The Key to Our Success

People. The single most important factor in our success since 1983 is our dedicated team of research and development scientists and engineers. At Charles River, you will find an amazing group of individuals who are motivated to achieve individual excellence while thriving in our mutually supportive team-oriented environment. Our established scientists and engineers are true innovators with numerous publishing credits and worldwide peer recognition.

Individual contributions. At Charles River, we respect and appreciate that there are many different approaches to problem solving and getting the job done. We also appreciate that each individual brings unique talents and career interests to their jobs. We are proud of the great latitude given to employees at Charles River to shape their own jobs and contribute to a larger extent than is possible in a more structured and less dynamic environment.

Supportive teams. We ask our employees what they enjoy (and don't enjoy!) about their jobs and work at Charles River, and time again we hear of their respect for and admiration of their talented coworkers. Our employees consistently feel supported by their peers and managers and enjoy the academic feel preserved by Charles River's commitment to research, a collegial atmosphere, and a strong internship program.

Challenging projects. Charles River's employees conduct cutting-edge research and apply innovative solutions to the most challenging real-world problems. Charles River works with a wide range of government, commercial, and academic institutions on technology solutions to computer vision, cognitive systems, and decision management systems challenges, some of which could be tackled at only one or two other places in the world. And at every level, our scientists and engineers work hands-on without limit to their contributions.

Facilities and Resources. Charles River strives to provide an environment that fosters collaboration, creativity, and intellectual pursuits because we value our employees and the high quality work that results from such an environment. Having recently expanded our physical facilities by 60%, we added extra conference rooms, an employee lounge, a game room, and a dedicated library, all aimed at creating space that fosters the work habits valued at Charles River.

We are always interested in meeting talented, motivated individuals who share our enthusiasm for research, technology, and challenge. If you're excited about the opportunities at Charles River and have a highly successful academic or commercial background in computer science, cognitive engineering, artificial intelligence, engineering, or applied mathematics, chances are we'd like to talk with you.
Professional Development

Charles River provides the intellectual environment and resources conducive to professional development and industry-wide collaboration and recognition. The very nature of our work dictates that our employees stay on the cutting-edge of technology and industry developments and that our employees' expertise is recognized throughout the industry. Among many self-initiated activities, Charles River provides:

Conference Attendance. Charles River encourages active participation in academic, government, and industry conferences. Each year we seek input from our staff to develop a Conference Attendance Plan to ensure Company-wide opportunities to participate.

Publishing Opportunities. Charles River employees continue to publish papers and articles and are encouraged to do so at every opportunity. Our project-based research affords a multitude of publishing opportunities at every level.

Seminar Series. Each Friday, Charles River employees enjoy an hour-long seminar followed by lunch on the Company. Speakers and topics include presentations by guests from the academic community, technical talks and demos to be presented outside the Company, after action reviews of recently completed projects, and "how-to" seminars like "How to Get Published".

Training and Certification Programs. Current programs underway include an in-house seminar leading to certification in the Java 2 Platform. Charles River covers the cost of the books and tests for our employees.

Tuition Reimbursement. Employees are encouraged to pursue advanced degrees and continue education in their field. Charles River often covers the cost of educational and training programs outside the formal tuition reimbursement benefit and we look for ways of bringing training and development to all our employees.

Task Forces. Charles River often selects courses of action based on the recommendation of task forces comprised of employees interested in the subject at issue. Participation affords employees to delve into topics that they might not encounter in the course of their jobs. Participation lets employees at all levels have significant input into decisions while honing their knowledge of areas important to the business and often to their careers.

Professional Society Membership. Charles River supports our employees' active participation in their professional societies and pays for their membership so that they can benefit from all the privileges and access to knowledge that membership offers them.