Working at Kepware

A PTC business

Why Kepware – BRO – EN – 0818

Smart People Making Smart Products

Kepware, a PTC business, creates software that overcomes the connectivity gaps between diverse industrial automation devices and applications. Kepware’s industry-leading solutions are used by thousands of customers worldwide in a variety of industrial markets.

Established in Portland in 1995, Kepware was acquired by PTC, Inc. in 2016. With headquarters in Massachusetts and businesses around the world, PTC is a global technology provider of Internet of Things (IoT) and Augmented Reality (AR) software solutions. PTC and Kepware are at the forefront of the connected, digital transformation that is redefining how companies create, operate and service products.

PTC is a fast-paced, results-oriented company that values employee empowerment, open communication and a healthy work-life balance. At Kepware—PTC’s Portland office—you’ll enjoy the competitive benefits and growth opportunities of a large global company while working in the innovative and empowered culture of a small tech start-up.

Work-Life Balance

We believe that a balanced and well-rounded life is integral to a long and successful career. Our policies were designed to help you manage your career—while also having a fulfilling life outside of the office. We offer:

• Paid vacation time
• Paid sick leave
• Paid company and floating holidays
• Paid day off to celebrate your birthday
• Paid 12 weeks of parental leave, including for adoption
• Paid military, bereavement and jury duty leave
• Paid volunteer time
• Flexible work schedules
• Telecommute options
• Free downtown parking
• Social Fridays, with free drinks and snacks
• PTC-sponsored team and department outings

Summer Internship Program

The Summer Internship Program provides students with Software Engineering workforce experience, including research, specification, design, implementation, quality assurance and documentation. Students work on projects that solve real-world problems and are designed to be completed within the summer timeframe. Students collaborate with other interns and with members of Kepware’s Engineering, Sales and Marketing teams. Students’ work may even be incorporated into Kepware’s commercial products or support tools.

Full-time paid internship positions are available at the PTC office in Portland, Maine. Students in STEM fields, business administration and liberal arts are encouraged to apply.

About Kepware

Kepware is a software development business of PTC Inc. located in Portland, Maine. Kepware provides a portfolio of software solutions to help businesses connect diverse automation devices and software applications and enable the Industrial Internet of Things. From plant floor to wellsite to windfarm, Kepware serves a wide range of customers in a variety of vertical markets including Manufacturing, Oil & Gas, Building Automation, Power & Utilities, and more. Established in 1995 and now distributed in more than 100 countries, Kepware’s software solutions help thousands of businesses improve operations and decision making.

Learn more at www.kepware.com.

Apply

To see all the newest opportunities, visit www.kepware.com/about/careers or email careers@kepware.com. No phone calls, please.

PTC is an Equal Opportunity and Affirmative Action Employer. PTC is committed to providing equal employment opportunities to employees and applicants for employment. At PTC, employment decisions are made without regard to a person’s gender, gender identity, race, age, national origin, marital status, religion, disability, sexual orientation, veteran status or other legally protected characteristic.

It’s the whole package that makes Kepware so unique: A fantastic culture, a true focus on work-life balance, and exciting products used by the most cutting-edge organizations on the planet.

Sam Elsner, Applications Engineer Manager
Smart People Making Smart Products

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Sam Elsner, Applications Engineer Manager
We believe in a well-rounded approach to health that extends beyond a doctor’s office. Our flexible health plans were designed to promote empowered and engaged health-care decisions for you and your family. We offer:

- Comprehensive medical, dental and vision insurance plans, with full coverage for preventative care and prescription drugs
- Health Savings Accounts (HSA), with employer contributions
- Paid Short-term Disability and Long-term Disability Insurance
- Paid Life Insurance, with supplemental and dependent options
- Paid Accidental Death & Dismemberment Insurance (AD&D), with supplemental and dependent options
- Options for Accident Insurance and Critical Illness Insurance
- Dependent Care Flexible Spending Accounts
- An on-site gym, including a fitness studio and locker rooms with showers
- An Employee Assistance Program (EAP)
- Adjustable sit-stand desks and ergonomic accessories

We demonstrate our appreciation of your time, talents and enthusiasm through competitive compensation. Additional financial incentives include:

- 401(k)-retirement plans with employer match
- Access to a wealth strategist for retirement planning guidance
- An Employee Stock Purchase Plan (ESPP)
- Employee education assistance
- SAGE Scholars Tuition Rewards
- An incentivized Candidate Referral Program
- Various corporate discounts

*The high value Kepware places on employees’ skills, knowledge and experience is a testament to our culture and values. Our goal is to always offer competitive compensation plans for the esteemed candidates we attract and hire.*

Maia Crandall, Human Resources Lead
**Professional Development**

Career development at PTC is an ongoing process driven by you, facilitated by your manager and supported by Kepware. You determine where you want your career to go, and we help you identify and develop the skills to get there.

We encourage inter-departmental learning and empower employees to develop new abilities, strengthen skills, take on challenges and share knowledge. We offer:

- Tuition reimbursement for qualifying courses
- Paid attendance to job-specific trainings, conferences and seminars
- Paid memberships in qualifying professional associations
- Access to a robust network of internal professional development trainings and resources
- A new hire training program that includes first-day orientation and technical training
- Annual 360-degree reviews and interim performance feedback

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**Software Development**

We take an Agile approach to product development. The Agile methodology focuses on discovering better ways to develop software. The Kepware Agile framework helps us continually improve our ability to deliver great products to our customers—and have fun doing it.

Kepware Agile methodology creates an environment where our teams:

- Work together. Our teams are cross-functional and co-located. There is visibility and accountability across the team to deliver great software.
- Interact with customers. Our teams gain a clear understanding of our customers’ real-world problems and have opportunities to solve them.
- Deliver best-in-class software. Our teams work in short iterations, regularly show progress and receive valuable feedback. They can quickly respond to change and remain confident that their work lines up with business objectives.
- Experiment. Our teams define their own rules and processes—and then continuously improve through experiments that iterate on the team itself.

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*During my internship at Kepware, I was able to expand on the skills that I learned in the classroom, while learning to navigate a professional environment. The supportive Kepware culture made it easy for me to take on new projects and get exposure to different parts of the business.*

Nicole Castonguay, Marketing Analytics Specialist
Vibrant Downtown Portland

Kepware is located in the PTC Portland office—in the heart of the Old Port district of Portland, Maine. Our building is surrounded by renowned restaurants, lively bars, unique shops and cultural hot-spots.

Our office interior design is modern and functional. Open office spaces promote dynamic collaboration, while colorful, purpose-built workstations support creativity and productivity.

Our office is easily accessible via I-95 and I-295, and we offer free employee parking to help simplify the commute. PTC is dedicated to Portland as a core business location, and Kepware is an established member of Portland’s tech-friendly community—which includes companies that specialize in software development, payment systems, clean energy and much more.

Community Outreach

We are dedicated to STEM education in Maine. We promote the future of the local engineering workforce through:

• Full-time paid summer internship positions
• Annual investment in Girls Who Code programs in the state of Maine
• Paid volunteer days for employees participating in charity events and non-profit volunteering
• A donation match program
• Charitable donations to non-profit programs that promote STEM learning

From the Kepware Digital Systems and Robotics Laboratory at the University of Maine to tuition reimbursement and professional training for employees, Kepware’s dedication to STEM education in Maine is clear. The people here are very active participants in the tech and engineering communities across our home state.

Greg Wright, Director of Software Development
Summer Internship Program

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