



## **GENERAL SERVICES ADMINISTRATION Federal Acquisition Service**

### ***Authorized Federal Supply Schedule FSS Price List***

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

### **MULTIPLE AWARD SCHEDULE (MAS) Contract Number: 47QRAA22D0091 Modification Number: PS-0003 Effective December 16, 2022**

Base Contract Period: 4/28/2022 - 4/27/2027  
Business Size: Large  
Federal Supply Group: Professional Services

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

**Avion Solutions, Inc.**

**DBA: Avion**

**4905 Research Drive**

**Huntsville, AL 35805**

**Phone: 256-721-7006**

**Fax: 256-721-7007**

[www.avionsolutions.com](http://www.avionsolutions.com)

#### **Contract Administration Point of Contact:**

**Name:** *Kim Taylor*

**Phone:** (256) 721-7006

**Email:** [kim.taylor@avioninc.com](mailto:kim.taylor@avioninc.com)

## **CUSTOMER INFORMATION**

**1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to item descriptions and awarded price(s):**

541330ENG	Engineering Services
541330EMI	Engineering Services related to Military, Aerospace Equipment, Military Weapons, National Energy Policy Act of 1992, Marine Engineering, and Naval Architecture
541715	Engineering Research and Development and Strategic Planning
541420	Engineering System Design and Integration Services
541380	Testing Laboratory Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541614SVC	Supply and Value Chain Management
541614	Deployment, Distribution and Transportation Logistics Services
611430	Professional and Management Development Training
54151S	Information Technology Professional Services
OLM	Order-Level Materials (OLM)

**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. Pricing for the Awarded Labor Rates can be found in Section I.**

**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. The labor rate descriptions can be found in Section II.**

**2. Maximum order:** \$1,000,000.00

**3. Minimum order:** \$100.00

**4. Geographic coverage (delivery area):** Domestic

**5. Point(s) of production (city, county, and State or foreign country):** Huntsville, AL

**6. Discount from list prices or statement of net price:** Prices shown herein are net prices.

**7. Quantity discounts:** None offered.

- 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):**
- Name: *Avion Solutions, Inc.*  
Address: *4905 Research Dr*  
*Huntsville, AL 35805*
- 12b. Ordering procedures:** See Federal Acquisition Regulation (FAR) 8.405-3.
- 13. Payment address(es):**
- Name: *Avion Solutions, Inc.*  
Address: *4905 Research Dr*  
*Huntsville, AL 35805*  
Attn: *Accounting*
- 14. Warranty provision:** Personnel provided under this Schedule will have the Education and Experience as outlined in our Labor Category Education requirements and job description.
- 15. Export packing charges:** 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 (if applicable):** N/A

**22b. Section 508 Compliance:** N/A

**23. Unique Entity Identifier (UEI) number:** 804859841

**24. Avion is registered in SAM.**

**I. Final Labor Prices**

SIN	Labor Category	Min EDU	Min EXP	Year 1	Year 2	Year 3	Year 4	Year 5
				4/28/2022 – 4/27/2023	4/28/2023 – 4/27/2024	4/28/2024 – 4/27/2025	4/28/2025 – 4/27/2026	4/28/2026 – 4/27/2027
				GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Administrative/Analyst I	High School	1	\$41.61	\$42.86	\$44.15	\$45.47	\$46.83
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Administrative/Analyst II	High School	2	\$48.59	\$50.06	\$51.56	\$53.11	\$54.70
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Administrative/Analyst III	High School	3	\$55.86	\$57.53	\$59.25	\$61.03	\$62.86
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Co-Op Engineer/Scientist	High School	0	\$35.33	\$36.39	\$37.48	\$38.60	\$39.76
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Engineer/Scientist I	Bachelors	3	\$98.91	\$101.88	\$104.94	\$108.08	\$111.32
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC,	Engineer/Scientist II	Bachelors	4	\$103.05	\$106.15	\$109.33	\$112.61	\$115.99

SIN	Labor Category	Min EDU	Min EXP	Year 1	Year 2	Year 3	Year 4	Year 5
				4/28/2022 – 4/27/2023	4/28/2023 – 4/27/2024	4/28/2024 – 4/27/2025	4/28/2025 – 4/27/2026	4/28/2026 – 4/27/2027
				GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)
541614, 611430, 54151S								
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Engineer/Scientist III	Bachelors	5	\$108.88	\$112.14	\$115.51	\$118.97	\$122.54
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Engineer/Scientist IV	Bachelors	7	\$113.77	\$117.19	\$120.71	\$124.32	\$128.05
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Engineer/Scientist V	Bachelors	10	\$132.64	\$136.62	\$140.73	\$144.95	\$149.30
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Engineer/Scientist VI	Bachelors	12	\$136.23	\$140.32	\$144.53	\$148.87	\$153.33
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Engineer/Scientist VII	Bachelors	16	\$142.01	\$146.27	\$150.66	\$155.18	\$159.84
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Engineer/Scientist VIII	Bachelors	17	\$152.51	\$157.09	\$161.80	\$166.66	\$171.66
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Journeyman Analyst/Logistician I	High School	5	\$73.24	\$75.44	\$77.70	\$80.03	\$82.43
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC,	Journeyman Analyst/Logistician II	High School	6	\$81.38	\$83.82	\$86.34	\$88.93	\$91.60

SIN	Labor Category	Min EDU	Min EXP	Year 1	Year 2	Year 3	Year 4	Year 5
				4/28/2022 – 4/27/2023	4/28/2023 – 4/27/2024	4/28/2024 – 4/27/2025	4/28/2025 – 4/27/2026	4/28/2026 – 4/27/2027
				GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)
541614, 611430, 54151S								
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Journeyman Analyst/Logistician III	High School	7	\$86.03	\$88.60	\$91.26	\$94.01	\$96.83
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Journeyman Analyst/Logistician IV	High School	8	\$88.44	\$91.09	\$93.82	\$96.63	\$99.53
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Journeyman Analyst/Logistician V	High School	9	\$97.85	\$100.79	\$103.81	\$106.92	\$110.13
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Junior Engineer/Scientist I	Bachelors	0	\$77.25	\$79.57	\$81.95	\$84.41	\$86.94
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Junior Engineer/Scientist II	Bachelors	1	\$87.19	\$89.81	\$92.50	\$95.27	\$98.14
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Junior Engineer/Scientist III	Bachelors	2	\$94.75	\$97.59	\$100.52	\$103.54	\$106.64
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Principal Engineer/Scientist I	Bachelors	10	\$131.15	\$135.09	\$139.14	\$143.31	\$147.62
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC,	Principal Engineer/Scientist II	Bachelors	12	\$145.71	\$150.09	\$154.59	\$159.22	\$164.00

SIN	Labor Category	Min EDU	Min EXP	Year 1	Year 2	Year 3	Year 4	Year 5
				4/28/2022 – 4/27/2023	4/28/2023 – 4/27/2024	4/28/2024 – 4/27/2025	4/28/2025 – 4/27/2026	4/28/2026 – 4/27/2027
				GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)
541614, 611430, 54151S								
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Principal Engineer/Scientist III	Bachelors	15	\$154.81	\$159.46	\$164.24	\$169.17	\$174.25
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Principal Engineer/Scientist IV	Bachelors	17	\$166.07	\$171.04	\$176.17	\$181.46	\$186.90
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Principal Engineer/Scientist V	Bachelors	20	\$180.63	\$186.06	\$191.64	\$197.39	\$203.31
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Principal Engineer/Scientist VI	Bachelors	22	\$195.20	\$201.06	\$207.09	\$213.31	\$219.71
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Principal Engineer/Scientist VII	Bachelors	25	\$207.42	\$213.64	\$220.05	\$226.65	\$233.45
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Program Director	Bachelors	26	\$236.63	\$243.74	\$251.05	\$258.59	\$266.35
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Program Manager I	High School	19	\$171.93	\$177.09	\$182.40	\$187.87	\$193.50
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC,	Program Manager II	High School	21	\$184.59	\$190.14	\$195.84	\$201.71	\$207.77

SIN	Labor Category	Min EDU	Min EXP	Year 1	Year 2	Year 3	Year 4	Year 5
				4/28/2022 – 4/27/2023	4/28/2023 – 4/27/2024	4/28/2024 – 4/27/2025	4/28/2025 – 4/27/2026	4/28/2026 – 4/27/2027
				GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)
541614, 611430, 54151S								
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Programmer/Analyst I	Bachelors	4	\$91.36	\$94.10	\$96.92	\$99.83	\$102.82
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Programmer/Analyst II	Bachelors	5	\$97.40	\$100.32	\$103.34	\$106.44	\$109.63
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Programmer/Analyst III	Bachelors	6	\$120.51	\$124.13	\$127.86	\$131.70	\$135.65
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Programmer/Analyst IV	Bachelors	9	\$128.67	\$132.53	\$136.51	\$140.61	\$144.83
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Project Lead I	Bachelors	12	\$143.33	\$147.63	\$152.06	\$156.62	\$161.32
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Project Lead II	Bachelors	13	\$159.27	\$164.05	\$168.97	\$174.04	\$179.25
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Senior Analyst/Logistician I	Bachelors	7	\$105.96	\$109.15	\$112.42	\$115.80	\$119.27
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC,	Senior Analyst/Logistician II	Bachelors	8	\$117.73	\$121.27	\$124.91	\$128.65	\$132.51



SIN	Labor Category	Min EDU	Min EXP	Year 1	Year 2	Year 3	Year 4	Year 5
				4/28/2022 – 4/27/2023	4/28/2023 – 4/27/2024	4/28/2024 – 4/27/2025	4/28/2025 – 4/27/2026	4/28/2026 – 4/27/2027
				GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)
541614, 611430, 54151S								
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Senior Analyst/Logistician III	Bachelors	9	\$118.75	\$122.32	\$125.98	\$129.76	\$133.65
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Senior Analyst/Logistician IV	Bachelors	12	\$125.26	\$129.02	\$132.89	\$136.88	\$140.99
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Senior Programmer/Analyst I	Bachelors	7	\$137.57	\$141.70	\$145.95	\$150.34	\$154.85
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Senior Programmer/Analyst II	Bachelors	10	\$162.02	\$166.87	\$171.88	\$177.04	\$182.35
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Senior Programmer/Analyst III	Bachelors	12	\$164.67	\$169.61	\$174.70	\$179.94	\$185.34
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Senior Technical Specialist I	High School	10	\$88.76	\$91.42	\$94.16	\$96.98	\$99.89
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Senior Technical Specialist II	High School	11	\$99.78	\$102.77	\$105.85	\$109.03	\$112.30
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC,	Senior Technical Specialist III	High School	14	\$108.24	\$111.49	\$114.83	\$118.28	\$121.82

SIN	Labor Category	Min EDU	Min EXP	Year 1	Year 2	Year 3	Year 4	Year 5
				4/28/2022 – 4/27/2023	4/28/2023 – 4/27/2024	4/28/2024 – 4/27/2025	4/28/2025 – 4/27/2026	4/28/2026 – 4/27/2027
				GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)	GSA price (w/IFF)
541614, 611430, 54151S								
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Subject Matter Expert (SME) II	High School	20	\$196.53	\$202.43	\$208.50	\$214.76	\$221.20
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Subject Matter Expert (SME) IV	High School	26	\$233.15	\$240.14	\$247.35	\$254.76	\$262.41
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Technical Specialist I	High School	4	\$59.53	\$61.31	\$63.15	\$65.05	\$67.00
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Technical Specialist II	High School	6	\$67.86	\$69.89	\$71.99	\$74.15	\$76.37
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Technical Specialist III	High School	7	\$71.90	\$74.06	\$76.28	\$78.57	\$80.93
541330EMI, 541330ENG, 541715, 541420, 541380, 541611, 541614SVC, 541614, 611430, 54151S	Technical Specialist IV	High School	9	\$82.56	\$85.04	\$87.59	\$90.22	\$92.93

**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 Multiple Award 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 CFR 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.

## **II. AWARDED LABOR CATEGORY QUALIFICATIONS AND DESCRIPTIONS**

### **Administrative/Analyst I**

**Job Description:** The Administrative/Analyst I provide support to the analysis of results and preparation of reports and documentation in accordance with applicable DoD standards and regulations utilizing MS Office Suite, MS Access and other computer applications in support in support of task requirements. Receives guidance from senior level managers, engineers, and/or analysts to work as part of a team to accomplish the assigned tasks. Works under supervision of Supervisors

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 1 years

**Substitution in Education/Experience:** N/A

### **Administrative/Analyst II**

**Job Description:** The Administrative/Analyst II provides support to the analysis of results and preparation of reports and documentation in accordance with applicable DoD standards and regulations utilizing MS Office Suite, MS Access and other computer applications in support in support of task requirements. Receives guidance from senior level managers, engineers, and/or analysts to work as part of a team to accomplish the assigned tasks. Positions may involve limited supervision responsibilities and require individuals with demonstrated proficiency in their particular areas

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 2 years

**Substitution in Education/Experience:** N/A

### **Administrative/Analyst III**

**Job Description:** The Administrative/Analyst III has a BS or BA Degree in a recognized discipline appropriate to the task order or a minimum of 3 years of task related experience. The Administrative/Analyst III is skilled in the duties related to his/her particular assignment and receives guidance from senior level managers, engineers, and/or analysts to work as part of a team to accomplish the assigned tasks. As applicable, individuals utilize MS Office Suite, MS Access and other computer applications in support of task requirements to provide support to the analysis of results and preparation of reports and documentation in accordance with applicable DoD standards and regulations. Positions may or may not involve supervisory responsibilities and require individuals with demonstrated proficiency in their particular areas

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 3 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Co-Op Engineer/Scientist**

**Job Description:** The Co-Op Engineer/Scientist must be able to demonstrate the ability to perform engineering related tasks at an entry level. May perform other duties as assigned. The Co-Op Engineer/Scientist must be enrolled and have complete one (1) year of education in pursuit of a BS degree.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 0 years

**Substitution in Education/Experience:** N/A

### **Engineer/Scientist I**

**Job Description:** Personnel must have working knowledge of development methods, systems, requirements definition and system level design. Works under guidance/direction of Principal Engineers/Scientists, performs independent work and will often be responsible for coordinating and directing the efforts of other subordinate technical personnel. Works within broad objectives with considerable latitude for interpreting specific task requirements and for selecting the methodology to be used for achieving expected results. Work is diverse, requiring the ability to establish priorities, interpret conflicting data, and redirect efforts with little forewarning. These personnel will have frequent contact with government personnel in completing assignments and resolving problems. Applicable technical fields for the Engineer/Scientist include (not restricted to): aeromechanics, aerospace engineering, automated identification technology/systems, avionics, electronics, environmental, industrial operations, logistics, maintenance planning, manufacturing technology, product/quality assurance, production engineering, propulsion systems, reliability, availability and maintainability, systems engineering/analysis, structures and materials, software engineering, aviation safety, survivability, supply, technical data management, test and evaluation, and systems modeling

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 3 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Engineer/Scientist II**

**Job Description:** These personnel must have a working knowledge of development methods, systems, requirements definition and system level design. Works under the guidance of Principal Engineers/Scientists. Performs independent work. Will often be responsible for coordinating and directing the efforts of other subordinate technical personnel. Works within broad objectives with considerable latitude for interpreting specific task requirements and for selecting the methodology to

be used for achieving expected results. Work is diverse, requiring the ability to establish priorities, interpret conflicting data, and redirect efforts with little forewarning. These personnel will have frequent contact with government personnel in completing assignments and resolving problems. Applicable technical fields for the Engineer/Scientist include (not restricted to): aeromechanics, aerospace engineering, automated identification technology/systems, avionics, electronics, environmental, industrial operations, logistics, maintenance planning, manufacturing technology, product/quality assurance, production engineering, propulsion systems, reliability, availability and maintainability, systems engineering/analysis, structures and materials, software engineering, aviation safety, survivability, supply, technical data management, test and evaluation, and systems modeling

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 4 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Engineer/Scientist III**

**Job Description:** Personnel must have working knowledge of development methods, systems, requirements definition and system level design. Works under guidance/direction of Principal Engineers/Scientists, performs independent work and will often be responsible for coordinating and directing the efforts of other subordinate technical personnel. Works within broad objectives with considerable latitude for interpreting specific task requirements and for selecting the methodology to be used for achieving expected results. Work is diverse, requiring the ability to establish priorities, interpret conflicting data, and redirect efforts with little forewarning. These personnel will have frequent contact with government personnel in completing assignments and resolving problems. Applicable technical fields for the Engineer/Scientist include (not restricted to): aeromechanics, aerospace engineering, automated identification technology/systems, avionics, electronics, environmental, industrial operations, logistics, maintenance planning, manufacturing technology, product/quality assurance, production engineering, propulsion systems, reliability, availability and maintainability, systems engineering/analysis, structures and materials, software engineering, aviation safety, survivability, supply, technical data management, test and evaluation, and systems modeling

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 5 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Engineer/Scientist IV**

**Job Description:** Personnel must have working knowledge of development methods, systems, requirements definition and system level design. Works under guidance/direction of Principal Engineers/Scientists, performs independent work and will often be responsible for coordinating and directing the efforts of other subordinate technical personnel. Works within broad objectives with considerable latitude for interpreting specific task requirements and for selecting the methodology to be used for achieving expected results. Work is diverse, requiring the ability to establish priorities, interpret conflicting data, and redirect efforts with little forewarning. These personnel will have frequent contact with government personnel in completing assignments and resolving problems.

Applicable technical fields for the Engineer/Scientist include (not restricted to): aeromechanics, aerospace engineering, automated identification technology/systems, avionics, electronics, environmental, industrial operations, logistics, maintenance planning, manufacturing technology, product/quality assurance, production engineering, propulsion systems, reliability, availability and maintainability, systems engineering/analysis, structures and materials, software engineering, aviation safety, survivability, supply, technical data management, test and evaluation, and systems modeling

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 7 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Engineer/Scientist V**

**Job Description:** Plans, coordinates the activities of technical personnel and has the experience required to establish an effective interface between government and contractor personnel. These individuals have experience in engineering development, production and support of weapon systems. Understands the management requirements of the tasks to be performed and is qualified to review and evaluate all work performed, provide direction for contract personnel and ensure compliance with all policies, plans and procedures. He/she has demonstrated ability for independent analysis to develop overall systems testing requirements. These personnel work within broad objectives to obtain unique solutions to complex technical problems. Individuals perform detailed and complex calculations and have knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 10 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Engineer/Scientist VI**

**Job Description:** Plans, coordinates the activities of technical personnel and has the experience required to establish an effective interface between government and contractor personnel. These individuals have experience in engineering development, production and support of weapon systems. Understands the management requirements of the tasks to be performed and is qualified to review and evaluate all work performed, provide direction for contract personnel and ensure compliance with all policies, plans and procedures. He/she has demonstrated ability for independent analysis to develop overall systems testing requirements. These personnel work within broad objectives to obtain unique solutions to complex technical problems. Individuals perform detailed and complex calculations and have knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 12 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

## **Engineer/Scientist VII**

**Job Description:** Experience in his/her technical field at the project/program level. Plans, directs and coordinates technical personnel activities; establishes effective interface between government and contractor personnel. Experience in engineering development, production and support of weapon systems. Understands management requirements of the tasks; reviews/evaluates all work performed, provides direction for personnel and ensures compliance with all policies, plans and procedures. Demonstrated ability for independent analysis to develop overall systems testing requirements. Works within broad objectives to obtain unique solutions to complex technical problems. Performs detailed and complex calculations and has knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration. Applicable technical fields include (not restricted to): aeromechanics, aerospace engineering, automated identification technology/systems, avionics, electronics, environmental, industrial operations, logistics, maintenance planning, manufacturing technology, product/quality assurance, production engineering, propulsion systems, reliability, availability and maintainability, systems engineering/analysis, structures and materials, software engineering, aviation safety, survivability, supply, technical data management, test and evaluation, and systems modeling.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 16 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

## **Engineer/Scientist VIII**

**Job Description:** Experience in his/her technical field at the project/program level. Plans, directs and coordinates technical personnel activities; establishes effective interface between government and contractor personnel. Experience in engineering development, production and support of weapon systems. Understands management requirements of the tasks; reviews/evaluates all work performed, provides direction for personnel and ensures compliance with all policies, plans and procedures. Demonstrated ability for independent analysis to develop overall systems testing requirements. Works within broad objectives to obtain unique solutions to complex technical problems. Performs detailed and complex calculations and has knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration. Applicable technical fields include (not restricted to): aeromechanics, aerospace engineering, automated identification technology/systems, avionics, electronics, environmental, industrial operations, logistics, maintenance planning, manufacturing technology, product/quality assurance, production engineering, propulsion systems, reliability, availability and maintainability, systems engineering/analysis, structures and materials, software engineering, aviation safety, survivability, supply, technical data management, test and evaluation, and systems modeling.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 17 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

## **Journeyman Analyst/Logistician I**

**Job Description:** The Journeyman Level Analyst/Logistician will receive guidance from senior level managers and work independently to formulate opinions, make recommendations, and accomplish assigned tasks in support of overall performance of efforts specified in the statement of work. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and assist system integration.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 5 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Journeyman Analyst/Logistician II**

**Job Description:** The Journeyman Level Analyst/Logistician will receive guidance from senior level managers and work independently to formulate opinions, make recommendations, and accomplish assigned tasks in support of overall performance of efforts specified in the statement of work. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and assist system integration.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 6 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Journeyman Analyst/Logistician III**

**Job Description:** The Journeyman Level Analyst/Logistician will receive guidance from senior level managers and work independently to formulate opinions, make recommendations, and accomplish assigned tasks in support of overall performance of efforts specified in the statement of work. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and assist system integration.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 7 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Journeyman Analyst/Logistician IV**

**Job Description:** The Journeyman Level Analyst/Logistician will receive guidance from senior level managers and work independently to formulate opinions, make recommendations, and accomplish assigned tasks in support of overall performance of efforts specified in the statement of work. This labor category requires experience and the ability to perform detailed and complex calculations plus



knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and assist system integration.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 8 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Journeyman Analyst/Logistician V**

**Job Description:** The Journeyman Level Analyst/Logistician is responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 9 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Junior Engineer/Scientist I**

**Job Description:** The Junior Level Engineer/Scientist must have appropriate education and experience to receive guidance from higher level managers/engineers/scientists and work as part of a team to accomplish assigned tasks. Provides input to analyses and/or development of system and program plans, methodologies, trade studies, architectures, models and simulations, specifications, design, implementation, verification, validation, integration, and maintenance of complex systems.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 0 years

**Substitution in Education/Experience:** N/A

### **Junior Engineer/Scientist II**

**Job Description:** The Junior Level Engineer/Scientist must have appropriate education and experience to receive guidance from higher level managers/engineers/scientists and work as part of a team to accomplish assigned tasks. Provides input to analyses and/or development of system and program plans, methodologies, trade studies, architectures, models and simulations, specifications, design, implementation, verification, validation, integration, and maintenance of complex systems.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 1 years

**Substitution in Education/Experience:** N/A

### **Junior Engineer/Scientist III**

**Job Description:** The Junior Level Engineer/Scientist must have appropriate education and experience to receive guidance from higher level managers/engineers/scientists and work as part of a team to accomplish assigned tasks. Provides input to analyses and/or development of system and program plans, methodologies, trade studies, architectures, models and simulations, specifications, design, implementation, verification, validation, integration, and maintenance of complex systems.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 2 years

**Substitution in Education/Experience:** N/A

### **Principal Engineer/Scientist I**

**Job Description:** Plans, directs, coordinates technical and support personnel activities; establishes effective interface between government and contractor personnel. Possesses management/supervisory experience in the effective positive direction of subordinates. Has experience to transform customer requirement into an operational system through application of recognized systems engineering principles. Uses computer skills for analysis, documentation, and communication of systems engineering and program management data. Has necessary management skills in defense systems acquisitions needed to implement requirements of DoD 5000.2, "Defense Acquisition Program Procedures". Also possesses system-engineering skills needed to fulfill the requirements of MIL-STD-499A, "Engineering Management". Knowledgeable of overall organization, direction, and requirements of contract efforts and is experienced in interfacing directly with government representatives and supervising various task order activities

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 10 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Principal Engineer/Scientist II**

**Job Description:** Plans, directs, coordinates technical and support personnel activities; establishes effective interface between government and contractor personnel. Possesses management/supervisory experience in the effective positive direction of subordinates. Has experience to transform customer requirement into an operational system through application of recognized systems engineering principles. Uses computer skills for analysis, documentation, and communication of systems engineering and program management data. The Principal Engineer/Scientist possesses management skills in defense systems acquisitions needed to implement requirements of DoD 5000.2, "Defense Acquisition Program Procedures". Also possesses system-engineering skills needed to fulfill the requirements of MIL-STD-499A, "Engineering Management". Knowledgeable of overall organization, direction, and requirements of contract efforts and is experienced in interfacing directly with government representatives and supervising various task order activities

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 12 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Principal Engineer/Scientist III**

**Job Description:** Plans, directs, coordinates technical and support personnel activities; establishes effective interface between government and contractor personnel. Possesses management/supervisory experience in the effective positive direction of subordinates. Has experience to transform customer requirement into an operational system through application of recognized systems engineering principles. Uses computer skills for analysis, documentation, and communication of systems engineering and program management data. Has necessary management skills in defense systems acquisitions needed to implement requirements of DoD 5000.2, "Defense Acquisition Program Procedures". Also possesses system-engineering skills needed to fulfill the requirements of MIL-STD-499A, "Engineering Management". Knowledgeable of overall organization, direction, and requirements of contract efforts and is experienced in interfacing directly with government representatives and supervising various task order activities

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 15 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Principal Engineer/Scientist IV**

**Job Description:** Experience in his/her technical field, including 5 years of hands-on systems engineering design and development experience. Plans, directs and coordinates activities of technical and support personnel. Establishes an effective interface between government and contractor personnel. Possess at least five years of management/supervisory experience in the effective positive direction of subordinates. Transforms a customer requirement into an operational system through the application of recognized systems engineering principles. Possesses management skills in defense systems acquisitions needed to implement the requirements of DoD 5000.2, "Defense Acquisition Program Procedures" and MIL-STD-499A, "Engineering Management". The individual possesses computer skills sufficient to support analysis, documentation, and communication of systems engineering and program management data as identified in MIL-STD-499A. Knowledgeable of overall organization, direction, and requirements of the contract efforts and is experienced in interfacing directly with government representatives and supervising various task order activities. Principal Engineer/Scientist applicable technical fields include (not restricted to): aeromechanics, aerospace engineering, automated identification technology/systems, avionics, electronics, environmental, industrial operations, logistics, maintenance planning, manufacturing technology, product/quality assurance, production engineering, propulsion systems, reliability, availability and maintainability, systems engineering/analysis, structures and materials, software engineering, aviation safety, survivability, supply, technical data management, test and evaluation, and systems modeling

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 17 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Principal Engineer/Scientist V**

**Job Description:** Experience in his/her technical field, including 5 years of hands-on systems engineering design and development experience. Plans, directs and coordinates activities of technical and support personnel. Establishes an effective interface between government and contractor personnel. Possess at least five years of management/supervisory experience in the effective positive direction of subordinates. Transforms a customer requirement into an operational system through the application of recognized systems engineering principles. Possesses management skills in defense systems acquisitions needed to implement the requirements of DoD 5000.2, "Defense Acquisition Program Procedures" and MIL-STD-499A, "Engineering Management". The individual possesses computer skills sufficient to support analysis, documentation, and communication of systems engineering and program management data as identified in MIL-STD-499A. Knowledgeable of overall organization, direction, and requirements of the contract efforts and is experienced in interfacing directly with government representatives and supervising various task order activities. Principal Engineer/Scientist applicable technical fields include (not restricted to): aeromechanics, aerospace engineering, automated identification technology/systems, avionics, electronics, environmental, industrial operations, logistics, maintenance planning, manufacturing technology, product/quality assurance, production engineering, propulsion systems, reliability, availability and maintainability, systems engineering/analysis, structures and materials, software engineering, aviation safety, survivability, supply, technical data management, test and evaluation, and systems modeling

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 20 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Principal Engineer/Scientist VI**

**Job Description:** Experience in his/her technical field, including 5 years of hands-on systems engineering design and development experience. Plans, directs and coordinates activities of technical and support personnel. Establishes an effective interface between government and contractor personnel. Possess at least five years of management/supervisory experience in the effective positive direction of subordinates. Transforms a customer requirement into an operational system through the application of recognized systems engineering principles. Possesses management skills in defense systems acquisitions needed to implement the requirements of DoD 5000.2, "Defense Acquisition Program Procedures" and MIL-STD-499A, "Engineering Management". The individual possesses computer skills sufficient to support analysis, documentation, and communication of systems engineering and program management data as identified in MIL-STD-499A. Knowledgeable of overall organization, direction, and requirements of the contract efforts and is experienced in interfacing directly with government representatives and supervising various task order activities. Principal Engineer/Scientist applicable technical fields include (not restricted to): aeromechanics, aerospace engineering, automated identification technology/systems, avionics, electronics, environmental, industrial operations, logistics, maintenance planning, manufacturing technology, product/quality assurance, production engineering, propulsion systems, reliability, availability and maintainability, systems engineering/analysis, structures and materials, software

engineering, aviation safety, survivability, supply, technical data management, test and evaluation, and systems modeling

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 22 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Principal Engineer/Scientist VII**

**Job Description:** Experience in his/her technical field, including 5 years of hands-on systems engineering design and development experience. Plans, directs and coordinates activities of technical and support personnel. Establishes an effective interface between government and contractor personnel. Possess at least five years of management/supervisory experience in the effective positive direction of subordinates. Transforms a customer requirement into an operational system through the application of recognized systems engineering principles. Possesses management skills in defense systems acquisitions needed to implement the requirements of DoD 5000.2, "Defense Acquisition Program Procedures" and MIL-STD-499A, "Engineering Management". The individual possesses computer skills sufficient to support analysis, documentation, and communication of systems engineering and program management data as identified in MIL-STD-499A. Knowledgeable of overall organization, direction, and requirements of the contract efforts and is experienced in interfacing directly with government representatives and supervising various task order activities. Principal Engineer/Scientist applicable technical fields include (not restricted to): aeromechanics, aerospace engineering, automated identification technology/systems, avionics, electronics, environmental, industrial operations, logistics, maintenance planning, manufacturing technology, product/quality assurance, production engineering, propulsion systems, reliability, availability and maintainability, systems engineering/analysis, structures and materials, software engineering, aviation safety, survivability, supply, technical data management, test and evaluation, and systems modeling

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 25 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Program Director**

**Job Description:** The Program Director is a senior level manager within the company who has a minimum of twenty-six (26) years experience, including ten (10) years of demonstrated management experience or project level management in major systems. The Program Director must show completion of a full four year course of study in an accredited college or university leading to a bachelors or higher degree in business, management, engineering, or science and 10 years experience in Senior positions in Government Program Offices or other non-government organizations closely related to the Defense Acquisition Process. The Program Director must be knowledgeable of the program acquisition life cycle process as addressed in the DoDD 5000 series. This position also requires knowledge of the Federal Acquisition Regulations (FAR), Department of Defense (DoD) regulations, requirements, policies and procedures, cost and schedule estimating, systems disciplines, engineering specifications and commercial practices relating to weapon systems procurement and production. The Program Director shall be knowledgeable of overall

organization, direction, and requirements of the contract efforts. Experience in interfacing directly with the government designated representatives and supervising various task order activities is also required.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 26 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Program Manager I**

**Job Description:** Plans, directs, coordinates technical and support personnel activities; establishes effective interface between government and contractor personnel. Possesses management/supervisory experience in the effective positive direction of subordinates. Has experience to transform customer requirement into an operational system through application of recognized systems engineering principles. Uses computer skills for analysis, documentation, and communication of systems engineering and program management data. Knowledgeable of overall organization, direction, and requirements of contract efforts and is experienced in interfacing directly with government representatives and supervising various task order activities.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 19 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Program Manager II**

**Job Description:** Plans, directs, coordinates technical and support personnel activities; establishes effective interface between government and contractor personnel. Possesses management/supervisory experience in the effective positive direction of subordinates. Has experience to transform customer requirement into an operational system through application of recognized systems engineering principles. Uses computer skills for analysis, documentation, and communication of systems engineering and program management data. Knowledgeable of overall organization, direction, and requirements of contract efforts and is experienced in interfacing directly with government representatives and supervising various task order activities.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 21 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Programmer/Analyst I**

**Job Description:** The Programmer/Analyst performs analyses in support of DoD weapon design, development, test and evaluation. Familiar with design and modification of documentation in accordance with standards and specifications. The individual has a working knowledge of design disciplines and analysis techniques. Personnel capable of converting functional design requirements into detailed logic for coding into computer language and understand computer and symbolic logic to

develop sequences of program steps. Personnel have experience with high order languages and assembly languages and capable of converting program steps to computer process languages, documenting, and testing program for adequacy. Has experience in providing software documentation in accordance with military standards. These personnel work independently under supervision from Senior Managers

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 4 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Programmer/Analyst II**

**Job Description:** The Programmer/Analyst performs analyses in support of DoD weapon design, development, test and evaluation. Familiar with design and modification of documentation in accordance with standards and specifications. The individual has a working knowledge of design disciplines and analysis techniques. Personnel capable of converting functional design requirements into detailed logic for coding into computer language and understand computer and symbolic logic to develop sequences of program steps. Personnel have experience with high order languages and assembly languages and capable of converting program steps to computer process languages, documenting, and testing program for adequacy. Has experience in providing software documentation in accordance with military standards. These personnel work independently under supervision from Senior Managers

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 5 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Programmer/Analyst III**

**Job Description:** The Programmer/Analyst is able to perform analyses in support of DoD weapon design, development, test and evaluation. Familiar with design and modification of documentation IAW standards and specifications. Has working knowledge of design disciplines and analysis techniques. Capable of converting functional design requirements into detailed logic for coding into computer language and understands computer and symbolic logic to develop sequences of program steps. Experience with high order languages and assembly languages and is capable of converting program steps to computer process languages, documenting, and testing program for adequacy. Has experience in providing software documentation IAW military standards. These personnel work independently within specific guidelines under supervision from Senior Managers.

Programmer/Analyst applicable technical fields include (not restricted to): computer resources, systems engineering, computer programming, computer science, network configuration, software, electronics, hardware, automated identification technology/systems, test and evaluation, configuration management, logistics, acquisition management, technical data management, systems analysis.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 6 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

#### **Programmer/Analyst IV**

**Job Description:** The Programmer/Analyst is capable of analyzing and translating user requirements into functional design requirements. This individual will have comprehensive understanding of concepts and techniques for system design, configurations and integration (both hardware and software) for tactical systems. Performs detailed and complex calculations to assess advanced systems concepts, assess specifications and perform system integration. This individual is experienced with high order languages and assembly languages and converts program steps to computer process languages, documenting, and testing program for adequacy. The individual is familiar with resource management, engineering and analysis techniques and has experience in major weapons system decision-making and development. Programmer/Analyst personnel are familiar with design and modification of documentation in accordance with military standards. He/she has a minimum level of experience with DoD weapon systems programs. The Programmer/Analyst works within general guidelines and exercises considerable latitude for selecting appropriate methods for completing assignments

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 9 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

#### **Project Lead I**

**Job Description:** Plans, directs, coordinates technical and support personnel activities; establishes effective interface between government and contractor personnel. Possesses management/supervisory experience in the effective positive direction of subordinates. Has experience to transform customer requirement into an operational system through application of recognized systems engineering principles. Uses computer skills for analysis, documentation, and communication of systems engineering and program management data. Knowledgeable of overall organization, direction, and requirements of contract efforts and is experienced in interfacing directly with government representatives and supervising various task order activities.

**Minimum Required Education:** Bachelors Degree

**Minimum Required Years of Experience:** 12 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

#### **Project Lead II**

**Job Description:** Plans, directs, coordinates technical and support personnel activities; establishes effective interface between government and contractor personnel. Possesses management/supervisory experience in the effective positive direction of subordinates. Has experience to transform customer requirement into an operational system through application of recognized systems engineering principles. Uses computer skills for analysis, documentation, and communication of systems engineering and program management data. Knowledgeable of overall



organization, direction, and requirements of contract efforts and is experienced in interfacing directly with government representatives and supervising various task order activities.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 13 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Senior Analyst/Logistician I**

**Job Description:** The Senior Level Analyst/Logistician is responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 7 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Senior Analyst/Logistician II**

**Job Description:** The Senior Level Analyst/Logistician is responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 8 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Senior Analyst/Logistician III**

**Job Description:** The Senior Level Analyst/Logistician is responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 9 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Senior Analyst/Logistician IV**

**Job Description:** The Senior Level Analyst/Logistician is responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 12 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Senior Programmer/Analyst I**

**Job Description:** Analyzes and translates user requirements into functional design requirements and is responsible for the ultimate performance of the PWS task. Possesses comprehensive understanding of concepts and techniques for system design, configurations and integration (both hardware and software) for tactical systems. Performs detailed and complex calculations to assess advanced systems concepts, assess specifications and perform system integration. Experienced with high order languages and assembly languages and converts program steps to computer process languages, documenting, and testing program for adequacy. The individual is familiar with resource management, engineering and analysis techniques and has experience in major weapons system decision-making and development. These personnel supervise technical subordinates. Familiar with design and modification of documentation in accordance with military standards. Works within general guidelines and exercises considerable latitude for selecting appropriate methods for completing assignments. The individual may initiate contact with government personnel to solicit or provide information within the scope of tasks delegated

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 7 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Senior Programmer/Analyst II**

**Job Description:** The Senior Programmer/Analyst is capable of analyzing and translating user requirements into functional design requirements and is responsible for the ultimate performance of the task. Has comprehensive understanding of concepts and techniques for system design, configurations and integration (both hardware and software) for tactical systems. The Senior Programmer/Analyst performs detailed and complex calculations to assess advanced systems concepts, assess specifications and perform system integration. The Senior Programmer/Analyst is experienced with high order languages and assembly languages and converts program steps to computer process languages, documenting, and testing program for adequacy. The individual is familiar with resource management, engineering and analysis techniques and has experience in major weapons system decision-making and development. Personnel are qualified to supervise the activities of technical subordinates. Senior Programmer/Analyst personnel are familiar with design

and modification of documentation in accordance with military standards. Has a minimum of three years of experience with DoD weapon systems programs. Works within general guidelines and exercises considerable latitude for selecting appropriate methods for completing assignments. The individual may initiate contact with government personnel to solicit or provide information within the scope of tasks delegated. Senior Programmer/Analyst applicable technical fields include (not restricted to): computer resources, systems engineering, computer programming, computer science, network configuration, software, electronics, hardware, automated identification technology/systems, test and evaluation, configuration management, logistics, acquisition management, technical data management, systems analysis

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 10 years

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Senior Programmer/Analyst III**

**Job Description:** The Senior Programmer/Analyst is capable of analyzing and translating user requirements into functional design requirements and is responsible for the ultimate performance of the task. Has comprehensive understanding of concepts and techniques for system design, configurations and integration (both hardware and software) for tactical systems. The Senior Programmer/Analyst performs detailed and complex calculations to assess advanced systems concepts, assess specifications and perform system integration. The Senior Programmer/Analyst is experienced with high order languages and assembly languages and converts program steps to computer process languages, documenting, and testing program for adequacy. The individual is familiar with resource management, engineering and analysis techniques and has experience in major weapons system decision-making and development. Personnel are qualified to supervise the activities of technical subordinates. Senior Programmer/Analyst personnel are familiar with design and modification of documentation in accordance with military standards. Has a minimum of three years of experience with DoD weapon systems programs. Works within general guidelines and exercises considerable latitude for selecting appropriate methods for completing assignments. The individual may initiate contact with government personnel to solicit or provide information within the scope of tasks delegated. Senior Programmer/Analyst applicable technical fields include (not restricted to): computer resources, systems engineering, computer programming, computer science, network configuration, software, electronics, hardware, automated identification technology/systems, test and evaluation, configuration management, logistics, acquisition management, technical data management, systems analysis

**Minimum Required Education:** Bachelor's Degree

**Minimum Required Years of Experience:** 12

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Senior Technical Specialist I**

**Job Description:** These individuals have thorough knowledge and experience in the application of DoD standards, specifications and regulations to military systems. Audit change procedures, development and testing documentation to verify compliance with plans and procedures. Has experience and has participated in reviews, audits and evaluations. They also have a thorough

knowledge and experience in the development and review of plans and procedures, support requirements, data requirements and test requirements. These individuals analyze results and prepare technical report documentation and possess thorough knowledge/experience in the preparation of documentation in accordance with applicable DoD standards and regulations. They work within general guidelines and exercise considerable latitude for selecting appropriate methods for completing assignments. These individuals also may initiate contact with the government to solicit or provide information within the scope of tasks delegated

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 10

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Senior Technical Specialist II**

**Job Description:** These individuals have thorough knowledge and experience in the application of DoD standards, specifications and regulations to military systems. Audit change procedures, development and testing documentation to verify compliance with plans and procedures. Has experience and has participated in reviews, audits and evaluations. They also have a thorough knowledge and experience in the development and review of plans and procedures, support requirements, data requirements and test requirements. These individuals analyze results and prepare technical report documentation and possess thorough knowledge/experience in the preparation of documentation in accordance with applicable DoD standards and regulations. They work within general guidelines and exercise considerable latitude for selecting appropriate methods for completing assignments. These individuals also may initiate contact with the government to solicit or provide information within the scope of tasks delegated

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 11

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Senior Technical Specialist III**

**Job Description:** These individuals have thorough knowledge and experience in the application of DoD standards, specifications and regulations to military systems. Audit change procedures, development and testing documentation to verify compliance with plans and procedures. Has experience and has participated in reviews, audits and evaluations. They also have a thorough knowledge and experience in the development and review of plans and procedures, support requirements, data requirements and test requirements. These individuals analyze results and prepare technical report documentation and possess thorough knowledge/experience in the preparation of documentation in accordance with applicable DoD standards and regulations. They work within general guidelines and exercise considerable latitude for selecting appropriate methods for completing assignments. These individuals also may initiate contact with the government to solicit or provide information within the scope of tasks delegated

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 14

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Subject Matter Expert (SME) II**

**Job Description:** The Subject Matter Expert is a highly skilled individual who has an acknowledged specialized acquisition, logistics, and/or technological expertise in the specific functional tasks required for performance in an individual task order. Such individual should possess unique capability or experience not available under basic labor categories set forth in Section B of the contract. It is anticipated that such individual possess a BS degree in an engineering or technical field from an accredited college or university; or 20 or more years of defense/industrial or acquisition experience in the field of expertise.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 20

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Subject Matter Expert (SME) IV**

**Job Description:** The Subject Matter Expert is a highly skilled individual who has an acknowledged specialized acquisition, logistics, and/or technological expertise in the specific functional tasks required for performance in an individual task order. Such individual should possess unique capability or experience not available under basic labor categories set forth in Section B of the contract. It is anticipated that such individual possess a BS degree in an engineering or technical field from an accredited college or university; or 26 or more years of defense/industrial or acquisition experience in the field of expertise.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 26

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Technical Specialist I**

**Job Description:** The Technical Specialist I will support functions such as reviews, audits and evaluations, audit change procedures, development, testing, and preparation of documentation to verify compliance with plans and procedures. This individual is capable in the application of DoD standards, specifications and regulations to military systems. These individuals assist in the support the development and review of plans and procedures, support requirements, data requirements and test requirements. Provides support to analysis of results and preparation of reports and documentation in accordance with applicable DoD standards and regulations. These personnel work within general guidelines under supervision

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 4

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Technical Specialist II**

**Job Description:** Applies DoD standards, specifications and regulations to military systems. Supports functions such as reviews, audits and evaluations, audit change procedures, development, testing, and preparation of documentation to verify compliance with plans and procedures. Supports development and review of plans and procedures, support requirements, data requirements and test requirements. Technical Specialists provide support to analysis of results and preparation of reports and documentation IAW applicable DoD standards and regulations. Works within general guidelines under periodic supervision and exercises some latitude in selecting appropriate methods for completing assignments. Technical Specialists may also initiate contact with government to solicit or provide information within the scope of specific task arrangement. Technical Specialists applicable technical fields include (not restricted to): aviation, maintenance, computer resources, software, electronics, aeronautics, test and evaluation, configuration management, logistics, acquisition management, technical data management, quality assurance, analysis.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 6

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Technical Specialist III**

**Job Description:** Applies DoD standards, specifications and regulations to military systems. Supports functions such as reviews, audits and evaluations, audit change procedures, development, testing, and preparation of documentation to verify compliance with plans and procedures. Supports development and review of plans and procedures, support requirements, data requirements and test requirements. Technical Specialists provide support to analysis of results and preparation of reports and documentation IAW applicable DoD standards and regulations. Works within general guidelines under periodic supervision and exercises some latitude in selecting appropriate methods for completing assignments. Technical Specialists may also initiate contact with government to solicit or provide information within the scope of specific task arrangement. Technical Specialists applicable technical fields include (not restricted to): aviation, maintenance, computer resources, software, electronics, aeronautics, test and evaluation, configuration management, logistics, acquisition management, technical data management, quality assurance, analysis.

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 7

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### **Technical Specialist IV**

**Job Description:** These individuals have knowledge in the application of DoD standards, specifications and regulations to military systems. They are able to audit change procedures, development and testing documentation to verify compliance with plans and procedures. They also have a thorough knowledge and experience in the development and review of plans and procedures,

support requirements, data requirements and test requirements. These individuals analyze results and prepare technical report documentation. These personnel possess thorough knowledge/experience in the preparation of documentation in accordance with applicable DoD standards and regulations. They work within general guidelines and exercise considerable latitude for selecting appropriate methods for completing assignments. These individuals also may provide information to the client within the scope of tasks delegated

**Minimum Required Education:** High School Diploma

**Minimum Required Years of Experience:** 9

**Substitution in Education/Experience:** Applicable substitutions listed in substitution chart

### Education/Experience Substitutions

Labor category minimum requirements			Substitutions				
Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Administrative/Analyst I	High School	1	N/A	N/A	N/A	N/A	
Administrative/Analyst II	High School	2	N/A	N/A	N/A	0	
Administrative/Analyst III	High School	3	N/A	N/A	N/A	1	
Co-Op Engineer/Scientist	High School	0	N/A	N/A	N/A	N/A	
Engineer/Scientist I	Bachelors	3	N/A	1		N/A	N/A
Engineer/Scientist II	Bachelors	4	0	2		N/A	N/A
Engineer/Scientist III	Bachelors	5	1	3		N/A	N/A
Engineer/Scientist IV	Bachelors	7	3	5		N/A	N/A
Engineer/Scientist V	Bachelors	10	6	8		N/A	N/A
Engineer/Scientist VI	Bachelors	12	8	10		N/A	N/A
Engineer/Scientist VII	Bachelors	16	12	14		N/A	N/A
Engineer/Scientist VIII	Bachelors	17	13	15		N/A	N/A
Journeyman Analyst/Logistician I	High School	5	N/A	N/A	1	3	
Journeyman Analyst/Logistician II	High School	6	N/A	0	2	4	
Journeyman Analyst/Logistician III	High School	7	N/A	1	3	5	
Journeyman Analyst/Logistician IV	High School	8	0	2	4	6	
Journeyman Analyst/Logistician V	High School	9	1	3	5	7	
Junior Engineer/Scientist I	Bachelors	0	N/A	N/A		N/A	N/A
Junior Engineer/Scientist II	Bachelors	1	N/A	N/A		N/A	N/A
Junior Engineer/Scientist III	Bachelors	2	N/A	0		N/A	N/A
Principal Engineer/Scientist I	Bachelors	10	6	8		N/A	N/A
Principal Engineer/Scientist II	Bachelors	12	8	10		N/A	N/A

Principal Engineer/Scientist III	Bachelors	15	11	13		N/A	N/A
Principal Engineer/Scientist IV	Bachelors	17	13	15		N/A	N/A
Principal Engineer/Scientist V	Bachelors	20	16	18		N/A	N/A
Principal Engineer/Scientist VI	Bachelors	22	18	20		N/A	N/A
Principal Engineer/Scientist VII	Bachelors	25	21	23		N/A	N/A
Program Director	Bachelors	26	22	24		N/A	N/A
Program Manager I	High School	19	11	13	15	17	
Program Manager II	High School	21	13	15	17	19	
Programmer/Analyst I	Bachelors	4	0	2		6	8
Programmer/Analyst II	Bachelors	5	1	3		7	9
Programmer/Analyst III	Bachelors	6	2	4		8	10
Programmer/Analyst IV	Bachelors	9	5	7		11	13
Project Lead I	Bachelors	12	8	10		14	16
Project Lead II	Bachelors	13	9	11		15	17
Senior Analyst/Logistician I	Bachelors	7	3	5		9	11
Senior Analyst/Logistician II	Bachelors	8	4	6		10	12
Senior Analyst/Logistician III	Bachelors	9	5	7		11	13
Senior Analyst/Logistician IV	Bachelors	12	8	10		14	16
Senior Programmer/Analyst I	Bachelors	7	3	5		9	11
Senior Programmer/Analyst II	Bachelors	10	6	8		12	14
Senior Programmer/Analyst III	Bachelors	12	8	10		14	16
Senior Technical Specialist I	High School	10	2	4	6	8	
Senior Technical Specialist II	High School	11	3	5	7	9	
Senior Technical Specialist III	High School	14	6	8	10	12	
Subject Matter Expert (SME) II	High School	20	12	14	16	18	
Subject Matter Expert (SME) IV	High School	26	18	20	22	24	
Technical Specialist I	High School	4	N/A	N/A	0	2	
Technical Specialist II	High School	6	N/A	0	2	4	
Technical Specialist III	High School	7	N/A	1	3	5	
Technical Specialist IV	High School	9	1	3	5	7	