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What remote and flexible work will look like at Meta



By Meta Careers



Picture this: You have a morning of productive, energizing meetings at the office. You grab lunch with some coworkers, then head out to run a few errands. After you’re done, you head back to your place to finish up your day from the comfort of your own home.

Or maybe you’d prefer to work remotely every day, saving your normal commute hours for spending time with loved ones, volunteering in your community or indulging in a favorite pastime. With regular opportunities throughout the year to connect with your team for in-person collaboration sessions and events, the best of both in-office and remote working arrangements is within reach.

For most people who are full-time employees of Meta, scenarios such as these will be long-term possibilities. On June 9, 2021, the company shared with employees details about what’s next for our remote-work policies, employee flexibility, office reopenings and more. These updates reflect our collaborative, long-term approach to building our plans for the future of work at Meta, focusing not just on offering flexibility but also on helping every employee and team be successful.

Here’s what these updates could mean for you if you choose to join us here at Meta and help build the technologies and programs that make it possible for people around the world to build community.

The future of work at Meta

- **Expanding remote work:** As of June 15, 2021, Meta is opening up remote work to all levels across the company. Anyone whose role can be done remotely can request remote work.
- **Flexibility:** Meta’s offices will be more flexible for those expected to return—guidance for employees is to spend at least half their time in the office.
- **Office re-openings:** The company is on track to open most of its US offices at 50% capacity by early September, and likely reopening fully in October. The company has several offices already open in the Europe, Middle East, Africa and Asia-Pacific regions and we hope to open more in those regions at 50% capacity towards the end of 2021—we’ll continue to track our Latin America region. If you’re working with a Meta recruiter, they will keep you up to date on the format and schedule of your interviews.
- **2021 Global travel days:** Through the rest of 2021, for personal travel, Meta employees can use a total of 20 business days to work from another location where they have work authorization.
- **Working remotely from another country:** For people interested in relocating across borders, Meta is expanding remote work across international borders gradually. As of June 15, for all roles and orgs with an aligned location strategy, Meta will support remote work opportunities in the Americas moving from the US to Canada, and in our Europe, Middle East and Africa region (EMEA) moving from anywhere to the UK. In January 2022, employees will have the opportunity to permanently move between seven more countries in EMEA where Meta has the highest employee demand and is able to operate.

Expanding flexibility is a big step, and we will learn and make adjustments as needed to best support the health of the community, teams and individuals working here.

This post, originally published on June 10, 2021, was updated on October 14, 2022, to reflect our shift to Meta and new details about team members, roles and responsibilities.

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