GENERAL SERVICES ADMINISTRATION

Federal Supply Service
Authorized Federal Supply Schedule 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 is available through GSA Advantage!™, a menu-driven database system. The INTERNET address for GSA Advantage!™ is: http://www.GSAAdvantage.gov.

Schedule for Multiple Award Schedule
Federal Supply Group: Professional Services
Contract Number: 47QRAA22D0028

For more information on ordering from Federal Supply Schedules
Go to the GSA Schedules page at http://www.gsa.gov

Contract Period: Nov. 18, 2021 – Nov. 17, 2026
Price List current as of Modification #PS-0002 effective 12/29/2021

Contractor: Atlas Technologies
5416-A Rivers Ave, Suite 105
North Charleston, SC  29406

Business Size: Small Business

Telephone: 843-725-2285
Web Site: http://www.atlas-tech.com
E-mail: gjaffe@atlas-tech.com
Contract Administration: Gary Jaffe
CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

<table>
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<tr>
<th>SIN</th>
<th>SIN Description</th>
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<tr>
<td>54151S</td>
<td>Information Technology Professional Services</td>
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<td>54151HACS</td>
<td>Highly Adaptive Cybersecurity Services (HACS)</td>
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<td>Engineering Services</td>
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<td>OLM</td>
<td>Order-Level Materials</td>
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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 Below.

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 Below.

2. Maximum Order:

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3. Minimum Order: $100.00

4. Geographic Coverage (delivery Area): Domestic; 48 States, DC

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: Net 30 days

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

9. Foreign items (list items by country of origin): None
10a. Time of Delivery (Contractor insert number of days): Specified on the Task Order

10b. Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor

10c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor

10d. Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor

11. F.O.B Points(s): Destination

12a. Ordering Address(es): Same as Contractor

12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment address(es): Same as company address

14. Warranty provision.: Contractor’s standard commercial warranty.

15. Export Packing Charges (if applicable): N/A

16. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

17. Terms and conditions of installation (if applicable): N/A

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

18b. Terms and conditions for any other services (if applicable): N/A

19. List of service and distribution points (if applicable): N/A

20. List of participating dealers (if applicable): N/A

21. Preventive maintenance (if applicable): N/A

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). N/A

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor’s website or other location.) The EIT standards can be found at: www.Section508.gov/. N/A

23. Unique Entity Identifier (UEI) Number: 799980859

24. Notification regarding registration in System for Award Management (SAM) database: Registered
## Approved GSA Pricing

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**Service Contract Labor Standards:** The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS/SCA eligible labor categories. If and/or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.
Labor Category Descriptions

Business and Management Analyst 1
The Business and Management Analyst provides functional expertise to plan, organize, communicate, and assist IT project leaders to meet customer expectations within agreed-upon time, within budget, and with measurable business quality and benefits. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Performs professional and analytical duties related to planning, coordinating, and implementing concurrent information technology projects that include multiple departments, involve existing or somewhat new technologies, and have a significant financial or operational impact on key business processes.
- Coordinates with department representatives to define technology project needs; collaborates with peers, customers, administrators, and vendors in the development and implementation of project scope, objectives, risk analysis, plans, budgets, specifications, resource requirements, timing, templates, procedures, contingency plans, and other related documentation.
- Coordinates communication and information to meet project needs and assure smooth and efficient completion of projects and activities.
- Works with information technology architects, engineers, contractors, and/or consultants as required to evaluate, define, and/or design work solutions and project specifications.
- Tracks and analyzes issues or problems related to planning, implementing, or completing project work and develops and implements solutions.
- Coordinates schedules and multiple concurrent project activities with facility occupants, contractors, material vendors, and/or others as related to the assigned project area.

Education:
- Bachelor's degree in STEM field, Business, Accounting or Information Systems.

Experience:
- One (1) year of experience to include: developing program acquisition artifacts and collecting and analyzing data. Knowledge of Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.

Business and Management Analyst 2
The Business and Management Analyst provides functional expertise to plan, organize, communicate, and assist IT project leaders to meet customer expectations within agreed-upon time, within budget, and with measurable business quality and benefits. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Plans, analyzes, and implements concurrent information related to technology projects that include multiple departments, involve existing or somewhat new technologies, and have a significant financial or operational impact on key business processes.
- Defines technology project needs with the support of other department representatives; Collaborates with peers, customers, administrators, and vendors in the development and implementation of project scope, objectives, risk analysis, plans, budgets, specifications, resource requirements, timing, templates, procedures, contingency plans, and other related documentation.
• Manages the dissemination of communication and information to meet project needs and assure smooth and efficient completion of projects and activities.
• Strategizes with information technology architects, engineers, contractors, and/or consultants as required to evaluate, define, and/or design work solutions and project specifications.
• Identifies, analyzes, and resolves issues or problems related to planning, implementing, or completing project work and develops and implements solutions.
• Leads efforts to coordinate schedules and multiple concurrent project activities with facility occupants, contractors, material vendors, and/or others as related to the assigned project area.

Education:
• Bachelor’s degree in STEM field, Business, Accounting or Information Systems.

Experience:
• Two (2) years of experience to include: developing program acquisition artifacts, cost estimates, and program status reports and collecting and analyzing data. Knowledge of Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.

Business and Management Analyst 3
The Business and Management Analyst provides functional expertise to plan, organize, communicate, and assist IT project leaders to meet customer expectations within agreed-upon time, within budget, and with measurable business quality and benefits. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
• Plans, analyzes, and implements concurrent information related to technology projects that include multiple departments, involve existing or somewhat new technologies, and have a significant financial or operational impact on key business processes.
• Defines technology project needs with the support of other department representatives; Collaborates with peers, customers, administrators, and vendors in the development and implementation of project scope, objectives, risk analysis, plans, budgets, specifications, resource requirements, timing, templates, procedures, contingency plans, and other related documentation.
• Manages the dissemination of communication and information to meet project needs and assure smooth and efficient completion of projects and activities.
• Strategizes with information technology architects, engineers, contractors, and/or consultants as required to evaluate, define, and/or design work solutions and project specifications.
• Identifies, analyzes, and resolves issues or problems related to planning, implementing, or completing project work and develops and implements solutions.
• Leads efforts to coordinate schedules and multiple concurrent project activities with facility occupants, contractors, material vendors, and/or others as related to the assigned project area.

Education:
• Bachelor’s degree in STEM field, Business, Accounting or Information Systems.

Experience:
• Six (6) years of experience to include: developing program acquisition artifacts, testing criteria, corrective action systems, cost estimates, program status reports; analyzing program health; developing program monitoring approaches; e.g., Program Evaluation Review Technique (PERT), Critical Path Method (CPM), EVM, etc. Comprehensive knowledge of Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.
Business and Management Analyst 4
The Business and Management Analyst provides functional expertise to plan, organize, communicate, and assist IT project leaders to meet customer expectations within agreed-upon time, within budget, and with measurable business quality and benefits. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Plans, analyzes, and implements concurrent information related to technology projects that include multiple departments, involve existing or somewhat new technologies, and have a significant financial or operational impact on key business processes.
- Defines technology project needs with the support of other department representatives; collaborates with peers, customers, administrators, and vendors in the development and implementation of project scope, objectives, risk analysis, plans, budgets, specifications, resource requirements, timing, templates, procedures, contingency plans, and other related documentation.
- Manages the dissemination of communication and information to meet project needs and assure smooth and efficient completion of projects and activities.
- Strategizes with information technology architects, engineers, contractors, and/or consultants as required to evaluate, define, and/or design work solutions and project specifications.
- Identifies, analyzes, and resolves issues or problems related to planning, implementing, or completing project work and develops and implements solutions.
- Leads efforts to coordinate schedules and multiple concurrent project activities with facility occupants, contractors, material vendors, and/or others as related to the assigned project area.
- May provide work direction to less experienced team members.

Education:
- Bachelor's degree in STEM field, Business, Accounting or Information Systems.

Experience:
- Ten (10) years of experience to include: developing program acquisition artifacts, testing criteria, corrective action systems, cost estimates, program status reports; analyzing program health; developing program monitoring approaches; e.g., Program Evaluation Review Technique (PERT), Critical Path Method (CPM), EVM, etc. Comprehensive knowledge of Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.

Business and Management Analyst 5
The Business and Management Analyst provides functional expertise to plan, organize, communicate, and assist IT project leaders to meet customer expectations within agreed-upon time, within budget, and with measurable business quality and benefits. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Plans, analyzes, and implements concurrent information related to technology projects that include multiple departments, involve existing or somewhat new technologies, and have a significant financial or operational impact on key business processes.
- Defines technology project needs with the support of other department representatives; collaborates with peers, customers, administrators, and vendors in the development and implementation of project scope, objectives, risk analysis, plans, budgets, specifications, resource requirements, timing, templates, procedures, contingency plans, and other related documentation.
• Manages the dissemination of communication and information to meet project needs and assure smooth and efficient completion of projects and activities.
• Strategizes with information technology architects, engineers, contractors, and/or consultants as required to evaluate, define, and/or design work solutions and project specifications.
• Identifies, analyzes, and resolves issues or problems related to planning, implementing, or completing project work and develops and implements solutions.
• Leads efforts to coordinate schedules and multiple concurrent project activities with facility occupants, contractors, material vendors, and/or others as related to the assigned project area.
• Provides work direction to less experienced team members.

Education:
• Bachelor’s degree in STEM field, Business, Accounting, or Information Systems.

Experience:
• Thirteen (13) years of experience to include: developing program acquisition artifacts, testing criteria, corrective action systems, cost estimates, program status reports; analyzing program health; developing program monitoring approaches; e.g., Program Evaluation Review Technique (PERT), Critical Path Method (CPM), EVM, etc. Comprehensive knowledge of Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.

Documentation Specialist 1
Following established procedures and formats, researches, writes, edits and proofreads technical data for use in routine documents or sections of documents such as manuals, procedures and specifications. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format and style. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
• Research, develop, and write content for printed manuals, documentation and supporting materials for software, hardware, technical procedures, and computer related services and create graphical images, flow charts and diagrams as required for inclusion in documentation.
• Create individualized copy of analytical, interpretive, documentary, or promotional literature and organize, enter, and compile online help files to support end users.
• Evaluate user’s level of proficiency, prepare documents accordingly.
• Develop procedure to maintain documentation and publications relating to users, systems, programming, operations, products, and services following standard guidelines for technical publications.
• Confer and consult with programmers, engineers, developers and other technical personnel to become familiar with product technology and development methods.
• Independently research and analyze technical information, including engineering and development information for use in documentation activities.
• Manage the layout and organization of documentation working with graphics and printing production personnel or vendors, if applicable, to produce documentation.
• Assess methods for continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
• Strategize with testing lead with development of software test plans, procedures, and reports, including researching software change logs and developing test procedures to validate functionality.

Education:
• Technical training in a relevant technical field

Experience:
• Eight (8) years of practical C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.
• Within the 8-year minimum experience the Documentation Specialist will also have the following experience that may be achieved simultaneously:
  o Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.

Documentation Specialist 2
Following established procedures and formats, researches, writes, edits and proofreads technical data for use in routine documents or sections of documents such as manuals, procedures and specifications. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format, and style. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
• Research, develop, and write content for printed manuals, documentation and supporting materials for software, hardware, technical procedures, and computer related services and create graphical images, flow charts and diagrams as required for inclusion in documentation.
• Create individualized copy of analytical, interpretive, documentary, or promotional literature and organize, enter and compile online help files to support end users.
• Evaluate user’s level of proficiency, prepare documents accordingly.
• Develop procedure to maintain documentation and publications relating to users, systems, programming, operations, products, and services following standard guidelines for technical publications.
• Confer and consult with programmers, engineers, developers, and other technical personnel to become familiar with product technology and development methods.
• Independently research and analyze technical information, including engineering and development information for use in documentation activities.
• Manage the layout and organization of documentation working with graphics and printing personnel or vendors, if applicable, to produce documentation.
• Assess methods for continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
• Strategize with testing lead with development of software test plans, procedures, and reports, including researching software change logs and developing test procedures to validate functionality.

Education:
• Technical training in a relevant technical field

Experience:
• Ten (10) years of practical C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.
• Within the 10-year minimum experience the Documentation Specialist will also have the following experience that may be achieved simultaneously:
  o Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.
Documentation Specialist 3
Following established procedures and formats, researches, writes, edits and proofreads technical data for use in routine documents or sections of documents such as manuals, procedures and specifications. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format, and style. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Research, develop, and write, edit, and product technical data for printed manuals, documentation and supporting materials for software, hardware, technical procedures, and computer related services and create graphical images, flow charts and diagrams as required for inclusion in documentation.
- Create individualized copy of analytical, interpretive, documentary, or promotional literature and organize, enter, and compile online help files to support end users.
- Analyze style guidelines and standards for texts and illustrations and recommend revisions when appropriate.
- Evaluate user’s level of proficiency, prepare documents accordingly.
- Develop procedure to maintain documentation and publications relating to users, systems, programming, operations, products, and services following standard guidelines for technical publications.
- Confer and consult with programmers, engineers, developers, and other technical personnel to become familiar with product technology and development methods.
- Independently research and analyze technical information, including engineering and development information for use in documentation activities.
- Manage the layout and organization of documentation working with graphics and printing production personnel or vendors, if applicable, to produce documentation.
- Assess methods for continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
- Strategize with testing lead with development of software test plans, procedures, and reports, including researching software change logs and developing test procedures to validate functionality.

Education:
- Technical training in a relevant technical field

Experience:
- Twelve (12) years of practical C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.
- Within the 12-year minimum experience the Documentation Specialist will also have the following experience that may be achieved simultaneously: Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.

Documentation Specialist 4
Following established procedures and formats, researches, writes, edits and proofreads technical data for use in routine documents or sections of documents such as manuals, procedures and specifications. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format, and style. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.
Essential Functions:
- Research, develop, and write, edit, and product technical data for printed manuals, documentation and supporting materials for software, hardware, technical procedures, and computer related services and create graphical images, flow charts and diagrams as required for inclusion in documentation.
- Create individualized copy of analytical, interpretive, documentary, or promotional literature and organize, enter, and compile online help files to support end users.
- Analyze style guidelines and standards for texts and illustrations and recommend revisions when appropriate.
- Evaluate user’s level of proficiency, prepare documents accordingly.
- Develop procedure to maintain documentation and publications relating to users, systems, programming, operations, products, and services following standard guidelines for technical publications.
- Confer and consult with programmers, engineers, developers, and other technical personnel to become familiar with product technology and development methods.
- Independently research and analyze technical information, including engineering and development information for use in documentation activities.
- Manage the layout and organization of documentation working with graphics and printing production personnel or vendors, if applicable, to produce documentation.
- Assess methods for continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
- Strategize with testing lead with development of software test plans, procedures, and reports, including researching software change logs and developing test procedures to validate functionality.
- May provide work leadership to other less experienced team members.

Education:
- Technical training in a relevant technical field

Experience:
- Fifteen (15) years of practical C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.
- Within the 15-year minimum experience the Documentation Specialist will also have the following experience that may be achieved simultaneously:
  - Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.

Documentation Specialist 5
Following established procedures and formats, researches, writes, edits and proofreads technical data for use in routine documents or sections of documents such as manuals, procedures and specifications. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format, and style. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Research, develop, and write, edit, and product technical data for printed manuals, documentation and supporting materials for software, hardware, technical procedures and computer related services and create graphical images, flow charts and diagrams as required for inclusion in documentation.
• Create individualized copy of analytical, interpretive, documentary, or promotional literature and organize, enter, and compile online help files to support end users.
• Analyze style guidelines and standards for texts and illustrations and recommend revisions when appropriate.
• Evaluate user’s level of proficiency, prepare documents accordingly.
• Develop procedure to maintain documentation and publications relating to users, systems, programming, operations, products, and services following standard guidelines for technical publications.
• Confer and consult with programmers, engineers, developers, and other technical personnel to become familiar with product technology and development methods.
• Independently research and analyze technical information, including engineering and development information for use in documentation activities.
• Manage the layout and organization of documentation working with graphics and printing production personnel or vendors, if applicable, to produce documentation.
• Assess methods for continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
• Strategize with testing lead with development of software test plans, procedures, and reports, including researching software change logs and developing test procedures to validate functionality.
• Provides work leadership to other less experienced team members.

Education:
• Training in a relevant technical field

Experience:
• Eighteen (18) years of experience in business, networking, telecommunications, or C4ISR-type projects, to include: writing technical documentation, procedures and guidelines for systems or equipment.
• Within the 18-year minimum experience the Documentation Specialist will also have the following experience that may be achieved simultaneously:
  ○ Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.

Logistics Technician 1
Manages the entire life cycle of a product, which includes how a product is acquired, allocated, and delivered.

Essential Functions:
• Analyzes, organizes, plans, and administers various phases of day-to-day provisioning, spares, or maintenance/repair activities for one or more basic programs using established procedures.
• Analyzes basic contractual documents, technical data, customer usage data, customer maintenance practices, customer operation characteristics, and related reports for assigned contracts to determine spares provisioning or maintenance/repair requirements.
• Assists in developing logistics plans to enhance distribution of goods and supplies.
• Follows established policies, guidelines, and procedures to ensure quality and cost control.
• Assists in conducting distribution and network studies, monitors inventory and analyzes requirements to develop strategies to achieve desired delivery times.

Education:
• Technical training in a relevant field

Experience:
Eight (8) years of practical C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.

Within the 8-year minimum experience the Systems Technician will also have the following experience that may be achieved simultaneously:
- Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.

Logistics Technician 2
Manages the entire life cycle of a product, which includes how a product is acquired, allocated, and delivered.

Essential Functions:
- Analyzes, organizes, plans, and administers various phases of day-to-day provisioning, spares, or maintenance/repair activities for one or more programs using established procedures.
- Analyzes and researches standard contractual documents, technical data, customer usage data, customer maintenance practices, customer operation characteristics, and related reports for assigned contracts to determine spares provisioning or maintenance/repair requirements.
- Develops logistics plans to enhance distribution of goods and supplies.
- Follows established policies, guidelines, and procedures to ensure quality and cost control.
- Conducts distribution and network studies, monitors inventory, analyzes requirements, develops strategies to achieve desired delivery times.

Education:
- Technical training in a relevant field

Experience:
- Ten (10) years of practical C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.
- Within the 10-year minimum experience the Systems Technician will also have the following experience that may be achieved simultaneously:
  Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.

Logistics Technician 3
Manages the entire life cycle of a product, which includes how a product is acquired, allocated, and delivered.

Essential Functions:
- Analyzes, organizes, plans, and administers various phases of day-to-day provisioning, spares, or maintenance/repair activities for one or more programs using established procedures.
- Analyzes and researches standard contractual documents, technical data, customer usage data, customer maintenance practices, customer operation characteristics, and related reports for assigned contracts to determine spares provisioning or maintenance/repair requirements.
- Develops logistics plans to enhance distribution of goods and supplies.
- Follows established policies, guidelines, and procedures to ensure quality and cost control.
- Conducts distribution and network studies, monitors inventory, analyzes requirements, develops strategies to achieve desired delivery times.

Education:
- Technical training in a relevant technical field

Experience:
• Twelve (12) years of practical C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.

• Within the 12-year minimum experience the Systems Technician will also have the following experience that may be achieved simultaneously:
  o Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.

Logistics Technician 4
Manages the entire life cycle of a product, which includes how a product is acquired, allocated, and delivered.

Essential Functions:
• Analyzes, organizes, plans, and administers various phases of day-to-day provisioning, spares, or maintenance/repair activities for one or more programs using established procedures.
• Analyzes and researches standard contractual documents, technical data, customer usage data, customer maintenance practices, customer operation characteristics, and related reports for assigned contracts to determine spares provisioning or maintenance/repair requirements.
• Develops logistics plans to enhance distribution of goods and supplies.
• Follows established policies, guidelines, and procedures to ensure quality and cost control.
• Conducts distribution and network studies, monitors inventory, analyzes requirements, develops strategies to achieve desired delivery times.
• Recommends changes in procedures.

Education:
• Technical training in a relevant technical field

Experience:
• Fifteen (15) years of practical C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.

• Within the 15-year minimum experience the Systems Technician will also have the following experience that may be achieved simultaneously:
  o Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.

Logistics Technician 5
Manages the entire life cycle of a product, which includes how a product is acquired, allocated, and delivered.

Essential Functions:
• Analyzes, organizes, plans, and administers various phases of day-to-day provisioning, spares, or maintenance/repair activities for one or more programs using established procedures.
• Analyzes and researches standard contractual documents, technical data, customer usage data, customer maintenance practices, customer operation characteristics, and related reports for assigned contracts to determine spares provisioning or maintenance/repair requirements.
• Develops logistics plans to enhance distribution of goods and supplies.
• Follows established policies, guidelines, and procedures to ensure quality and cost control.
• Conducts distribution and network studies, monitors inventory, analyzes requirements, develops strategies to achieve desired delivery times.
• Analyzes and solves highly technical and complex problems for several projects.
• Develops and improves processes and direction for projects.
• Leads as a resource for resolution of unique or complex problems.
Education:
- Technical training in a relevant technical field

Experience:
- Eighteen (18) years of practical C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.
- Within the 18-year minimum experience the Systems Technician will also have the following experience that may be achieved simultaneously:
  - Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.

Network Engineer 1
The Network Engineer monitors, tunes, sets standards, and maintain a range of computer network components and systems. The Network Engineer evaluates, designs, documents, installs, implements, tests, across a range network hardware, software, and components. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Analyzes local and wide area network systems.
- Installs and configures network devices.
- Identifies and resolves basic end to end networking problems involving switches, routers, workstations, servers, VLANS, and other IT devices and or services.
- Recommends steps to ensure continuous operations across all platforms including, but not limited to, e-mail, files transfer, multimedia, and teleconferencing.
- Configures routine systems to user environments and requirements.
- Maintains cyber compliance.
- Assists in upgrades and/or modifications to company and customer sites and systems.

Education:
- Bachelor's degree in STEM field

Experience:
- One (1) year of relevant, technical, C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.

Network Engineer 2
The Network Engineer monitors, tunes, sets standards, and maintain a range of computer network components and systems. The Network Engineer evaluates, designs, documents, installs, implements, tests, across a range network hardware, software, and components. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Analyzes local and wide area network systems.
- Installs and configures network devices.
- Identifies and resolves basic end to end networking problems involving switches, routers, workstations, servers, VLANS, and other IT devices and or services.
- Recommends steps to ensure continuous operations across all platforms including, but not limited to, e-mail, files transfer, multimedia, and teleconferencing.
- Configures systems to user environments and requirements.
- Evaluates and supports the acquisition of hardware and software as needed.
- Assists in upgrades and/or modifications to company and customer sites and systems.
• Maintains cyber compliance.
• Assist senior members in evaluation and generation of engineering documentation for the design or redesign of network systems.

**Education:**
• Bachelor’s degree in STEM field

**Experience:**
• Three (3) years of relevant, technical, C4ISR-type experience. Examples may include systems/equipment support, test and evaluation, integration, or analysis.

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**Network Engineer 3**
The Network Engineer monitors, tunes, sets standards, and maintain a range of computer network components and systems. The Network Engineer evaluates, designs, documents, installs, implements, tests, across a range network hardware, software, and components. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

**Essential Functions:**
• Analyze moderately complex local and wide area network systems.
• Identifies and resolves moderately complex end-to-end networking problems involving switches, routers, workstations, servers, VLANS, and other IT devices and or services.
• Recommends steps to ensure continuous operations across all platforms including, but not limited to, e-mail, files transfer, multimedia, and teleconferencing.
• Configures moderately complex systems to user environments and requirements.
• Evaluates and supports the acquisition of hardware and software as needed.
• Provides engineering and technical analysis and recommendations integral to upgrades and/or modifications to company and customer sites and systems.
• Maintains cyber compliance.
• Evaluates and generates engineering documentation for the design or redesign of network systems.
• May act as a technical project leader or provide work leadership for lower-level employees.

**Education:**
• Bachelor’s degree in STEM field

**Experience:**
• Six (6) years of relevant, technical, C4ISR-type experience. Examples may include systems architecture, systems/equipment support, logistics support, test and evaluation, integration, or analysis.

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**Network Engineer 4**
The Network Engineer monitors, tunes, sets standards, and maintain a range of computer network components and systems. The Network Engineer evaluates, designs, documents, installs, implements, tests, across a range network hardware, software, and components. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

**Essential Functions:**
• Analyze moderately complex local and wide area network systems.
• Identifies and resolves moderately complex end-to-end networking problems involving switches, routers, workstations, servers, VLANS, and other IT devices and or services.
• Recommends steps to ensure continuous operations across all platforms including, but not limited to, e-mail, files transfer, multimedia, and teleconferencing.
• Configures moderately complex systems to user environments and requirements.
• Evaluates and supports the acquisition of hardware and software as needed.
• Provides engineering and technical analysis and recommendations integral to upgrades and/or modifications to company and customer sites and systems.
• Maintains cyber compliance.
• Evaluates and generates engineering documentation for the design or redesign of network systems.
• Forecast and drive initiatives that enforce cyber compliance.
• May act as a technical project leader or provide work leadership for lower-level employees.

Education:
• Bachelor's degree in STEM field

Experience:
• Ten (10) year of relevant, technical, C4ISR-type experience. Examples may include systems architecture, systems analysis/design/specification, systems/equipment support, logistics support, test and evaluation, integration.

Network Engineer 5
The Network Engineer monitors, tunes, sets standards, and maintain a range of computer network components and systems. The Network Engineer evaluates, designs, documents, installs, implements, tests, across a range network hardware, software, and components. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
• Analyze moderately complex local and wide area network systems.
• Identifies and resolves moderately complex end-to-end networking problems involving switches, routers, workstations, servers, VLANS, and other IT devices and or services.
• Recommends steps to ensure continuous operations across all platforms including, but not limited to, e-mail, files transfer, multimedia, and teleconferencing.
• Configures moderately complex systems to user environments and requirements.
• Evaluates and supports the acquisition of hardware and software as needed.
• Provides engineering and technical analysis and recommendations integral to upgrades and/or modifications to company and customer sites and systems.
• Maintains cyber compliance.
• Evaluates and generates engineering documentation for the design or redesign of network systems.
• Forecast and drive initiatives that enforce cyber compliance.
• May act as a technical project leader or provide work leadership for lower-level employees.

Education:
• Bachelor's degree in STEM field

Experience:
Fifteen (15) years of relevant, technical, C4ISR-type experience. Examples may include systems architecture, systems analysis/design/specification, systems/equipment support, logistics support, test and evaluation, integration.
Program Manager
The Program Manager (PgM) is responsible for the leadership, management and execution of federal contract programs and projects. The PgM has the authority to develop teams to manage projects which will include the development of roles and authorities within the program and projects. The PM serves as a technical and non-technical consultant to customers and project managers and has the responsibility to monitor and maintain program budget, recommend purchase requirements and make recommendations to company leadership regarding program/project risks and opportunities. The PgM is responsible for all hiring, termination, and discipline matters in their programs/projects. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Understand contractual requirements and ensure customer requirements are met and/or exceeded through regular communication with customers to solicit feedback.
- Continual development of procedures and products to meet customer needs in accordance with contractual standards and limitations.
- Provide management and leadership to program and project teams through training, communication, feedback and regular interaction with project members and/or project leadership.
- Monitor contract requirements to ensure time schedules and deliverable are met on time or in advance of customer requirements and expectations while maintaining budget requirements and develop plan for off-schedule contract deliverables.
- Monitor all program(s) budgets and make recommendations to company leadership and customers regarding risks and opportunities.
- Represents the company as its prime interface with the customer for issues relating to contracts and advises customers regarding new projects, systems or approaches to meeting long-term goals.
- Performs as a project lead on complex projects and in the resolution of technical problems critically impacting performance, schedules or cost.
- Provides solutions to significant technical problems, performs complex analysis of major programs and performs portfolio-wide horizontal integration planning and interfaces to other functional systems.
- Responsible for all aspects of supervision of their programs/projects including, but not limited to, hiring, termination, performance issues, salary adjustments and promotions.
- Contributes to continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
- Communicate and coordinate business opportunities with other company programs and projects to develop company growth, career & skills development and a transfer of organizational knowledge.

Education:
- Bachelor’s degree in STEM field, Management Information Systems or Business.

Experience:
- Fifteen (15) years of relevant, technical, C4ISR-type experience. Examples may include systems and/or equipment support and programmatic support.
- Within the 15-year minimum experience, the PgM will also have the following experience that may be achieved simultaneously.
  - Eight (8) years of Program Management including technology assessments, systems design and analysis, and programmatic support including planning and budgeting.
  - Five (5) years of management of systems, networks, IT services, cybersecurity, intelligence systems or specific systems.
  - Knowledge of Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.
**Project Manager**
The Project Manager (PjM) is responsible for the day-to-day tactical duties for complex projects and is accountable to oversee results of multi-functional project teams. Responsible for the administrative/operational leadership of a project within the program guidelines set by the Program Manager and customer. Monitors project to ensure work scope, schedule, and budget are well defined and maintained. Provides the coordination between resource managers/supervisors and ensures all necessary reviews and approvals are received. The PjM has the authority to take disciplinary actions to assigned personnel and make hiring and termination recommendations to the Program Manager. Attaining and maintaining relevant certifications is expected and may be required by contract.

**Essential Functions:**
- Understand contractual requirements and ensure customer requirements are met and/or exceeded through regular communication with the Program Manager and customers to solicit feedback.
- Continual development of procedures and products to meet customer needs in accordance with contractual standards and limitations.
- Provide management and leadership to project teams through training, communication, feedback and regular interaction with team members.
- Monitor project requirements to ensure time schedules and deliverable are met on time or in advance of customer requirements and expectations.
- Make observations of and communicate business risks and opportunities with Program Managers.
- Assists and/or provides solutions to project problems.
- Represents the company when interfacing with the customer for issues relating to contracts and advises customers regarding new projects, systems or approaches to meeting long-term goals.
- Serve as a project lead and provide direct management, leadership and discipline to assigned personnel. Actions will include career development, training and regular transfer or organizational knowledge.
- Contributes to continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
- Communicate and coordinate business opportunities with other company programs and projects to develop company growth, career & skills development and a transfer of organizational knowledge.

**Education:**
- Bachelor's degree in STEM field, Management Information Systems or Business.

**Experience:**
- Ten (10) years of relevant, technical, C4ISR-type experience. Examples may include systems and/or equipment support and programmatic support.
- Within the 10-year minimum experience, the PjM will also have the following experience that may be achieved simultaneously:
  - Eight (8) years of Program Management including design, development, installation, production and test and evaluation.
  - Four (4) years of management of systems, networks, IT services, cybersecurity, intelligence systems or specific systems including supervising project personnel, scheduling work and writing/preparing bids.
  - Knowledge of Federal Acquisition Regulation (FAR) and DoD procurement policies and procedures.

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**Software Engineer I**
The Software Engineer researches, develops, designs, implements, tests, and evaluates software and
systems, applying principles and techniques of computer science, engineering, and mathematical analysis. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

**Essential Functions:**
- Prepares and documents computer programs, block diagrams and logic flow charts.
- Translates basic specifications into computer code.
- Prepares program test data and conduct tests to verify accuracy of results.
- Identifies, tests, and debugs software.
- Documents and maintains software functionality.
- Collaborates for continual improvement of existing code bases.
- Collaborates to maintain data integrity and cyber compliance.
- Analyzes, develops, and maintains technical databases and supportive engineering systems.
- Complies with project plans and industry standards.

**Education:**
- Bachelor’s degree in STEM field

**Experience:**
- One (1) year of relevant, technical, C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.

**Software Engineer 2**
The Software Engineer researches, develops, designs, implements, tests, and evaluates software and systems, applying principles and techniques of computer science, engineering, and mathematical analysis. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

**Essential Functions:**
- Prepares and documents computer programs, block diagrams and logic flow charts.
- Translates basic specifications into computer code.
- Prepares program test data and conduct tests to verify accuracy of results.
- Identifies, tests, and debugs software.
- Documents and maintains software functionality.
- Improves existing code bases and automates common/repetitive programming tasks.
- Collaborates to maintain data integrity and cyber compliance.
- Complies with project plans and industry standards.

**Education:**
- Bachelor’s degree in STEM field

**Experience:**
- Three (3) years of relevant, technical, C4ISR-type experience. Examples may include systems/equipment support, test and evaluation, integration, or analysis.

**Software Engineer 3**
The Software Engineer researches, develops, designs, implements, tests, and evaluates software and systems, applying principles and techniques of computer science, engineering, and mathematical analysis. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

**Essential Functions:**
- Prepares and documents moderately complex computer programs, block diagrams and logic flow
charts.

- Translates basic specifications into computer code.
- Prepares program test data and conduct tests to verify accuracy of results.
- Identifies, tests, and debugs software.
- Documents and maintains software functionality.
- Improves existing code bases and automates common/repetitive programming tasks.
- Collaborates to maintain data integrity and cyber compliance.
- Complies with project plans and industry standards.
- May act as a technical project leader or provide work leadership for lower-level team members.

Education:
- Bachelor’s degree in STEM field

Experience:
- Six (6) years of relevant, technical, C4ISR-type experience. Examples may include systems architecture, systems/equipment support, logistics support, test and evaluation, integration, or analysis.

Software Engineer 4
The Software Engineer researches, develops, designs, implements, tests, and evaluates software and systems, applying principles and techniques of computer science, engineering, and mathematical analysis. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Knowledgeable in all phases of software engineering with emphasis on the planning, analysis, modeling, simulation, testing, integration, documentation, and presentation phases.
- Produces specifications and determines operational feasibility.
- Collaborates and develops software-related project plans, including cost analysis and justification.
- Collaborates and contributes in the creating and developing of release and maintenance plans for software applications/operating systems according to business needs.
- Forecasts and drives initiatives that enforce data integrity and cyber compliance.
- Leads team efforts on projects for compliance to customer and industry standards.
- May act as a technical project leader or provide work leadership for lower-level team members.

Education:
- Bachelor’s degree in STEM field

Experience:
- Ten (10) years of relevant, technical, C4ISR-type experience. Examples may include systems architecture, systems analysis/design/specification, systems/equipment support, logistics support, test and evaluation, integration.

Software Engineer 5
The Software Engineer researches, develops, designs, implements, tests, and evaluates software and systems, applying principles and techniques of computer science, engineering, and mathematical analysis. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
• Expert in all phases of software engineering with emphasis on the planning, analysis, modeling, simulation, testing, integration, documentation, and presentation phases
• Organizes and directs the execution of broad programming projects.
• Conceives, designs, develops, and implements complex, inter-linked software programming applications.
• Modifies and maintains complex existing applications using engineering releases and utilities from the manufacturer.
• Creates development, release, and maintenance plans for software applications/operating systems according to business needs.
• Develops software-related project plans, including cost analysis and justification.
• Forecasts and drives initiatives that enforce data integrity and cyber compliance.
• Ensure team and project comply to customer and industry standards.
• Leads team efforts on projects for compliance to customer and industry standards.
• May act as a technical project leader or provide work leadership for lower-level team members.

Education:
• Bachelor's degree in STEM field

Experience:
• Fifteen (15) years of relevant, technical, C4ISR-type experience. Examples may include systems architecture, systems analysis/design/specification, systems/equipment support, logistics support, test and evaluation, integration.

Systems Engineer 1
The Systems Engineer performs investigation, analysis, recommendation, configuration, installation, and testing of hardware, software and operating systems. Systems Engineers provide support in the day-to-day operations, including measuring and monitoring system utilization, response times and detecting and correcting operational problems using knowledge of hardware and software installation and maintenance. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
• Analyzes and implements information systems and infrastructures.
• Installs and configures hardware and/or software.
• Identifies and resolves basic information system/infrastructure problems.
• Collaborates to ensure continuous operations across the system/infrastructure including, but not limited to, operating systems, workstations, servers, software, hardware, and management tools.
• Configures basic system management tools to maintain availability of user environments and requirements.
• Collaborates to maintain data integrity and cyber compliance.
• Contributes to upgrades and/or modifications to company and customer sites, information systems and infrastructures.

Education:
• Bachelor's degree in STEM field

Experience:
• One (1) year of relevant, technical, C4ISR-type experience. Examples may include systems and/or equipment support, test and evaluation, integration, or analysis.

Systems Engineer 2
The Systems Engineer performs investigation, analysis, recommendation, configuration, installation, and testing of hardware, software and operating systems. Systems Engineers provide support in the day-to-day operations, including measuring and monitoring system utilization, response times and detecting and correcting operational problems using knowledge of hardware and software installation and maintenance. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

**Essential Functions:**
- Analyzes and implements information systems and infrastructures.
- Installs and configures hardware and/or software.
- Identifies and resolves basic information system/infrastructure problems.
- Collaborates to ensure continuous operations across the system/infrastructure including, but not limited to, operating systems, workstations, servers, software, hardware, and management tools.
- Configures basic system management tools to maintain availability of user environments and requirements.
- Supports evaluation and acquisition of hardware and software as needed.
- Collaborates to maintain data integrity and cyber compliance.
- Contributes to upgrades and/or modifications to company and customer sites, information systems and infrastructures.
- Collaborates with senior members in evaluation and generation of engineering documentation for the design of information systems and infrastructures.

**Education:**
- Bachelor’s degree in STEM field

**Experience:**
- Three (3) years of relevant, technical, C4ISR-type experience. Examples may include systems/equipment support, test and evaluation, integration, or analysis.

**Systems Engineer 3**
The Systems Engineer performs investigation, analysis, recommendation, configuration, installation, and testing of hardware, software and operating systems. Systems Engineers provide support in the day-to-day operations, including measuring and monitoring system utilization, response times and detecting and correcting operational problems using knowledge of hardware and software installation and maintenance. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

**Essential Functions:**
- Analyzes and implements moderately complex information systems and infrastructures.
- Identifies and resolves moderately complex information system/infrastructure problems.
- Leads efforts for continuous operations across the system/infrastructure including, but not limited to, operating systems, workstations, servers, software, hardware, and management tools.
- Configures moderately complex information systems to user environments and requirements.
- Evaluates and acquires hardware and software as needed.
- Provides engineering and technical analysis integral to upgrades and/or modifications to company and customer sites, information systems and infrastructures.
- Leads efforts to maintain data integrity and cyber compliance.
- Evaluates and generates engineering documentation for the design or redesign of information systems or infrastructures.
- May act as a technical project leader or provide work leadership for lower-level team members.

**Education:**
• Bachelor’s degree in STEM field

Experience:
• Six (6) years of relevant, technical, C4ISR-type experience. Examples may include systems architecture, systems/equipment support, logistics support, test and evaluation, integration, or analysis.

Systems Engineer 4
The Systems Engineer performs investigation, analysis, recommendation, configuration, installation, and testing of hardware, software and operating systems. Systems Engineers provide support in the day-to-day operations, including measuring and monitoring system utilization, response times and detecting and correcting operational problems using knowledge of hardware and software installation and maintenance. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
• Analyzes and implements complex information systems and infrastructures.
• Identifies and resolves moderately complex information system/infrastructure problems.
• Leads efforts for continuous operations across the system/infrastructure including, but not limited to, operating systems, workstations, servers, software, hardware, and management tools.
• Configures complex information systems to user environments and requirements.
• Evaluates and acquires hardware and software as needed.
• Provides engineering and technical analysis integral to upgrades and/or modifications to company and customer sites, information systems and infrastructures.
• Forecasts and leads efforts to maintain data integrity and cyber compliance.
• Evaluates and generates engineering documentation for the design or redesign of information systems or infrastructures.
• May act as a technical project leader or provide work leadership for lower-level team members.

Education:
• Bachelor’s degree in STEM field

Experience:
• Ten (10) years of relevant, technical, C4ISR-type experience. Examples may include systems architecture, systems analysis/design/specification, systems/equipment support, logistics support, test and evaluation, integration.

Systems Engineer 5
The Systems Engineer performs investigation, analysis, recommendation, configuration, installation, and testing of hardware, software and operating systems. Systems Engineers provide support in the day-to-day operations, including measuring and monitoring system utilization, response times and detecting and correcting operational problems using knowledge of hardware and software installation and maintenance. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
• Analyzes and implements complex information systems and infrastructures.
• Identifies and resolves moderately complex information system/infrastructure problems.
• Leads efforts for continuous operations across the system/infrastructure including, but not limited to, operating systems, workstations, servers, software, hardware, and management tools.
• Configures complex information systems to user environments and requirements.
• Evaluates and acquires hardware and software as needed.
• Provides engineering and technical analysis integral to upgrades and/or modifications to company and customer sites, information systems and infrastructures.
• Forecasts and leads efforts to maintain data integrity and cyber compliance.
• Evaluates and generates engineering documentation for the design or redesign of information systems or infrastructures.
• May act as a technical project leader or provide work leadership for lower-level team members.

Education:
• Bachelor’s degree in STEM field

Experience:
Fifteen (15) years of relevant, technical, C4ISR-type experience. Examples may include systems architecture, systems analysis/design/specification, systems/equipment support, logistics support, test and evaluation, integration.

Technical Writer 1
Following established procedures and formats, researches, writes, edits and proofreads technical data for use in routine documents or sections of documents such as manuals, procedures and specifications. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format, and style. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
• Research, develop, and write content for printed manuals, documentation and supporting materials for software, hardware, technical procedures, and computer related services and create graphical images, flow charts and diagrams as required for inclusion in documentation.
• Create individualized copy of analytical, interpretive, documentary, or promotional literature and organize, enter, and compile online help files to support end users.
• Evaluate user’s level of proficiency, prepare documents accordingly.
• Develop procedure to maintain documentation and publications relating to users, systems, programming, operations, products, and services following standard guidelines for technical publications.
• Confer and consult with programmers, engineers, developers, and other technical personnel to become familiar with product technology and development methods.
• Independently research and analyze technical information, including engineering and development information for use in documentation activities.
• Manage the layout and organization of documentation working with graphics and printing production personnel or vendors, if applicable, to produce documentation.
• Assess methods for continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
• Strategize with testing lead with development of software test plans, procedures, and reports, including researching software change logs and developing test procedures to validate functionality.

Education:
• Bachelor’s degree in English, Journalism, or Technical Writing

Experience:
• Three (3) years of experience in business, networking, telecommunications, or C4ISR-type projects, to include: writing technical documentation, procedures and guidelines for systems or equipment.
Technical Writer 2
Following established procedures and formats, researches, writes, edits and proofreads technical data for use in routine documents or sections of documents such as manuals, procedures and specifications. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format, and style. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Research, develop, and write content for printed manuals, documentation and supporting materials for software, hardware, technical procedures, and computer related services and create graphical images, flow charts and diagrams as required for inclusion in documentation.
- Create individualized copy of analytical, interpretive, documentary, or promotional literature and organize, enter, and compile online help files to support end users.
- Evaluate user’s level of proficiency, prepare documents accordingly.
- Develop procedure to maintain documentation and publications relating to users, systems, programming, operations, products, and services following standard guidelines for technical publications.
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- Manage the layout and organization of documentation working with graphics and printing production personnel or vendors, if applicable, to produce documentation.
- Assess methods for continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
- Strategize with testing lead with development of software test plans, procedures, and reports, including researching software change logs and developing test procedures to validate functionality.

Education:
- Bachelor’s degree in English, Journalism, or Technical Writing

Experience:
- Five (5) years of experience in business, networking, telecommunications, or C4ISR-type projects, to include: writing technical documentation, procedures and guidelines for systems or equipment.

Technical Writer 3
Following established procedures and formats, researches, writes, edits and proofreads technical data for use in routine documents or sections of documents such as manuals, procedures and specifications. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format, and style. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Research, develop, and write, edit, and product technical data for printed manuals, documentation and supporting materials for software, hardware, technical procedures, and computer related services and create graphical images, flow charts and diagrams as required for inclusion in documentation.
• Create individualized copy of analytical, interpretive, documentary, or promotional literature and organize, enter, and compile online help files to support end users.
• Analyze style guidelines and standards for texts and illustrations and recommend revisions when appropriate.
• Evaluate user’s level of proficiency, prepare documents accordingly.
• Develop procedure to maintain documentation and publications relating to users, systems, programming, operations, products, and services following standard guidelines for technical publications.
• Confer and consult with programmers, engineers, developers, and other technical personnel to become familiar with product technology and development methods.
• Independently research and analyze technical information, including engineering and development information for use in documentation activities.
• Manage the layout and organization of documentation working with graphics and printing production personnel or vendors, if applicable, to produce documentation.
• Assess methods for continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
• Strategize with testing lead with development of software test plans, procedures, and reports, including researching software change logs and developing test procedures to validate functionality.

Education:
• Bachelor’s degree in English, Journalism, or Technical Writing

Experience:
Ten (10) years of experience in business, networking, telecommunications, or C4ISR-type projects, to include: writing technical documentation, procedures and guidelines for systems or equipment.

Technical Writer 4
Following established procedures and formats, researches, writes, edits and proofreads technical data for use in routine documents or sections of documents such as manuals, procedures and specifications. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format, and style. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
• Research, develop, and write, edit, and product technical data for printed manuals, documentation and supporting materials for software, hardware, technical procedures, and computer related services and create graphical images, flow charts and diagrams as required for inclusion in documentation.
• Create individualized copy of analytical, interpretive, documentary, or promotional literature and organize, enter, and compile online help files to support end users.
• Analyze style guidelines and standards for texts and illustrations and recommend revisions when appropriate.
• Evaluate user’s level of proficiency, prepare documents accordingly.
• Develop procedure to maintain documentation and publications relating to users, systems, programming, operations, products, and services following standard guidelines for technical publications.
• Confer and consult with programmers, engineers, developers, and other technical personnel to become familiar with product technology and development methods.
• Independently research and analyze technical information, including engineering and development information for use in documentation activities.
• Manage the layout and organization of documentation working with graphics and printing production personnel or vendors, if applicable, to produce documentation.
• Assess methods for continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
• Strategize with testing lead with development of software test plans, procedures, and reports, including researching software change logs and developing test procedures to validate functionality.
• May provide work leadership to other less experienced team members.

Education:
• Bachelor’s degree in English, Journalism, or Technical Writing

Experience:
• Fifteen (15) years of experience in business, networking, telecommunications, or C4ISR-type projects, to include: writing technical documentation, procedures and guidelines for systems or equipment.

Technical Writer 5
Following established procedures and formats, researches, writes, edits and proofreads technical data for use in routine documents or sections of documents such as manuals, procedures and specifications. Ensures documents meet editorial and government specifications and adhere to standards for quality, graphics, coverage, format, and style. Specific duties increase in complexity with increasing years of experience. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
• Research, develop, and write, edit, and product technical data for printed manuals, documentation and supporting materials for software, hardware, technical procedures, and computer related services and create graphical images, flow charts and diagrams as required for inclusion in documentation.
• Create individualized copy of analytical, interpretive, documentary, or promotional literature and organize, enter, and compile online help files to support end users.
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• Independently research and analyze technical information, including engineering and development information for use in documentation activities.
• Manage the layout and organization of documentation working with graphics and printing production personnel or vendors, if applicable, to produce documentation.
• Assess methods for continuous process improvement efforts as they relate to current job assignment and other improvements throughout the company when identified.
• Strategize with testing lead with development of software test plans, procedures, and reports, including researching software change logs and developing test procedures to validate functionality.
• Provides work leadership to other less experienced team members.

Education:
• Bachelor’s degree in English, Journalism, or Technical Writing
Experience:
Eighteen (18) years of experience in business, networking, telecommunications, or C4ISR-type projects, to include: writing technical documentation, procedures and guidelines for systems or equipment.

Technical Designer 1
Creates, edits, and maintains designs and drawings from concept to finish for fabrication integration, and new drawing package creation for customers. Communicates and collaborates with company and customer stakeholders, engineers, and subject matter experts to interpret design concepts, and determine the nature and type of required drawings. Verifies accuracy and completeness of drawings and ensures goals and objectives of each project are accomplished within prescribed processes, timeframes, and quality levels. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Designs, creates, edits, and modifies models and drawings for fabrication integration for customers utilizing industry standard CAD tools, software, or other drafting related technology.
- Designs Block Wiring diagrams that convey electrical intent of proposed design.
- Utilize 3D printing technology for the full process to develop original concepts, to test piece, and develop parts to ensure Form, Fit, and Function.
- Create illustrations that show As-Is and To-Be scenarios for engineering validation and end user feasibility, to include Plan and Elevation views as needed.
- Create and maintain all designs and illustrations necessary to procure, dismantle, and construct all technical aspects of the technical design process.
- Provide technical drafting support to the engineering team to include gathering, maintaining, formatting, compiling, and manipulating technical data for inclusion in design and drawing package details.
- Creates and modifies engineering documentation, reports, and drawings to include flow charts, block diagrams, and schematics using industry standard modeling and CAD software.
- Reviews and analyzes Installation Requirements Documents, Installation Design Plans, and As-Built drawings to ensure compliance with applicable standards.
- Communicates and collaborates with other subject matter experts regarding prototypes, design and/or documentation communications equipment and associated wiring.
- Utilizes mathematical concepts such as probability, statistics, plane and solid geometry, fractions, percentages, ratios, and proportions to practical situations.
- Conducts surveys of systems, sites (both afloat and ashore), or installations to document existing equipment arrangements, cabling, and power systems for design or mission essential upgrades.
- Ensures goals and objectives of each project are accomplished within prescribed processes, timeframes, quality levels, and costs.
- Interprets engineering data gathered from field inspections, on-site inspections, site surveys, engineering notes, sketches, blueprints, and photographs to create required technical documentation packages.

Education:
- Bachelor’s degree in Engineering, Drafting, Design, or related field, OR:
- Technical training in a relevant technical field

Experience:
- Technical degree and one (1) year of experience in a relevant field in support of C4ISR requirements, OR eight (8) years of practical C4ISR-type experience and within the 8-year minimum will have the following experience that may be achieved simultaneously:
  - Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.
Technical Designer 2
Creates, edits, and maintains designs and drawings from concept to finish for fabrication integration, and new drawing package creation for customers. Communicates and collaborates with company and customer stakeholders, engineers, and subject matter experts to interpret design concepts, and determine the nature and type of required drawings. Verifies accuracy and completeness of drawings and ensures goals and objectives of each project are accomplished within prescribed processes, timeframes, and quality levels. Attaining and maintaining relevant certifications is expected and may be required by contract.

Essential Functions:
- Designs, creates, edits, and modifies models and drawings for fabrication integration for customers utilizing industry standard CAD tools, software, or other drafting related technology.
- Designs Block Wiring diagrams that convey electrical intent of proposed design.
- Utilize 3D printing technology for the full process to develop original concepts, to test piece, and develop parts to ensure Form, Fit, and Function.
- Create illustrations that show As-Is and To-Be scenarios for engineering validation and end user feasibility, to include Plan and Elevation views as needed.
- Create and maintain all designs and illustrations necessary to procure, dismantle, and construct all technical aspects of the technical design process.
- Provide technical drafting support to the engineering team to include gathering, maintaining, formatting, compiling, and manipulating technical data for inclusion in design and drawing package details.
- Creates and modifies engineering documentation, reports, and drawings to include flow charts, block diagrams, and schematics using industry standard modeling and CAD software.
- Reviews and analyzes Installation Requirements Documents, Installation Design Plans, and As-Built drawings to ensure compliance with applicable standards.
- Communicates and collaborates with other subject matter experts regarding prototypes, design and/or documentation communications equipment and associated wiring.
- Utilizes mathematical concepts such as probability, statistics, plane and solid geometry, fractions, percentages, ratios, and proportions to practical situations.
- Conducts surveys of systems, sites (both afloat and ashore), or installations to document existing equipment arrangements, cabling, and power systems for design or mission essential upgrades.
- Ensures goals and objectives of each project are accomplished within prescribed processes, timeframes, quality levels, and costs.
- Interprets engineering data gathered from field inspections, on-site inspections, site surveys, engineering notes, sketches, blueprints, and photographs to create required technical documentation packages.

Education:
- Bachelor’s degree in Engineering, Drafting, Design, or related field, OR:
- Technical training in a relevant technical field

Experience:
- Technical degree and three (3) years of experience in a relevant field in support of C4ISR requirements and one (1) year of technical experience in project support, that may be achieved simultaneously, OR; ten (10) years of practical C4ISR-type experience and within the 10-year minimum will have the following experience that may be achieved simultaneously:
  - Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.
Essential Functions:
- Designs, creates, edits, and modifies models and drawings for fabrication integration for customers utilizing industry standard CAD tools, software, or other drafting related technology.
- Designs Block Wiring diagrams that convey electrical intent of proposed design.
- Utilize 3D printing technology for the full process to develop original concepts, to test piece, and develop parts to ensure Form, Fit, and Function.
- Create illustrations that show As-Is and To-Be scenarios for engineering validation and end user feasibility, to include Plan and Elevation views as needed.
- Create and maintain all designs and illustrations necessary to procure, dismantle, and construct all technical aspects of the technical design process.
- Provide technical drafting support to the engineering team to include gathering, maintaining, formatting, compiling, and manipulating technical data for inclusion in design and drawing package details.
- Creates and modifies engineering documentation, reports, and drawings to include flow charts, block diagrams, and schematics using industry standard modeling and CAD software.
- Reviews and analyzes Installation Requirements Documents, Installation Design Plans, and As-Built drawings to ensure compliance with applicable standards.
- Communicates and collaborates with other subject matter experts regarding prototypes, design and/or documentation communications equipment and associated wiring.
- Utilizes mathematical concepts such as probability, statistics, plane and solid geometry, fractions, percentages, ratios, and proportions to practical situations.
- Conducts surveys of systems, sites (both afloat and ashore), or installations to document existing equipment arrangements, cabling, and power systems for design or mission essential upgrades.
- Ensures goals and objectives of each project are accomplished within prescribed processes, timeframes, quality levels, and costs.
- Interprets engineering data gathered from field inspections, on-site inspections, site surveys, engineering notes, sketches, blueprints, and photographs to create required technical documentation packages.

Education:
- Bachelor's degree in Engineering, Drafting, Design, or related field, OR:
- Technical training in a relevant technical field

Experience:
- Technical degree and six (6) years of experience in a relevant field in support of C4ISR requirements and three (3) years of technical experience in project support, that may be achieved simultaneously, OR; twelve (12) years of practical C4ISR-type experience and within the 12-year minimum will have the following experience that may be achieved simultaneously:
  - Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.

Technical Designer 4
Creates, edits, and maintains designs and drawings from concept to finish for fabrication integration, and new drawing package creation for customers. Communicates and collaborates with company and customer stakeholders, engineers, and subject matter experts to interpret design concepts, and determine the nature and type of required drawings. Verifies accuracy and completeness of drawings and
ensures goals and objectives of each project are accomplished within prescribed processes, timeframes, and quality levels. Attaining and maintaining relevant certifications is expected and may be required by contract.

**Essential Functions:**

- Designs, creates, edits, and modifies models and drawings for fabrication integration for customers utilizing industry standard CAD tools, software, or other drafting related technology.
- Designs Block Wiring diagrams that convey electrical intent of proposed design.
- Utilize 3D printing technology for the full process to develop original concepts, to test piece, and develop parts to ensure Form, Fit, and Function.
- Create illustrations that show As-Is and To-Be scenarios for engineering validation and end user feasibility, to include Plan and Elevation views as needed.
- Create and maintain all designs and illustrations necessary to procure, dismantle, and construct all technical aspects of the technical design process.
- Provide technical drafting support to the engineering team to include gathering, maintaining, formatting, compiling, and manipulating technical data for inclusion in design and drawing package details.
- Creates and modifies engineering documentation, reports, and drawings to include flow charts, block diagrams, and schematics using industry standard modeling and CAD software.
- Reviews and analyzes Installation Requirements Documents, Installation Design Plans, and As-Built drawings to ensure compliance with applicable standards.
- Communicates and collaborates with other subject matter experts regarding prototypes, design and/or documentation communications equipment and associated wiring.
- Utilizes mathematical concepts such as probability, statistics, plane and solid geometry, fractions, percentages, ratios, and proportions to practical situations.
- Conducts surveys of systems, sites (both afloat and ashore), or installations to document existing equipment arrangements, cabling, and power systems for design or mission essential upgrades.
- Ensures goals and objectives of each project are accomplished within prescribed processes, timeframes, quality levels, and costs.
- Interprets engineering data gathered from field inspections, on-site inspections, site surveys, engineering notes, sketches, blueprints, and photographs to create required technical documentation packages.
- May provide work leadership to other less experienced team members.

**Education:**

- Bachelor’s degree in Engineering, Drafting, Design, or related field, OR:
- Technical training in a relevant technical field

**Experience:**

- Technical degree and ten (10) years of experience in a relevant field in support of C4ISR requirements and five (5) years of technical experience in project support, that may be achieved simultaneously, OR; fifteen (15) years of practical C4ISR-type experience and within the 15-year minimum will have the following experience that may be achieved simultaneously:
  - Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.

**Technical Designer 5**

Creates, edits, and maintains designs and drawings from concept to finish for fabrication integration, and new drawing package creation for customers. Communicates and collaborates with company and customer stakeholders, engineers, and subject matter experts to interpret design concepts, and determine the nature and type of required drawings. Verifies accuracy and completeness of drawings and ensures goals and objectives of each project are accomplished within prescribed processes, timeframes, and quality levels. Attaining and maintaining relevant certifications is expected and may be required by contract.
Essential Functions:

- Designs, creates, edits, and modifies models and drawings for fabrication integration for customers utilizing industry standard CAD tools, software, or other drafting related technology.
- Designs Block Wiring diagrams that convey electrical intent of proposed design.
- Utilize 3D printing technology for the full process to develop original concepts, to test piece, and develop parts to ensure Form, Fit, and Function.
- Create illustrations that show As-Is and To-Be scenarios for engineering validation and end user feasibility, to include Plan and Elevation views as needed.
- Create and maintain all designs and illustrations necessary to procure, dismantle, and construct all technical aspects of the technical design process.
- Provide technical drafting support to the engineering team to include gathering, maintaining, formatting, compiling, and manipulating technical data for inclusion in design and drawing package details.
- Creates and modifies engineering documentation, reports, and drawings to include flow charts, block diagrams, and schematics using industry standard modeling and CAD software.
- Reviews and analyzes Installation Requirements Documents, Installation Design Plans, and As-Built drawings to ensure compliance with applicable standards.
- Communicates and collaborates with other subject matter experts regarding prototypes, design and/or documentation communications equipment and associated wiring.
- Utilizes mathematical concepts such as probability, statistics, plane and solid geometry, fractions, percentages, ratios, and proportions to practical situations.
- Conducts surveys of systems, sites (both afloat and ashore), or installations to document existing equipment arrangements, cabling, and power systems for design or mission essential upgrades.
- Ensures goals and objectives of each project are accomplished within prescribed processes, timeframes, quality levels, and costs.
- Interprets engineering data gathered from field inspections, on-site inspections, site surveys, engineering notes, sketches, blueprints, and photographs to create required technical documentation packages.
- Provides work leadership to other less experienced team members.

Education:

- Bachelor’s degree in Engineering, Drafting, Design, or related field, OR:
- Technical training in a relevant technical field

Experience:

- Technical degree and fifteen (15) years of experience in a relevant field in support of C4ISR requirements and recognized as an expert in project support, OR; eighteen (18) years of practical C4ISR-type experience and within the 18-year minimum will have the following experience that may be achieved simultaneously:
  - Three out of the following five: System Requirements, Operational Requirements, Data Analysis, Test & Evaluation, and Training.
## Education Substitution Chart

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>Min Edu</th>
<th>Min Exp</th>
<th>PhD</th>
<th>Masters</th>
<th>Bachelors</th>
<th>Associate</th>
<th>High School</th>
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<tbody>
<tr>
<td>Program Manager</td>
<td>BS/BA</td>
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<td>Project Manager</td>
<td>BS/BA</td>
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