous Learning: We value curiosity and willingness to develop new skills. Diverse Perspectives: We build better products when our team represents diverse backgrounds and viewpoints. Open Source Ethos: We believe in transparency and giving back to the community. Read our Creed True Flexibility: Work from anywhere with internet access, on your own schedule. Competitive Compensation: We offer salaries based on skills, not location. Growth Opportunities: Internal mobility and continuous learning are encouraged. Open Vacation Policy: Take time off when needed, with no fixed limit. Equipment Allowance: We provide what you need to create your ideal workspace. Company Retreats: Teams gather once annually to collaborate in person. More about our Benefits When applying to Automattic, its important to research our products and values to ensure a strong alignment with our mission. Showcase relevant projects and contributions that highlight your skills and how they connect to the role youre pursuing. In your cover letter, demonstrate excellent communication skills clear, thoughtful writing is highly valued here. Be prepared to discuss how you work independently, manage your time effectively, and stay motivated without direct supervision. Finally, highlight any experience you have with distributed teams or remote work, as collaboration across time zones is a key part of how we operate. The more we thought about why some hires succeeded and some didnt, the more we recognized that there is no substitute for working alongside someone in the trenches. So we gradually changed our approach. The most significant shift [from other companies] weve made is requiring every final candidate to work with us on a contract basis. Matt Mullenweg,CEO I started at Automattic on November 20, 2019, and its an incredible place to work. Im constantly impressed by my coworkers kindness, intelligence, and compassion. Jerry Jones, JavaScript Engineer A few teams at Automattic have created their own resources and guides to document their specific recruiting processes. Some teams have also put together informational blogs about their projects and teammates. If youre applying for one of the roles below, follow the links to learn more! How we hire Developers

Automatic gearbox problems. Automatic gearbox problems and solutions. Gearbox problems manual. Automatic gear problems and solutions. Automatic transmission problems and solutions. Common automatic gearbox problems. Automatic gearbox meme. Automatic gearbox fix problem.

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