

GUIDE

The Geo-Flex Score *Field Guide*

What the number on every EnRoute listing actually measures, what moves it, and how to use it to stop reading job descriptions that were never going to let you live where you want.

WHAT'S INSIDE

- The question the score answers
- Three tracks: remote, seasonal, visa-sponsored
- Every factor and its weight
- Why many listings have no score
- Questions to ask employers, factor by factor
- Score-a-listing worksheet

Remote is not a yes-or-no question

"Remote" on a job listing can mean anything from "work from anywhere on Earth, we do not care what time you are online" to "work from home, in this one city, on our office hours, and come in every quarter". Both get the same tag on most job boards.

The Geo-Flex score exists because the people using EnRoute already know that. They are not asking whether a job is remote. They are asking a more specific question: **how much freedom does this job give me over where I live?** The score is a 0 to 100 answer to that question, computed from the evidence in the listing, and shown with a breakdown of exactly where the points came from.

This guide explains the model in full, so you can read a score the way an analyst reads a rating: knowing what it rewards, what it cannot see, and when to trust it.

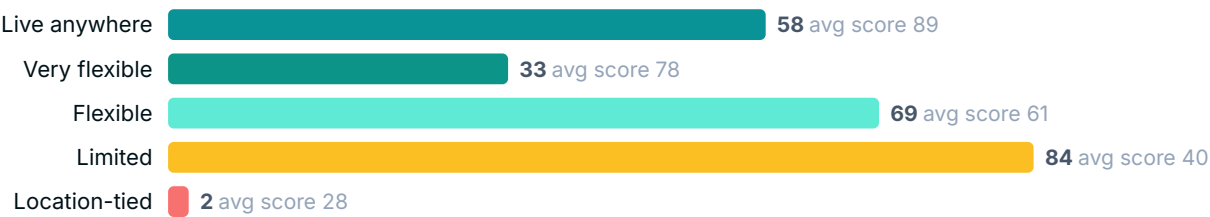
THE BOARD TODAY

380 active listings, 128 countries. Remote listings scored on the location-freedom track average a confidence of 70%; seasonal roles 95%.

Snapshot 2026-09-12.

How remote listings on EnRoute score today

Location-freedom track, active listings, by badge



EnRoute Jobs listing data, 2026-09-12

The spread is the point. If every remote job scored 85, the score would be decoration. In practice the largest single group of remote listings is "Limited": remote, but tied to one country with fixed hours. That is exactly the group a seeker looking for real location freedom wants to skip without reading.

01

Three tracks, because there are three kinds of freedom

Three of EnRoute's categories serve location independence through completely different mechanisms. Scoring them on one axis would rank two of them as failures for not being the third. So each category is scored on its own track, against the question that actually matters for that kind of work.

TRACK	APPLIES TO	THE QUESTION IT ANSWERS
Location freedom	Remote roles	How freely can I choose where to live while doing this job?
Mobility	Seasonal and work exchange	How easily can I take this up as a traveller: can I get in, is housing sorted, how long am I committing?
Relocation	Visa-sponsored roles	How well does this job move me somewhere, and what happens once I arrive?

A VISA-SPONSORED JOB IS NEVER PENALISED FOR BEING IN ONE PLACE

Being tied to a country is the whole point of the relocation track. A sponsored role in Tokyo is scored on the sponsorship, the relocation help, whether your family can come, and the flexibility once you are there. It is not scored on whether you could do it from Lisbon, because nobody applying to it wants to.

The badges

Each track publishes a short label next to the number so a card can be read at a glance.

Location freedom

Live anywhere

Very flexible

Flexible

Limited

Location-tied

From worldwide-and-async at the top to one-country, fixed-hours at the bottom.

Mobility

Very traveller-friendly

Traveller-friendly

Some support

Housing, board, visa route and contract length drive this.

Relocation

Strong relocation

Relocation offered

Sponsorship only

Sponsorship plus a package plus family provisions is the top of the scale.

02

The factors and their weights

Every score is a weighted sum. These are the weights.

Location freedom (remote roles)

FACTOR	WEIGHT	WHAT EARNS THE MOST	WHAT EARNS THE LEAST
Where you can live	45	Hired from anywhere in the world	One named country, or a country plus a city
When you must be online	25	Fully asynchronous, no required overlap	Fixed core hours in the company's timezone
What you must be	20	Contractor or freelancer, invoicing from anywhere	Residency in a specific country required
Where you must show up	10	No travel at all	Monthly presence at an office

Where the 100 points sit

Location-freedom track



The reach factor alone is worth nearly half the score, and that is deliberate. "We hire worldwide" is the single sentence that most changes what a remote job means for your life. Timezone comes next: a worldwide role with fixed 9-to-5 Pacific hours is, for someone in Europe, a night shift.

Where-you-can-live, in detail

THE LISTING SAYS	POINTS	READS AS
Worldwide, anyone, anywhere	45	Full marks
Several regions (e.g. Europe and the Americas)	36	Broad
One region (e.g. EMEA, LATAM)	27	Regional
Several named countries	22	A short list
One country	12	Remote-in-country
One country plus a city or radius	lowest	Work-from-home, really

"UNITED STATES ONLY" IS A COUNTRY, NOT A REGION

Some employers list a single country under a "regions" heading. The scorer sees through it: a country-shaped region is scored as one country, worth 12, not 27.

Mobility (seasonal and work exchange)

FACTOR	WEIGHT	WHAT IT LOOKS AT
Whether you can take it up	40	Is there a visa route or programme for foreign applicants? Are there nationality restrictions?
What is provided	25	Accommodation, meals, transport. Provided beats subsidised beats "help finding".
How long you commit	20	Shorter, clearly bounded contracts score higher for a traveller than open-ended ones.
Where it takes you	15	A destination people travel to, with a clear season, versus an unspecified location.

Relocation (visa-sponsored roles)

FACTOR	WEIGHT	WHAT IT LOOKS AT
Sponsorship offered	45	Stated, unconditional sponsorship of a work visa. "May consider" scores low.
Help getting there	25	Flights, temporary housing, shipping, a cash relocation allowance.
Who can come with you	15	Dependant visas, spousal work rights, school support.
Flexibility once there	15	Remote days, ability to work from elsewhere once settled.

03

Confidence, and why many listings have no score

A number with nothing behind it is worse than no number.

The score is computed **only over the factors that have evidence** in the listing, then normalised across the weight of those factors:

score = points earned on evidenced factors ÷ weight of evidenced factors × 100

confidence = weight of evidenced factors ÷ 100

Defaulting an unmeasured factor to zero would punish a listing for being terse. Defaulting it to full marks would flatter it. Neither is a measurement, so neither is done. Instead the score is honest about how much of the model it rests on, and that is the confidence figure you see on the listing.

Two rules before a score is published

- At least **40 of the 100 points of weight** must be evidenced.
- At least **two distinct factors** must be evidenced.

The second rule matters more than the first. "Where you can live" is 45 points on its own, so a listing that says nothing but "remote, no country" would clear the weight bar and produce a confident-looking 84 with nothing behind it: binary remote wearing a number. When the score was first run across the board, 59% of scored listings rested on that single factor. Requiring two dropped the published count by more than half and left only scores that mean something.

READ "NO SCORE" AS "THE LISTING DOES NOT SAY", NOT "BAD"

A listing with no Geo-Flex score has not failed. It has simply not stated enough about where you can live, when you must be online, and so on. Those are precisely the questions to ask in a first call, and section 5 gives you the wording.

Where the evidence comes from

The scorer consults four sources, in order, and a higher source overrides a lower one:

1

The employer's stated policy.

Employers posting on EnRoute can fill in structured fields: hiring reach, timezone mode, employment types, travel. This is a measurement, and the listing says "from the employer's stated policy".

2

Eligibility fields.

Countries the role is open to, work-authorisation requirements.

3

The listing's structured data.

Country, timezone, employment type, work arrangement.

4

Phrases in the description.

The bottom tier. "Work from anywhere", "must be based in", "core hours 10 to 4 CET". The listing says "read from the job description" and you should treat it as an inference.

04

How to use the score in a search

Set a floor and stop reading below it

Decide what you need. Someone who wants to spend the year across three continents needs 75 or more on the location-freedom track. Someone who wants to stay in their country but move between cities may be perfectly served by a "Limited" 40. Write the number down; use it as the first filter.

Open the breakdown before you get excited

Two listings can both score 70 for different reasons: one is worldwide with fixed hours, the other is Europe-only and fully async. Which one fits you depends on where you are and when you like to work. The hover breakdown shows the factor points; read it.

Weigh the score by its confidence

An 85 at 45% confidence is a listing that said one strong thing and nothing else. An 85 at 90% confidence is a listing that answered every question. Prefer the second; interrogate the first.

Use it to prepare, not just to filter

The factors are the checklist for your first conversation with the employer. Every factor that lacks evidence is a question you should ask before investing in a take-home task.

A job is not "remote". A job lets you live in some set of places, at some set of hours, under some legal arrangement, with some amount of showing up. The score just writes that down.

05

Questions to ask employers, factor by factor

Ask them in the screen. Write the answers on the worksheet. Score the role yourself.

FACTOR	ASK	LISTEN FOR
Where you can live	"Which countries can someone in this role be based in? Is that a legal or payroll constraint, or a preference?"	A list is better than a vibe. "Anywhere we can pay you" usually means a specific list; ask for it.
When you must be online	"How many hours of overlap does the team expect, and with which timezone? Is that a rule or a habit?"	A number of hours and an anchor zone. "We are pretty flexible" is not an answer.
What you must be	"Would I be an employee, a contractor, or hired through an employer of record? Does that change if I move?"	Contractor arrangements travel well; employee arrangements are tied to a payroll entity in a country.
Where you must show up	"How often does the team meet in person, where, and who pays?"	Frequency, location, budget. Quarterly in one city is a real travel commitment.
Sponsorship (relocation track)	"Is visa sponsorship confirmed for this role, and which visa class? Has the company sponsored before?"	"Confirmed" and a visa name. A company that has done it before knows the timeline.
Help getting there	"What does the relocation package include, and is it a reimbursement or an allowance?"	Specific items and amounts, and whether temporary housing is covered.
Housing (mobility track)	"Is accommodation provided, subsidised, or do you help find it? What does it cost against pay?"	A monthly number and what it buys. "Staff housing" ranges from a shared room to a flat.

06 Score a listing yourself

Use this when a listing has no score, or when the screen told you more than the listing did.

Company _____ Role _____

Published Geo-Flex score _____ Confidence _____ Track _____

Location freedom

FACTOR	MAX	WHAT I KNOW (FROM LISTING OR SCREEN)	POINTS
Where you can live	45		
When you must be online	25		
What you must be	20		
Where you must show up	10		

Evidenced weight (add the Max of rows with an answer)

Score = points ÷ evidenced weight × 100

Mobility or relocation

FACTOR	MAX	WHAT I KNOW	POINTS
Can I take it up / sponsorship	40 / 45		
What is provided / help getting there	25		
Commitment / who can come	20 / 15		
Where it takes you / flexibility there	15		

Score

GAPS STILL TO ASK ABOUT

My floor for this search _____ Does this role clear it? ☐ Yes ☐ No ☐ Need answers _____

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- The Timezone Overlap Planner
- The Digital Nomad Visa Comparison Chart
- The Visa-Sponsored Job Playbook
- The State of Geo-Flexible Work 2026

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