

Roku

Live life in the fast stream

Candidate Pack



Welcome to Roku

So you're interested in joining us? The fact you're naturally curious about how we do things tells us you might be our kind of person.

Just to be sure, we've packed all the necessary whats, whos, and whys neatly into this document – so you can decide if life in the fast stream is right for you.



Contents



01 **Welcome**

Meet Roku

02 **Culture**

What is it like working at Roku?

03 **Structure**

How do we work?

04 **Recruitment process**

What is the recruitment process?
What is expected from me?

05 **Compensation & benefits**

What's in it for me?

06 **FAQs**

I have a question – can you help?

07 **Find out more**

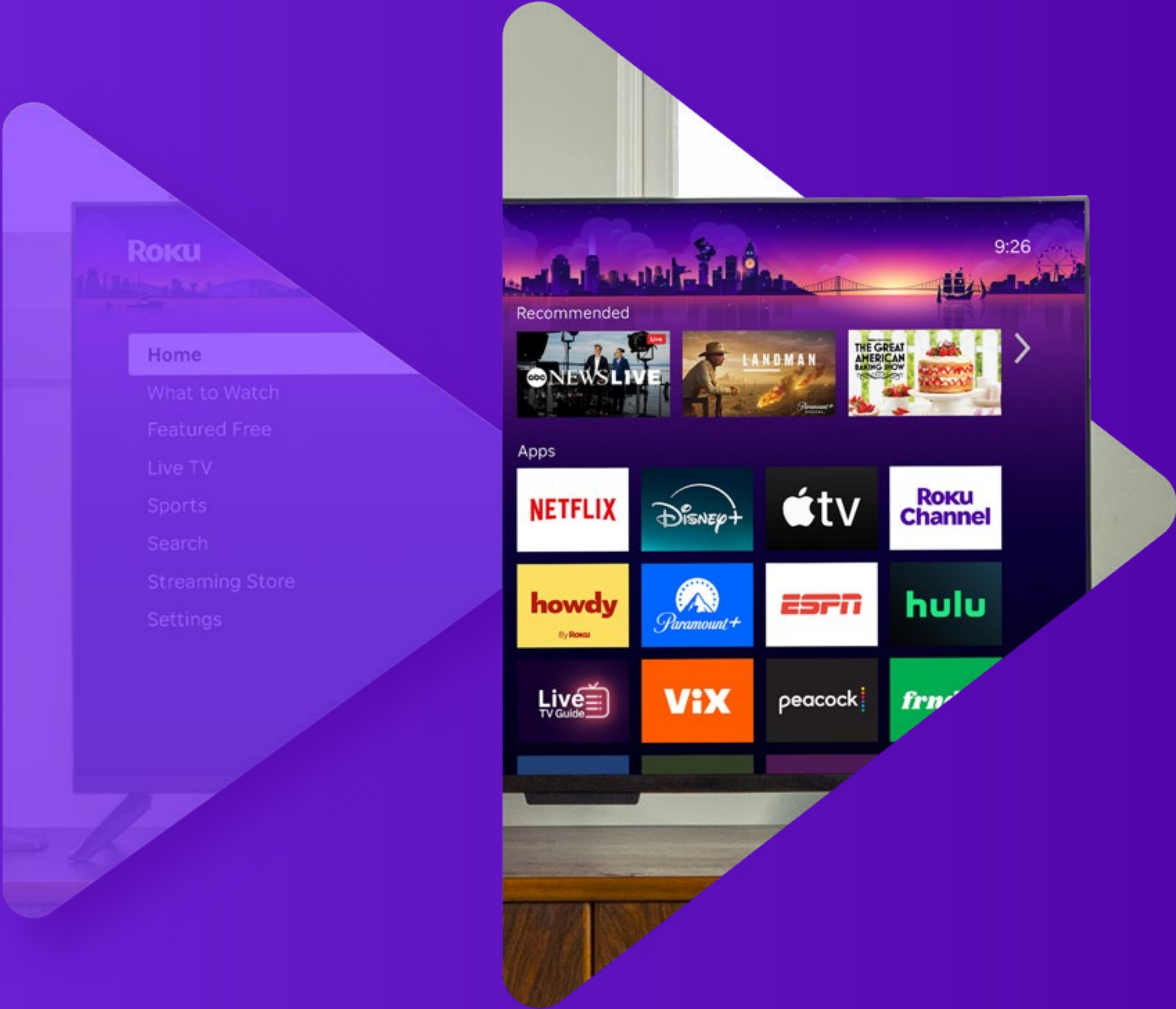
Discover more about Roku

08 **Contact**

From first questions to final offer

 Welcome

Meet Roku



From ‘Next Generation’ to a global revolution

Shape the future of TV

Roku’s story begins in the ‘90s, when Roku founder Anthony Wood was so frustrated he couldn’t watch *Star Trek* on demand that he began a mission to boldly go where no TV had gone before ... online.



It was his belief that transforming the humble box into an internet-enabled device would open boundless opportunity for the entire TV ecosystem. And after pioneering the world’s first and only purpose-built TV OS, he was quickly proven right.

Our first Roku streaming player launched in 2008, and we sold more than 10 million devices within the first six years. This didn’t just change the way audiences watch their favorite content. It sparked an entire TV revolution.

Fast forward to today, and Roku is a world-class leader in streaming television, powered by ambitious, talented individuals on a single mission: to power every TV in the world.

And here at Roku, you can play an important part in that.

Why Roku?

With vibrant hubs of innovation in San Jose, Santa Monica, Austin, New York, Boston, and more, Roku is somewhere the most talented people in tech can come to make their mark.

Providing the ideal balance of high-impact, technical challenges, and the support of an expert community, it's an environment built to help you succeed from the moment you join us.

From the projects you own to the solutions you create, you'll have the freedom to approach every challenge with a truly global mindset.

**That's how it feels to live life in the fast stream.
Ready to be a part of it?**

Roku

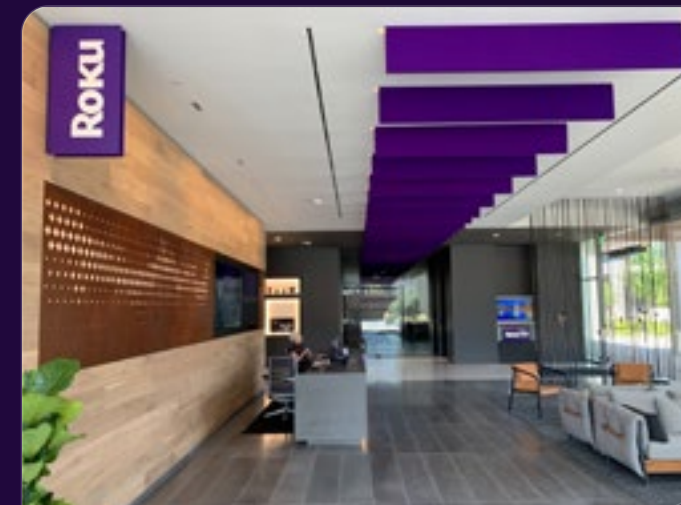


 Culture

What is it like working at Roku?



Life at Roku



From Silicon Valley innovation to nationwide impact

Big ambitions need bold people.

At Roku's U.S. offices we bring together exceptional talent united by a shared purpose: to revolutionize how people watch TV.

Here, you'll find a dynamic, fast-paced environment where collaboration and trust fuel breakthrough innovation. We value people who are not only brilliant at what they do, but who act fast, think independently, and work seamlessly with others. Our culture is built on high expectations and high performance, where ego takes a backseat to teamwork, and where a sense of humor helps us tackle ambitious challenges together. With the opportunity to impact millions of households across America and around the world, every Roku team member is empowered to make meaningful contributions from day one—all while maintaining the work-life balance that lets you bring your best self to work.

Inclusion at Roku

We're passionate about making Roku a place for all. Everyone here is empowered to cultivate an inclusive workplace and harness diverse perspectives to drive innovation and growth. It's how we create products that delight customers around the globe.

10 reasons to join Roku

#1 We play to win

As a leading brand with talent to match, we pursue the big picture with pride.

#2 We value ability

If we hire you, it's because your ideas, skills, and experience are important to us.

#3 We trust our people

It's your decisions, perspectives, and contributions that shape Roku.

#4 We don't do ego

Talented folks who make work easier and more enjoyable make us a better, more productive place to be.

#5 We communicate clearly

With a flat hierarchy, we can all speak freely. Wins are celebrated, bad news isn't hidden, and consensus helps us correct and improve, company-wide.



#6 We share standards

Creativity, innovation, and a focus on exceptional products permeate everything we do.

#7 We minimize barriers

Just like our streaming, we like to run fast, efficiently, and seamlessly.

#8 We provide autonomy

We respect our experts by offering the freedom to approach complex technical challenges however they see fit.

#9 We take ownership

Our end-to-end approach means we see our projects through, including opportunities to work with manufacturers globally.

#10 We recognize talent

Talent and culture-add are our sole standards for hiring. (Okay, we also have a soft spot for nerds, but don't tell.)

👥 Structure

How do we work?



From local team to worldwide influence

How we work here

Whatever your role, skillset, or experience, when you join Roku, you're not just one of the team – you're part of our global business.

As you work on big, exciting challenges across geographies and time zones, our flat hierarchy and collaborative environment mean you can make serious waves — both in the U.S. and beyond.

**Live life in
the fast stream**



Innovating locally

At Roku's U.S. offices, we want this to be where you can come to do the best work of your career. Where you embark on the projects that make you proud in ways you never thought possible – and you decide what that looks like.

Offering autonomy and freedom at both an individual and team level, you get to assess the challenges we're working towards and choose how best to meet them. No restraints or limits. Just the support and resources you need to solve complex problems – all while developing your skills and learning new things. From our San Jose headquarters to our teams in Austin, New York, LA, and beyond, you'll find a culture that values independent thinking, collaborative spirit, and the trust to move fast and make an impact on millions of homes nationwide.



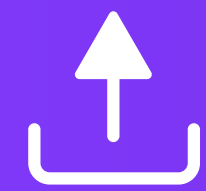
Impacting globally

We hire only the very best talent in the market. So we know that when it comes to growth, our employees know best.

Our leaders value what you have to say. Your skills and expertise are respected, and your voice is heard.

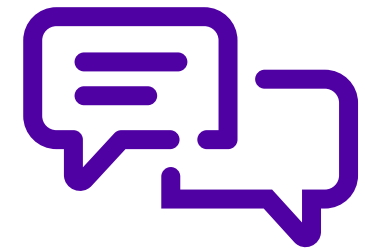
We're transparent about plans, milestones, and strategies here. We share successes and resolve problems through clear communication that helps us understand and improve.

At Roku, your ideas never stay local. We all have the potential to shape the future of TV worldwide.

 Recruitment process

**What is the
recruitment process?
What is expected
from me?**



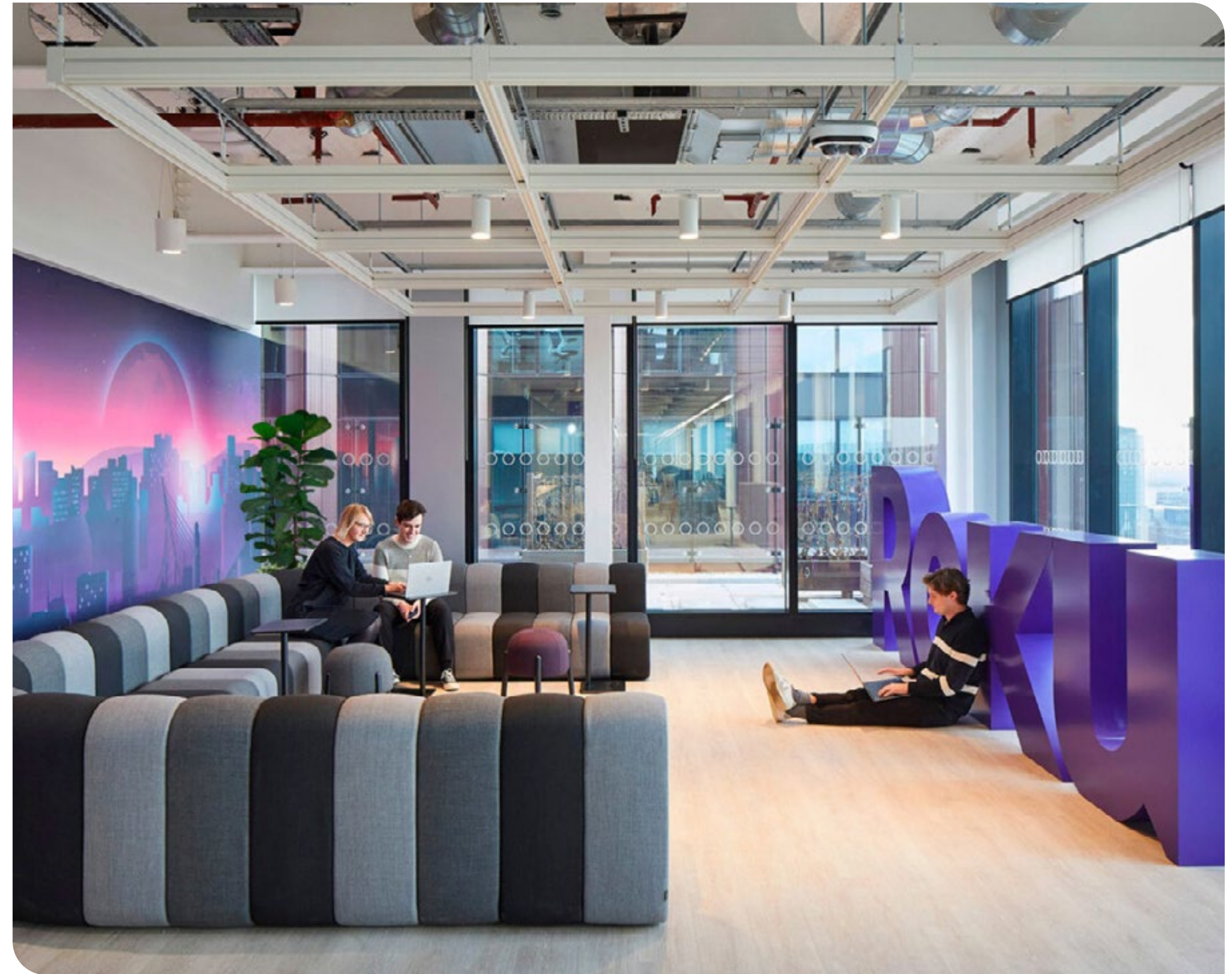


From nice to meet you to welcome aboard

At Roku, finding the best talent goes beyond skills and experience. It's about discovering what drives you, excites you, and makes you a great fit for our team.

That's why our hiring process isn't just about us getting to know you – it's also your opportunity to learn about Roku, meet the people behind the screens, and decide if this is the right place for you.

Of course, we'll keep things as smooth and streamlined as possible. But as we're curious by nature, expect thoughtful conversations about your expertise, ambitions, and working style.



How it works: A guide to our typical interview process



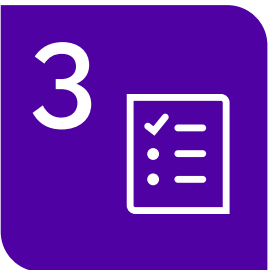
Say Hello

A quick 30-min call with someone from the talent team.



First Interview (s)

A Zoom call with the hiring manager and/or discussion of a technical assessment or project, where applicable.



Interview Loop

3–4 onsite/Zoom interviews that include discussion and review of assessment or project, and AI fluency, where applicable.



Feedback Call

Your recruiter will be in touch to discuss feedback and a potential offer.



Welcome to the team!

If you’re successful, we can’t wait for you to help shape the future of TV with us.



How long does it take?

The full hiring process typically takes around 6–8 weeks.



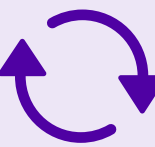
Who will I meet?

Your recruiter, your hiring manager, and 3–4 team members and/or stakeholders.



Who should I contact?

The recruiter who sent you this pack is your primary contact and here to guide you every step of the way.

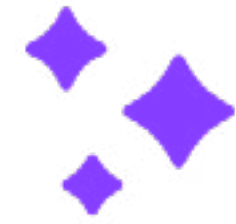


What about time zones?

We do our best to run smoothly across regions. (But hey, even we have the occasional technical glitch)!



AI and How We Hire



At Roku, we're excited by people who know how to use new technology well. If AI helps you prepare, organize your thoughts, or present your experience more clearly—that's a good thing. But throughout this process, we're still looking for one thing above all: you.

Your ideas. Your judgment. Your problem-solving. Your voice.

What we're actually evaluating:

We're not just interested in whether you use AI—we're interested in how you think. That shows up in a few ways:

- How you approach problems. Do you instinctively consider where AI could help, or only reach for it when told to?
- How you plan. Can you explain when AI is the right tool for a task—and when it isn't?
- What you actually produce. Can you show us real work, not just a prompt?
- How you take ownership. Do you review, refine, and stand behind the output or hand it off as-is?

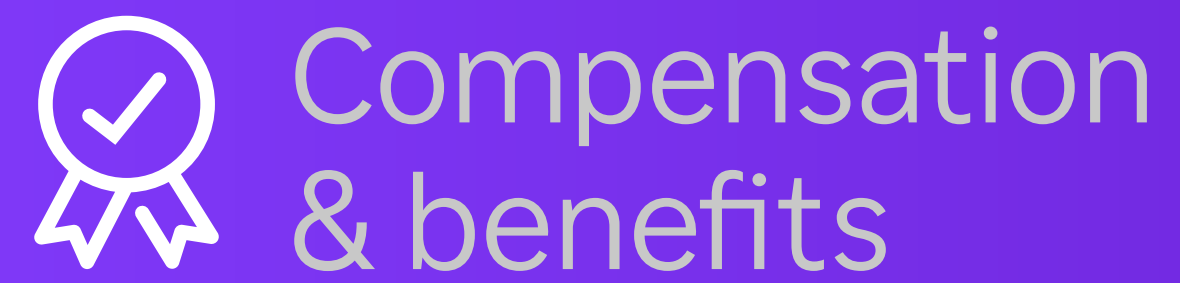
A quick tip:

The strongest answers usually come from real examples: a workflow you built, a problem you solved faster or better because of AI, a mistake you caught before it shipped. Come ready to talk specifics.

For people-manager candidates:

If you're interviewing for a role leading a team, we'll also be curious how you've driven AI adoption across a team, created space for people to experiment safely, and set standards for reviewing AI-assisted work.

AI is never the sole basis for any hiring decision here; every step involves real human review. If you have questions about how AI is used in our process, [we've got answers here](#).



What's in it for me?



From great work to great perks

At Roku, your contributions drive our success. We offer a comprehensive benefits package designed to support your physical, mental, and financial well-being—today and over the long term. You'll have access to resources and guidance to help you understand your options and make informed decisions for yourself and your family. We prioritize core health and welfare benefits in addition to statutory coverage, with a focus on cash and stock compensation over perks.

[Download benefits brochure >](#)





I have a question – can you help?





Satisfy your curiosity

How does Roku support career growth? What are the pay and benefits? When can I start?

We're sure you've got lots of questions about working with us. Visit our regularly updated FAQs page to find all the answers you need.

Read FAQs

[San Jose HQ>](#)

[Austin>](#)

[Boston>](#)

[Chicago>](#)

[New York>](#)

[Santa Monica>](#)

 Find out more

**Discover more
about Roku**



From glittering achievements to technical detail

Now you’ve got this far, you should have a good idea of who we are, how we do things, and why your talent belongs here.

But still, if you’re anything like us, you’ll probably want to get a glimpse at the bigger picture. Here’s some further reading on Roku, our culture, innovations, and products.



BLOG

- [Roku Blog](#)
- [Roku Engineering Blog](#)



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Contact

From first questions to final offer

Anything you're concerned or unclear about? We're here to support you every step of the way.

The recruiter who sent you this pack is your primary contact throughout the hiring process – just drop them an email and they'll be happy to help.





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