LD lisa dellaporta

Welcome to VRChat 🐱

Meowy happy to have you on the team. This course will introduce you to some of our company history, plus the ooey goodness that we instill in our daily culture.
Click the **Start Course** button to get started. You'll be able to stop and pick up the course as you need to during your onboarding, without losing your place.

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VRChat Intro

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Hi, We're VRChat!

Welcome to the team. You're joining a diverse, fully remote group of movers and shakers. Here's a TL:DR on where we've been so far.

☐ **We were founded in 2014...** Graham Gaylor and Jesse Joudrey launched our company a decade ago.

☐ **...But the app went live on Steam in 2017.** Our users are both desktop fans who play the app on their traditional gaming PC, and VR users who jump onto VRChat via their headset of choice.

☐ **Our official headquarters address is in San Francisco.** But nobody works out of the office! Your teammates are spread

across time zones, continents and countries. We're all just one world hop away.

> " Our monthly regional team hangouts are such a fun way to connect with people I know well in VR, but in person."
>
> **-ShinyPanther**

Who Can I Reach Out To For Help?

You'll have a dedicated onboarding buddy, assigned to you on your first day, who can help answer questions. For specific help, we have point people to help you put out the fires when everything is *fine*. Flick through these slides to learn more about our helpers.

Linda Lochrie

Linda is our HR manager, and can answer all your questions about benefits and government paperwork.

Lisa (Amishsunshine)

Lisa is our knowledge manager and general documentarian. If you have a question about where information lives or who to contact to get an answer, start with her.

Tupper

Tupper is our head of community, and a good place to start for questions about communications, marketing, or anything related to how we talk to our users.

Aev

Aev is head of production, the team that serves as VRChat's project management. Each team has its own producer. Aev can help point you towards who your producer is, and which producer will know the answer to your questions about product and personal responsibility.

Remember, we're building something incredible, but everything we do is enabled by the people who build it.

CONTINUE

What We Do

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Limitless Experiences

VRChat offers an endless collection of social VR experiences by giving the power of creation to its community. Anyone can build a world or avatar in VRChat, for all to experience or wear.

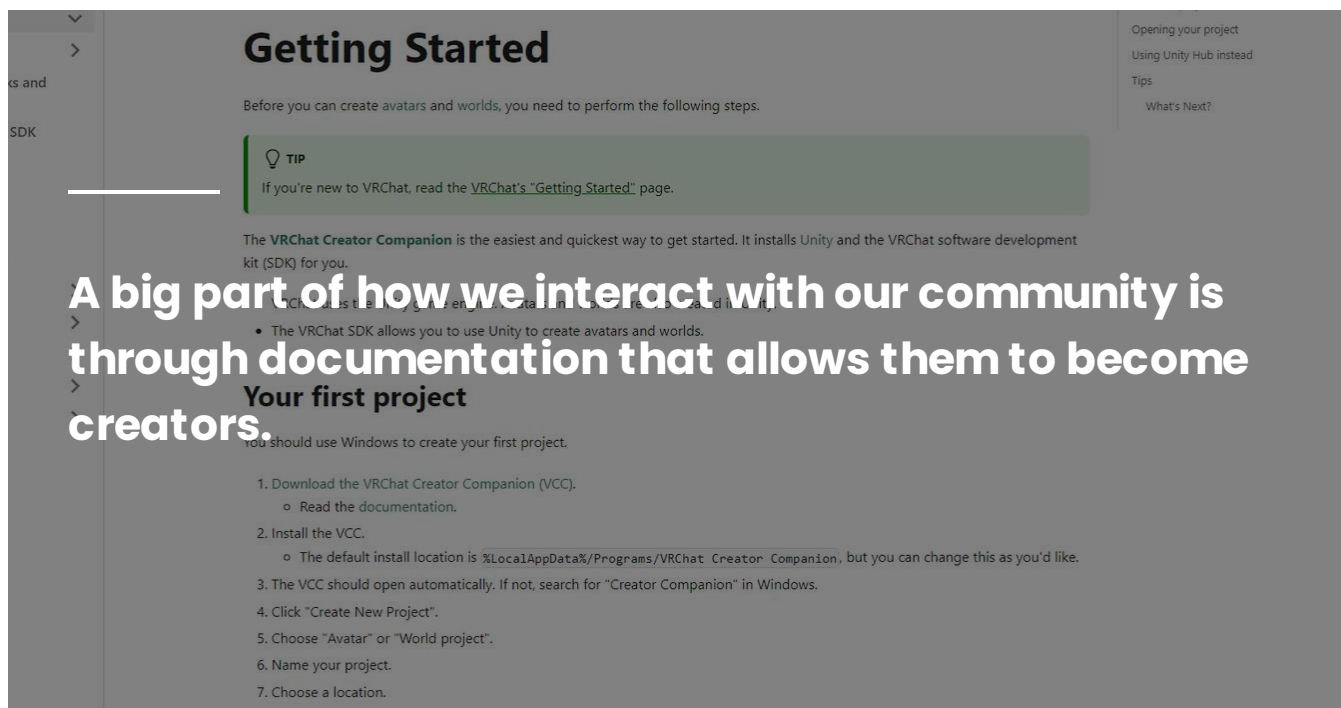A production team meeting in VRChat

Worlds can be as simple as flat hangout spaces or as complex as interactive experiences, with objects you can pick up, eat, ride, or use.

Avatars are digital expressions of identity. Users try on avatars made by others (including us), or make and upload their own.

The SDK Magic

Once users download our software development kit (SDK), they can make their own worlds, upload them for approval from the VRChat team, and become **creators**🪄.
Not all users are creators, but our creator community is forever growing, and a huge part of what makes VRChat special.

Getting Started

Before you can create avatars and worlds, you need to perform the following steps.

> 💡 **TIP**
> If you're new to VRChat, read the VRChat's "Getting Started" page.

The **VRChat Creator Companion** is the easiest and quickest way to get started. It installs Unity and the VRChat software development kit (SDK) for you.

- The VRChat SDK allows you to use Unity to create avatars and worlds.

Your first project

You should use Windows to create your first project.

1. Download the VRChat Creator Companion (VCC).
   - Read the documentation.
2. Install the VCC.
   - The default install location is `%LocalAppData%/Programs/VRChat Creator Companion`, but you can change this as you'd like.
3. The VCC should open automatically. If not, search for "Creator Companion" in Windows.
4. Click "Create New Project".
5. Choose "Avatar" or "World project".
6. Name your project.
7. Choose a location.

A big part of how we interact with our community is through documentation that allows them to become creators.

Creator Community

Use the button to open up a new tab and take a brief tour of our creator community, hosted by your new coworker Fax.

CREATOR DOCS
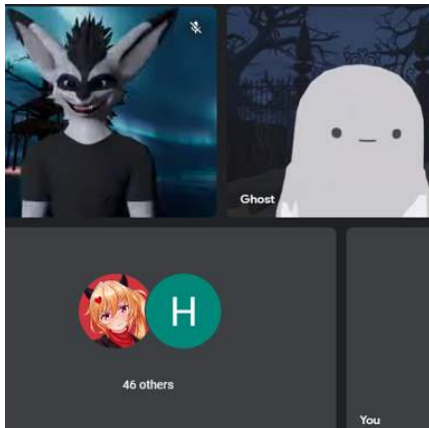
Company Culture

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Because you can be anyone in VRChat, you can be anyone *at* VRChat.

Who doesn't love a good emoji shower?

Our Company Culture

We believe in empowering you to do your best work by allowing you to be your true self.


Camera on? Your Choice

Many of your coworkers choose to have their camera off for meetings, or to join meetings with their avatar in place instead of their real face. That's fine with us, and you should feel free to present however you most feel comfortable.

Every Voice Matters

We believe in open discussion about the product we build. You'll be invited to team meetings throughout the year where you can voice your requests or concerns, directly to management.

Explore and Create

Twice a year, we pause work for a week to engage in company-wide hackathons called *Jams*. If it relates to VRChat at all, you can use the time to play, experiment, and celebrate your achievements (including failures).
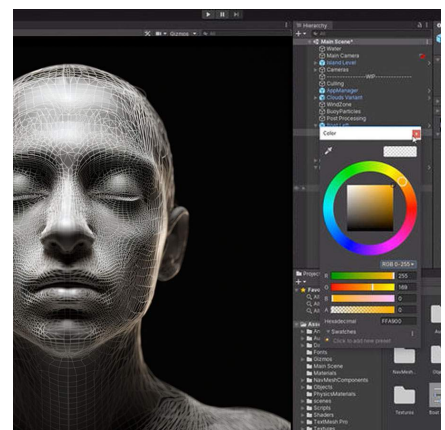
Work/Life Balance

We trust you to get your work done. List your working hours for your team, but take your breaks to go pick up your kids, take a walk, or go to the doctor. We also have twice weekly team hangouts, the virtual equivalent of an afternoon coffee break.

Product Perks

All employees have the option to upgrade to VRChat+ free of charge as part of their employment...for life. Expect complementary swag to be shipped to your door, too, whenever we do new merch drops.

Continuing Growth

Want to learn how to user Blender or Unity? All our teammates are invited to take advantage of our detailed coursework with our partners. Talk to your manager about clearing time on your calendar for your own learning.

"VRChat is more than just a workplace. It's a community."

- BreadTop

Next up, let's talk about your onboarding.

CONTINUE

Onboarding

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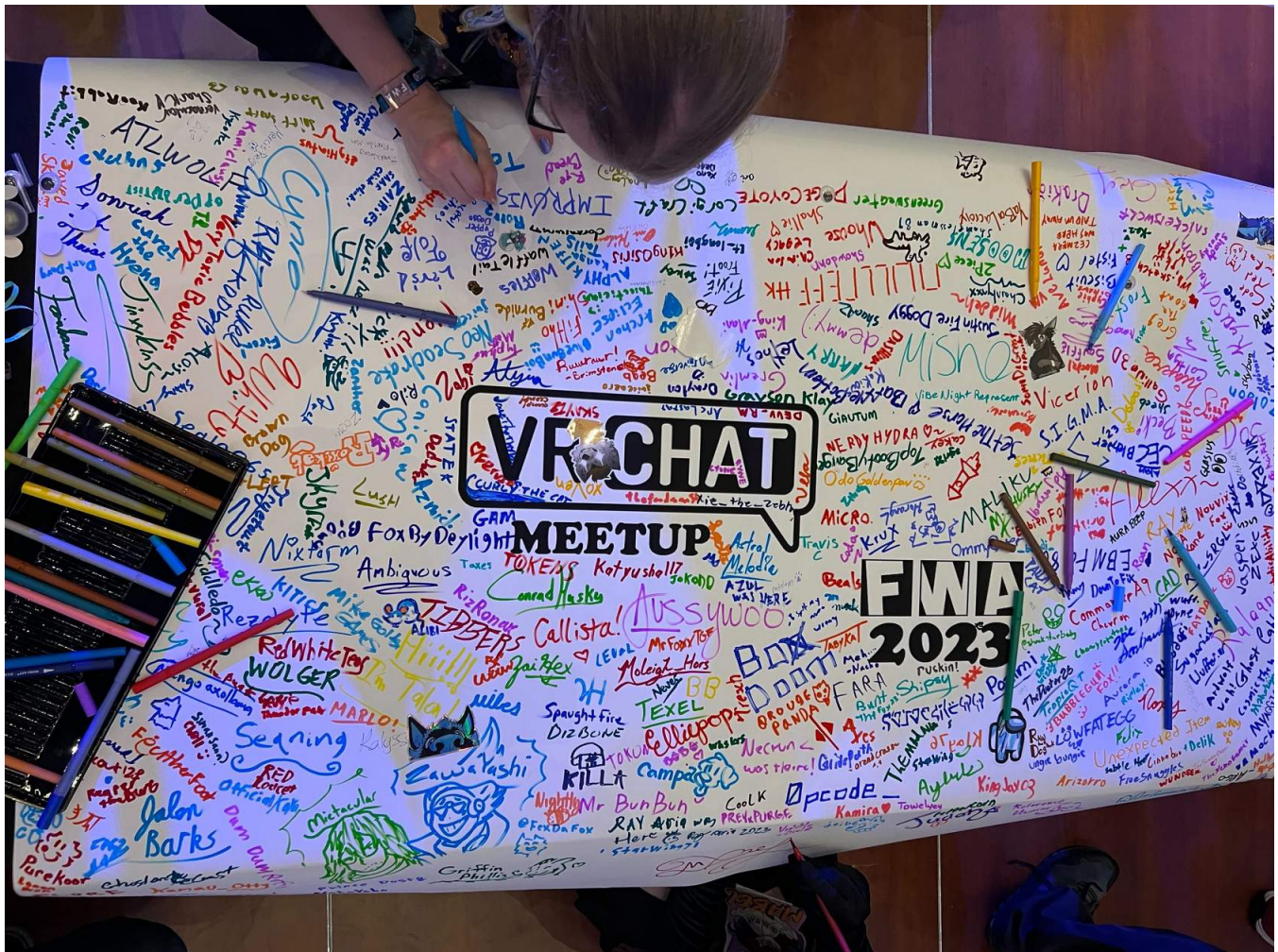
Getting Started

The majority of your onboarding will take place in other apps. Scroll down to read about the tools we use, and why we use them.

Confluence

Knowledgebase

Confluence is our internal wiki. Here you'll find your onboarding checklists, assigned to your personal space, as well as documentation about all internal things VRChat. Jira-haters fear not: we only use this side of Atlassian, not their task management products ⛔.

GitHub

Repository and Git Host

Many employees will have access to our internal GitHub, which contains our auto-generated developer docs in addition to our codebase.

Linear

Project Management Tracking

VRChat uses Linear for our internal task tracking across all teams. You'll use this every day to see what your to-do list looks like, and to assign tasks to others.

Rippling

HRIS

If you're a full or part time employee, Rippling will handle your benefits administration, paystubs, personal address and info changes, and time off requests.

RIPPLING

Google Suite

Email, Spreadsheets, Calendar, Slides, Drafting Docs

We're a Google shop. Use it for anything you'd use Microsoft Office for, but laugh while you do it.

Non-US Employee HRIS

Deel manages our contractor payments and tax info for all non-US employees.

deel.

You're doing great! Next let's meet some furry friends.

CONTINUE

Cat? Rat? Why?!

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Your Mascots

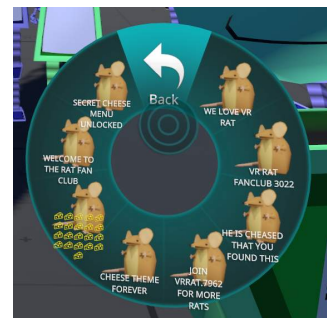VRChat has a public mascot called **VRCat**. He shows up on our website and promo materials regularly.
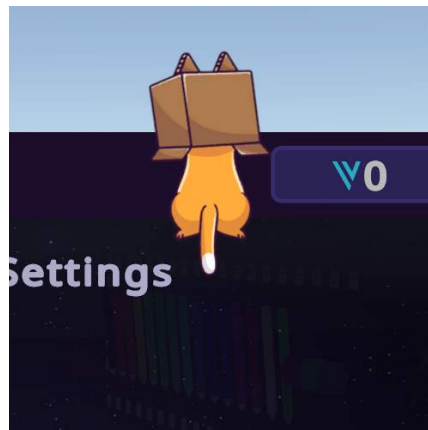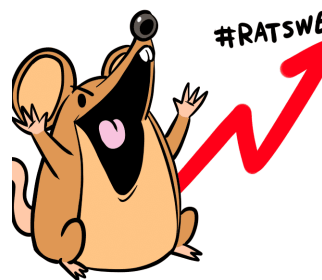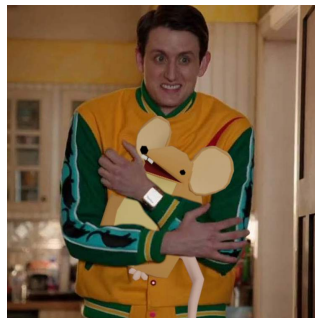

However.

We also have a secondary mascot named **VRRat**, who has only recently begun to make his way out into the public world. You'll notice that internally, we tend to use rat more than cat.

> "Their relationship is complicated. Think Tom and Jerry, Itchy and Scratchy, or Roadrunner and Coyote... but with more cheese.
>
> **-Ash**
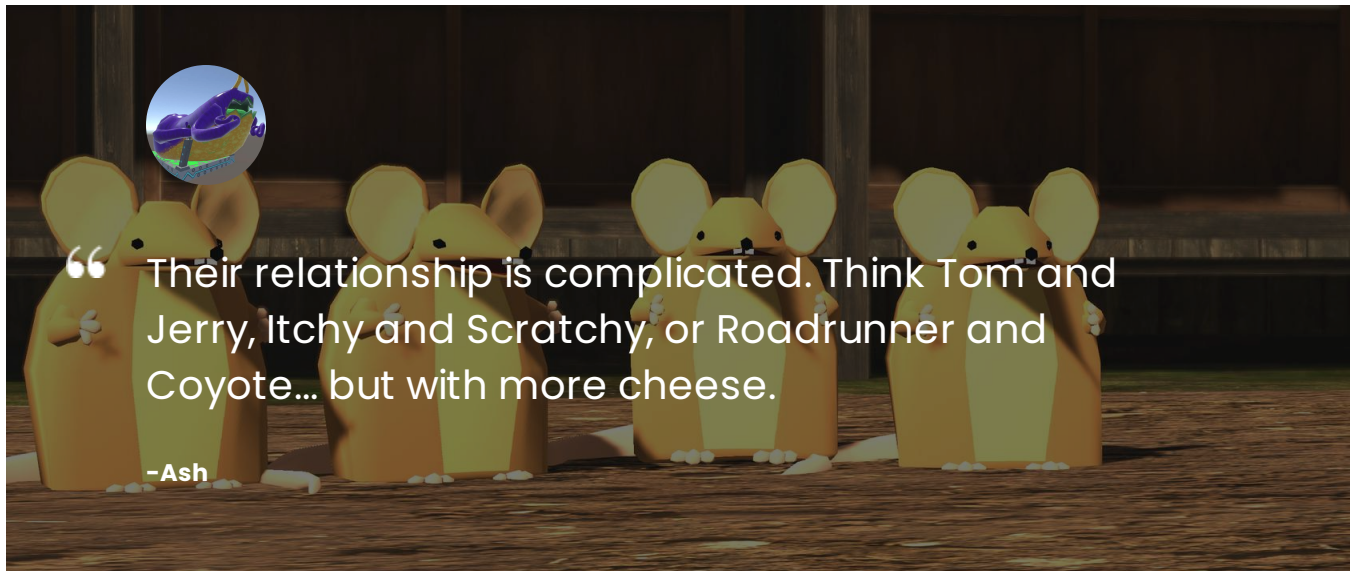
VRRat is your agent of chaos.

Embrace him at your own peril.

Questions About Using Our Mascots In Your Work?

Reach out to our comms team to see what you can and can't use cat and rat for in world and avatar creation.

CONTACT COMMS

CONTINUE

Product Pre-Check

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Don't panic! This isn't a real quiz. We hire both experienced and newb VRChat users. Complete this little activity to let us know where you fall on the user spectrum. Your results have no impact on your job or how you're viewed by the team, but they *do* help us know what onboarding materials to send your way.

What best describes an instance of a world?

○ They're the same thing

○ An instance is a parallel version of a world

○ A world is a parallel version of an instance

○ I have no idea

Check off all of the VRChat add-ons you feel comfortable using

---

☐   OBS

☐   XS Overlay or OVR toolkit

☐   SteamVR

☐   None of these

Which of the following is untrue about VRChat groups?

○ Groups can have their own instances

○ Groups cannot be hateful or violate our terms of service in their topic/purpose

○ Any user can create a group

Which of these best reflects your favorite worlds list?

☐   It's maxed out of open slots

☐   It's empty but I'm excited to add to it!

☐   I don't know what favorites are?

☐   I have a few saved but still have space

What feature should you check if you're speaking in VRChat and can't be heard by others?

○ Muted Mic

○ Impostors
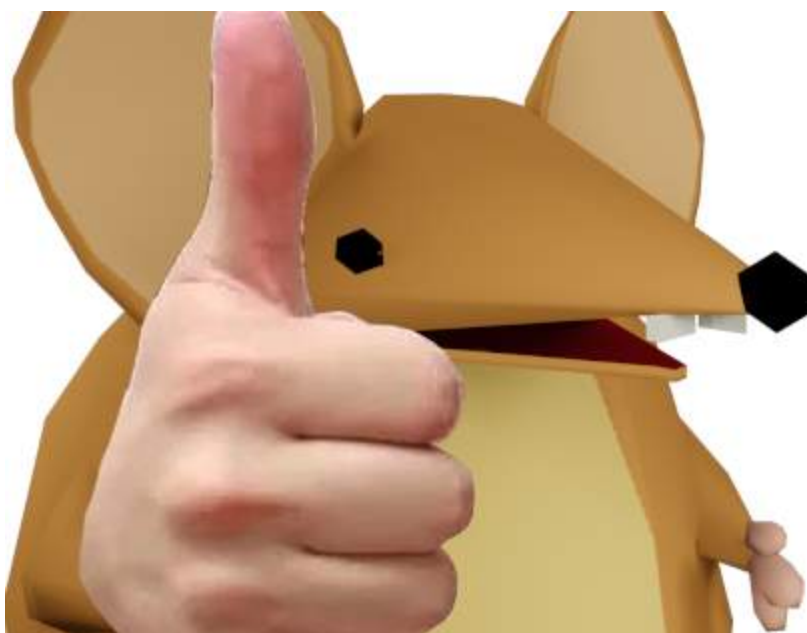
○ Instance Cap

○ Avatar Dynamics

Which of the following best describes the toolkit Creators use to create VRChat content?

○   VRChat SDK

○   Linux

○   OBS

○   Udonity

Ready To Go!

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Nice Work

You're ready to get started on your team-specific onboarding. Log into Confluence via the email sent to your inbox for next steps.

And again, *welcome to the team* 🙂