



COACH4EXPATS

# THE EXPAT HIRING POWER LIST: 50 TOP EMPLOYERS IN EUROPE



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2025 EDITION

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# THE EXPAT HIRING POWER LIST: 50 TOP EMPLOYERS IN EUROPE (2025 EDITION)



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# INTRODUCTION



## What Makes a Company “Expat-Friendly”?

An expat-friendly company goes beyond just offering jobs to international talent — it actively supports relocation, values cultural diversity, and creates a welcoming environment for employees from all over the world. These employers typically provide visa sponsorship, relocation assistance, inclusive onboarding, and long-term career support.

## How We Curated This List

This guide highlights 50 companies across Europe known for hiring international professionals. At **Coach4expats**, we selected them based on publicly available data, verified visa and relocation policies, and strong reputations for inclusion, diversity, and global mobility. Each company has a track record of supporting cross-border hires or fully remote teams.

## Using This Guide to Plan Your Global Career

Whether you're actively job hunting or exploring future opportunities, this guide is your launchpad. Use it to discover companies that align with your skills and values, explore industries open to international professionals, and find direct links to career pages where you can take your next step.



# TECH & SOFTWARE

Europe's booming tech ecosystem is home to global giants and innovative startups alike. These companies are actively hiring international talent, offering visa support, remote flexibility, and a culture that thrives on diversity.



## 1 ADOBE

Adobe fosters a culture that values creativity and inclusivity, offering a supportive environment for international professionals through its global offices and commitment to diversity.

Explore Jobs: [careers.adobe.com](https://careers.adobe.com)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team



Mentorship

## 2 AMAZON

With a vast international presence, Amazon provides opportunities for global mobility, supporting visa sponsorship and relocation for various roles across its worldwide offices.

Explore Jobs: [amazon.jobs](https://amazon.jobs)

### BENEFITS



Visa Support



Relocation Package



Global Mobility

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## APPLE

Apple emphasizes innovation and inclusivity, offering roles in diverse locations and supporting international talent through relocation assistance and a multicultural work environment.

Explore Jobs: [apple.com/careers](https://apple.com/careers)

### BENEFITS



Relocation Package



Multilingual Team

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## AUTODESK

Autodesk promotes a culture of respect and innovation, encouraging international applicants and providing support for relocation and integration into their global teams.

Explore Jobs: [autodesk.com/careers](https://autodesk.com/careers)

### BENEFITS



Relocation Package



Multilingual Team



Mentorship

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## BOOKING.COM

Based in Amsterdam, Booking.com is renowned for its diverse workforce, offering visa sponsorship and relocation packages to attract talent from around the globe.

Explore Jobs: [careers.booking.com](https://careers.booking.com)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team



Global Mobility

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## GOOGLE

Google offers a multitude of opportunities across its international offices, supporting visa sponsorship and relocation, and fostering a multicultural and inclusive workplace.

Explore Jobs: [careers.google.com](https://careers.google.com)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team



Global Mobility

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## META

Meta is committed to building diverse teams and offers support for international hires through visa sponsorship and relocation assistance across its global offices.

Explore Jobs: [metacareers.com](https://metacareers.com)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team

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## MICROSOFT

Microsoft's global reach provides numerous opportunities for international professionals, with comprehensive support for relocation and integration into diverse teams.

Explore Jobs: [careers.microsoft.com](https://careers.microsoft.com)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team



Global Mobility

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## PALANTIR

Palantir values diverse perspectives and offers opportunities for international candidates, including support for visa processes and relocation to its various global offices.

Explore Jobs: [palantir.com/careers](https://palantir.com/careers)

### BENEFITS



Visa Support

Relocation Package

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## SAP

Headquartered in Germany, SAP is a leader in enterprise software, offering robust support for international hires, including visa sponsorship and relocation assistance.

Explore Jobs: [jobs.sap.com](https://jobs.sap.com)

### BENEFITS



Visa Support

Relocation Package

Multilingual Team

Mentorship

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## SHOPIFY

As a remote-first company, Shopify provides flexibility for international professionals, supporting remote work and offering resources for global team integration.

Explore Jobs: [shopify.com/careers](https://shopify.com/careers)

### BENEFITS



Multilingual Team

Global Mobility

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## SPOTIFY

Spotify embraces diversity and offers relocation support for international hires, fostering an inclusive environment across its offices worldwide.

Explore Jobs: [spotify.com/careers](https://spotify.com/careers)

### BENEFITS



Visa Support

Relocation Package

Multilingual Team

Mentorship

# FINTECH & FINANCIAL SERVICES

Europe's financial sector is undergoing a digital transformation, led by fintech innovators and global banking platforms. These companies welcome international talent in compliance, tech, and finance roles — offering visa sponsorship, relocation support, and inclusive growth opportunities.

## 13 ADYEN

Adyen is a global payment company that values diversity and inclusion, offering opportunities for international professionals to work in a dynamic and innovative environment.

Explore Jobs: [adyen.com/careers](https://adyen.com/careers)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team

## 14 KLARNA

Klarna fosters a culture of autonomy and cross-functional collaboration, embracing diversity to drive innovation in the fintech space.

Explore Jobs: [klarna.com/careers](https://klarna.com/careers)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team



## 15 N26

N26 is a digital bank with a diverse team representing over 80 nationalities, committed to creating an inclusive environment for international talent.

Explore Jobs: [n26.com/careers](https://n26.com/careers)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team

## 16 REVOLUT

Revolut offers a dynamic work environment with a focus on results, providing flexibility and support for international professionals.

Explore Jobs: [revolut.com/careers](https://revolut.com/careers)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team

## 17 STRIPE

Stripe is a global technology company that builds economic infrastructure for the internet, offering opportunities for international professionals in various locations.

Explore Jobs: [stripe.com/jobs](https://stripe.com/jobs)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team

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## WISE

Wise is committed to a people-first approach, offering flexible working hours, hybrid environments, and a focus on employee well-being.

Explore Jobs: [withwise.com/careers](https://withwise.com/careers)

### BENEFITS



Relocation Package



Multilingual Team



Mentorship

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## WORLDLINE

Worldline is a global leader in payment services, offering a multicultural work environment and opportunities for international professionals.

Explore Jobs: [worldline.com/careers](https://worldline.com/careers)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team

# PHARMA, BIOTECH & HEALTH

At the forefront of innovation and public impact, these companies are advancing healthcare through cutting-edge research and technology. They offer international hiring opportunities, relocation assistance, and global collaboration in science, engineering, and healthcare roles.

## 20 BAYER

Bayer is a global enterprise with core competencies in the life science fields of health care and agriculture, offering diverse opportunities for international professionals.

Explore Jobs: [career.bayer.com](https://career.bayer.com)

### BENEFITS



Visa Support  
Relocation Package  
Multilingual Team

## 21 BioNTech

BioNTech is a next-generation immunotherapy company pioneering novel therapies, with a team representing over 80 nationalities.

Explore Jobs: [biontech.com/careers](https://biontech.com/careers)

### BENEFITS



Visa Support  
Relocation Package  
Multilingual Team

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## BOEHRINGER INGELHEIM

Boehringer Ingelheim is a research-driven pharmaceutical company, offering a supportive environment for international professionals.

Explore Jobs: [boehringer-ingelheim.com](https://boehringer-ingelheim.com)

### BENEFITS



Visa Support  
Relocation Package  
Multilingual Team

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## MERCK GROUP

Merck is a leading science and technology company in healthcare, life science, and performance materials, with a global presence.

Explore Jobs: [jobs.merckgroup.com](https://jobs.merckgroup.com)

### BENEFITS



Visa Support  
Relocation Package  
Multilingual Team

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## NOVARTIS

Novartis focuses on innovative medicines, offering a collaborative environment and support for international professionals.

Explore Jobs: [novartis.com/careers](https://novartis.com/careers)

### BENEFITS



Visa Support  
Relocation Package  
Multilingual Team

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## ROCHE

Roche is a global pioneer in pharmaceuticals and diagnostics, fostering an inclusive environment and offering diverse opportunities for international professionals.

Explore Jobs: [careers.roche.com](https://careers.roche.com)

### BENEFITS



Visa Support  
Relocation Package  
Multilingual Team

# ENGINEERING, ENERGY & INDUSTRY

From renewable energy leaders to industrial engineering icons, these firms invest in global expertise. They provide relocation assistance and long-term career paths for engineers and technical professionals from around the world.

## 26 ABB

ABB is a global leader in electrification and automation, known for its inclusive hiring practices and international workforce across Europe.

Explore Jobs: [abb.com/careers](https://abb.com/careers)

### BENEFITS



Visa Support  
Relocation Package  
Global Career  
Opportunities

## 27 AIRBUS

Airbus designs and manufactures aerospace products and provides comprehensive expat relocation programs, especially in Germany, France, and Spain.

Explore Jobs: [airbus.com/careers](https://airbus.com/careers)

### BENEFITS



Visa Support  
Relocation Package  
Global Career  
Opportunities



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## BOSCH

Bosch is one of the world's top engineering and electronics companies, with an inclusive global culture and support for international professionals.

Explore Jobs: [bosch.com/careers](https://bosch.com/careers)

### BENEFITS



Visa Support



Multilingual Team



Global Mobility

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## SIEMENS

Siemens is a global technology company driving digital transformation in industry and infrastructure, known for embracing global talent.

Explore Jobs: [siemens.com/careers](https://siemens.com/careers)

### BENEFITS



Relocation Package



Global Mobility



Mentorship

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## VESTAS WIND SYSTEMS

Vestas is the world's largest wind turbine manufacturer, deeply committed to sustainability and international collaboration.

Explore Jobs: [vestas.com/careers](https://vestas.com/careers)

### BENEFITS



Visa Support



Relocation Package

# RETAIL, E-COMMERCE & CONSUMER GOODS

These companies power Europe's digital and physical marketplaces. They're known for their inclusive hiring, fast-paced growth, and openness to professionals with international experience in logistics, marketing, and operations.

## 31 ADIDAS

Global sportswear giant headquartered in Germany, Adidas promotes diversity and offers strong relocation support for international professionals.

Explore Jobs: [careers.adidas-group.com](https://careers.adidas-group.com)

### BENEFITS



Visa Support  
Relocation Package  
Multilingual Team

## 32 H&M GROUP

Swedish multinational known for fast fashion and its diverse, inclusive work culture across Europe.

Explore Jobs: [career.hm.com](https://career.hm.com)

### BENEFITS



Multilingual Team  
Global Career  
Opportunities

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## IKEA

IKEA is known for its values-driven culture, focus on sustainability, and welcoming approach to international workers in many EU countries.

Explore Jobs: [ikea.com/careers](https://ikea.com/careers)

### BENEFITS



Visa Support



Relocation Support

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## UNILEVER

A multinational powerhouse in consumer goods with strong commitments to inclusion and leadership development programs for expats.

Explore Jobs: [careers.unilever.com](https://careers.unilever.com)

### BENEFITS



Visa Support



Relocation Package



Global Mobility



Graduate programs

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## ZALANDO

Based in Berlin, Zalando is a major European fashion e-commerce platform that actively recruits international professionals.

Explore Jobs: [jobs.zalando.com](https://jobs.zalando.com)

### BENEFITS



Visa Support



Relocation Package



Multilingual Team

# TRANSPORTATION, MOBILITY & TRAVEL TECH

Pioneering the future of mobility, these companies span automotive, micromobility, and travel tech. They hire globally and support relocation, visa processing, and diverse, multilingual workplaces.

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## BLABLACAR

French-based carpooling platform with a strong remote-first and cross-border hiring culture, especially welcoming to tech and operations talent.

Explore Jobs: [careers.blablacar.com](https://careers.blablacar.com)

### BENEFITS



Visa Support  
Relocation Package  
Multilingual Team

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## BOLT

Estonian ride-hailing and micromobility company operating in 45+ countries, known for hiring international professionals in product and engineering.

Explore Jobs: [careers.bolt.eu](https://careers.bolt.eu)

### BENEFITS



Visa Support  
Relocation Package  
Global Career Opportunities

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## FLIX

German-based intercity travel platform with a growing international workforce and support for non-EU professionals.

Explore Jobs: [flix.careers](https://flix.careers)

### BENEFITS



Visa Support



Relocation Support



Multilingual Team

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## SKYSCANNER

A global travel search engine headquartered in the UK, offering remote-friendly roles and relocation packages for tech and marketing talent.

Explore Jobs: [careers.skyscanner.net](https://careers.skyscanner.net)

### BENEFITS



Visa Support



Remote  
opportunities



Global Mobility

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## TIER MOBILITY

German micromobility company known for its green mission and openness to expat tech, ops, and logistics professionals.

Explore Jobs: [careers.tier.app](https://careers.tier.app)

### BENEFITS



Visa Support



Relocation Support



Multilingual Team



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## VOLVO GROUP

Swedish multinational known for trucks, buses, and industrial engines, with a strong focus on international mobility, engineering innovation, and sustainability.

Explore Jobs: [volvogroup.com/en/careers](https://volvogroup.com/en/careers)

### BENEFITS



Visa Support



Relocation Support



Global Mobility

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## DELIVERY HERO

Berlin-based food delivery and logistics tech company operating globally, with a major emphasis on cross-border hiring and relocation support.

Explore Jobs: [careers.deliveryhero.com](https://careers.deliveryhero.com)

### BENEFITS



Relocation Support



Multilingual Team

# CONSULTING, R&D & SERVICES

With a global client base and cross-border teams, these consultancies and R&D leaders value international perspectives. They offer mobility programs, multicultural offices, and strong professional development tracks.

## 43 ACCENTURE

A global consulting powerhouse offering extensive visa, relocation, and onboarding support across Europe.

Explore Jobs: [accenture.com/careers](https://accenture.com/careers)

### BENEFITS



International transfers



Visa sponsorship



Global Career Opportunities

## 44 CAPGEMINI

French tech consultancy with major European hubs and an inclusive hiring culture supporting engineers and analysts worldwide.

Explore Jobs: [capgemini.com/careers](https://capgemini.com/careers)

### BENEFITS



Global Mobility



Global Career Opportunities

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## MCKINSEY & COMPANY

Top-tier strategy firm with a global talent pipeline, McKinsey supports international consultants through tailored mobility tracks.

Explore Jobs: [mckinsey.com/careers](https://mckinsey.com/careers)

### BENEFITS



Relocation Support



Global Mobility



Leadership

Development

Programs

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## THOUGHTWORKS

A tech consultancy with social impact roots, offering visa sponsorship, remote flexibility, and a globally distributed engineering team.

Explore Jobs: [thoughtworks.com/careers](https://thoughtworks.com/careers)

### BENEFITS



Visa Support



Remote

opportunities

# REMOTE-FIRST & GLOBAL TEAMS

These companies were built with borderless talent in mind. Fully remote and globally distributed, they prioritize flexibility, async work, and hiring from anywhere — perfect for modern expats and digital nomads.






## 47 AUTOMATTIC

Makers of WordPress.com, WooCommerce, and Tumblr, Automattic is a pioneer in 100% remote, globally distributed teams.

Explore Jobs: [automattic.com/work-with-us](https://automattic.com/work-with-us)

### BENEFITS




-  Fully remote
-  Multilingual Team
-  Global Career Opportunities

## 48 GITLAB

A DevOps platform company that runs as a fully remote organization, hiring in over 60 countries with strong international onboarding.

Explore Jobs: [about.gitlab.com/jobs](https://about.gitlab.com/jobs)

### BENEFITS

-  Fully remote
-  Multilingual Team
-  Global Career Opportunities

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## DEEL

HR platform enabling global hiring — and practicing what it preaches with a truly distributed, remote-first team.

Explore Jobs: [deel.com/careers](https://deel.com/careers)

### BENEFITS



Fully remote  
Nomad visa  
support

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## MAMBU

A cloud banking platform with a remote-first mindset and a multicultural workforce spread across the globe.

Explore Jobs: [mambu.com/careers](https://mambu.com/careers)

### BENEFITS



Visa Support



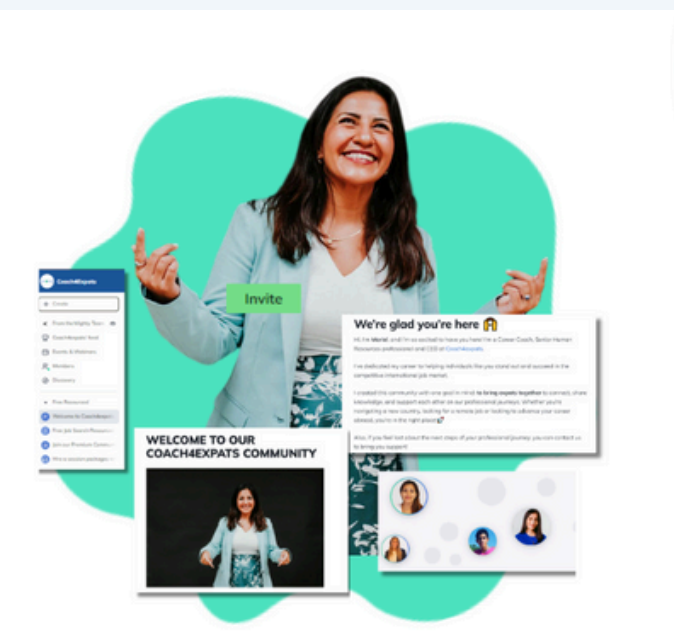
Remote  
opportunities



# Your global career isn't just a dream — it's a strategy.

With the right company, the right support, and the right mindset, your next chapter abroad is closer than you think. Use this guide as your compass, and go where you're valued.

BEGIN YOUR JOURNEY WITH **COACH4EXPATS!** EXPERIENCE THE TRANSFORMATIVE IMPACT OF JOB SEARCH COACHING, REGARDLESS OF YOUR BACKGROUND OR CURRENT LOCATION.



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**Elevate Your Expat Journey**

Welcome to the Coach4Expats Community—a place where expats, remote workers, and global professionals can find real support and share experiences. Whether you're adjusting to a new country, looking for career advice, or just want to connect with people who get it, you'll find a friendly space here. We're all about helping each other grow, find balance, and make life a little easier wherever we are.

Ready to turn challenges into connections and growth? Start here!

[JOIN FOR FREE →](#)

Did you move to a new country and you feel lost in your job search? Do you plan to emigrate to a new location and you are afraid of not getting a job soon? **WE CAN HELP!**

## Career Development Coaching & Job Search Support

Gain clarity, confidence, and the strategies you need to advance your career. Whether you're navigating a transition, seeking a promotion, or exploring new opportunities, our expert coaching will help you achieve your professional goals. From **CV optimization** and **LinkedIn profile enhancement** to **mock interviews** and **job search strategies**, we provide the tools you need to stand out and succeed.

[CHECK OUR COACHING SERVICES](#)



Coach4expat helps professionals find careers beyond borders. With tools, coaching, and community, we empower you to thrive — wherever you land.

## EXPAT COACHING

FOR INTERNATIONAL JOB SEARCH

Learn how to get a job abroad with a disruptive, effective and customized approach to your career development needs.

GET STARTED TODAY! →



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