



USE DATA FOR GOOD

RS21 CAREER GUIDE



LIFE AT RS21

RS21 is a data science company operating at the intersection of science and art to help organizations make data-driven decisions.

We are looking for creative and inquisitive people to join our diverse team of data scientists, data engineers, front and back-end developers, software engineers, user experience architects, and user interface designers. Learn how you can help create solutions that are **insightful, intuitive, inspiring, and intellectually honest.**



Photo by Ian Schneider on Unsplash

The Four Ideals that Built RS21



RS21
Mar 26, 2019 · 5 min read



[READ MORE ABOUT RS21'S 4 IDEALS ON MEDIUM](#)





OUR MISSION + VISION

RS21 is proud to be a values-based organization. Our values guide everything we do—from employee programs to choosing which organizations we partner with and what projects we pursue. We personify these values every day to empower a supportive culture of integrity, learning, risk-taking, making a difference, and helping each other grow.

WHAT MAKES US A WORLD-CLASS EMPLOYER?

We take care of our employees and will always find ways to improve everyone's experience at RS21.

As part of this effort, we offer generous salaries, continue to add to our benefits and perks, and have flexible schedules and remote-work options. Additionally, our employee-led working groups take the temperature on our initiatives and advise leadership on **Values, Employee Wellbeing, and Diversity, Equity + Inclusion.**

We implement sound business practices to accomplish our mission and ensure we leave a legacy that positively impacts the world and all people. This involves contributing to non-profit organizations that share our values, creating opportunities for our employees to give back in meaningful ways, and building career pipelines to support local talent.

USE DATA FOR GOOD
EVOKE CHILDLIKE WONDER
DISRUPT
EVOLVE & LEARN
BE HUMBLE
BE REAL
SUSTAIN THE MOVEMENT
CULTIVATE OUR COMMUNITIES
LOVE HUMANITY

READ MORE ABOUT RS21'S VALUES ON MEDIUM



DARNELL
Operations + IT Specialist

MIKE
Senior Data Scientist





A LITTLE ABOUT US

ABOUT RS21

RS21 is a data science company that uses artificial intelligence, user experience design, data engineering, and modern software development methods to tackle humanity's biggest challenges.

We are an industry leader in developing interactive, big data analytics and visualization products that connect people with the data they need. Operating at the intersection of science and art, we empower organizations to make data-driven decisions that positively impact the world through innovative technology solutions that are **insightful, intuitive, inspiring, and intellectually honest.**

WHO WE ARE

We are a diverse team of data scientists, developers, designers, and data engineers that make big data insights accessible and help organizations understand and address complex problems.

WHO WE HELP

We work with our clients to reveal the art of the possible through intuitive platforms that lead to in-depth insights in the fields of healthcare, community safety, security + cybersecurity, infrastructure resilience, and disaster preparedness.



We are proud to be recognized as a **2020 Best Workplaces for Innovators**, Top 50 Company by *Fast Company*, and a **2019 Best Places to Work** Company by *Albuquerque Business First*

WHERE WE ARE

We are headquartered in Albuquerque, NM, and have teams in Washington DC and distributed throughout the country. We chose to locate our headquarters in downtown Albuquerque because we believe deeply in the state of New Mexico and made a commitment to contribute to its creative and technical capabilities. We create highly skilled jobs and hire locally, we buy local, and we support our community. With the Sandias to the east, the Rio Grande Bosque to the west, and local fares such as green chile and Navajo tacos, we are lucky to call this Southwest city *home*.

Our team in Washington, D.C. works closely with our federal government clients. Between Cherry Blossoms and some of the best food around, D.C. is a must-visit!

RS21 HQ in Downtown Albuquerque, NM



OUR BENEFITS + PERKS

RS21 is proud to offer a competitive, comprehensive benefits package that supports our employees' physical and mental health, parental needs, professional development, and financial futures.

Charles Rath founded RS21 in 2015, and since then, we have created dozens of highly skilled jobs with a retention rate of 85% and competitive salaries. Salary is based on seniority, job requirements, experience level, and cost of living factors.



HEALTHCARE

RS21 offers three health care plans, including an HSA option, through United Health Care's AllSavers program. Programs such as HealthiestYou and Expert Medical Services included in the AllSavers package allow employees and their families to seek professional medical advice remotely for a \$0 copay. Coverage begins the first of the month following an employee's start date.



DENTAL + VISION

RS21 is proud to offer both dental and vision insurance through reputable providers Delta and Superior Vision, respectively. These providers make getting your dental and vision care easy and affordable. Moreover, RS21 is proud to pay one-half of all monthly insurance premiums for employees, their dependents, and spouses or domestic partners. This applies to Dental, Vision, and Medical.



401(K) + CONTRIBUTION

RS21 is committed to helping you plan for, and achieve, your retirement goals. You are eligible to make contributions to your 401(k) after 3 months of continued full time employment. You will also receive Employer Safe Harbor Non-Elective Contributions, which is a contribution from RS21 of 3% of your salary regardless of your participation in the Plan. It is simply something we do for our team. RS21 wants to see you succeed in every way and financial wellness is included.



LIFE INSURANCE + DISABILITY

RS21 offers 100% employer-paid life insurance for employees. Employees can purchase additional life insurance coverage for themselves and their families. We also offer voluntary short-term and long-term disability and voluntary additional life insurance that employees can elect to purchase.



EMPLOYEE ASSISTANCE PROGRAM (EAP)

We provide free access to an EAP + Work-Life Services through Reliance Standard. The EAP offers a variety of programs including confidential assessments, short-term counseling, referrals, and follow-up services. The voluntary program is designed to keep employees emotionally and mentally healthy, both in and out of the workplace. All covered employees and their family members—regardless of location and relationship—have access to the program.



PARENTAL LEAVE

RS21 is a family company. We provide generous paid parental leave so that our team can take the time they need to care for their families.



EMPLOYEE OWNERSHIP

As an Inc. 500 company, RS21 is in the top 10 percent of America's fastest-growing companies. To continue the momentum and share these successes with the entire team, we have implemented an Equity Incentive Plan! Under the Plan, employees may be awarded stock options to purchase stock of the company.



PROFESSIONAL DEVELOPMENT

Each RS21 employee is allotted 16 hours of additional PTO and \$500 per annum to support their professional development. Whether this means a course at a local college or vocational school to support their current position, or an art class to invite new creativity into their perspective, each employee is encouraged to explore new ways to develop.



FLEXIBLE WORK OPTIONS + COMPETITIVE SALARIES

Our people-focused benefits include the ability to work remotely regardless of residency to promote trust and autonomy, accommodate work preferences, and help people achieve a work-life balance. This is a standard benefit for all. Furthermore, we offer competitive salaries and are proud of our 85% employee retention rate.



TIME OFF + HOLIDAYS

Paid time off (PTO) and paid holidays give us time to travel, spend time with family and friends, and take care of ourselves. All full-time employees are able to take the time off they need throughout the year to rest and recharge, with no annual cap. In addition to 8 observed holidays.



PETS IN OFFICE

Hippo, our Chief Dog Officer, isn't the only canine you'll see in the office. We have a shared pet calendar so you can schedule a day in the office with your favorite pal, plus we have a Slack channel dedicated to our #fur-iends. It's not uncommon to be greeted by a dog in the office, or maybe even a parakeet!



LUNCH + LEARNS

We often schedule Friday Lunch + Learns to contribute to our collective knowledge and personal and professional enrichment. Sometimes we have guest speakers come in to share their initiatives, and it also affords us time to share insights and our great work with each other.



SARAH
Assistant Controller

JEFF
Senior Recruiter



FAQS

GET TO KNOW US A LITTLE BETTER!

Q: WHAT DO YOUR CURRENT EMPLOYEES SAY ABOUT RS21?

A: Our employees voted us a *Best Place to Work* and we were named a *Best Workplace for Innovators* by Fast Company! We hear things like “RS21 is a fantastic company to work for”, “I love my job”, and “I’m very proud of where we are as a team”, and we’re over the moon when our team feels we’re doing our job in providing fulfilling, rewarding, and creative experiences. [Read](#) what employees are saying on why they choose to be part of RS21.

We also empower everyone to **Be Real**. Our executive leadership has an open-door policy, and our Employee Wellbeing Group regularly distributes surveys so employees can share their opinions anonymously. Additionally, we have quarterly Town Halls to support open dialogue throughout the entire company. These frequent communications allow us address concerns, continue doing things that are working, and get creative in new RS21 offerings.

Q: WHAT SETS RS21 APART?

A: RS21 was born from the idea that there’s a smarter way. To make sure we bring advanced data analytics to market, we hire inquisitive, passionate people, give them space to innovate and learn, and listen to them. With that mindset, we have grown from one employee to over 50 in five years, and we’ve been a *Fastest Growing Company* for two consecutive years.

Our solutions have helped the federal government, Fortune 100 companies, non-profits, and healthcare organizations address complex challenges, such as predicting the impacts of hurricanes to critical infrastructure, quantifying the social and economic impacts of greenspace in cities, and identifying the prevalence of health conditions in a community to better support healthcare outcomes. What sets RS21 apart is our team of experts in data science, software development, UX/UI design, project management, and various industries. Our team makes big data accessible, understandable, and actionable.

Q: WHAT DOES RS21 DO FOR THE COMMUNITY?

A: Most recently, our team came together to create a free resource in response to COVID-19 challenges. In just five days—true to our value of **Use Data for Good**—we developed the [Urban Health Vulnerability Index](#). The tool helps health planners, governments, NGOs, and community leaders identify urban populations at high risk for COVID-19.

RS21 is also invested in developing talent pipelines to serve underrepresented demographics in technology and Artificial Intelligence applications and development. We are dedicated to youth and young adult education, creating a career pipeline for STEM students through partnerships with the state and local organizations, like Cultivating Coders, CNM Deep Dive Coding Bootcamp, and Girls Who Code. RS21 also walks the talk when it come to buying local, sourcing services from 60 New Mexico businesses, contributing \$13 million to the local economy in the past two years alone, and regularly making charitable contributions to organizations that align with our values.

Q: WHY SHOULD I WORK FOR RS21?

A: Our team of innovators, dreamers, and doers constantly push the boundaries of what is possible. If you are eager to learn, contribute your ideas, and push yourself and your team in innovative directions, then consider joining us at RS21. We are committed to our mission, our vision, and our team.


Drop us a note at info@rs21.io to get the conversation started, or [apply online](#). We can’t wait to meet you!





HIPPO
Chief Dog Officer





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FAST COMPANY

