



## SPACE TELESCOPE SCIENCE INSTITUTE (STSCI)

**Location:** Baltimore **Employees:** 798 **What they do:** Under contract to NASA to operate the science program for the Hubble Space Telescope. STScI will be the science operations center for the new James Webb Space Telescope, too. **Why we like them:** In addition to doing fascinating stuff related to space, they've pushed hard to recruit women and under-represented minorities into careers in science. **Best benefits:** STScI contributes 10 percent of employee salaries to retirement plans, regardless of employee participation; free, covered parking; discounted gym; over \$5,000 per year for tuition reimbursement; extremely flexible scheduling, including up to three days a week of telework permitted; gourmet cafeteria.

**As if helping NASA uncover** distant galaxies wasn't enough, the former deputy director is a shuttle astronaut, and employee Adam Riess just won a Nobel Prize. STScI is a place where it's cool to be smart.

Staff at STScI speak of life outside their bucolic enclave (on the Homewood campus of The Johns Hopkins University, but not affiliated) as "the real world." That's not because they're in the business of outer space, but because their benefits are out of this world. New parents Pey-Lian Lim and Brandon Lawton, *pictured*, for example, both took generous paid leaves when their son was born. "We didn't need to choose between our finances and being with our baby," says Lawton.

Other staff echo the same sentiments. One employee, Lee Peters, a senior generalist in human resources whose son spent nine weeks in a NICU, was out of the office for 12-plus weeks without any recrimination. When the nearly \$500,000 bill came in, his out-of-pocket expense was minimal, thanks to STScI's stellar benefits.

"Most people would have had to sell their house to pay for that," he says.

Although STScI does some extremely serious work, it's the opposite of stuffy. As one employee quipped on the eve of the Institute's epic Halloween Extravaganza, "This is a place where people dress up in Star Trek costumes that they own." Office doors are covered with family photographs and oddball humor. The dress code is über-casual and emphasizes personal expression.

Employees at STScI are passionate about what they do and would probably come to work even if STScI stopped paying them. Of course, as an entity at the mercy of federal budgets, that is a possibility. "Being a prime government contractor for NASA puts constraints on what we can do," says Peters. "They're very transparent about what's happening with the government contract and very proactive about working with legislators."



## Explore career opportunities at Space Telescope Science Institute (STScI)!

STScI and manages the Hubble Space Telescope and its successor, the James Webb Space Telescope. Experience the wonder of 21st-century space exploration in a job that offers a competitive salary as well as generous benefits.

### Comprehensive Benefits:

Medical, dental, prescription, and vision

- Vacation: Accrue up to 24 days of paid vacation a year
- Sick Leave: Accrue 12 sick days a year (increases with length of service)
- Paid Holidays: 7 regular holidays and 3 personal holidays
- Employee Voluntary Retirement Savings Plan
- Casual Work Environment
- Flexible Work Schedules
- Tuition Reimbursement and Prepayment Program
- Telecommuting Options Available
- Free Parking
- Flexible Spending Accounts
- Employee Assistance Program
- Company-paid Life, Short-term Disability, and Long-term Disability
- Employer-sponsored Retirement Plan: Company contribution equal to 10% of base salary annually
- Discounted Access to the Johns Hopkins University Fitness Center
- Access to the Johns Hopkins University library
- Part-time employees are offered benefits on a pro-rated basis.

STScI empowers the astronomical community to produce new scientific discoveries and brings the benefits of this research to the public. We make the best astronomical facilities productive for the largest number of scientists, and we promote new missions with the greatest potential for unlocking the secrets of the universe.

Visit our employment page [www.stsci.edu/opportunities](http://www.stsci.edu/opportunities) to view available openings in the areas of:

- Engineering
- Astronomy
- Post Doctoral/Fellowship
- Student Internships
- Information Technology
- Business Services
- News/Media Production

Applicants that have questions or need assistance with the online process should contact: [careers@stsci.edu](mailto:careers@stsci.edu)

Learn more about us at

<https://www.linkedin.com/company/space-telescope-science-institute/>  
<https://twitter.com/stsci>

An Equal Opportunity and Affirmative Action Employer, STScI does not discriminate because of race, sex, color, age religion national origin, sexual preference, lawful political affiliations, veteran status or mental or physical handicap. We sponsor visas for work in the US.

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