OUR MISSION


ABOUT INTELLIGENT WAVES

Since 2006, Intelligent Waves has proudly served federal agencies including the Department of Defense. Our ability to operate globally in a wide range of environments coupled with our deep understanding of customer needs and requirements enables us to provide cost-effective solutions to support the most complex missions.

OUR VISION

To become the premier provider of innovative mission-critical technology solutions, solving the most complex public sector challenges, delivering meaningful impact to the world.

To create a world-class work experience for our colleagues through engagement, empowerment and a culture of innovation and growth.

To be our customer’s most trusted advisor through our experience, expertise, and insight, creating value and impact.

To enhance the communities in which we live and work through community engagement and volunteerism.

TEAM IW

✓ Veteran Owned and Operated
✓ 240+ Employees
✓ 45% of Employees are Veterans
✓ NSA Trusted Integrator of Commercial Solutions for Classified (CSfC)
✓ Global Footprint in America, Europe, Middle East, and Asia
✓ We are honored to be recognized for the following awards:

Scan Here!
OUR VALUES

- TRUST
- COMMUNICATION
- TRANSPARENCY
- ACCOUNTABILITY
- QUALITY
- TEAMWORK
- COMMITMENT
- INNOVATION
- EQUITY
- UNCOMPROMISING ETHICS

COMPETITIVE BENEFITS

- Education, Training & Professional Development
- Holidays & PTO/Vacation
- Flexible Spending Account
- Veteran Transition Assistance
- Healthcare
- Dental Vision
- Employee Referral Program
- Spot Bonuses
- Life Insurance
- Parental Leave
- Dependent Care

BENEFIT DETAILS

Intelligent Waves provides employees 120 hours of accrued Paid Time Off (PTO) during the first year and 120 hours per year for all subsequent years of employment. Internationally based employees accrue 160 hours of PTO per year. Vacation hours are accrued on a semi-monthly basis. Unused PTO is carried over year to year. The maximum PTO accrual is 320 hours.

- IW offers 80 hours of paid parental leave to any employee who has a new child in the home via birth or adoption.
- Intelligent Waves recognizes and offers eleven paid holidays as well as one floating holiday for a total of 12 paid holidays a year.
- Intelligent Waves will reimburse employees up to $5,250 for pre-approved educational costs per calendar year. Educational costs include tuition/courses, books, tests and certifications. Employees are eligible for the education program after 90 days of employment.
- Intelligent Waves offers employees the opportunity to contribute to a 401(k) savings plan administered by Principal Financial Group. IW will match both pre tax and/or Roth elective contributions, dollar for dollar up to 3% of pay and 50 cents for each additional dollar between 3% and 5% of eligible pay.