



General Service Administration
Federal Acquisition Service

Authorized Federal Supply Schedule FSS Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA *Advantage!*®, a menu-driven database system. The INTERNET address GSA *Advantage!*® is: GSAAvantage.gov.

Multiple Award Schedule

FSC Group: Professional Services

Contract number: 47QRAA21D008V

For more information on ordering go to the following website: <https://www.gsa.gov/schedules>.

Contract period: August 10, 2021 through August 9, 2026

Legal Interpreting Services, Inc
14850 Conference Center Drive,
Ste 200
Chantilly, VA 20151
718-237-8919
www.lissol.com

Contract Administrator: Alexander Shurchin
Email: ashurchin@lissol.com

Business size: Small Business

Prices Shown Herein are Net (discount deducted)

Price List Current as of MOD #PS-0014 Effective October 10, 2023



Table of Contents

CUSTOMER INFORMATION.....	3
CORPORATE CAPABILITIES	5
PROFESSIONAL SERVICES - BUSINESS ADMINISTRATIVE SERVICES.....	6
LANGUAGE SERVICES.....	6
PRICING AND SERVICE DESCRIPTIONS.....	7
SIN 541611 and 541990 LABOR CATEGORY DESCRIPTIONS.....	7
SIN 541611 & 541990 LABOR RATES:	25
SIN 541930 LABOR CATEGORY DESCRIPTIONS – Linguists are also under SIN 541611.....	27
SIN 541930 LABOR RATES.....	28



CUSTOMER INFORMATION

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

SINs	Recovery	SIN Title
541611	541611RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541990	541990RC	All Other Professional, Scientific, and Technical Services (Non-IT)
541930	541930RC	Translation and Interpretation Services
OLM	OLMRC	Order-Level Materials (OLM's)

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. See Page 4

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. See Page 4

2. Maximum order: \$1,000,000

3. Minimum order: \$350

4. Geographic coverage (delivery area). Worldwide

5. Point(s) of production (city, county, and State or foreign country). Same as Company Address

6. Discount from list prices or statement of net price. Government Net Prices (discounts already deducted.)

7. Quantity discounts. None

8. Prompt payment terms. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions. Net 30 days

9. Foreign items (list items by country of origin). None

10a. Time of delivery. (Contractor insert number of days.) To Be Determined at the Task Order level

10b. Expedited Delivery. Items available for expedited delivery are noted in this price list. Contact Contractor



- 10c. Overnight and 2-day delivery. Contact Contractor
- 10d. Urgent Requirements. Contact Contractor
- 11. F.O.B. point(s). Destination
- 12a. Ordering address(es). Same as Contract Address
- 12b. Ordering procedures: See Federal Acquisition Regulation (FAR) 8.405-3
- 13. Payment address(es). Same as Contractor Address
- 14. Warranty provision. Standard Commercial Warranty Terms & Conditions
- 15. Export packing charges, if applicable. Not Applicable
- 16. Terms and conditions of rental, maintenance, and repair (if applicable). Not Applicable
- 17. Terms and conditions of installation (if applicable). Not Applicable
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable). Not Applicable
- 18b. Terms and conditions for any other services (if applicable). Not Applicable
- 19. List of service and distribution points (if applicable). Not Applicable
- 20. List of participating dealers (if applicable). Not Applicable
- 21. Preventive maintenance (if applicable). Not Applicable
- 22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). Not Applicable
- 22b. If applicable, indicate that Section 508 compliance information is available on Information and Communication Technology (ICT) within Customer Information Item 22b per I-FSS-600.supplies and services and show where full details can be found (e.g. contractor's website or other location.) The ICT standards can be found at: www.Section508.gov/. Not Applicable
- 23. Unique Entity Identifier (UEI). K72BN7KDZUN4
- 24. Notification regarding registration in System for Award Management (SAM) database. Contractor registered and active in SAM



CORPORATE CAPABILITIES

From our beginning in 1994 supporting the Department of Justice and industry partners, to becoming a trusted partner of the intelligence community, LIS Solutions has provided our customers with advanced solutions in language services, cyber security, intelligence analysis and Information Technology in all Combatant Commands (COCOM). LIS provides this support through disciplined methodologies based on balanced, sustainable integrations of technology and human talent. Leveraging our capabilities, resources and deep experience, we deliver customized results based on an in-depth understanding of each customer’s need and each project’s unique requirements. We strive to help stakeholders make better, faster decisions at critical junctures. Most importantly, we strive to ensure safety and security in the United States and around the world.

LIS Solutions was established to bring equality and opportunity to the citizens of America. Recognizing the extensive challenges present by communication barriers, LIS brought innovative solutions to bridge the gap while creating a safe and secure environment in which individuals could defend themselves and freely pursue their dreams, regardless of background or origin.

By providing a voice to the individual, our message resonated throughout our communities and resulted in the opportunity to support the many. Today, LIS proudly supports missions around the globe for customers throughout the Intelligence Community (IC), Department of Defense (DoD), Civilian Agencies, and Law Enforcement Community, as well as State and Local Municipalities and Private and Commercial sector clients. Through organic growth and continued performance our core capabilities now include Language Support Services, Cybersecurity, Intelligence Analysis and Information Technology.

What started as a commitment to one, has grown into an incredible honor and a relentless pursuit towards giving opportunity and security to every citizen of the United States and our allies.

Our reward is supporting those we serve and the freedom and security we honorably and humbly help provide.

Our Competitive Advantage is our Experience

Since 1994, LIS has developed a strong core of contract-based clients ranging from federal, state and local government agencies to Fortune 500 companies. Some of our federal clients include:

Bureau of Public Debt	Document and Website Translation, American Sign Language, Onsite Interpretation, Cultural Consulting, Language Training
Centers of Medicare and Medicaid Services	Over the Phone Interpretation, Translation, DTP, 508 Compliance, Website and Document Localization, Consulting/Analysis
Defense Intelligence Agency	Translation, Transcription, DOCEX, DOMEX, OSINT, Counterintelligence, Counterespionage, Intel Analysis, Cybersecurity, Information Technology, Program Management, Screening, Triage, Workflow Coordination, QC
Executive Office for Immigration Review	Immigration Court Interpretation
Federal Bureau of Investigation	Document Translation, Interpretation, Cleared Linguistic Support Services and Title III Monitoring
Federal Department of Education	Document Translation, Onsite Interpretation
Federal Emergency Management Agency	Translation, Transcription, Interpretation, 508 Compliance, DTP



Immigration and Customs Enforcement	Title III Monitoring, Translation, Transcription, Interpretation, Telephonic Interpretation, Analysis, Logistics
INSCOM	CONUS and OCONUS Translation, Transcription and Interpretation Support, OCONUS Intelligence Analysis
Internal Revenue Services	American Sign Language
National Endowment for the Humanities	Document Translation, Onsite Interpretation
National Labor Relations Board	Document Translation, Onsite Interpretation
National Virtual Translation Center	Document Translation, DOCEX, DOMEX, Intelligence Analysis, Linguistic Support, QC Management
Securities and Exchange Commission	Document Translation, Onsite Interpretation, Transcription
Social Security Administration	Interpretation and Translation Services
U.S. Air Force	OCONUS Interpretation, Program Management and Cultural Consulting
U.S. Attorney's Office	Document Translation, Onsite Interpretation, Transcription
U.S. Bureau of Prisons	Onsite Interpretation, translation, transcription, and monitoring
U.S. Citizenship and Immigration Services	Document and Website Translation, American Sign Language Services
U.S. Coast Guard	OCONUS Linguistic Support, Analytical Support, Cultural Consulting, Onsite Interpretation, Telephonic Interpretation
U.S. Customs and Border Patrol	Translation, Telephonic Interpretation, American Sign Language, Audio Equipment Management and Support
U.S. Fish and Wildlife Services	Document Translation, Desktop Publishing
U.S. Marine Corp Forces Special Operations Command	Language Instruction, Cultural Training, Role Player Support
U.S. Military Academy	Strategic Role Playing, Cultural Consulting, Language Training, Onsite Interpretation
U.S. Small Business Administration	Document Translation, Transcription
U.S. Special Operations Command	Language Instruction, Cultural Training
U.S. Navy (SEAPORT NxG)	Engineering and Program Management

PROFESSIONAL SERVICES - BUSINESS ADMINISTRATIVE SERVICES

LIS supports our customers with Management Consulting, as well as Business Program and Project Management Services. We provide operating solutions on administrative and management issues. This includes supporting our customers with relevant and effective multi-disciplined intelligence information encompassing the full spectrum of the intelligence life cycle—Planning and Direction, Collection, Processing and Exploitation, Analysis and Production and Dissemination and Integration.

LANGUAGE SERVICES

With more than 25 years of experience as an advanced and innovative language services provider, LIS Solutions supports a broad range of organizations. Our clients include federal, state and local government agencies, international organizations, small to midsize businesses and Fortune 500 companies. In all 50 states and around the world, we have more than 10,000 professional linguists skilled in over 250 languages and dialects.



Our customers have come to depend on our quality, flexibility, and timely support services uniquely solutioned to their needs. We develop integrated, seamless workflows by combining the latest industry-specific technologies with experienced and talented language professionals.

Our integrated ISO 9001 and 17100 certified quality control processes and procedures ensure we deliver accurate, consistent, and timely products, as well as precise solutions designed to exceed customer expectations. Our Project Managers, each SDL Trados Certified, leverage industry-best tools such as Plunet and SDL Trados to maximize efficiencies and accuracy.

Language Services Include:

American Sign Language (ASL)
 Conference Equipment Sales and Rental (Audio and Video)
 Consecutive and Simultaneous Interpretation
 Cultural Consulting Desktop
 Publishing (DTP) Document and Media Translation
 Language Analysis (OSINT, DOCEX, DOMEX)
 Language Instruction

Localization
 Over the Phone Interpretation (OPI)
 Role Play and Military Exercise Support
 Title III Monitoring
 Transcription
 Translation Memory Management and Glossary Development
 Video Remote Interpreting (VRI)
 Voice over and Subtitling

PRICING AND SERVICE DESCRIPTIONS

SIN 541611 and 541990 LABOR CATEGORY DESCRIPTIONS

LABOR CATEGORY	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS EXPERIENCE
All Source Analyst-Junior	Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements.	Bachelors	3
All Source Analyst-Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements.	Bachelors	8
All Source Analyst-Senior	Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates	Masters	12



	ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
All Source Analyst-Expert	Conducts analysis using intelligence and information from multiple sources to assess, interpret, forecast, and explain a range of national security issues and developments that are regional or functional in nature. Provides all-source analytic support to collections, operations, investigations, and other defense intelligence analytic requirements. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Counterterrorism / Insurgency Analyst-Junior	Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats.	Bachelors	3
Counterterrorism / Insurgency Analyst Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats.	Bachelors	8
Counterterrorism / Insurgency Analyst-Senior	Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12



<p>Counterterrorism / Insurgency Analyst-Expert</p>	<p>Produces IC-coordinated all-source intelligence analytic products on non-state actors such as terrorist and insurgency groups and their activities worldwide. Analysis includes, but is not limited to, identifying, exposing, and exploiting terrorist / insurgent planning, operations, vulnerabilities; chemical, biological, radiological, nuclear, and explosives (CBRNE) terrorist tactics, techniques and procedures (TTPs); provide warning; and pattern of life and network development analysis. Provides analytic support to counterterrorism and counter insurgency operations to include operating 24 / 7 warning activities and Document and Media Exploitation (DOMEX). Supports the tracking, identifying, entering, and management of identify information on known or suspected terrorists as well as nominating identities as terrorist threats. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).</p>	<p>Masters</p>	<p>20</p>
<p>Geospatial Analyst - Junior</p>	<p>Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity.</p>	<p>Bachelors</p>	<p>3</p>
<p>Geospatial Analyst - Mid</p>	<p>Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity.</p>	<p>Bachelors</p>	<p>8</p>
<p>Geospatial Analyst - Senior</p>	<p>Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.</p>	<p>Masters</p>	<p>12</p>
<p>Geospatial Analyst-Expert</p>	<p>Conducts geospatial analysis of objects, networks, and persons using geospatial tools, methodologies, spatial-temporal data, imagery, social and physical sciences. Exploits imagery, vector, and other data types to include non-geospatially correlated data to locate, identify, and map objects in the spatial domain. Provides analysis on, but is not limited to, terrain mapping, route planning, and maritime geospatial activity. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).</p>	<p>Masters</p>	<p>20</p>



Logistics / Transportation Analyst - Junior	Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks.	Bachelors	3
Logistics / Transportation Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks.	Bachelors	8
Logistics / Transportation Analyst - Senior	Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Logistics / Transportation Analyst- Expert	Conducts all-source analytic production on foreign logistics infrastructure facilities and networks associated with strategic mobility, sustainability, planning, and operations. Analytic topics include, but not limited to, roads, rail, inland waterway ports, depots, maintenance facilities and waterways to determine the physical characteristics, capacity, and vulnerabilities. Publishes vulnerability assessments of worldwide transportation and logistics control and automation systems. Conducts analysis of foreign military logistics systems, both conventional and non-conventional, from the command and organization structure, to storage and distribution networks. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Open Source Analyst - Junior	Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements.	Bachelors	3



Open Source Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements.	Bachelors	8
Open Source Analyst - Senior	Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Open Source Analyst-Expert	Conducts all-source analytic production on sources and products of information available from public, private, and U.S. and foreign Government open source materials within established security protocols. Analyzes foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insight to address defense intelligence requirements. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Social Network Analyst - Junior	Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI).	Bachelors	3
Social Network Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI).	Bachelors	8
Social Network Analyst - Senior	Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI). Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12



Social Network Analyst- Expert	Conducts all-source in-depth link and social networks analysis using advanced social network analysis techniques. Assesses opportunities to disrupt or degrade networks as appropriate. Assesses information gaps and predicts areas of information that enhance the collection cycle, based on collection strategies and Requests for Information (RFI). Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Socio-Cultural Analyst - Junior	Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science.	Bachelors	3
Socio-Cultural Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science.	Bachelors	8
Socio-Cultural Analyst - Senior	Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Socio-Cultural Analyst- Expert	Conducts all-source analytic production of socio-cultural elements within a region, human terrain, and human geography. Analysis includes, but is not limited, to religious, linguistic, ethnic, social, tribal, and occupational domains with respect to geography and resources to characterize the dynamics of groups of people worldwide. Incorporates expertise sociology, cultural anthropology, demography, psychology, geography, economics, and political science. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Targeting Analyst - Junior	Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides joint target	Bachelors	3



	intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases.		
Targeting Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides join target intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases.	Bachelors	8
Targeting Analyst - Senior	Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides join target intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.	Masters	12
Targeting Analyst-Expert	Develops targets and target systems for joint lethal and / or non-lethal engagements. Develops target nominations, creates database records, and databases target intelligence products. Produces all-source analytic damage estimates and battle damage assessments and assists with combat assessment requirements. Conducts collateral damage estimation, performs target list management, target strategy development, and provides join target intelligence support to deliberate and dynamic target engagements. Provides recommendations for target prioritization to achieve commander objectives for plans and operations. Provides database nominations, creates and updates database and uploads TMs into databases. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Threat Finance Analyst - Junior	Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial activities including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including,	Bachelors	3

	<p>but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools.</p>		
Threat Finance Analyst - Mid	<p>Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial actives including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including, but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools.</p>	Bachelors	8
Threat Finance Analyst - Senior	<p>Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial actives including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including, but not limited to, SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology.</p>	Masters	12



	Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
Threat Finance Analyst- Expert	Conducts all-source forensic accounting analysis and production, by fusing financial/transactional data from formal banking systems, financial reports, and other forms of reporting. Analyzes specific foreign financial actives including threat financiers, facilitators, and financial networks / operations associated with, but not limited to, terrorism, CD, narco-terrorism, counterintelligence, insurgency, proliferation, and operational activity which threatens US national security interests. Aggregates and fuses multi-modal transactional data and identity. Maps and performs analysis of financial data from formal banking systems, financial reports, and informal transfer means. Prepares and integrates financial data from all available sources including SIGINT intercepts; HUMINT; Law Enforcement Foreign Intelligence Surveillance Act (FISA), search warrants and subpoenas; DOMEX, and shared data such as Bank Secrecy Act, formal banking system, Suspicious Activities Reports, and informal systems. Understands payment relationships, revenue-generation, and money-laundering methods. Applies statistical techniques including flows analysis, visualizations, and geospatial analysis tools to bulk and raw transactional data. Applies pattern analysis to large data sets. Applies intelligence collection requirements, essential elements of information, priority intelligence requirements, and search terms to DOMEX triage processes. Applies data engineering to interface with structured data and data forensics tools. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Warning Analyst - Junior	Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program.	Bachelors	3
Warning Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program.	Bachelors	8
Warning Analyst - Senior	Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program.	Masters	12



	Security Program. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
Warning Analyst-Expert	Conducts all-source intelligence production to identify threats to U.S. interests including, but not limited to, Defense Critical Infrastructure, and strategic warning to defense and national security policy makers; mitigating surprise and supports shaping strategic outcomes; guiding the development of U.S. defense capabilities; identifying and analyzing defense-related economic, social, political, scientific and technological trends; and executing directed tasks supporting the DCIP, Defense Foreign Material Program, DoD Analytic Agenda, Defense Acquisition System, and Technology Security Program. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Watchlist Analyst - Junior	Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government.	Bachelors	3
Watchlist Analyst - Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government.	Bachelors	8
Watchlist Analyst - Senior	Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates	Masters	12



	ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
Watchlist Analyst-Expert	Perform all-source intelligence analysis of DoD datasets to identify and nominate known or suspected terrorist into the National Terrorist Watch listing system. Develops DoD recommendations for the no-fly, selectee, or other national terrorist watch lists as appropriate, to fulfill the DoD component of Homeland Security Presidential Directives (HSPDs) 6 and 11 and reviews DoD datasets for identifying information of Known or Suspected Terrorists; and identifies, prioritizes, and records information from DoD datasets as specified by the Government. Produces analytic reports using DIA's Watch listing Data Organizer (WATCHDOG) and / or other internal DIA production tools. Prepares reports for dissemination by methods specified by the Government. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
CI Specialist- Junior	Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent.	Bachelors	3
CI Specialist- Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent.	Bachelors	8
CI Specialist- Senior	Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent. Demonstrate mastery of qualitative and quantitative analytic	Masters	12



	methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.		
CI Specialist- Expert	Identifies, monitors, and assesses foreign intelligence efforts attempting collection of sensitive national security information on U.S. persons, activities and interests, including threats posed by emerging technologies to U.S. operations and interests. Applies understanding of foreign intelligence capabilities / activities and U.S. and foreign partner CI capabilities and TTPs for in-depth analytic research and production of all-source CI studies and contributes to developing CI strategies. Conducts, develops, produces, and presents programs of instruction in specified collection operations TPPs, and related or supporting processes, relevant to various human intelligence and technical intelligence operations under DoD authorities. Graduate of in-residence Fundamentals of Intelligence Analysis course or Military Service equivalent. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).	Masters	20
Collection Manager- Junior	Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Assesses the value of collected intelligence, versus the customers' need(s) and decision making. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course.	Bachelors	3
Collection Manager- Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR	Bachelors	8

	<p>data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course.</p>		
Collection Manager-Senior	<p>Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Assesses the value of collected intelligence, versus the customers' need(s) and decision making. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as, but not limited to, MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.</p>	Masters	12
Collection Manager-Expert	<p>Applies intelligence collection systems and capabilities to inform intelligence consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand customer intelligence needs and gaps to optimize developing and validating collection requirements for the customer. Evaluates the efficiency and effectiveness of multi-INT collection against requirements and the execution of collection plans and strategies to generate reliable and valid intelligence to customers. Uses statistical, algorithmic, mining and visualization techniques to find and interpret ISR data sources. Assists developing methods and criteria to evaluate whether collection requirements been satisfied, using Measures of Effectiveness (MOEs), Measures of Performance (MOPs), response to collection plans and strategies, and other, and procures feedback of findings. Identifies collection gaps, related trends and opportunities; assesses collection options, tests assumptions. And produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collections methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planers, and Collection Enterprise Architects. Demonstrates proficiency conducting statistic and using statistical packages such as MATLAB, SPSS, SAS, SPLUS, or R. Graduate of an in-residence DoD / IC collection management course. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend</p>	Masters	20



	solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).		
Collection Operations Manager- Junior	Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces feedback findings, identifies collection gaps, related trends, and opportunities; assesses collection options, tests assumptions, and produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefing Course (DSDC) or Military Service equivalent.	Bachelors	3
Collection Operations Manager- Mid	Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to structure analysis based on trends in reporting and a range of analytic perspectives from other analysts, organizations, and intelligence disciplines. Demonstrates ability to lead teams in researching multifaceted or critical problems. Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities.	Bachelors	8
Collection Operations Manager- Senior	Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Applies intelligence collection systems and capabilities to inform intelligence collectors and consumers of collection developments and	Masters	12

	<p>relevancy through a range of products. Collaborates across the IC to understand consumer intelligence needs and gaps to optimize developing collection operations tailored to the requirements of the customer. Works with collectors and all-source analysts to evaluate the efficiency and effectiveness of multi-INT collection against requirements; and the execution of collection spans and strategies to generate reliable intelligence relevant to consumer needs. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in specified collection operations TTPs, and related or supporting processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefing Course (DSDC) or Military Service equivalent. Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Demonstrates ability to review analytic products for cogent arguments, tradecraft standards, and adequate support for conclusions routinely tests analytic rigor of analytic products.</p>		
<p>Collection Operations Manager- Expert</p>	<p>Collaborates with collection requirements managers, analytic elements and consumers to ensure clandestine and overt HUMINT collection operations have the necessary focus and guidance to maximize time and resources allocated. Uses statistical, algorithmic, data mining, and visualization techniques to find and interpret ISR data sources. Manages large amounts of data, ensures data consistency, produces visualizations and develops models to report findings. Assists with developing methods and criteria to evaluate whether collection requirements have been satisfied, using measures of effectiveness and measures of performance. Produces feedback findings, identifies collection gaps, related trends, and opportunities; assesses collection options, tests assumptions, and produces judgements, recommendations and solutions to refine collection. Produces analyses identifying gaps in collection methods, and models future intelligence collection scenarios for Collection Strategists, Intelligence Planners, and Collection Enterprise Architects. Conducts, develops, produces, and presents programs of instruction in collection operations TTPs, and related processes for various human intelligence and technical intelligence operations under DoD authorities. Demonstrates ability to produce Intelligence Information Reports (IIRs). Graduate of in-residence basic Human Intelligence Collection course to include, but not limited to, Defense Strategic Debriefing Course (DSDC) or Military Service equivalent. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates ability to define problems, supervise studies and lead surveys to collect and analyze data to provide advice and recommend solutions. Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher).</p>	<p>Masters</p>	<p>20</p>



<p>Program/Project Manager (PM) Junior</p>	<p>Coordinate and integrate the work of the entire staff to include intelligence analysts, cost and program analysts, and technical specialists. Assume overall responsibility for the success of the program. Responsible for Profit, Loss, and execution of customer tasks. Ensure all contract deliverables are provided to the customer per the Statement of Work. Create an on-site management team to quickly address customer or workforce concerns. Work with recruiting to ensure contract is fully staffed at all times. Program Manager will conduct interviews or ensure subordinate team leads all screening and interviewing candidates in a timely manner. Ensure constant communication with customer to actively mitigate any issues or concerns on-site. Ensure training and career progression of the workforce and maintain high workforce retention. Responsible for briefing program financial performance at a minimum, on a monthly basis. Actively working with subcontractor team to ensure timely backfill of personnel as well as directly address and concerns or issues presented by subcontractor team.</p>	<p>Bachelors</p>	<p>3</p>
<p>Program/Project Manager (PM) Mid</p>	<p>Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to collaborate and work with other IC members on information sharing, driving collection, and addressing analytic disputes and conflict resolution. Coordinate and integrate the work of the entire staff to include intelligence analysts, cost and program analysts, and technical specialists. Assume overall responsibility for the success of the program. Responsible for Profit, Loss, and execution of customer tasks. Ensure all contract deliverables are provided to the customer per the Statement of Work. Create an on-site management team to quickly address customer or workforce concerns. Work with recruiting to ensure contract is fully staffed at all times. Program Manager will conduct interviews or ensure subordinate team leads all screening and interviewing candidates in a timely manner. Ensure constant communication with customer to actively mitigate any issues or concerns on-site. Ensure training and career progression of the workforce and maintain high workforce retention. Responsible for briefing program financial performance at a minimum, on a monthly basis. Actively working with subcontractor team to ensure timely backfill of personnel as well as directly address and concerns or issues presented by subcontractor team.</p>	<p>Bachelors</p>	<p>8</p>
<p>Program/Project Manager (PM) Senior</p>	<p>Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Coordinate and integrate the work of the entire staff to include intelligence analysts, cost and program analysts, and technical specialists. Assume overall responsibility for the success of the program. Responsible for Profit, Loss, and execution of customer tasks. Ensure all contract deliverables are provided to the customer per the Statement of Work. Create an on-site management team to quickly address customer or workforce concerns. Work with recruiting to ensure contract is fully staffed at all times. Program Manager will conduct interviews or ensure subordinate team leads all screening and interviewing candidates in a timely manner. Ensure constant communication with customer to actively mitigate any issues or concerns on-site. Ensure training and career progression of the workforce and maintain high workforce retention. Responsible for briefing program financial performance at a minimum, on a monthly basis. Actively working with subcontractor team to ensure timely backfill of personnel as well as directly address and concerns or issues presented by subcontractor team. In addition, Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to collaborate and work with other IC members on information sharing, driving collection, and addressing analytic disputes and conflict resolution.</p>	<p>Masters</p>	<p>12</p>

<p>Program/Project Manager (PM) Expert</p>	<p>Demonstrates extensive ability to provide strategic advice, technical guidance and expertise to Defense planners and policymakers (e.g. Undersecretary level or higher). Demonstrate mastery of qualitative and quantitative analytic methodologies and pursue developments in academia or other fields that affect tradecraft methodology. Coordinate and integrate the work of the entire staff to include intelligence analysts, cost and program analysts, and technical specialists. Assume overall responsibility for the success of the program. Responsible for Profit, Loss, and execution of customer tasks. Ensure all contract deliverables are provided to the customer per the Statement of Work. Create an on-site management team to quickly address customer or workforce concerns. Work with recruiting to ensure contract is fully staffed at all times. Program Manager will conduct interviews or ensure subordinate team leads all screening and interviewing candidates in a timely manner. Ensure constant communication with customer to actively mitigate any issues or concerns on-site. Ensure training and career progression of the workforce and maintain high workforce retention. Responsible for briefing program financial performance at a minimum, on a monthly basis. Actively working with subcontractor team to ensure timely backfill of personnel as well as directly address and concerns or issues presented by subcontractor team. In addition, Demonstrate comprehensive mission knowledge and skills that affirms completion of all developmental training and experiences for the labor category. Demonstrates ability to collaborate and work with other IC members on information sharing, driving collection, and addressing analytic disputes and conflict resolution.</p>	<p>Masters</p>	<p>20</p>
<p>General Consultant-Junior</p>	<p>Applies skills in such areas as systems development, knowledge of business processes, technical background or supervisory capacity to implement business solutions. For example, Consultants may perform tasks such as develop functional and technical information system designs; supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula; lead business process redesign teams in the development of new business process architectures; design training programs for information systems users; participate in quality reviews to ensure work complies with specified standards; develop teamwork plans; perform workflow analyses; design and manage databases; define information systems requirements; or assist in project budget preparation. Performs more routine aspects of the position and is supervised by higher levels.</p>	<p>Bachelors</p>	<p>4</p>
<p>General Consultant-Mid</p>	<p>Applies skills in such areas as systems development, knowledge of business processes, technical background or supervisory capacity to implement business solutions. For example, Consultants may perform tasks such as develop functional and technical information system designs; supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula; lead business process redesign teams in the development of new business process architectures; design training programs for information systems users; participate in quality reviews to ensure work complies with specified standards; develop teamwork plans; perform workflow analyses; design and manage databases; define information systems requirements; or assist in project budget preparation. This level performs more varied and difficult tasks compared to the Junior level, yet has less autonomy than the Senior level.</p>	<p>Bachelors</p>	<p>8</p>
<p>General Consultant-Senior</p>	<p>Applies skills in such areas as systems development, knowledge of business processes, technical background or supervisory capacity to implement business solutions. For example, Consultants may perform tasks such as develop functional and technical information system designs; supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula; lead business process redesign teams in the development of new business process architectures; design training programs for information systems users; participate in quality reviews to ensure work complies with specified standards; develop teamwork plans; perform workflow analyses; design and manage databases; define information systems requirements; or assist in project budget preparation. This level is competent in subject matter and</p>	<p>Bachelors</p>	<p>12</p>



	concepts, and may lead other individuals assisting in the work.		
General Consultant-Expert	Applies skills in such areas as systems development, knowledge of business processes, technical background or supervisory capacity to implement business solutions. For example, Consultants may perform tasks such as develop functional and technical information system designs; supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula; lead business process redesign teams in the development of new business process architectures; design training programs for information systems users; participate in quality reviews to ensure work complies with specified standards; develop teamwork plans; perform workflow analyses; design and manage databases; define information systems requirements; or assist in project budget preparation. The highest level of expertise, potentially with a doctoral education or commensurate years of experience, and able to lead/guide teams of other Consultants.	Masters	20
Subject Matter Expert-Junior	Demonstrates technical industry experience in the relevant subject matter. This individual will use related technical expertise and/or industry focus expertise in fulfilling the interpreted customer specifications or requirements. Highly experienced in the industry with regard to the technical knowledge, capability, and experience required in their field of study. Provides thought leadership related to current and future customer plans with regard to the stated technical requirements. Has commensurate education and/or certifications relevant to the technical subject. Significant years of experience may offset formal education. Performs more routine aspects of the position and is supervised by higher levels.	Associates	4
Subject Matter Expert-Mid	Demonstrates technical industry experience in the relevant subject matter. This individual will use related technical expertise and/or industry focus expertise in fulfilling the interpreted customer specifications or requirements. Highly experienced in the industry with regard to the technical knowledge, capability, and experience required in their field of study. Provides thought leadership related to current and future customer plans with regard to the stated technical requirements. Has commensurate education and/or certifications relevant to the technical subject. Significant years of experience may offset formal education. This level performs more varied and difficult tasks compared to the Junior level, yet has less autonomy than the Senior level.	Bachelors	8
Subject Matter Expert-Senior	Demonstrates technical industry experience in the relevant subject matter. This individual will use related technical expertise and/or industry focus expertise in fulfilling the interpreted customer specifications or requirements. Highly experienced in the industry with regard to the technical knowledge, capability, and experience required in their field of study. Provides thought leadership related to current and future customer plans with regard to the stated technical requirements. Has commensurate education and/or certifications relevant to the technical subject. Significant years of experience may offset formal education. This level is competent in subject matter and concepts, and may lead other individuals assisting in the work.	Bachelors	12
Subject Matter Expert-Expert	Demonstrates technical industry experience in the relevant subject matter. This individual will use related technical expertise and/or industry focus expertise in fulfilling the interpreted customer specifications or requirements. Highly experienced in the industry with regard to the technical knowledge, capability, and experience required in their field of study. Provides thought leadership related to current and future customer plans with regard to the stated technical requirements. Has commensurate education and/or certifications relevant to the technical subject. Significant years of experience may offset formal education. The highest level of expertise, potentially with a doctoral education or commensurate years of experience, and able to lead/guide teams of other Subject Matter Experts.	Masters	20
Administrative Assistant	Collects and compiles information in response to internal and external requests. Reviews tracking databases, and develops spreadsheets with requested information and reports. Collects and analyzes management and financial information and displays this information in a variety of formats. Researches and prepares a variety of statistical, administrative or one-time reports or retrieves data from system for review. Prepares draft	Associates	2



	correspondence and emails.		
Executive Assistant	Responsibly manages sensitive or pre-decisional executive level information. Effectively manages schedules and is adept at complete Microsoft Office suite of tools. Collects and compiles information in response to internal and external requests. Reviews tracking databases, and develops spreadsheets with requested information and reports. Collects and analyzes management and financial information and displays this information in a variety of formats. Researches and prepares a variety of statistical, administrative or one-time reports or retrieves data from system for review. Prepares draft correspondence and emails.	Bachelors	6

SIN 541611 & 541990 LABOR RATES:

Labor Category Worldwide Coverage Area	8/10/23 – 8/9/24	8/10/24 – 8/9/25	8/10/25 – 8/9/26
All Source Analyst- Junior	\$63.59	\$65.05	\$66.54
All Source Analyst- Mid	\$82.31	\$84.20	\$86.14
All Source Analyst- Senior	\$98.95	\$101.23	\$103.56
All Source Analyst- Expert	\$111.61	\$114.18	\$116.81
Counterterrorism / Insurgency Analyst- Junior	\$61.82	\$63.24	\$64.70
Counterterrorism / Insurgency Analyst Mid	\$74.04	\$75.74	\$77.48
Counterterrorism / Insurgency Analyst- Senior	\$98.52	\$100.79	\$103.10
Counterterrorism / Insurgency Analyst- Expert	\$122.01	\$124.82	\$127.69
Geospatial Analyst - Junior	\$53.90	\$55.14	\$56.41
Geospatial Analyst - Mid	\$65.24	\$66.74	\$68.27
Geospatial Analyst - Senior	\$92.96	\$95.09	\$97.28
Geospatial Analyst- Expert	\$128.01	\$130.95	\$133.96
Logistics / Transportation Analyst - Junior	\$53.90	\$55.14	\$56.41
Logistics / Transportation Analyst - Mid	\$65.24	\$66.74	\$68.27
Logistics / Transportation Analyst - Senior	\$92.96	\$95.09	\$97.28
Logistics / Transportation Analyst- Expert	\$128.01	\$130.95	\$133.96
Open Source Analyst - Junior	\$53.20	\$54.42	\$55.67
Open Source Analyst - Mid	\$64.46	\$65.94	\$67.47
Open Source Analyst - Senior	\$83.58	\$85.50	\$87.47
Open Source Analyst- Expert	\$115.70	\$118.36	\$121.08
Social Network Analyst - Junior	\$62.75	\$64.19	\$65.67
Social Network Analyst - Mid	\$69.73	\$71.34	\$72.98
Social Network Analyst - Senior	\$77.24	\$79.01	\$80.83
Social Network Analyst- Expert	\$93.55	\$95.71	\$97.90
Socio-Cultural Analyst - Junior	\$57.14	\$58.45	\$59.79
Socio-Cultural Analyst - Mid	\$68.13	\$69.70	\$71.30
Socio-Cultural Analyst - Senior	\$78.62	\$80.42	\$82.28
Socio-Cultural Analyst- Expert	\$100.23	\$102.54	\$104.90
Targeting Analyst - Junior	\$71.73	\$73.38	\$75.07
Targeting Analyst - Mid	\$82.95	\$84.86	\$86.81
Targeting Analyst - Senior	\$96.30	\$98.52	\$100.79
Targeting Analyst- Expert	\$107.07	\$109.53	\$112.05
Threat Finance Analyst - Junior	\$48.15	\$49.26	\$50.39
Threat Finance Analyst - Mid	\$54.16	\$55.41	\$56.68
Threat Finance Analyst - Senior	\$69.67	\$71.27	\$72.92
Threat Finance Analyst- Expert	\$87.25	\$89.26	\$91.31
Warning Analyst - Junior	\$59.37	\$60.74	\$62.14



Warning Analyst - Mid	\$70.05	\$71.66	\$73.31
Warning Analyst - Senior	\$93.81	\$95.97	\$98.18
Warning Analyst- Expert	\$112.22	\$114.80	\$117.44
Watchlist Analyst - Junior	\$53.90	\$55.14	\$56.41
Watchlist Analyst - Mid	\$65.24	\$66.74	\$68.27
Watchlist Analyst - Senior	\$92.96	\$95.09	\$97.28
Watchlist Analyst- Expert	\$128.01	\$130.95	\$133.96
CI Specialist- Junior	\$73.60	\$75.29	\$77.03
CI Specialist- Mid	\$84.74	\$86.68	\$88.68
CI Specialist- Senior	\$98.98	\$101.26	\$103.59
CI Specialist- Expert	\$121.02	\$123.80	\$126.65
Collection Manager- Junior	\$63.55	\$65.01	\$66.50
Collection Manager- Mid	\$74.42	\$76.13	\$77.88
Collection Manager- Senior	\$87.09	\$89.10	\$91.14
Collection Manager- Expert	\$106.10	\$108.53	\$111.03
Collection Operations Manager- Junior	\$69.87	\$71.49	\$73.13
Collection Operations Manager- Mid	\$83.32	\$85.24	\$87.20
Collection Operations Manager- Senior	\$98.61	\$100.88	\$103.19
Collection Operations Manager- Expert	\$125.68	\$128.57	\$131.54
Program/Project Manager (PM) Junior	\$92.57	\$94.70	\$96.88
Program/Project Manager (PM) Mid	\$102.36	\$104.72	\$107.12
Program/Project Manager (PM) Senior	\$118.31	\$121.03	\$123.81
Program/Project Manager (PM) Expert	\$143.77	\$147.07	\$150.46
General Consultant-Junior	\$145.57	\$148.92	\$152.34
General Consultant-Mid	\$171.32	\$175.26	\$179.29
General Consultant-Senior	\$210.51	\$215.36	\$220.31
General Consultant-Expert	\$268.75	\$274.92	\$281.25
Subject Matter Expert-Junior	\$153.42	\$156.95	\$160.55
Subject Matter Expert-Mid	\$179.17	\$183.29	\$187.51
Subject Matter Expert-Senior	\$222.84	\$227.97	\$233.21
Subject Matter Expert-Expert	\$303.46	\$310.44	\$317.58
Administrative Assistant	\$59.35	\$60.71	\$62.11
Executive Assistant	\$130.49	\$133.49	\$136.56



SIN 541930 LABOR CATEGORY DESCRIPTIONS – Linguists are also under SIN 541611

LABOR CATEGORY	DESCRIPTION	MINIMUM EDUCATION	MINIMUM YEARS EXPERIENCE
ATA Certified Interpreter	LIS' ATA Certified Interpreter is credentialed by the American Translators Association as a one who has tested and passed the certification exam relating to professional translation and interpreting skills.	High School	1
Linguist I Non Cleared *	Entry level linguist. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services.	High School	1
Linguist II Secret	Linguist with Secret Clearance. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services.	High School	1
Linguist III Top Secret	Linguist with Top Secret Clearance. Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services.	High School	1
Native American Linguist *	Provide Native American language support services. Examples include interpretation of oral communication to and from English and native Foreign Language including Simultaneous, Consecutive, Escort, Community, Telephonic and Voiceovers; Collecting, translating / interpreting and delivering mission related data; performing data analysis of translated materials; cultural consulting and role-playing; Title III monitoring, transcriptions and intercepts; preparing related reports and assessments; forensic processing; screening / gisting; related project / program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services. Other services include closed captioning, voice-overs, textbook or audio script translation, website (HTML) and online document translation with typesetting services, telephone Services (TDD and TTY), deaf interpreting, tactile, transcription of braille documents and captioning services, cued English transliteration, and Section 508 compliant language services.	High School or Equivalent	2

SCLS Matrix	SCLS Eligible Contract Labor Category/Fixed Price Service	SCLS Equivalent Code Title	WD Number
Linguist I – Non Cleared	30110 – Foreign Language Translator	1987-0989	
Native American Linguist	30110 – Foreign Language Translator	1987-0989	

* *SERVICE CONTRACT LABOR STANDARDS: The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (*) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).*



SIN 541930 LABOR RATES

Translation Services: Our services include but are not limited to the translation of business, legal, marketing, medical, multimedia (internet, audio, and video), software localization and website localization.

Labor Category	8/10/23 – 8/9/24 Per Word	8/10/24 – 8/9/25 Per Word	8/10/25 – 8/9/26 Per Word
Spanish Translation	\$0.1550	\$0.1612	\$0.1612
Arabic Translation	\$0.2330	\$0.2418	\$0.2519
Armenian Translation	\$0.2330	\$0.2418	\$0.2519
Farsi Translation	\$0.2330	\$0.2418	\$0.2519
French Creole Translation	\$0.2330	\$0.2418	\$0.2519
French Translation	\$0.2330	\$0.2418	\$0.2519
Hebrew Translation	\$0.2330	\$0.2418	\$0.2519
Italian Translation	\$0.2330	\$0.2418	\$0.2519
Mandarin Translation	\$0.2330	\$0.2418	\$0.2519
Russian Translation	\$0.2330	\$0.2418	\$0.2519
Turkish Translation	\$0.2330	\$0.2418	\$0.2519
Urdu Translation	\$0.2330	\$0.2418	\$0.2519
Dari Translation	\$0.2330	\$0.2418	\$0.2519
Albanian Translation	\$0.2522	\$0.2620	\$0.2720
Bengali Translation	\$0.2522	\$0.2620	\$0.2720
German Translation	\$0.2522	\$0.2620	\$0.2720
Greek Translation	\$0.2522	\$0.2620	\$0.2720
Japanese Translation	\$0.2522	\$0.2620	\$0.2720
Korean Translation	\$0.2522	\$0.2620	\$0.2720
Polish Translation	\$0.2522	\$0.2620	\$0.2720
Portuguese Translation	\$0.2522	\$0.2620	\$0.2720
Punjabi Translation	\$0.2522	\$0.2620	\$0.2720
Dutch Translation	\$0.2746	\$0.2821	\$0.2922
Fulani Translation	\$0.2746	\$0.2821	\$0.2922
Gujarati Translation	\$0.2746	\$0.2821	\$0.2922
Hindi Translation	\$0.2746	\$0.2821	\$0.2922
Hungarian Translation	\$0.2746	\$0.2821	\$0.2922
Pashto Translation	\$0.2746	\$0.2821	\$0.2922
Romanian Translation	\$0.2746	\$0.2821	\$0.2922
Slovak Translation	\$0.2746	\$0.2821	\$0.2922
Tagalog Translation	\$0.2746	\$0.2821	\$0.2922
Thai Translation	\$0.2746	\$0.2821	\$0.2922
Vietnamese Translation	\$0.2746	\$0.2821	\$0.2922
Bosnian Translation	\$0.2746	\$0.2821	\$0.2922
Aramaic Translation	\$0.2746	\$0.2821	\$0.2922
Danish Translation	\$0.2746	\$0.2821	\$0.2922
Hmong Translation	\$0.2746	\$0.2821	\$0.2922
Ibo Translation	\$0.2746	\$0.2821	\$0.2922



Ido Translation	\$0.2746	\$0.2821	\$0.2922
Macedonian Translation	\$0.2746	\$0.2821	\$0.2922
Serbo-Croatian Translation	\$0.2746	\$0.2821	\$0.2922
Somali Translation	\$0.2746	\$0.2821	\$0.2922
Twi Translation	\$0.2746	\$0.2821	\$0.2922
Ukrainian Translation	\$0.2746	\$0.2821	\$0.2922
Indonesian Translation	\$0.2746	\$0.2821	\$0.2922
Burmese Translation	\$0.3378	\$0.3426	\$0.3526
Cambodian Translation	\$0.3378	\$0.3426	\$0.3526
Czech Translation	\$0.3378	\$0.3426	\$0.3526
Hausa Translation	\$0.3378	\$0.3426	\$0.3526
Tibetan Translation	\$0.3378	\$0.3426	\$0.3526
Amharic Translation	\$0.3378	\$0.3426	\$0.3526
Chin Translation	\$0.3378	\$0.3426	\$0.3526
Kinyarwanda Translation	\$0.3378	\$0.3426	\$0.3526
Nepali Translation	\$0.3378	\$0.3426	\$0.3526
Kaya Translation	\$0.3378	\$0.3426	\$0.3526
Sgaw Karen Translation	\$0.3378	\$0.3426	\$0.3526
Swahili Translation	\$0.3378	\$0.3426	\$0.3526
Tigrinya Translation	\$0.3378	\$0.3426	\$0.3526
Khmer Translation	\$0.3378	\$0.3426	\$0.3526
Lao Translation	\$0.3378	\$0.3426	\$0.3526
Samoa Translation	\$0.3378	\$0.3426	\$0.3526
Tongan Translation	\$0.3378	\$0.3426	\$0.3526

Translation Services require 1,000 word minimum per project

Transcription Services: LIS’ transcription professional creates written records of audio and video recordings, meetings, and live conversations. Their finished products must demonstrate clear formatting and easy-to-read content, which businesses often use for quick distribution of information.

Category	8/10/23 – 8/9/24 Per Hour	8/10/24 – 8/9/25 Per Hour	8/10/25 – 8/9/26 Per Hour
Group 1 – English	\$40	\$40.92	\$41.85
Group 2 – Spanish	\$55	\$56.26	\$57.55
Group 3 – Chinese (Mandarin), Haitian Creole, Hindi, Polish	\$72	\$73.65	\$75.35
Group 4 – Italian	\$70	\$71.61	\$73.25



Interpretation Services: Our services include scheduled consecutive and simultaneous onsite, telephonic or online interpretation.

Labor Category	8/10/23 – 8/9/24 Per Hour	8/10/24 – 8/9/25 Per Hour	8/10/25 – 8/9/26 Per Hour
Spanish Consecutive Interpretation	\$52.32	\$53.52	\$54.75
Spanish (Federal Court Certified Interpreter) Consecutive Interpretation	\$141.28	\$144.53	\$147.86
French Creole Consecutive Interpretation	\$72.20	\$73.86	\$75.57
French Consecutive Interpretation	\$72.20	\$73.86	\$75.57
Hebrew Consecutive Interpretation	\$72.20	\$73.86	\$75.57
Italian Consecutive Interpretation	\$72.20	\$73.86	\$75.57
Polish Consecutive Interpretation	\$72.20	\$73.86	\$75.57
Yiddish Consecutive Interpretation	\$72.20	\$73.86	\$75.57
Albanian Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Arabic Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Armenian Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Bengali Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Cambodian Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Cantonese Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Czech Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Dutch Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Farsi Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Finnish Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Fuzhou Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Fulani Consecutive Interpretation	\$86.86	\$88.86	\$90.90
German Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Greek Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Gujrati Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Hausa Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Hindi Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Hungarian Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Kikongo-Congolese (Fioti) Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Korean Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Mandarin Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Pashto Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Portuguese Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Russian Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Serbo-Croatian Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Slovak Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Swahili Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Swedish Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Telugu Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Thai Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Toisanese Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Turkish Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Urdu Consecutive Interpretation	\$86.86	\$88.86	\$90.90



Dari Consecutive Interpretation	\$86.86	\$88.86	\$90.90
Bambara Consecutive Interpretation	\$84.77	\$86.71	\$88.71
Japanese Consecutive Interpretation	\$84.77	\$86.71	\$88.71
Lithuanian Consecutive Interpretation	\$84.77	\$86.71	\$88.71
Macedonian Consecutive Interpretation	\$84.77	\$86.71	\$88.71
Malayalam Consecutive Interpretation	\$84.77	\$86.71	\$88.71
Mandingo Consecutive Interpretation	\$84.77	\$86.71	\$88.71
Tagalog Consecutive Interpretation	\$84.77	\$86.71	\$88.71
Twi Consecutive Interpretation	\$84.77	\$86.71	\$88.71
Vietnamese Consecutive Interpretation	\$84.77	\$86.71	\$88.71
Wolof Consecutive Interpretation	\$84.77	\$86.71	\$88.71
Yoruba Consecutive Interpretation	\$84.77	\$86.71	\$88.71
American Sign Language Consecutive Interpretation	\$94.19	\$96.35	\$98.57
Spanish Simultaneous Interpretation	\$73.26	\$74.94	\$76.66
French Simultaneous Interpretation	\$78.49	\$80.29	\$82.14
Polish Simultaneous Interpretation	\$99.42	\$101.70	\$104.04
Russian Simultaneous Interpretation	\$104.65	\$107.06	\$109.52
Hindi Simultaneous Interpretation	\$104.65	\$107.06	\$109.52
Italian Simultaneous Interpretation	\$104.65	\$107.06	\$109.52
Ukrainian Simultaneous Interpretation	\$109.88	\$112.41	\$115.00
Haitian Creole Simultaneous Interpretation	\$109.88	\$112.41	\$115.00
Serbo-Croatian Simultaneous Interpretation	\$109.88	\$112.41	\$115.00
Romanian Simultaneous Interpretation	\$109.88	\$112.41	\$115.00
Punjabi Simultaneous Interpretation	\$109.88	\$112.41	\$115.00
Albanian Simultaneous Interpretation	\$109.88	\$112.41	\$115.00
Portuguese Simultaneous Interpretation	\$109.88	\$112.41	\$115.00
Greek Simultaneous Interpretation	\$109.88	\$112.41	\$115.00
Hebrew Simultaneous Interpretation	\$109.88	\$112.41	\$115.00
Arabic Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
Bengali Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
Chinese (Cantonese/Mandarin) Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
Urdu Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
Korean Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
Dutch Simultaneous Interpretation	\$115.11	\$117.76	\$120.47



Farsi Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
Fuzhou Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
German Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
Slovak Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
Somali Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
Swedish Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
Dari Simultaneous Interpretation	\$115.11	\$117.76	\$120.47
Twi Simultaneous Interpretation	\$120.35	\$123.12	\$125.95
Soninke Simultaneous Interpretation	\$120.35	\$123.12	\$125.95
Pashto Simultaneous Interpretation	\$120.35	\$123.12	\$125.95
Japanese Simultaneous Interpretation	\$120.35	\$123.12	\$125.95
Vietnamese Simultaneous Interpretation	\$120.35	\$123.12	\$125.95
Turkish Simultaneous Interpretation	\$120.35	\$123.12	\$125.95
Armenian Simultaneous Interpretation	\$120.35	\$123.12	\$125.95
Wolof Simultaneous Interpretation	\$120.35	\$123.12	\$125.95
Yiddish Simultaneous Interpretation	\$120.35	\$123.12	\$125.95
Romani Simultaneous Interpretation	\$120.35	\$123.12	\$125.95
Luganda Simultaneous Interpretation	\$120.35	\$123.12	\$125.95
Burmese Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Mandingo Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Tibetan Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Fulani Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Hungarian Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Thai Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Bambara Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Cambodian Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Czech Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Ga Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Hausa Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Ibo Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Lithuanian Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Macedonian Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Swahili Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Malayalam Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Tagalog Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Telegu Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
Yoruba Simultaneous Interpretation	\$125.58	\$128.47	\$131.43
ATA Certified Interpreter	\$197.48	\$202.03	\$206.67

2-hour minimum applies for all languages except American Sign Language which has a 3-hour minimum.

For all simultaneous interpretation: 2-hour minimum applies for all languages and 2-persons per language is required.



Linguistic Analytic Support Services: Services include but are not limited to: Collecting, translating/interpreting and delivering mission related data; performing data analysis; cultural consulting; role-playing; Title III monitoring and intercepts; interview support, preparing related reports and assessments; forensic processing; screening/gisting; related project/program management and control for linguist screening and, recruitment; logistical coordination; site supervision and quality control of all related services.

Labor Category	8/10/23 – 8/9/24 Per Hour	8/10/24 – 8/9/25 Per Hour	8/10/25 – 8/9/26 Per Hour
Linguist I Non Cleared	\$83.72	\$85.65	\$87.62
Linguist II Secret	\$104.65	\$107.06	\$109.52
Linguist III Top-Secret	\$109.89	\$112.42	\$115.01
Native American Linguist	\$117.98	\$120.70	\$123.48

Other Support Services: Include transcription, desktop publishing and other related services

Labor Category	8/10/23 – 8/9/24 Per Hour	8/10/24 – 8/9/25 Per Hour	8/10/25 – 8/9/26 Per Hour
English Transcription	\$41.86	\$42.82	\$43.81
ASL Services for Visually and Hearing Impaired	\$94.19	\$96.35	\$98.57

Desktop Publishing Services:

Category	8/10/23 – 8/9/24 Per Hour	8/10/24 – 8/9/25 Per Hour	8/10/25 – 8/9/26 Per Hour
<i>Group 1</i> – DTP	\$51.15	\$52.33	\$53.53

Telephone Interpretation Services:

Category – Telephone Interpretation	8/10/23 – 8/9/24 (Per Minute)	8/10/24 – 8/9/25 (Per Minute)	8/10/25 – 8/9/26 (Per Minute)
Arabic, Albanian, Croatian, Spanish, Punjabi, Bengali, Korean, Polish, Cantonese, Mandarin, Russian, French, French Creole, Urdu, Polish, Romanian, Tagalog, Greek, Cambodian, Italian, Japanese, Mandinka, Sinhalese, Tamil, Vietnamese, Hungarian, Wolof, Bangladeshi, Farsi, Portuguese, Hindi, Turkish, Pashtu, Chinese (Toishanese), Acholi (Sudan-Uganda), Afghan, Afrikaans, Akan, Amharic (Ethiopia), Armenian, Ashanti, Assyrian, Azerbaijani, Bambara, Belorussian, Bosnian, Brazil Portuguese, Bulgarian, Burmese, Cakchiquel, Cape Verdean, Catalan, Cebuano, Chaldean, Chin, Chinese, Chuukese, Crioulo, Czech, Danish, Dari (Afghanistan), Dinka (Sudan), Dutch, Ebon-Edo, Estonian, Ethiopian, Ewe, Fijian, Finnish, Flemish, Foochow, French Cajun, French Canadian, Fukienese, Fulani, Fuzhou, Ga, Georgian, German, Grebo, Gujarati, Haitian Creole, Hakka, Hausa, Hawaii Creole, Hebrew, Hmong, Hokkien, Hunanese, Ibo, Icelandic, Ilocano, Ilonggo, Indonesian, Jamican English Creole (Patios), Jula, Kachchi, Kanjobal, Kannada, Karen, Karenni/Kayah, Kazakh, Khmer, Kikuyu, Kinya/Rwanda, Kirundi, Krahn, Krio, Kunama, Kurdish, Kurmanji, Lanvhou, Lao, Latvian, Lingala, Lithuanian, Luganda, Luo, Maay Somali, Macedonian, Malay, Malayalam, Malinke, Mam, Mandingo, Marathi, Marshallese, Mien, Mirpuri, Mixteco, Moldovan, Mongolian, Montenegrin, Moroccan Arabic, Navajo, Ndebele, Neopolitan, Nepali, Nigerian English, Pidgin, Norwegian, Nuer (Sudan), Oromo (Ethiopia), Pangasinan, Pashto (Afghanistan), Persian, Portuguese Creole, Quiche, Samoan, Sarahuleh/Soninke, Serbian, Serbo-Croatian, Shanghainese, Sichuan/Szechuan, Sicilan, Sindi, Slovak, Slovakian, Somali, Soninke, Sorani, Sudanese Arabic, Susu/Soso, Swahili, Swedish, Sylheti, Taechew, Taiwanese, Telegu, Thai, Tibetan, Tigrigna (Eritrea), Toisan, Toishanese, Tongan, Trukese/Chuukese, Twi, Ukrainian, Uzbek, Visayan, Yiddish, Yoruba, Yugoslavian, Zande	\$1.39	1.42	1.45



SUBSTITUTION MATRIX

Degree	Substitution Description
Associate's Degree	Two years relevant experience is equal to an Associate's Degree.
Bachelor's Degree	Associate's Degree plus two years relevant experience, or four years relevant experience.
Master's Degree	Bachelor's Degree plus two years relevant experience, Associate's Degree plus four years relevant experience, or six years relevant experience.

DANGER/HAZARDOUS DUTY PAY ADDITIONS:

A Danger Pay and/or Hardship Post differential of up to the Department of State maximum allowable percentage for OCONUS locations is authorized under this contract.