

WORKSHEET · CHART

The Timezone *Overlap* Planner

A "worldwide remote" job with fixed core hours is a night shift for half the world. Work out what a listing's hours mean for your day before you apply, and know how much overlap a role actually needs.

WHAT'S INSIDE

- How much overlap a role really needs
- Overlap grid: 16 cities × 8 employer zones
- Hour strips for the common pairings
- Daylight saving traps
- The listing decoder worksheet
- Your personal overlap map

Edition 2026

enroutejobs.com/publications

Overlap is the second-largest factor in the Geo-Flex score for a reason

Where an employer lets you live is worth 45 points of a listing's Geo-Flex score. When they need you online is worth 25, and it is the factor that turns a great-looking role into a bad one for a specific person. A fully async company in California and a fully async company in Berlin are the same job wherever you are; two companies with "core hours 10 to 4" in those cities are completely different jobs for someone in Bangkok.

This planner does the arithmetic once so you never do it in your head during a screen. It also gives you a defensible answer to the question every remote employer eventually asks: "what overlap can you commit to?"

RULE OF THUMB

4 hours of daily overlap with the team's core is enough for almost any collaborative role.

2 hours works for mature async teams and most individual-contributor roles.

0 hours only works when the team has already built its process around async, and says so.

01

How much overlap a role actually needs

ROLE SHAPE	OVERLAP THAT WORKS	WHY
Customer-facing (support, success, sales) in a defined market	6–8 h	You work the customers' day. Overlap with the team matters less than overlap with the market.
Collaborative product work (engineering, design, product in a squad)	3–4 h	Stand-up, one pairing session, one review. Everything else is written.
Individual contributor with a manager (analysis, content, finance, research)	2 h	A daily window for questions and a weekly 1:1 is enough if hand-offs are written down.
Async-first company that documents decisions	0–2 h	Only when the company says it, means it, and you can see it in how they interviewed you.
Leadership of a distributed team	Split day	Two overlap windows, early and late, rather than one long one. Expect to shape your day around the team, not the reverse.

ASK FOR THE NUMBER, THEN ASK WHERE IT IS ANCHORED

"We need about four hours of overlap" is only useful with a timezone attached. Four hours with US Eastern is a 2 to 6pm shift in Lisbon and a 2 to 6am shift in Manila. The second question is always: "overlap with which timezone, and is that fixed or does it follow the team?"

02

The overlap grid

Hours of overlap between a 9-to-6 day in your city and a 9-to-6 day in the employer's zone.

Working-day overlap in hours

Standard 09:00–18:00 in both places; deeper teal is more overlap. Offsets are northern-hemisphere summer (DST where observed).

	US Pacific	US Eastern	UK	Central Europe	Gulf	India	Singapore	Sydney
Mexico City (-6)	8	7	2	1	·	·	·	·
New York (-4)	6	9	4	3	1	·	·	·
São Paulo (-3)	5	8	5	4	2	0.5	·	·
Lisbon (+1)	1	4	9	8	6	4.5	2	·
London (+1)	1	4	9	8	6	4.5	2	·
Berlin (+2)	·	3	8	9	7	5.5	3	1
Athens (+3)	·	2	7	8	8	6.5	4	2
Istanbul (+3)	·	2	7	8	8	6.5	4	2
Tbilisi (+4)	·	1	6	7	9	7.5	5	3
Dubai (+4)	·	1	6	7	9	7.5	5	3
Colombo (+5.5)	·	·	4.5	5.5	7.5	9	6.5	4.5
Bangkok (+7)	·	·	3	4	6	7.5	8	6
Kuala Lumpur (+8)	·	·	2	3	5	6.5	9	7
Tokyo (+9)	·	·	1	2	4	5.5	8	8
Sydney (+10)	·	·	·	1	3	4.5	7	9
Auckland (+12)	·	·	·	·	1	2.5	5	7

Computed from UTC offsets. Adjust ± 1 h for the other half of the year in DST zones.

Read across your row. Anything at 4 or above is comfortable; 2 to 3 is workable with a shifted day; 0 to 1 means one side is working at night. Note the diagonal of nines: the only way to get full overlap is to be in the same band, and the Geo-Flex score treats "same band" as a location constraint for exactly that reason.

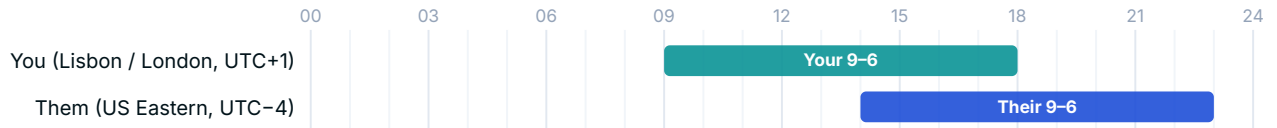
03

The common pairings, hour by hour

Where your day and theirs actually sit on a 24-hour clock.

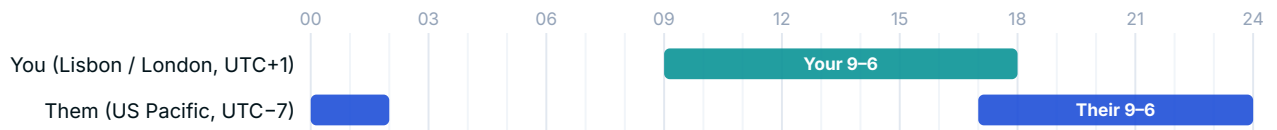
Lisbon / London, UTC+1 ↔ US Eastern, UTC-4

Five hours. Your afternoon is their morning. Comfortable, and the pairing most European nomads working for US companies live on.



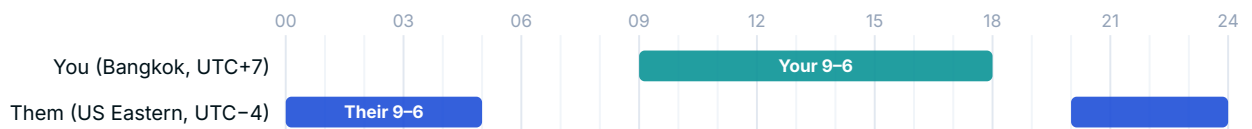
Lisbon / London, UTC+1 ↔ US Pacific, UTC-7

Two hours, at the very end of your day. Workable for an IC with an evening habit; hard for anything meeting-heavy.



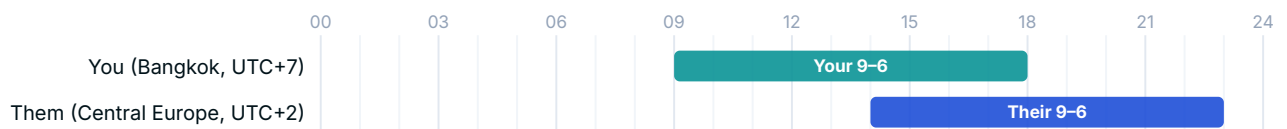
Bangkok, UTC+7 ↔ US Eastern, UTC-4

Zero. Their 9 to 6 is your 8pm to 5am. This is the pairing that makes Southeast Asia work only for async roles or roles anchored to Asia-Pacific or Europe.



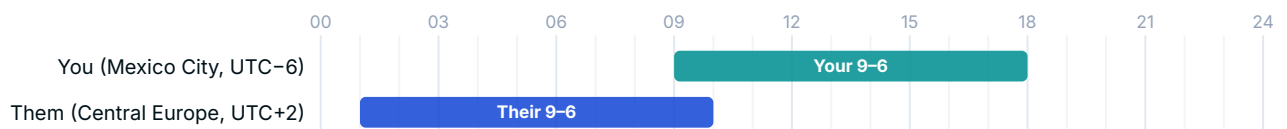
Bangkok, UTC+7 ↔ Central Europe, UTC+2

Four hours. Their morning is your afternoon. The reason so many remote workers in Thailand and Vietnam serve European clients.



Mexico City, UTC-6 ↔ Central Europe, UTC+2

One hour. Their 9 to 6 is your 1am to 10am. An early-riser can make two hours; nobody makes four.



Tbilisi / Dubai, UTC+4 ↔ Singapore, UTC+8

Five hours. The Caucasus and Gulf work well for Asia-Pacific employers, which is less obvious than it sounds.



04 Daylight saving traps

Two things go wrong twice a year. First, not everyone changes: most of Asia, the Gulf, and much of Latin America stay put while North America and Europe shift, so the overlap in the grid moves by an hour for half the year. Second, the two halves of the world that do change do not change on the same weekend, so there are two to three weeks in March and October where the usual offset is off by one.

ZONE	OBSERVES DST	CHANGE DATES (TYPICAL)
United States, Canada	Yes	Second Sunday of March; first Sunday of November
EU, UK	Yes	Last Sunday of March; last Sunday of October
Mexico (most of it)	No	Abolished from 2022; overlap with the US shifts by an hour twice a year
Australia (south-east)	Yes, reversed	First Sunday of October; first Sunday of April
Japan, Korea, China, Singapore, Thailand, Vietnam, India, Gulf	No	Fixed all year
Georgia, Turkey	No	Fixed all year (Turkey stays on UTC+3)

PUT THE CHANGEOVER WEEKS IN THE CALENDAR

Set two reminders a year for the weeks when your side and their side are out of step. A recurring 9am meeting silently moving to 8am is how people miss stand-ups.

05

The listing decoder

Turn "core hours 10 to 4 ET" into a sentence about your own day. One per listing.

Company / role _____ Geo-Flex score / confidence _____

What the listing says about hours (verbatim) _____

Anchor timezone (UTC ±) _____ Their core window, in their time _____ My timezone (UTC ±) _____

Their core window in MY time: from _____ to _____ Hours of overlap with my 9–6 _____

Would I need to shift my day? ☐ No ☐ 1–2 h ☐ 3+ h ☐ Night _____ Acceptable for me? ☐ Yes ☐ No _____

IF I MOVE (LIST THE CITIES ON MY PLAN) WHAT CHANGES?

Company / role _____ Geo-Flex score / confidence _____

What the listing says about hours (verbatim) _____

Anchor timezone (UTC ±) _____ Their core window, in their time _____ My timezone (UTC ±) _____

Their core window in MY time: from _____ to _____ Hours of overlap with my 9–6 _____

Would I need to shift my day? ☐ No ☐ 1–2 h ☐ 3+ h ☐ Night _____ Acceptable for me? ☐ Yes ☐ No _____

IF I MOVE (LIST THE CITIES ON MY PLAN) WHAT CHANGES?

06

My personal overlap map

Your hours against the zones you are likely to work with, for the year ahead.

My working hours (local)

Earliest I would start

Latest I would finish

WHERE I PLAN TO BE	UTC	VS US EAST	VS US WEST	VS UK/PT	VS CET	VS GULF	VS SG	VS SYDNEY

Fill each cell with overlap hours from the grid in section 2 (or compute: $\text{overlap} = 9 - |\text{offset difference}|$, floored at 0).

My overlap statement

The sentence you say in a screen. Specific, in their timezone, and honest about the shift.

EXAMPLE

"I am based in Lisbon, which is five hours ahead of New York. I can reliably cover 1pm to 7pm Eastern every day, and I keep 9am to 1pm my time for deep work. If the team needs an earlier window occasionally I can do 11am Eastern with a day's notice."

MINE

EnRoute Jobs

The work is out there. So is the world.

Remote roles, visa-sponsored positions, seasonal contracts and work exchange, every listing read by a person before it goes live. Free for job seekers.

BROWSE JOBS

enroutejobs.com/jobs

AI CAREER TOOLS

enroutejobs.com/tools

FOR EMPLOYERS

enroutejobs.com/employers

MORE FROM THE LIBRARY

- The Geo-Flex Score Field Guide
- The Remote Interview Workbook
- The Cost of Living Atlas
- The Remote Job Search Tracker

All at enroutejobs.com/publications

Published by EnRoute Jobs, LLC. This document is general information, not legal, tax or immigration advice. Visa rules, income thresholds, fees and costs change; the figures here were current when this edition was prepared and should be confirmed with the relevant authority before you act on them.

You may print and share this document freely for personal or internal company use, unchanged and with attribution. It may not be resold.