

[» Contact Us](#)[» Client Login](#)

Solutions

for Government
Health,
Science and
Defense Agencies

FREE Newsletter

eGovernment for Health and Science

Monthly news, insight, and links on issues important to you.

[» Learn more](#)

Benefits

- Matching 401(k)
- Medical plans
- Dental Plan
- Vision Plan
- Disability Leave
- Personal Leave
- Paid Holidays

[» Learn more](#)

What it is like to work at Discovery Logic:

[» IT Systems Development](#)[» Program Support](#)[Home](#)

CAREER OPENINGS

GROW WITH US

Discovery Logic offers leading-edge technology, important projects, satisfied clients, motivated people, competitive pay and benefits, and a convenient location. Join us!

- **Are you passionate about your profession?** We'll help you stay that way with challenging projects and opportunities to develop new skills.
- **Interested in advanced technologies?** So are we. A substantial part of our business is building custom software to solve client problems for which conventional off-the-shelf software solutions don't exist. The problems we tackle require the best technologies available.
- **Like variety in your work?** Variety is one of great benefits of working in a small company. We provide the flexibility to work on several projects. As a small company, we also offer a relatively flat hierarchy and the opportunity to work alongside the company leadership.
- **Interested in working for a growing company?** We serve federal agencies including the National Institutes of Health and the Defense Department. We have enjoyed continuous profitable growth since our founding. Our success is based on building successful business solutions and long-lasting client relationships. We provide complete solutions - consulting, systems and software development, and program support. Satisfied clients keep Discovery Logic growing every year.
- **Want to excel?** We offer a friendly, professional atmosphere and intelligent co-workers. We solve information technology and program support problems that make a difference to our clients. Discovery Logic is an equal opportunity employer.
- **Want to shorten your commute?** Discovery Logic is located just seconds off of I-270. We are also convenient to the Shady Grove Metro, Ride-On and bike trails.
- **Compensation and Benefits.** We reward talent and performance with a creative work environment and first-rate salary and generous benefits. [» More about benefits](#)

We have several long-term career opportunities, as well as internships.

- [» .NET Software Developers](#)
- [» Sr. Information Specialist](#)
- [» Help Desk/Customer Service Analyst - NIH](#)
- [» Internships](#)

[About Us](#)[Solutions](#)[Portfolio](#)[Partners](#)[Contract Vehicles](#)[» Employment](#)[Contact Us](#)



TURNING DATA INTO KNOWLEDGE

[» Contact Us](#)[» Client Login](#)[About Us](#)[Solutions](#)[Portfolio](#)[Partners](#)[Contract Vehicles](#)[» Employment](#)[Contact Us](#)

Home



Solutions

for Government
Health,
Science and
Defense Agencies

FREE Newsletter**eGovernment for Health and Science**

Monthly news, insight, and links on issues important to you.

[» Learn more](#)**401(k) Retirement Benefits**

Matching 401(k) contributions have no vesting period and participants may contribute up to \$15,500 per year. Discovery Logic will match 100% of a participant's contribution for up to 3% of the annual salary and 50% of the next 2% of salary.

Health Care Benefits

Eligible employees can choose from three CareFirst (Blue Cross/Blue Shield) plans:

- PPO ... Preferred Provider Organization
- POS ... Point of Service
- HMO ... Health Maintenance Organization

Each plan is able to cover individuals or families (spouse, domestic partner and/or children) and include prescription drug and vision care benefits.

Dental Plan Benefits

Employees can choose a PPO dental care plan from MetLife that includes orthodontics care and pays 100% of preventive care, 80% of basic care, and 50% of major care. There is a \$50 deductible. The maximum benefit is \$1000.

Life Insurance Benefits

Discovery Logic provides free life insurance and accidental death and dismemberment insurance equal annual salary -- up to a maximum of \$200,000.

Short-Term and Long-Term Disability Insurance

Discovery Logic provides free insurance coverage for unexpected short-term and long-term disabilities.

Vacation & Holidays

The company's Paid Time Off (PTO) benefits provide paid time off for vacation, sick leave and holidays.

[« Back to Employment](#)**Benefits**

- Matching 401(k)
- Medical plans
- Dental Plan
- Vision Plan
- Disability Leave
- Personal Leave
- Paid Holidays

[» Learn more](#)**What it is like to work at Discovery Logic:**[» Systems Development](#)[» Program Support](#)

- [About Us](#)
- [Solutions](#)
- [Portfolio](#)
- [Partners](#)
- [Contract Vehicles](#)
- [» Employment](#)
- [Contact Us](#)



Systems Development at Discovery Logic

What is systems development like at Discovery Logic? How does it compare to elsewhere? To find out, in April 2007 we interviewed employees Marty, Laure, Matt, and Greg. Marty is a Senior Software Engineer. Laure is Science Director. Matt is Chief Technology Officer. Greg is Vice President of Research and Development.

What's it like to work at Discovery Logic?

Laure: It's fun. There is a lot of opportunity here to be creative and to collaborate. One of our core business functions is custom systems development. Typically, a client will say, "I'm having trouble doing X. Can you design a system that addresses this problem?" A DL team will brainstorm possible solutions and then discuss them with the client. We frequently create pilot systems to demonstrate our solutions, and these pilots often lead to larger projects. We then bring in others across the company for further development. As a scientist, such hypothesis development and experimentation is a real kick.

Greg: A big reason I'm here is that I like small companies. I like getting into small groups and growing things from there. Projects involve small teams (usually not more than eight people), so most people are able to work on a variety of tasks. You don't get pigeonholed into doing just one thing. And I like that we're able to stay on the front-end of technology. None of our technologies are more than a few years old.

"You don't get pigeonholed into doing just one thing."

Matt: Learning the latest technologies is fun, but our purpose for doing it is serious. We're trying to find innovative solutions for real problems, especially for NIH. I really admire its mission-saving human life. Anyone in the world can embrace that. Now, we are not directly saving human life, but we are facilitating others who are. Like Greg, I enjoy working in small to middle-sized companies where there is more flexibility in what the company can do. Small companies place more emphasis on satisfying the client, because we know that our entire livelihood depends on it.

Marty: I work on a project for the Center for Scientific Review (CSR) at NIH in Bethesda. CSR wants to shorten the time between when medical researchers submit grant applications and when they learn if their research will be funded. To help CSR, I and four other engineers created the proof-of-concept Automated Referral Workflow System (ARWS). ARWS speeds grant review by reducing the time to route incoming electronically received grant applications to appropriate scientific peer review committees. This is a huge task. CSR has over 200 peer review committees (called Study Sections) and handles more than 80,000 grant applications a year. Before ARWS, CSR assigned grant applications to committees manually!

I handle the full life cycle for the project: analysis, design, coding, testing, deployment, and operational support. It's been challenging and rewarding because the problem we had to solve was so new to me. ARWS uses text mining technologies in order to automate decisions on which committee is best suited to review each grant application. CSR is invested in the system and very pleased with Discovery Logic's work. I really enjoy supporting their mission and making their job easier.

How is Discovery Logic different from other places where you've worked?

Laure: It is a cliché, but it's apt: Discovery Logic is agile. A client can describe their business problem, we can discuss possible solutions, and DL can submit a proposal all in about a week. Sometimes in two days. We can deliver a pilot project in as little as 4 weeks. I've worked in places where just the proposal process would take six months to a year. By the time you get approval, you're either no longer interested, or six other people have jumped on it. Because DL is willing to invest in experiments, we can take advantage of opportunities very quickly.

"No other place where I've worked has been as willing to spend money in order get a highly qualified and productive engineering team."

Greg: What really stands out compared to other companies where I've worked is the commitment to get the best. Management doesn't cut corners with the quality of people we hire. Compensation is pretty strong so we can attract great people and build great systems. One of the comments I heard from two employees we hired in the last five months is that they were surprised by how smart everybody else was. They weren't expecting that. There are a lot of places, particularly among government contractors, where it's just bodies, taking anyone you can get. We don't go for that. I hate hiring below A-class employees. I've never found it worth it. Management has the same commitment.

Marty: I agree, salaries here are very competitive. Management does not hesitate to buy tools and equipment when they will help make the engineers more efficient. No other place where I've worked has been as willing to spend money in order get a highly qualified and productive engineering team.

How do you work with clients?

Laure: We're known for custom software development. Sometimes clients find that software packages from big firms like IBM don't really meet their needs. No amount of shoehorning clients into these preconceived solutions gives the results they want. What we do is like creating shoes that fit perfectly. We have an excellent reputation as a company willing to do experiments and work closely with clients to solve problems.

"I often compare our initial contact with clients to taste testing at Baskin-Robbins."

Greg: I often compare our initial contact with clients to taste testing at Baskin-Robbins. Once you taste an ice cream you like, you're much more likely to buy. With custom systems development, it's similar. Clients like to have a taste of what we can do before signing up for a full-blown project. So sometimes we demonstrate our capabilities by developing proof-of-concept or prototype systems for the client. When our prototypes provide better results faster than they've been getting, they're sold.

Matt: This is one of the things I really like, that senior management is willing to invest in prototype technology development in order to show what we can do. In tech companies I've worked at before it would be difficult to get a commitment to invest as quickly as we do here. Sometimes clients have short time frames for solving problems, so investment decisions have to be quick. Because the owners of Discovery Logic are so involved in the technology they've been able to see these projects as fantastic opportunities.

Greg: We usually run the whole project for the client, from beginning to end. After they state what the problem is, we'll figure out the solution, implement it, deploy it, support it, and in some cases provide staff in the client's office to use the system. We provide a complete solution. That's more valuable to clients, and our ongoing involvement in their projects gives us more stability as a business.

Matt: One of my jobs is to insure that we have really good technical teams for these projects. We want every employee to be working on challenging and interesting problems. I try to make sure that employees know about upcoming projects so that they have the chance to stretch their skills. If they've been working on something for a long time, I try to let them do something else. I think we're doing a reasonably good job at this. Turnover at Discovery Logic is very low.

Do you have a software development specialty?

Matt: A lot of companies and government agencies need software to automate business processes that are fairly tedious. And, many of our technology solutions have been developed for this purpose. Sometimes the goal is to develop a text mining system like ARWS that mostly replaces human decisions within the business process. At other times our objective is to improve the information available to decision-makers and greatly speed the process.

"Some of our most interesting process automation projects call upon our special capabilities for information fusion."

Some of our most interesting process automation projects call upon our special capabilities for information fusion. By this we mean linking together multiple disparate databases as if they were a single database, so that information otherwise extremely time-consuming to obtain can be retrieved quickly.

Greg: There are a number of names for this besides information fusion. Some call it data mining, textual pattern recognition, text mining, entity extraction, or knowledge management. Whatever you call it, linking multiple databases involves finding relationships between data sources that are not explicitly provided. It is easy, for instance, to link two databases that store social security numbers. Those numbers explicitly relate the records of the databases store. But if data sources have unstructured data or free-form text (for example, news articles, research grant proposals, patents, or progress reports) finding data relationships is a much greater challenge.

A lot of academic research has been done on these problems and we have made a specialty of using this research to solve day-to-day problems for our clients. We can find relationships that allow data from diverse information sources to be pulled together. And when we create systems that make searching disparate databases easy, our clients are able to see relationships in data they've never been able to see before and make better decisions as a result.

Matt: To give a brief example, we recently helped the National Institute of Allergy and Infectious Diseases (NIAID) come up with a system for tracking outcomes of research projects for which grants have been awarded. The division's approach to evaluating research project outcomes was a time-consuming, tedious manual process and it is not surprising that it was rarely used. Consequently, some grant funding decisions were based on little more than "gut instinct." We were challenged to create a more efficient and consistent means for providing quantifiable research outcomes information through whatever means we could come up with.

After conducting a survey of related work on this topic, we expanded on paper published by researchers from Sandia National Laboratories and Indiana University to quickly build for NIAID a proof-of-concept information fusion system that links grants to numerous research outcome indicators. These include scientific publications, impact factors, citation counts, co-author networks, invention reports, patents, FDA-approved products, and Phase III clinical trials, among others. Our prototype system was well received and demonstrated how we could give our client new insight into research productivity from funded grants. This work has led to implementation of a production system that will be able to analyze grants on a much broader basis.

Any last words for systems developers interested in working for Discovery Logic?

Laure: We value people who are creative, like to work with others, and who adapt to new situations and new technologies. We may hire an engineer or manager for a particular project, but we are always looking beyond a single project.

"Bright people like to work with other bright people. You'll find that here."

Greg: We stay current with new and exciting technology. And we really make an effort to bring in the best people. A lot of people say that, but we really do. As a result, we have a tremendously successful track record and a great team.

Matt: At any company, the people you work with are as important as anything else. Bright people like to work with other bright people. You'll find that here.

[« Back to Employment](#)



FREE Newsletter

eGovernment for Health and Science

Monthly news, insight, and links on issues important to you.

» [Learn more](#)

Benefits

- Matching 401(k)
- Medical plans
- Dental Plan
- Vision Plan
- Disability Leave
- Personal Leave
- Paid Holidays

» [Learn more](#)

What it is like to work at Discovery Logic:

» [Systems Development](#)

» [Program Support](#)

[About Us](#)

[Solutions](#)

[Portfolio](#)

[Partners](#)

[Contract Vehicles](#)

[» Employment](#)

[Contact Us](#)

Home

PROGRAM SUPPORT

Program Support at Discovery Logic

Discovery Logic provides program support services to the US Government to help support and implement Agency missions.

What is it like to work in program support at Discovery Logic? To find out, in April 2007 we interviewed employees Doris Ryba and Peggy Reed. Doris is Program Manager for Discovery Logic at the National Institutes of Health and Peggy is a Program Manager for Discovery Logic at the National Health Service Corps.

Is Discovery Logic a good place to work?

Doris: It's an excellent place to work. We're a small company with very intelligent, hard working employees who want to help our clients do business better, whether it's the government or clients in the private sector.

Peggy: This is definitely one of the better places I've worked. A lot of us like Discovery Logic for its people. And I respect their professionalism. For example, our IT group is very good at taking a concept and coming up with a product without having it all spelled out for them in exacting detail. I also like the stability of our company, which not every small company has. You can consider staying here long term.

How is Discovery Logic different from other places where you've worked?

Doris: For me what's different is its small company environment, which is something that I was familiar with from earlier in my career and wanted to return to. My last company was a very large government contractor. There I didn't get the same feeling of being able to contribute and make a difference that I do here. The size of a company makes a tremendous difference. To justify my ideas where I used to work I had to go through four layers of management. In trying to get a decision made, everybody had to be involved. Talk about too many cooks in the kitchen. Here management is approachable and available and decisions don't take nearly as long. If I need help with a problem, I know where I can go and that a decision will be final.

Peggy: I feel the same way. What Discovery Logic offers is variety, a chance to do a lot of different things. The appeal is that you don't get stuck in one mold. You have more flexibility and are not bound by too many rules, regulations and procedures. Here I also receive great support to get things done.

Tell us about the programs you manage.

Doris: I manage all of Discovery Logic's activities that support an important program for the National Institutes of Health. The mission we are supporting is very important - we are helping to improve health care for the United States for many years to come. This is a very good program and a key reason I chose to work for Discovery Logic: research can help our society deal better with health issues, and that's important to me.

The heart of the program is an online system created by Discovery Logic. The system has many different components and a bit more than ten DL employees, several of them software developers, maintain the system, assure quality, and constantly develop new system capabilities.

Peggy: I am Discovery Logic's Program Manager for an important mission area of the National Health Services Corp. Discovery Logic supports the agency by disseminating information about the program, mailing application packets, receiving and processing applications, verifying eligibility, obtaining supporting information, preparing applications for awards, and then sending completed files to the NHSC. We are also working on automation of this manual process. During peak periods we hire temporary help to augment our core team.

Any last words about working in Program Support at Discovery Logic?

Doris: You spend a lot of time with the people you work with, so it is important that they are nice and have your respect. Here people are genuinely nice and bright and always willing to help you make the project better and satisfy the customer's needs.

Peggy: We support great government programs and Discovery Logic focuses on client satisfaction - and we have two distinct clients. Sometimes, our client is a member of the public that is interacting with the agency we support; sometimes, our client is the government agency we are supporting.

[« Back to Employment](#)

Solutions
for Government
Health,
Science and
Defense Agencies

FREE Newsletter

eGovernment for Health and Science

Monthly news, insight, and links on issues important to you.

[» Learn more](#)

Benefits

- Matching 401(k)
- Medical plans
- Dental Plan
- Vision Plan
- Disability Leave
- Personal Leave
- Paid Holidays

[» Learn more](#)

What it is like to work at Discovery Logic:

- [» Systems Development](#)
- [» Program Support](#)