

# #DesignYourCareer



Where do you want to make your impact?

## #BuildTheProduct

### Data Science & Analytics

Our teams focus on core systems engineering for machine learning and data infrastructure, data licensing, and streaming API products.

### Design & Research

We explore all facets of the Twitter experience to ensure that Twitter is not only fun and easy to use, but also that it functions well for everyone.

### Infrastructure Engineering

Our team innovates, builds, and operates reliable infrastructure and services in order to efficiently scale the Twitter ecosystem. Among this we design hardware, networks and data centers.

### Machine Learning

Machine Learning is at the heart of Twitter and powers many of our products and services, embedded in teams across the company.

### Product

Our team ships products that truly impact the world. Whether we are taking a whiteboard idea to market or designing accessible and intuitive user experiences.

### Software Engineering

Our team builds complex distributed systems and services for Twitter. We focus on all aspects of our ecosystem and experience, while working alongside designers and project managers to launch new features.

## #KeepUsRunning

### Finance

We track and measure Twitter's financial performance, provide the audit committee with an objective view of internal controls, and proactively influence the business with strategic decisions.

### Legal & Public Policy

Our teams work on many initiatives across the globe. These initiatives range from protecting the brand, supporting our teams, and working with government officials and civil societies on issues surrounding freedom of expression.

### People

Human Resources is dedicated to partnering with our teams across the company to advance their talent strategies and culture of inclusion. We focus on helping by providing growth and development opportunities.

### Trust & Safety

With the mission of empowering and defending our company and users through innovative and collaborative advice, our team works on many initiatives such as protecting the brand or working with government officials.

### Workplace

We make sure our workspaces reflect the regional and cultural needs of our locations, as well as ensure they're safe, functional, comfortable, and embody our culture.

## #PromoteTheBusiness

### Marketing & Communications

Incredible things happen on Twitter every day and our communications and marketing teams share these movements, trends, and product launches with the world. We hope you'll join us in sharing these stories in new and creative ways.

### Sales & Partnerships

Our teams work with the world's most influential brands and talent to drive business results, while helping them innovate using the latest digital technology. We help partners tell compelling, data-driven, and creatively-fueled stories on Twitter with a focus on key events and everyday moments.

### User Services

Our team thinks on behalf of the user, working with product teams to provide insight that drives innovation.

## #FamilyOfBrands

### Periscope

Discover the world through someone else's eyes with Periscope. Our team is driven by the idea of sharing moments as they unfold in real time to create a more authentic video experience. Follow @periscopeco to learn more.

### MoPub

MoPub provides flexible monetization solutions for mobile publishers around the globe. Companies use MoPub's trusted platform to drive revenue and control the user experience. Learn more at [www.mopub.com](http://www.mopub.com).

# @TwitterU FAQs



## Does Twitter hire students?

Yes! We hire students for internships and full-time opportunities from all majors for all parts of the business including engineering, business, sales, marketing, etc. We look for passion and potential in addition to experience.

## Does Twitter hire international students?

Yes. Our Immigration Team works with students to get work authorization for both full-time roles and internships.

## Are there internship opportunities for undergraduate first-year students?

No, but we do have #EarlyBird, a weeklong experience at our San Francisco office. Learn more about #EarlyBird at [t.co/IBelong](https://t.co/IBelong).

## How about undergraduate second-year students?

#Second-year students can apply to Twitter Academy, which is a 12-week summer internship in San Francisco. To learn more, please visit [t.co/IBelong](https://t.co/IBelong).

#EarlyBird and Twitter Academy are specifically designed for underrepresented groups (black, Hispanic/Latinx and/or Native American) in tech. Students of all backgrounds are welcome to apply.

## Where can I intern?

All over the place. We have internship opportunities across the globe in all our offices. We usually hire the most students to intern at our San Francisco, Boston, New York, Boulder, Seattle, London, and Singapore offices

## When does Twitter have internships?

Spring, summer, and fall. Twitter also supports students in co-op programs.

## Do I meet the requirements?

You should be: At least 18 years old, and enrolled in a two to four year academic institution working on an undergrad, grad, or PhD degree. Interns should also be able to complete the full 12-week internship program.

## What is the hiring process for full-time roles and internship opportunities?

Once your application is complete, our teams will review it. If a team is interested, we'll reach out to begin the interview process. It goes like this:

- First round: via phone or video conference
- Second (and final) round: in person or via video conference

## When will I hear back from TwitterU?

Our 2020 application is now closed for internship opportunities. We are currently accepting applications for students graduating in 2020 or within one year of graduation to be considered for full-time roles at Twitter. Our 2021 application for internships will open in August 2020, so be sure to follow [@TwitterU](https://twitter.com/TwitterU) for information on when to apply.

## Why did I receive a HackerRank coding challenge?

You selected Software Engineering and/or Infrastructure Engineering from the career interests on the University Recruiting application. While it is not mandatory, HackerRank allows you to demonstrate your technical aptitude, and it is in your best interest to complete a coding challenge for roles at Twitter. Coding challenges do not guarantee a next round of interviews.

For more information visit TwitterU's career page at [t.co/University](https://t.co/University).

## Follow:

[@TwitterU](https://twitter.com/TwitterU) to connect with University Recruiting

[@terms](https://twitter.com/terms) to see our internship experience first-hand

## Apply @ [t.co/apply](https://t.co/apply)

|                          |                  |
|--------------------------|------------------|
| Application opens        | August 1, 2019   |
| Early action deadline    | November 3, 2019 |
| Application closes       | March 25, 2020   |
| Final application status | April 3, 2020    |

We highly encourage students to apply as soon as possible.