English-Speaking Jobs in Germany – January 2026

Germany remains one of Europe's top destinations for international professionals, especially in the technology and startup sectors. Despite the global economic slowdown, many tech companies and startups continue to actively hire English-speaking talent. This guide provides comprehensive information on top English-first companies, job platforms, cities with high English-job availability, tips for maximizing your chances, and additional resources for job seekers.

Top English-First Companies

1. N26 → n26.com/careers
2. Zalando → jobs.zalando.com
3. Delivery Hero → careers.deliveryhero.com
4. HelloFresh → hellofresh.com/careers
5. GetYourGuide → getyourguide.careers
6. Personio → personio.com/careers
7. Celonis → celonis.com/careers
8. Trade Republic → traderepublic.com/careers
9. FlixBus → careers.flixbus.com
10. Contentful → contentful.com/careers
11. SumUp → sumup.com/careers
12. Blinkist → blinkist.com/careers
13. ResearchGate → researchgate.net/jobs
14. Infarm → infarm.com/careers

Big Tech (Competitive, English-Friendly)

While the competition is high, Big Tech companies in Germany often hire English-speaking professionals, particularly in roles related to software development, cloud computing, data analytics, AI, and product management:
- Google
- Amazon
- Microsoft
- Meta (Facebook)
- Apple

Job Platforms for English-Speaking Roles

For English-speaking professionals, several job boards specialize in international-friendly opportunities in Germany:

- englishjobs.de
- berlinstartupjobs.com
- arbeitnow.com
- remotehub.io
- weworkremotely.com
- stackoverflow.com/jobs
- angel.co (AngelList) for startup roles
- linkedin.com/jobs (filter by English-language jobs in Germany)

Best Cities for English-Speaking Jobs

1. Berlin: Germany's startup hub, offering the highest number of English-friendly jobs (~14%). Popular sectors include fintech, AI, SaaS, e-commerce, and digital media.
2. Munich: Strong tech and corporate presence, particularly in software, IoT, and mobility startups.
3. Frankfurt: Finance, fintech, and consulting jobs; many multinational banks and insurance companies operate in English.
4. Hamburg: Logistics, media, and e-commerce opportunities, especially in startups and international companies.
5. Cologne: Growing tech and digital marketing sector, with some English-speaking roles in SaaS and IT.

Pro Tips for Maximizing Your Opportunities

1. German Language Skills:

Even basic B1-level German significantly increases job opportunities and helps with day-to-day communication. However, in tech startups, English often suffices.
2. Tailor Your CV:

German companies value concise, achievement-oriented resumes. Include measurable results and international experience.
3. Networking:

Attend meetups, conferences, and tech events (e.g., Tech Open Air Berlin, Bits & Pretzels Munich) to connect directly with hiring managers.
4. Remote Roles:

Many German companies now offer remote or hybrid positions, which can broaden your job search beyond major cities.

5. LinkedIn Optimization:

Set your profile language to English and highlight international experience, coding skills, and certifications.

6. Internships and Freelancing:

Entry-level or contract work can be a gateway to full-time English-speaking roles.

Sectors with High Demand

1. Fintech & Banking Tech: N26, Trade Republic, Solarisbank.
2. E-commerce & Marketplaces: Zalando, HelloFresh, GetYourGuide, FlixBus.
3. Software & SaaS: Celonis, Contentful, Personio, SAP.
4. Mobility & Transportation: FlixBus, Tier Mobility.
5. Gaming & Media: Ubisoft Berlin, Wooga, Blinkist, ResearchGate.
6. AI & Data Science: Startups and multinational tech companies actively seek data engineers, ML engineers, and AI researchers.

Companies / Sectors to Approach with Caution

Currently, the automotive sector in Germany is facing massive layoffs. Avoid companies such as:
- Volkswagen (VW)
- BMW
- Bosch
- Continental

How to Apply Successfully

1. Direct Company Applications: Always apply via the official career page.
2. Job Portals: Use filters for English-speaking roles.
3. Follow Up: After applying, reach out politely on LinkedIn to recruiters.
4. Portfolio / GitHub / Dribbble: Include relevant work examples.
5. Work Visa Considerations: For non-EU citizens, ensure your visa allows work. Tech companies often assist with Blue Card applications.

Additional Resources

- sikanderkhan.com – insider tips, guides, and latest English-speaking jobs.
- Meetup.com – tech and startup networking events.
- Glassdoor.de – company reviews and salary insights.
- Expatica.com – practical advice for living & working in Germany.
- German Federal Employment Agency – eures.europa.eu for international job seekers.

With preparation, networking, and strategic applications, you can successfully secure English-speaking roles in Germany's top tech companies and startups.