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 are available through GSA Advantage!®, a menu-driven database system. The INTERNET address GSA Advantage!® is: GSAAAdvantage.gov.

Multiple Award Schedule

FSC Group: Professional Services

Contract Number: 47QSWA20D0015

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

Contract Period: November 12, 2019 – November 11, 2024

Hager Development Group
1724 Virginia Beach Blvd Ste 104
Virginia Beach, VA 23454
757-377-1109
www.hagerdevgrp.com

Contract Administration Source:
Christopher Hagerman
chris.hagerman@hagerdevgrp.com

Business Size: Small Business

Price list current as of Modification #PS-0010 effective 02/10/2021

Prices Shown Herein are Net (discount deducted)
CUSTOMER INFORMATION

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

<table>
<thead>
<tr>
<th>SINs</th>
<th>Recovery</th>
<th>SIN Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611</td>
<td>541611RC</td>
<td>Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services</td>
</tr>
<tr>
<td>611430ST</td>
<td>611430STRC</td>
<td>Security Training</td>
</tr>
<tr>
<td>OLM</td>
<td>OLMRC</td>
<td>Order-Level Materials (OLM’s)</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>SINs</th>
<th>Maximum Order</th>
</tr>
</thead>
<tbody>
<tr>
<td>541611</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>611430ST</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>OLM</td>
<td>$250,000</td>
</tr>
</tbody>
</table>

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. Please refer to Hager Development Group, LLC Services attached labor category descriptions.

2. Maximum order: $1,000,000

3. Minimum order: $0

4. Geographic coverage (delivery area). Domestic

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

   Hager Development Group
   1724 Virginia Beach Blvd Ste 104
   Virginia Beach, VA 23454
   757-377-1109
6. Discount from list prices or statement of net price. Government Net Prices (discounts already deducted.)

7. Quantity discounts:

- 0.5% additional discount on orders greater than $250,000
- 1.0% additional discount on orders greater than $500,000

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

9. Foreign items (list items by country of origin). Not Applicable

10a. Time of delivery. (Contractor insert number of days.) Contact Contractor

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

10c. Overnight and 2-day delivery. Not Applicable

10d. Urgent Requirements. Not Applicable

11. F.O.B. point(s). Origin

12a. Ordering address(es):

Hager Development Group  
1724 Virginia Beach Blvd Ste 104  
Virginia Beach, VA 23454  
757-377-1109

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):

Hager Development Group  
1724 Virginia Beach Blvd Ste 104  
Virginia Beach, VA 23454  
757-377-1109

14. Warranty provision. Not Applicable
15. Export packing charges, if applicable. Not Applicable

16. Terms and conditions of rental, maintenance, and repair (if applicable). Not Applicable

17. Terms and conditions of installation (if applicable). Not Applicable

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable). Not Applicable

18b. Terms and conditions for any other services (if applicable). Not Applicable

19. List of service and distribution points (if applicable). Not Applicable

20. List of participating dealers (if applicable). Not Applicable

21. Preventive maintenance (if applicable). Not Applicable

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). Not Applicable

22b. If applicable, indicate that Section 508 compliance information is available on 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/. Not Applicable

23. Data Universal Number System (DUNS) number. 057232385

24. Notification regarding registration in System for Award Management (SAM) database. Hager Development Group, LLC is registered and active in SAM
## Service Contract Labor Standards Matrix:

<table>
<thead>
<tr>
<th>SCLS Eligible Contract Labor Category/Fixed Price Service</th>
<th>SCLS Equivalent Code Title</th>
<th>WD Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weapons Based Instructor I**</td>
<td>Technical Instructor - 15095</td>
<td></td>
</tr>
<tr>
<td>Weapons Based Instructor II**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Weapons Based Instructor III**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Weapons Based Instructor IV**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Anti-Terrorism Leadership Instructor I**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Swim Testers/Lifeguards/CPR Instructor I**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Expeditionary Combat Skills Weapons-Based Instructor I**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Expeditionary Combat Skills Weapons-Based Instructor II**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Expeditionary Combat Skills Weapons-Based Instructor III**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Expeditionary Combat Skills Medical Support Instructor I**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Expeditionary Combat Skills Medical Support Instructor II**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Senior Instructor Manager**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Advanced Medical Instructor**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>SOF-P Instructor**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Technical Writer II**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>SERE Instructor**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Special Skills Instructor – Site Lead**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Special Skills Instructor**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Contract Administrative Support Specialist**</td>
<td>Administrative Assistant - 01020</td>
<td></td>
</tr>
<tr>
<td>CQC Instructor**</td>
<td>Technical Writer II - 30462</td>
<td></td>
</tr>
<tr>
<td>Urban Sniper Instructor**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
<tr>
<td>Urban R&amp;S Instructor**</td>
<td>Technical Instructor – 15095</td>
<td></td>
</tr>
</tbody>
</table>

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

The rates listed below contain a 2% escalation per year including IFF.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Weapons Based Instructor I</td>
<td>$40.84</td>
<td>$41.66</td>
<td>$42.49</td>
<td>$43.34</td>
<td>$44.21</td>
</tr>
<tr>
<td>Weapons Based Instructor II</td>
<td>$44.39</td>
<td>$45.28</td>
<td>$46.19</td>
<td>$47.11</td>
<td>$48.05</td>
</tr>
<tr>
<td>Weapons Based Instructor III</td>
<td>$48.44</td>
<td>$49.41</td>
<td>$50.40</td>
<td>$51.41</td>
<td>$52.44</td>
</tr>
<tr>
<td>Weapons Based Instructor IV</td>
<td>$58.12</td>
<td>$59.28</td>
<td>$60.47</td>
<td>$61.68</td>
<td>$62.91</td>
</tr>
<tr>
<td>Anti-Terrorism Leadership Instructor I</td>
<td>$48.44</td>
<td>$49.41</td>
<td>$50.40</td>
<td>$51.41</td>
<td>$52.44</td>
</tr>
<tr>
<td>Swim Testers/Lifeguards/CPR Instructor I</td>
<td>$40.84</td>
<td>$41.66</td>
<td>$42.49</td>
<td>$43.34</td>
<td>$44.21</td>
</tr>
<tr>
<td>Expeditionary Combat Skills Weapons-Based Instructor I</td>
<td>$40.28</td>
<td>$41.08</td>
<td>$41.91</td>
<td>$42.74</td>
<td>$43.60</td>
</tr>
<tr>
<td>Expeditionary Combat Skills Weapons-Based Instructor II</td>
<td>$41.72</td>
<td>$42.56</td>
<td>$43.41</td>
<td>$44.28</td>
<td>$45.16</td>
</tr>
<tr>
<td>Expeditionary Combat Skills Weapons-Based Instructor III</td>
<td>$43.22</td>
<td>$44.08</td>
<td>$44.96</td>
<td>$45.86</td>
<td>$46.78</td>
</tr>
<tr>
<td>Expeditionary Combat Skills Medical Support Instructor I</td>
<td>$42.48</td>
<td>$43.33</td>
<td>$44.20</td>
<td>$45.08</td>
<td>$45.98</td>
</tr>
<tr>
<td>Expeditionary Combat Skills Medical Support Instructor II</td>
<td>$43.93</td>
<td>$44.81</td>
<td>$45.71</td>
<td>$46.62</td>
<td>$47.56</td>
</tr>
<tr>
<td>Transition Manager*</td>
<td>$122.76</td>
<td>$125.21</td>
<td>$127.72</td>
<td>$130.27</td>
<td>$132.88</td>
</tr>
<tr>
<td>Program Manager*</td>
<td>$147.31</td>
<td>$150.26</td>
<td>$153.26</td>
<td>$156.33</td>
<td>$159.45</td>
</tr>
<tr>
<td>Deputy Program Manager*</td>
<td>$147.31</td>
<td>$150.26</td>
<td>$153.26</td>
<td>$156.33</td>
<td>$159.45</td>
</tr>
<tr>
<td>Program Coordinator</td>
<td>$98.21</td>
<td>$100.17</td>
<td>$102.17</td>
<td>$104.22</td>
<td>$106.30</td>
</tr>
<tr>
<td>SME-Level, HUMINT Analyst</td>
<td>$100.04</td>
<td>$102.05</td>
<td>$104.09</td>
<td>$106.17</td>
<td>$108.29</td>
</tr>
<tr>
<td>SME-Level, HUMINT Operations Integrator</td>
<td>$100.04</td>
<td>$102.05</td>
<td>$104.09</td>
<td>$106.17</td>
<td>$108.29</td>
</tr>
<tr>
<td>SME-Level, HUMINT Targeting Specialist</td>
<td>$100.04</td>
<td>$102.05</td>
<td>$104.09</td>
<td>$106.17</td>
<td>$108.29</td>
</tr>
<tr>
<td>Position</td>
<td>Grade 1</td>
<td>Grade 2</td>
<td>Grade 3</td>
<td>Grade 4</td>
<td>Grade 5</td>
</tr>
<tr>
<td>-------------------------------------------------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
</tr>
<tr>
<td>SME-Level, Intelligence Captured Enemy Material Analyst</td>
<td>$100.04</td>
<td>$102.05</td>
<td>$104.09</td>
<td>$106.17</td>
<td>$108.29</td>
</tr>
<tr>
<td>SME-Level, Intelligence Discipline Lead</td>
<td>$107.33</td>
<td>$109.48</td>
<td>$111.66</td>
<td>$113.90</td>
<td>$116.18</td>
</tr>
<tr>
<td>SME-Level, Intelligence Exploitation Analyst</td>
<td>$100.04</td>
<td>$102.05</td>
<td>$104.09</td>
<td>$106.17</td>
<td>$108.29</td>
</tr>
<tr>
<td>SME-Level, Intelligence Targeting Analyst</td>
<td>$100.04</td>
<td>$102.05</td>
<td>$104.09</td>
<td>$106.17</td>
<td>$108.29</td>
</tr>
<tr>
<td>SME-Level, Intelligence Team Lead</td>
<td>$107.33</td>
<td>$109.48</td>
<td>$111.66</td>
<td>$113.90</td>
<td>$116.18</td>
</tr>
<tr>
<td>SME-Level, Intelligence Technical Targeting</td>
<td>$107.33</td>
<td>$109.48</td>
<td>$111.66</td>
<td>$113.90</td>
<td>$116.18</td>
</tr>
<tr>
<td>SME-Level, Publicly Available Information (PAI) Analyst</td>
<td>$100.04</td>
<td>$102.05</td>
<td>$104.09</td>
<td>$106.17</td>
<td>$108.29</td>
</tr>
<tr>
<td>SME-Level, SIGINT Analyst</td>
<td>$100.04</td>
<td>$102.05</td>
<td>$104.09</td>
<td>$106.17</td>
<td>$108.29</td>
</tr>
<tr>
<td>SME-Level, Threat Finance</td>
<td>$111.49</td>
<td>$113.72</td>
<td>$116.00</td>
<td>$118.32</td>
<td>$120.68</td>
</tr>
<tr>
<td>Expert-Level, Intelligence Analyst/Military Specialist</td>
<td>$103.17</td>
<td>$105.24</td>
<td>$107.34</td>
<td>$109.49</td>
<td>$111.68</td>
</tr>
<tr>
<td>Expert-Level, Intelligence Analyst/Military Specialist Site Lead</td>
<td>$97.49</td>
<td>$99.44</td>
<td>$101.43</td>
<td>$103.46</td>
<td>$105.52</td>
</tr>
<tr>
<td>Expert-Level, Intelligence Analysts/Trainer</td>
<td>$96.17</td>
<td>$98.09</td>
<td>$100.05</td>
<td>$102.05</td>
<td>$104.10</td>
</tr>
<tr>
<td>Expert-Level, Intelligence Captured Enemy Material Analyst</td>
<td>$96.17</td>
<td>$98.09</td>
<td>$100.05</td>
<td>$102.05</td>
<td>$104.10</td>
</tr>
<tr>
<td>Expert-Level, Intelligence Collection Manager</td>
<td>$96.17</td>
<td>$98.09</td>
<td>$100.05</td>
<td>$102.05</td>
<td>$104.10</td>
</tr>
<tr>
<td>Expert-Level, Intelligence Exploitation Analyst</td>
<td>$96.17</td>
<td>$98.09</td>
<td>$100.05</td>
<td>$102.05</td>
<td>$104.10</td>
</tr>
<tr>
<td>Expert-Level, Intelligence Targeting Analyst</td>
<td>$96.17</td>
<td>$98.09</td>
<td>$100.05</td>
<td>$102.05</td>
<td>$104.10</td>
</tr>
<tr>
<td>Expert-Level, Publicly Available Information (PAI) Analyst</td>
<td>$96.17</td>
<td>$98.09</td>
<td>$100.05</td>
<td>$102.05</td>
<td>$104.10</td>
</tr>
<tr>
<td>Expert-Level, SIGINT Analyst</td>
<td>$103.17</td>
<td>$105.24</td>
<td>$107.34</td>
<td>$109.49</td>
<td>$111.68</td>
</tr>
<tr>
<td>Senior-Level, Intelligence Analyst/Military Specialist</td>
<td>$86.76</td>
<td>$88.49</td>
<td>$90.26</td>
<td>$92.07</td>
<td>$93.91</td>
</tr>
<tr>
<td>Senior-Level, Intelligence Analyst/Trainer</td>
<td>$80.87</td>
<td>$82.49</td>
<td>$84.14</td>
<td>$85.82</td>
<td>$87.54</td>
</tr>
<tr>
<td>Senior-Level, Intelligence Exploitation Analyst</td>
<td>$80.87</td>
<td>$82.49</td>
<td>$84.14</td>
<td>$85.82</td>
<td>$87.54</td>
</tr>
<tr>
<td>Position</td>
<td>Rate 1</td>
<td>Rate 2</td>
<td>Rate 3</td>
<td>Rate 4</td>
<td>Rate 5</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
</tr>
<tr>
<td>Senior-Level, Intelligence Targeting Analyst</td>
<td>$80.87</td>
<td>$82.49</td>
<td>$84.14</td>
<td>$85.82</td>
<td>$87.54</td>
</tr>
<tr>
<td>Senior-Level, Publicly Available Information (PAI) Analyst</td>
<td>$80.87</td>
<td>$82.49</td>
<td>$84.14</td>
<td>$85.82</td>
<td>$87.54</td>
</tr>
<tr>
<td>Senior-Level, SIGINT Analyst</td>
<td>$86.76</td>
<td>$88.49</td>
<td>$90.26</td>
<td>$92.07</td>
<td>$93.91</td>
</tr>
<tr>
<td>Mid-Level, Publicly Available Information (PAI) Analyst</td>
<td>$67.76</td>
<td>$69.11</td>
<td>$70.50</td>
<td>$71.91</td>
<td>$73.34</td>
</tr>
<tr>
<td>Global Indications &amp; Warning Intelligence Specialist (Watch)</td>
<td>$71.19</td>
<td>$72.62</td>
<td>$74.07</td>
<td>$75.55</td>
<td>$77.06</td>
</tr>
<tr>
<td>Intelligence Operations Specialist</td>
<td>$84.66</td>
<td>$86.36</td>
<td>$88.08</td>
<td>$89.84</td>
<td>$91.64</td>
</tr>
<tr>
<td>Intelligence Report Officer</td>
<td>$71.19</td>
<td>$72.62</td>
<td>$74.07</td>
<td>$75.55</td>
<td>$77.06</td>
</tr>
<tr>
<td>Intelligence Standards and Training Specialist</td>
<td>$71.19</td>
<td>$72.62</td>
<td>$74.07</td>
<td>$75.55</td>
<td>$77.06</td>
</tr>
<tr>
<td>Physical, Personal &amp; Industrial Security Support</td>
<td>$76.38</td>
<td>$77.91</td>
<td>$79.47</td>
<td>$81.06</td>
<td>$82.68</td>
</tr>
<tr>
<td>Site Coordination SME</td>
<td>$73.86</td>
<td>$75.33</td>
<td>$76.84</td>
<td>$78.38</td>
<td>$79.94</td>
</tr>
<tr>
<td>Organic &amp; Foreign Weapon SME</td>
<td>$66.89</td>
<td>$68.23</td>
<td>$69.59</td>
<td>$70.98</td>
<td>$72.40</td>
</tr>
<tr>
<td>Tactics SME</td>
<td>$66.89</td>
<td>$68.23</td>
<td>$69.59</td>
<td>$70.98</td>
<td>$72.40</td>
</tr>
<tr>
<td>Senior Instructor Manager</td>
<td>$67.91</td>
<td>$69.27</td>
<td>$70.66</td>
<td>$72.07</td>
<td>$73.51</td>
</tr>
<tr>
<td>Contracts Manager/ Program Manager</td>
<td>$93.82</td>
<td>$95.70</td>
<td>$97.61</td>
<td>$99.57</td>
<td>$101.56</td>
</tr>
<tr>
<td>Advanced Medical Instructor</td>
<td>$71.62</td>
<td>$68.97</td>
<td>$70.35</td>
<td>$71.75</td>
<td>$73.19</td>
</tr>
<tr>
<td>SOF-P Instructor</td>
<td>$47.45</td>
<td>$48.40</td>
<td>$49.36</td>
<td>$50.35</td>
<td>$51.36</td>
</tr>
<tr>
<td>Technical Writer II</td>
<td>$49.28</td>
<td>$50.26</td>
<td>$51.27</td>
<td>$52.29</td>
<td>$53.34</td>
</tr>
<tr>
<td>Special Operations Military Free Fall Instructor/Administrative/Subject Matter Expert</td>
<td>$79.31</td>
<td>$80.90</td>
<td>$82.52</td>
<td>$84.17</td>
<td>$85.85</td>
</tr>
<tr>
<td>Naval Special Warfare Manned Submersibles Subject Matter Expert</td>
<td>$120.27</td>
<td>$122.67</td>
<td>$125.13</td>
<td>$127.63</td>
<td>$130.18</td>
</tr>
<tr>
<td>Naval Special Warfare UBAs Subject Matter Expert</td>
<td>$78.18</td>
<td>$79.75</td>
<td>$81.34</td>
<td>$82.97</td>
<td>$84.63</td>
</tr>
<tr>
<td>Naval Special Warfare EOD tech Subject Matter Expert</td>
<td>$85.51</td>
<td>$87.22</td>
<td>$88.97</td>
<td>$90.75</td>
<td>$92.56</td>
</tr>
<tr>
<td>Naval Special Warfare Combatant-Crafts Subject Matter Expert</td>
<td>$71.02</td>
<td>$72.44</td>
<td>$73.89</td>
<td>$75.37</td>
<td>$76.88</td>
</tr>
<tr>
<td>Labor Category</td>
<td>Rate 1</td>
<td>Rate 2</td>
<td>Rate 3</td>
<td>Rate 4</td>
<td>Rate 5</td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
<td>--------</td>
</tr>
<tr>
<td>Naval Special Warfare General Technical Test and Evaluations Support Subject Matter Expert</td>
<td>$88.59</td>
<td>$90.36</td>
<td>$92.17</td>
<td>$94.01</td>
<td>$95.89</td>
</tr>
<tr>
<td>SENIOR AIR CAPABILITY PLANNER / AIR C2 SUBJECT MATTER EXPERT</td>
<td>$115.92</td>
<td>$118.24</td>
<td>$120.61</td>
<td>$123.02</td>
<td>$125.48</td>
</tr>
<tr>
<td>Senior Requirements Manager JOINT OPERATIONAL AIR C2/IAMD</td>
<td>$115.92</td>
<td>$118.24</td>
<td>$120.61</td>
<td>$123.02</td>
<td>$125.48</td>
</tr>
<tr>
<td>SEE Requirements Manager JOINT OPERATIONAL AIR C2/IAMD</td>
<td>$142.51</td>
<td>$145.36</td>
<td>$148.27</td>
<td>$151.24</td>
<td>$154.26</td>
</tr>
<tr>
<td>Swim/Rehabilitation Instructor</td>
<td>$136.47</td>
<td>$139.20</td>
<td>$141.99</td>
<td>$144.83</td>
<td>$147.72</td>
</tr>
<tr>
<td>Contract Manager (SERE)</td>
<td>$55.77</td>
<td>$56.88</td>
<td>$58.02</td>
<td>$59.18</td>
<td>$60.36</td>
</tr>
<tr>
<td>SERE Instructor</td>
<td>$48.19</td>
<td>$49.16</td>
<td>$50.14</td>
<td>$51.14</td>
<td>$52.17</td>
</tr>
<tr>
<td>Special Skills Instructor - Site Lead</td>
<td>$53.30</td>
<td>$54.36</td>
<td>$55.45</td>
<td>$56.56</td>
<td>$57.69</td>
</tr>
<tr>
<td>Special Skills Instructor</td>
<td>$49.80</td>
<td>$50.80</td>
<td>$51.81</td>
<td>$52.85</td>
<td>$53.91</td>
</tr>
<tr>
<td>CQC Instructor</td>
<td>$59.13</td>
<td>$60.32</td>
<td>$61.52</td>
<td>$62.75</td>
<td>$64.01</td>
</tr>
<tr>
<td>Urban Sniper Instructor</td>
<td>$61.26</td>
<td>$62.48</td>
<td>$63.73</td>
<td>$65.01</td>
<td>$66.31</td>
</tr>
<tr>
<td>Urban R&amp;S Instructor</td>
<td>$60.21</td>
<td>$61.41</td>
<td>$62.64</td>
<td>$63.89</td>
<td>$65.17</td>
</tr>
</tbody>
</table>

**LABOR CATEGORY DESCRIPTIONS**
Weapons Based Instructor I
Functional Responsibilities: Weapons-based instructors deliver training in support of the Navy’s AT and Weapons Training Program. This includes the following courses of instruction: Small Arms Marksmanship Instructor (SAMI) (A-041-0148); Antiterrorism Training Supervisor (AT TRASUP) (A-830-0034); Security Reaction Force-Advanced (SRF-A) (A-830-0396); Armed Sentry/Security Reaction Force-Basic (AS/SRF-B) (A-830-0018); Submarine Force Crew Served Weapons Instructor (SUBFOR CSWI) (A-041-0012); Crew Served Weapons Operations and Maintenance (CSW O&M) (A-041-0013); Crew Served Weapons Instructor (CSWI) (A-830-2215); Master at Arms, Class A (MAA) (A-830-0011) (NTTC Lackland only) and Non-Compliant Boarding, Visit, Board, Search, and Seizure (NCB VBSS) (A-830-0395).
Minimum Education: Possess a basic understanding of Military/Civilian Security Force techniques. Be qualified as a small arms weapon’s instructor.
Minimum Experience: Possess at least two years of past military experience in an operational environment or as a Law Enforcement representative with a military or civilian security force.

Weapons Based Instructor II
Functional Responsibilities: Weapons-based instructors deliver training in support of the Navy’s AT and Weapons Training Program. This includes the following courses of instruction: Small Arms Marksmanship Instructor (SAMI) (A-041-0148); Antiterrorism Training Supervisor (AT TRASUP) (A-830-0034); Security Reaction Force-Advanced (SRF-A) (A-830-0396); Armed Sentry/Security Reaction Force-Basic (AS/SRF-B) (A-830-0018); Submarine Force Crew Served Weapons Instructor (SUBFOR CSWI) (A-041-0012); Crew Served Weapons Operations and Maintenance (CSW O&M) (A-041-0013); Crew Served Weapons Instructor (CSWI) (A-830-2215); Master at Arms, Class A (MAA) (A-830-0011) (NTTC Lackland only) and Non-Compliant Boarding, Visit, Board, Search, and Seizure (NCB VBSS) (A-830-0395).
Minimum Education: Possess a basic understanding of Military/Civilian Security Force techniques. Be qualified as a small arms weapons instructor.
Minimum Experience: Possess at least four years of past military experience in an operational environment or as a Law Enforcement representative with a military or civilian security force.

Weapons Based Instructor III
Functional Responsibilities: Weapons-based instructors deliver training in support of the Navy’s AT and Weapons Training Program. This includes the following courses of instruction: Small Arms Marksmanship Instructor (SAMI) (A-041-0148); Antiterrorism Training Supervisor (AT TRASUP) (A-830-0034); Security Reaction Force-Advanced (SRF-A) (A-830-0396); Armed Sentry/Security Reaction Force-Basic (AS/SRF-B) (A-830-0018); Submarine Force Crew Served Weapons Instructor (SUBFOR CSWI) (A-041-0012); Crew Served Weapons Operations and Maintenance (CSW O&M) (A-041-0013); Crew Served Weapons Instructor (CSWI) (A-830-2215); Master at Arms, Class A (MAA) (A-830-0011) (NTTC Lackland only) and Non-Compliant Boarding, Visit, Board, Search, and Seizure (NCB VBSS) (A-830-0395).
Minimum Education: Possess a basic understanding of Military/Civilian Security Force techniques. Be qualified as a small arms weapons instructor.
Minimum Experience: Possess at least six years of past military experience in an operational environment or as a Law Enforcement representative with a military or civilian security force.

Weapons Based Instructor IV
Functional Responsibilities: Weapons-based instructors deliver training in support of the Navy’s
AT and Weapons Training Program. This includes the following courses of instruction: Small Arms Marksmanship Instructor (SAMI) (A-041-0148); Antiterrorism Training Supervisor (AT TRASUP) (A-830-0034); Security Reaction Force-Advanced (SRF-A) (A-830-0396); Armed Sentry/Security Reaction Force-Basic (AS/SRF-B) (A-830-0018); Submarine Force Crew Served Weapons Instructor (SUBFOR CSWI) (A-041-0012); Crew Served Weapons Operations and Maintenance (CSW O&M) (A-041-0013); Crew Served Weapons Instructor (CSWI) (A-830-2215); Master at Arms, Class A (MAA) (A-830-0011) (NTTC Lackland only) and Non-Compliant Boarding, Visit, Board, Search, and Seizure (NCB VBSS) (A-830-0395). Minimum Education: Possess a basic understanding of Military/Civilian Security Force techniques. Be qualified as a small arms weapons instructor. Minimum Experience: Possess at least eight years of past military experience in an operational environment or as a Law Enforcement representative with a military or civilian security force.

Anti Terrorism Leadership Instructor I
Functional Responsibilities: AT Leadership Course Instructors shall deliver classroom training in support of the Navy’s Antiterrorism Program, specifically the Antiterrorism Officer (ATO) Level II (A-830-0031,J-830-0032, A830-0037), portions of the Naval Security Force Officer (NSFO) (A-7H-0007) and planning portions of the Visit, Board, Search, and Seizure Boarding Officer (VBSS BO) (A-2E-0085) courses of instruction. These courses are designed to provide personnel with the requisite knowledge for coordination, management, and oversight of AT programs and/or operations.
Minimum Education: Past successful experience in Antiterrorism Program Management. Past experience in Maritime Interdiction Operations (MIO), preferably as a VBSS Boarding Officer. A SECRET security clearance
Minimum Experience: Completion of at least 2 years assignment as an Installation Antiterrorism Officer (ATO), Installation Security Officer or Assistant Installation Security Officer; OR Completion of a tour of duty as Echelon 2 command antiterrorism/force protection staff officer, or NCIS, Afloat Training Group, or TYCOM level or above antiterrorism assessment or training team.

Swim Tester/Lifeguard/CPR Instructor I
Functional Responsibilities: The Navy Swim Testers/Lifeguards/CPR Instructors will test selected students for Second Class Swimmers. This will require a swim tester and lifeguards. Additionally, when not conducting the swim test, these individuals will deliver CPR training as well as other non-weapons-based training. Navy Swim Testers will perform the following duties: Conduct student pre-test administrative screening, coordinating with the administrative and medical staff; Administer the Navy Second Class Swimmer test. This testing shall include (but is not limited to): Conduct all pool-side safety checks to ensure that the pool and surrounding facilities are safe to conduct the test. Ensure all safety equipment is present and in satisfactory working condition for the administration of the swim test. At a minimum, the facility must have a telephone with posted emergency numbers, and a backup method of communication. Perform lifeguard duties during swim testing. Grade students. Complete Record of Swim Qualification. Coordinate with government Student Administrative Staff to document post-test results of successful/unsuccesful completion of the Second-Class Swim Test and in the member’s service record. Interface with government staff and/or Swimming Pool staff in coordinating/scheduling use of the swimming pool(s). Assist any government Instructor staff in administering Cardiopulmonary Resuscitation (CPR) instruction. Assist in the delivery training in non-weapons modules after obtaining appropriate CUIT qualifications.
Minimum Education: Possess Navy NEC 9502/805A (Instructor) (or equivalency). Possess one (or more) of the following qualifications: Navy NEC 9504 (Naval Aviation Water Survival Instructor); or Navy NEC 9510 (Navy Swimming and Water Survival Instructor); or Completion of Navy Swim Tester Course (A-012-0015). Possess current certification as a lifeguard. Possess current certification in Basic First Aid. Possess current certification in Cardiopulmonary Resuscitation (CPR). Possess current certification as a CPR Instructor Certification
Minimum Experience: Minimum of two (2) years’ experience as a Navy Swimming or Water Survival Instructor. High School Diploma.

**Expeditionary Combat Skills Weapons-Based Instructor I**

**Functional Responsibilities:** ECS Weapons Instructors provide students with basic expeditionary combat skills training necessary to professionally and safely perform high risk security operations when assigned to Navy Expeditionary Combat Command (NECC), Naval Special Warfare (NSW) organizations, or other government organizations. Instruction will provide government personnel with the necessary individual knowledge, skills and abilities to perform Basic Tactical Communications, Convoy Operations – Basic, Small Arms, Tactical Shooting, Counter Improvised Explosive Devices (C-IED), Mission Planning, Basic Tactical Movement, Basic Chemical, Biological, Radiological, Nuclear, and Explosive (CBRNE) Procedures, and Judgement-based Engagement Training (JET) / Tactical Decision Making (Shoot/Don’t Shoot). Instruction will allow personnel to demonstrate, qualify and become comfortable with both primary and secondary weapons. Students will perform basic movement while engaging targets, transition from primary to secondary weapon, execute vehicle emergency egress procedures, and conduct live-fire exercises in a controlled environment. Additionally, students will become familiar with the psycho/physiological effects induced during deadly force or life-threatening confrontations and measures to effectively minimize their impact on engagement decision making during JET Training. Instruction is classified as High Risk.

Minimum Education: Have knowledge of basic and advanced training techniques; Have knowledge of computer technology application as it applies to instructional presentation and the use of classroom training aids; Possess above average communication skills and the ability to comprehend both verbal and written instructions. All instructors shall possess one of the following qualifications: Have attended the Navy Instructor Training Course (NITC) (A-012-0077) (or military service equivalent), Academic credentialing (teacher/professor), or Instructor training via an academic institution.

Minimum Experience: Minimum of two (2) years documented tactical military operational experience involving: Basic Tactical Communications; Convoy Operations - Basic; Small Arms; Tactical Shooting; Counter Improvised Explosive Devices (C-IED); Mission Planning; Basic Tactical Movement; Basic CBRNE Procedures; Tactical Decision Making (Shoot/Don’t Shoot). Have 2 years of experience as an instructor delivering training

**Expeditionary Combat Skills Weapons-Based Instructor II**

**Functional Responsibilities:** ECS Weapons Instructors provide students with basic expeditionary combat skills training necessary to professionally and safely perform high risk security operations when assigned to Navy Expeditionary Combat Command (NECC), Naval Special Warfare (NSW) organizations, or other government organizations. Instruction will provide government personnel with the necessary individual knowledge, skills and abilities to perform Basic Tactical Communications, Convoy Operations – Basic, Small Arms, Tactical Shooting, Counter Improvised Explosive Devices (C-IED), Mission Planning, Basic Tactical Movement, Basic Chemical, Biological, Radiological, Nuclear, and Explosive (CBRNE) Procedures, and Judgement-based Engagement Training (JET) / Tactical Decision Making (Shoot/Don’t Shoot). Instruction will allow personnel to demonstrate, qualify and become comfortable with both primary and secondary weapons. Students will perform basic movement while engaging targets, transition from primary to secondary weapon, execute vehicle
emergency egress procedures, and conduct live-fire exercises in a controlled environment. Additionally, students will become familiar with the psycho/physiological effects induced during deadly force or life-threatening confrontations and measures to effectively minimize their impact on engagement decision making during JET Training. Instruction is classified as High Risk.

Minimum Education: Have knowledge of basic and advanced training techniques; Have knowledge of computer technology application as it applies to instructional presentation and the use of classroom training aids; Possess above average communication skills and the ability to comprehend both verbal and written instructions. All instructors shall possess one of the following qualifications: Have attended the Navy Instructor Training Course (NITC) (A-012-0077) (or military service equivalent), Academic credentialing (teacher/professor), or Instructor training via an academic institution.

Minimum Experience: Minimum of four (4) years documented tactical military operational experience involving: Basic Tactical Communications; Convoy Operations - Basic; Small Arms; Tactical Shooting; Counter Improvised Explosive Devices (C-IED); Mission Planning; Basic Tactical Movement; Basic CBRNE Procedures; Tactical Decision Making (Shoot/Don’t Shoot). Have 2 years of experience as an instructor delivering training

**Expeditionary Combat Skills Weapons-Based Instructor III**

Functional Responsibilities: ECS Weapons Instructors provide students with basic expeditionary combat skills training necessary to professionally and safely perform high risk security operations when assigned to Navy Expeditionary Combat Command (NECC), Naval Special Warfare (NSW) organizations, or other government organizations. Instruction will provide government personnel with the necessary individual knowledge, skills and abilities to perform Basic Tactical Communications, Convoy Operations – Basic, Small Arms, Tactical Shooting, Counter Improvised Explosive Devices (C-IED), Mission Planning, Basic Tactical Movement, Basic Chemical, Biological, Radiological, Nuclear, and Explosive (CBRNE) Procedures, and Judgement-based Engagement Training (JET) / Tactical Decision Making (Shoot/Don’t Shoot). Instruction will allow personnel to demonstrate, qualify and become comfortable with both primary and secondary weapons. Students will perform basic movement while engaging targets, transition from primary to secondary weapon, execute vehicle emergency egress procedures, and conduct live-fire exercises in a controlled environment. Additionally, students will become familiar with the psycho/physiological effects induced during deadly force or life-threatening confrontations and measures to effectively minimize their impact on engagement decision making during JET Training. Instruction is classified as High Risk.

Minimum Education: Have knowledge of basic and advanced training techniques; Have knowledge of computer technology application as it applies to instructional presentation and the use of classroom training aids; Possess above average communication skills and the ability to comprehend both verbal and written instructions. All instructors shall possess one of the following qualifications: Have attended the Navy Instructor Training Course (NITC) (A-012-0077) (or military service equivalent), Academic credentialing (teacher/professor), or Instructor training via an academic institution.

Minimum Experience: Minimum of six (6) years documented tactical military operational experience involving: Basic Tactical Communications; Convoy Operations - Basic; Small Arms; Tactical Shooting; Counter Improvised Explosive Devices (C-IED); Mission Planning; Basic Tactical Movement; Basic CBRNE Procedures; Tactical Decision Making (Shoot/Don’t Shoot). Have 2 years of experience as an instructor delivering training

**Expeditionary Combat Skills Weapons-Based Instructor I**

Functional Responsibilities: ECS Medical Support Instructors will perform classroom instruction. This classroom instruction involves delivery of formal course curriculum in the areas of Basic First Aid, Cardio-Pulmonary Resuscitation (CPR), and Tactical Combat
Casualty Care (TCCC), and when appropriate, will provide certification of other personnel. ECS Medical support Instructors shall provide for daily set-up and maintenance of all medical training aides utilized in ECS training. The training aids will be provided by the Government. ECS Medical Support Instructors have and maintain current Tactical Combat Casualty Care (TCCC) certification in accordance with the latest Pre-hospital Trauma Life Support (PHTLS) standards.

Minimum Education: Have knowledge of basic and advanced training techniques; Have knowledge of computer technology application as it applies to instructional presentation and the use of classroom training aids; Possess above average communication skills and the ability to comprehend both verbal and written instructions. All instructors shall possess one of the following qualifications: Have attended the Navy Instructor Training Course (NITC) (A-012-0077) (or military service equivalent), Academic credentialing (teacher/professor), or Instructor training via an academic institution.

Minimum Experience: Minimum of two (2) years documented tactical military operational experience involving: Basic Tactical Communications; Convoy Operations - Basic; Small Arms; Tactical Shooting; Counter Improvised Explosive Devices (C-IED); Mission Planning; Basic Tactical. Possess at least two (2) years of experience in providing military first aid or emergency room / trauma center care.

**Expeditionary Combat Skills Weapons-Based Instructor II**

Functional Responsibilities: ECS Medical Support Instructors will perform classroom instruction. This classroom instruction involves delivery of formal course curriculum in the areas of Basic First Aid, Cardio-Pulmonary Resuscitation (CPR), and Tactical Combat Casualty Care (TCCC), and when appropriate, will provide certification of other personnel. ECS Medical support Instructors shall provide for daily set-up and maintenance of all medical training aides utilized in ECS training. The training aids will be provided by the Government. ECS Medical Support Instructors have and maintain current Tactical Combat Casualty Care (TCCC) certification in accordance with the latest Pre-hospital Trauma Life Support (PHTLS) standards.

Minimum Education: Have knowledge of basic and advanced training techniques; Have knowledge of computer technology application as it applies to instructional presentation and the use of classroom training aids; Possess above average communication skills and the ability to comprehend both verbal and written instructions. All instructors shall possess one of the following qualifications: Have attended the Navy Instructor Training Course (NITC) (A-012-0077) (or military service equivalent), Academic credentialing (teacher/professor), or Instructor training via an academic institution.

Minimum Experience: Minimum of four (4) years documented tactical military operational experience involving: Basic Tactical Communications; Convoy Operations - Basic; Small Arms; Tactical Shooting; Counter Improvised Explosive Devices (C-IED); Mission Planning; Basic Tactical. Possess at least two (2) years of experience in providing military first aid or emergency room / trauma center care.

**Transition Manager**

Functional Responsibilities: Transition Manager responsible for the planning and oversight of all activities necessary for the transition of services, staffing, work-in-progress, and management and management of stand up functions. As part of the Transition Phase-in, the Transition Manager will ensure all contract transition requirements from the incumbent are identified, scheduled, negotiated, and completed during the specified Contract Transition Term and Contractor personnel are in place with required facility access, artifacts, processes, and appropriate access to systems necessary for the transition of incumbent to the Contractor. The Transition Manager will regularly report status to the COR and KO at periodic meetings, through written reports, and transition
schedule updates. Minimum Education: Demonstrated experience as a Transition Manager managing large-scale transitions and transition of Professional Service contracts involving the transition of greater than 100-200 personnel; experience must be within DoD or equivalent with Government agencies. Shall have demonstrated experience leading the planning, submission, and execution of Transition Phase-In Plans and Transition Phase-Out plans of similar scale. Specific experience supervising or leading teams and projects applying project management principles using industry best practices is desired. Experience in special operations and/or intelligence disciplines is desired. Current Top Secret clearance and SCI eligible. Minimum Experience: Minimum three (3) years’ USSOCOM or JSOTF experience at the operational level.

**Program Manager**
Functional Responsibilities: Transition Manager responsible for the planning and oversight of all activities necessary for the transition of services, staffing, work-in-progress, and management and management of stand up functions. As part of the Transition Phase-in, the Transition Manager will ensure all contract transition requirements from the incumbent are identified, scheduled, negotiated, and completed during the specified Contract Transition Term and Contractor personnel are in place with required facility access, artifacts, processes, and appropriate access to systems necessary for the transition of incumbent to the Contractor. The Transition Manager will regularly report status to the COR and KO at periodic meetings, through written reports, and transition schedule updates. Minimum Education: Experience in special operations intelligence disciplines and or significant knowledge of special operations is required. Current Top Secret clearance and SCI eligible. Project Management Professional (PMP) or Program Management Professional (PgMP) certification. Minimum Experience: Minimum three (3) years’ USSOCOM or JSOTF experience at the operational level.

**Deputy Program Manager**
Functional Responsibilities: The PM and DPM are responsible for coordinating all aspects of contract management and the Program Coordinator(s) shall adequately supervise Contractor personnel in support of government organizations. Minimum Education: Experience in special operations intelligence disciplines and or significant knowledge of special operations is required. Current Top Secret clearance and SCI eligible. Project Management Professional (PMP) or Program Management Professional (PgMP) certification. Minimum Experience: Minimum of seven (7) years managerial experience within DoD or equivalent Government agencies required, with at least three (3) years at the operational level of warfare experience preferred.

**Program Coordinator**
Functional Responsibilities: The PM and DPM are responsible for coordinating all aspects of contract management and the Program Coordinator(s) shall adequately supervise Contractor personnel in support of government organizations. Minimum Education: Experience in special operations intelligence disciplines and or significant knowledge of special operations is required. Current Top Secret clearance and SCI eligible. Minimum Experience: The PM and DPM are responsible for coordinating all aspects of contract management and the Program Coordinator(s) shall adequately supervise Contractor personnel in support of government organizations.

**SME-Level, Intelligence Targeting Analyst**
Functional Responsibilities: The PM and DPM are responsible for coordinating all aspects of contract management and the Program Coordinator(s) shall adequately supervise Contractor personnel in support of government organizations. Minimum Education: Highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Strong
briefing skills. Strong background and firsthand experience in the following analytical areas: Sensitive Site Exploitation (SSE), data at rest Regional Analysis, Geo-Political Analysis, HUMINT/SIGINT Analysis, and Collection Management. Ability to work independently with little or no supervision. Ability to work as a part of a team to identify trends and information of value within data-at-rest to drive reporting and production to alert decision-makers of new developments and to meet specific customer requirements. Acute knowledge of SOF and or CT intelligence experience. Advanced HVI/Network targeting methodology knowledge/understanding, nodal analysis, and ability to fully utilize the F3EAD targeting process. Highly proficient in utilizing computer applications and intelligence related automation to support target development, analytical efforts and product development. Excellent briefing skills and experienced in directing subordinate analysts in the accomplishment of intelligence products and assessments. Expert knowledge of targeting applications and all aspects of HVI/network targeting including methodologies and systems. Comprehensive background and firsthand experience in the following analytical areas: CT, Regional Analysis, Geo-Political Analysis, HUMINT/SIGINT/GEOINT Analysis and Collection Management. Expert knowledge of SOF and or CT intelligence experience. Minimum Experience: Minimum of three (3) years targeting experience within previous five (5) years or equivalent operational support experience within SOF related communities required.

SME-Level, Signals Intelligence (SIGINT) Analyst
Functional Responsibilities: Advanced SIGINT knowledge. The SIGINT SME will coordinate SIGINT procedures with internal and external SIGINT activities to ensure the collection and dissemination activities adhere to guidance and appropriate directives. Minimum Education: Shall be highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Shall possess strong briefing skills. Strong background and firsthand experience is required in the following analytical areas: Sensitive Site Exploitation (SSE), data at rest Regional Analysis, Geo-Political Analysis, HUMINT/SIGINT Analysis, and Collection Management. Ability to work independently with little or no supervision. Ability to work as a part of a team to identify trends and information of value within data-at-rest to drive reporting and production to alert decision-makers of new developments and to meet specific customer requirements. Acute knowledge of SOF and or CT intelligence experience is highly desirable. Proficient in utilizing basic computer applications and established SIGINT related databases to support analytical efforts and product development. Strong briefing skills and be capable of effectively directing and influencing the conduct of SIGINT operations. Strong background and firsthand experience in SIGINT Analysis, SIGINT systems, tools and databases, reporting and collection management. Expert knowledge of SOF and or CT intelligence experience. Minimum Experience: Minimum of ten (10) years analytical experience within DoD or equivalent Government agencies required, with five (5) years at the operational level.

Expert-Level, Signals Intelligence (SIGINT) Analyst
Functional Responsibilities: Advanced SIGINT knowledge. The SIGINT SME will coordinate SIGINT procedures with internal and external SIGINT activities to ensure the collection and dissemination activities adhere to guidance and appropriate directives. Minimum Education: Shall be proficient in utilizing basic computer applications and established SIGINT related databases to support analytical efforts and product development. Shall possess strong briefing skills. Shall have a high level of proficiency with National Security Agency (NSA) and other SIGINT analytical databases covering both Dial Network Recognition (DNR) and Digital Network Intelligence (DNI) related technologies. Strong background and firsthand experience is required in SIGINT analysis, SIGINT systems, tools and databases, reporting and collection management. Acute knowledge of SOF and or CT/counter proliferation intelligence experience. Current Top Secret clearance with SCI eligible
Minimum Experience: Minimum of eight (8) years analytical experience within DoD or equivalent
Government agencies required, with five (5) years at the operational level.

**Senior-Level, Signals Intelligence (SIGINT) Analyst**
Functional Responsibilities: Advanced SIGINT knowledge. The SIGINT SME will coordinate SIGINT procedures with internal and external SIGINT activities to ensure the collection and dissemination activities adhere to guidance and appropriate directives.
Minimum Education: Shall be highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Must possess strong briefing skills. Strong background and firsthand experience is required in SIGINT analysis, SIGINT systems, tools and databases. Knowledge of SOF and or CT intelligence experience. Current Top Secret clearance with SCI eligible.
Minimum Experience: Minimum of six (6) years analytical experience within DoD or equivalent
Government agencies required, with three (3) years at the operational level.

**SME-Level, Intelligence Captured Enemy Material Analyst**
Functional Responsibilities: Participate in the exploitation and analysis of CEM related documents and media. SME shall have in-depth analytic skills to identify, assess, and report on enemy capabilities and tactics in support of target development and warning and the production of all source strategic, operational, and tactical intelligence analysis. CEM SMEs prepare and provide briefings and assessment to U.S. national and foreign intelligence consumers, the Intelligence Community, DoD, and other U.S. government officials as appropriate on CEM intelligence issues. CEM SMEs shall produce intelligence products associated with researching, analyzing, evaluating, and publishing routine intelligence studies, plans and or products. Collaborates with analysts throughout DoD and the Intelligence Community on forecasts and assessments in assigned area of responsibility. Contributes to the maintenance of a variety of manual and automated databases of relevant intelligence information to support on-going and projected research products.
Minimum Education: SME shall have advanced skill-sets with the Find, Fix, Finish, Exploit, Analyze and Disseminate (F3EAD) targeting methodology to include broad knowledge of additional intelligence disciplines and significant demonstrable experience in their field capable of leading analytical efforts culminating in products. shall have advanced skill-sets with the Intelligence Cycle, High Value Individuals (HVI) Targeting, Social Network Analysis, Patterns of Life Analysis, Sensitive Sit Exploitation (SSE) and data-at-rest. shall have employed their expert knowledge and understanding of analytical theory, doctrine, rules, regulations, directives, systems, concepts, methodologies and relevant skills related to intelligence operations.SME shall have expert knowledge of applying tradecraft, tools, and methods to collect, analyze, and integrate complex information related to targeting.
Minimum Experience: Minimum of ten (10) years of experience performing analytical intelligence related operations while serving in an Intelligence Task Force, National Intelligence Support Team, National Military Joint Intelligence Center, Combatant Command, or a non-DoD equivalent Inter- Agency (IA) operational community. shall have not less than five (5) years of operational analysis in their analytical field . Two (2) years of experience in a managerial level position in support of special operations, and combat overseas tours with a Special Missions Unit (SMU) and SOF in an operational environment providing a direct analysis support function.

**Expert-Level, Intelligence Captured Enemy Material Analyst**
Functional Responsibilities: Participate in the exploitation and analysis of CEM related documents and media. SME shall have in-depth analytic skills to identify, assess, and report on enemy capabilities and tactics in support of target development and warning and the production of all source strategic, operational, and tactical intelligence analysis. CEM SMEs
prepare and provide briefings and assessment to U.S. national and foreign intelligence consumers, the Intelligence Community, DoD, and other U.S. government officials as appropriate on CEM intelligence issues. CEM SMEs shall produce intelligence products associated with researching, analyzing, evaluating, and publishing routine intelligence studies, plans and or products. Collaborates with analysts throughout DoD and the Intelligence Community on forecasts and assessments in assigned area of responsibility. Contributes to the maintenance of a variety of manual and automated databases of relevant intelligence information to support on-going and projected research projects.

Minimum Education: Highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Shall possess strong briefing skills. Strong background and firsthand experience is required in the following analytical areas: SSE, data-at-rest, Regional Analysis, Geo-Political Analysis, HUMINT/SIGINT Analysis and Collection Management. Ability to work independently with little or no supervision. Ability to work as a part of a team to identify trends and information of value within data-at-rest to drive reporting and production to alert decision-makers of new developments and to meet specific customer requirements. Acute knowledge of SOF and or CT intelligence experience.

Minimum Experience: Minimum of ten (10) years analytical experience within DoD or equivalent

Government agencies required, with five (5) years at the operational level.

**SME-Level, HUMINT Analyst**

Functional Responsibilities: HUMINT SME(s) assist government staff in the conduct of HUMINT and intelligence missions. Perform HUMINT planning/execution to include data collection, analyses, coordination, and reporting as well as adaptive planning to identify knowledge and capability (or training) shortfalls. This support includes assisting the government to integrate, synchronize, and prioritize HUMINT missions, operations, activities, and actions to ensure compliance with government guidance while maintaining focus on achieving operational objectives. Specialized expertise is necessary to assist the government to identify and assist in the development of prudent COAs to resolve emergent HUMINT issues, determine priorities, employ technical knowledge for the long-term benefit of HUMINT operations, and to ensure support of HUMINT activities maintains compliance with applicable laws, policies, and other established guidance. Minimum Education: HA SMEs have satisfactorily completed the Strategic Debriefing Course (SOC) or equivalent. These SMEs possess sufficient interpersonal skills and ability to write/speak clearly too accurately brief HUM INT related matters at all levels of the supported command. HA SMEs possess expert-level skill-sets in HUMINT Online Tasking and Reporting (HOTR) and

Global Controlled Operations Management System (GCOMS), HA SMEs possess expert-level skills and proficiency using analytic tools and databases including, but not limited to: Multimedia Message Manager (M3), GoogleEarth, ArcGIS Geographic Information System (ARC), Inforsphere Management System (ISM/Wise), Harmony, Skope, Counter IED Operations Integration Center (COIC), Proton, Think Analyze Connect Analytic Database (TAC), Terrorist Identities Datamart Environment (TIDE), FiretruckNoltron, IC Reach, Palantir, CP Clear, and Consolidated Consular Database (CCD). HA SMEs have expert knowledge and understanding of HUMINT theory, doctrine, rules, regulations, directives, systems, concepts, methodologies and relevant skills related to HUMINT analysis and operations. HA SMEs have expert knowledge of applying tradecraft, tools, and methods to collect, analysis, and integrate complex information related to HUMINT analysis. HA SMEs have an academic background and/or other equivalent formal training and experience, at a minimum an Associates of Arts degree from an accredited university or college with primary studies in Middle Eastern and/or North African regional culture/sociology, or, multiple combat support deployments to CENTCOM or AFRICOM with attending pre-deployment familiarization.
training.
Minimum Experience: HA SMEs have a minimum of ten (10) years of experience performing HUMINT related operations while serving in an Intelligence Task Force, National Intelligence Support Team, National Military Joint Intelligence Center or Combatant Command, or, a non-DoD equivalent IA operational community. HA SMEs have not less than five (5) years of experience in Collection Management, all-source analysis, and desk officer/reports. Two (2) years of experience in a managerial level position in support of HUMINT programs and analysis, and at least one (1) combat overseas tour with a SMU and or SOF operating in a HUMINT analysis support function.

SME-Level, Publicly Available Information (PAI) Analyst
Functional Responsibilities: Intelligence Publicly Available Information (PAI) Intelligence Analysts Subject Matter Experts are responsible for researching, developing and presenting PAI intelligence products at the operational and tactical levels for senior leaders. Intelligence PAI analysts shall interface with intelligence organizations to produce analytical products and assessments supporting targeting efforts, HUMINT and exploitation operations, and threat analysis. PAI SMEs shall analyze, evaluate, interpret, and disseminate information on political, economic, social, cultural, physical, geographic, or scientific conditions and trends. PAI SMEs shall fuse PAI for multi-intelligence product development, including outlining regional and ideological discussions in specific foreign language media environments.
Minimum Education: Advanced skill-sets with the F3EAD targeting methodology to include broad knowledge of additional intelligence disciplines and significant demonstrable experience in their field capable of leading analytical efforts culminating in products. Advanced skill-sets with the Intelligence Cycle, HVI Targeting, Social Network Analysis, Patterns of Life Analysis and one or more of the following areas: Human Factors Analysis, Human Terrain Analysis, SIGINT Targeting, Convergence Analysis, and Intelligence training. Employed their expert knowledge and understanding of analytical theory, doctrine, rules, regulations, directives, systems, concepts, methodologies and relevant skills related to intelligence operations. Expert knowledge of applying tradecraft, tools, and methods to collect, analysis, and integrate complex information related to targeting. Advanced Social Network Analysis experience and an understanding of the latest state-of-the-art Social Network techniques, methodologies and tools in support of multi-INT analysis products. Strong understanding of mainstream and global web applications (e.g. Facebook, Instagram, VKontakte, Sino Weibe, Telegram, etc.). Deployed experience supporting SOF. Minimum Experience: Minimum of ten (10) years of experience performing analytical intelligence related operations while serving in an Intelligence Task Force, National Intelligence Support Team, National Military Joint Intelligence Center or Combatant Command, or, a non-DoD equivalent IA operational community. Of the foregoing experience, the SME shall have not less than five (5) years of operational analysis experience in their analytical field. Two (2) years of experience in a managerial level position in support of special operations, and combat overseas tours with a SMU and or SOF in an operational environment providing a direct analysis support function.

Mid-Level, Publicly Available Information (PAI) Analyst
Functional Responsibilities: Intelligence Publicly Available Information (PAI) Intelligence Analysts Subject Matter Experts are responsible for researching, developing and presenting PAI intelligence products at the operational and tactical levels for senior leaders. Intelligence PAI analysts shall interface with intelligence organizations to produce analytical products and assessments supporting targeting efforts, HUMINT and exploitation operations, and threat analysis. PAI SMEs shall analyze, evaluate, interpret, and disseminate information on political, economic, social, cultural, physical, geographic, or scientific conditions and trends. PAI SMEs shall fuse PAI
for multi-intelligence product development, including outlining regional and ideological discussions in specific foreign language media environments.

Minimum Education: Shall be proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Must possess strong briefing skills. Working knowledge of social media applications and advanced knowledge on all aspects of Open Source research including methodologies and systems. Strong backgrounds required in the following analytical areas: Regional analysis, GeoPolitical analysis, and HUMINT/SIGINT analysis. SOF and or CT intelligence experience.

Minimum Experience: Minimum of six (6) years analytical experience within DoD or equivalent Government agencies required, with five (5) years at the operational level.

**SME-Level: Threat Finance**

Functional Responsibilities: TF SMEs identify, retrieve, evaluate, interpret, and analyze a myriad of finished and unfinished classified and unclassified data sources, including publicly available information, to create fused analytical products that will enhance situational awareness in support of government mission objectives, priorities, or exigent operational needs. The TF SME will perform in depth target threat finance analysis of available information utilizing tool sets to reveal entities of interest, determine lifestyle patterns and provide detailed background information for government networks of interest. The TF SME shall develop and maintain close, collaborative relationships with intelligence partners internal and external to the government agency supported and may serve as a liaison to other related entities on matters related to terrorist threat finance. The threat finance products will be utilized for fraud detection, prevention of CONUS and OCONUS illegal financial activities and assist in identifying and characterizing logical and physical terrorist financial networks and other individuals or networks of interest using multiple data sources and analytical protocols. The analyst is proficient in the use and exploitation of all available technologies to enhance all-source analysis. The analyst shall assist in intelligence product development and provide input to routine reporting requirements (e.g., SITREPs, annual reports, etc.).

Minimum Education: MBA or MS in Finance, Accounting, or Economics or related field. BA/BS considered with multiple years of directly related experience. Demonstrated understanding of Anti-money Laundering and Combating the Financing of Terrorism (AML/CFT) and sanctions compliance requirements pertaining to commodities transactions and shipping (vessels and port screening). Knowledge of institutional banking/brokerage products and services. Experience with commercial bank operations and fraud prevention/investigations federal and state banking regulations with extensive knowledge of basic banking transaction methods such as check, automated clearing house (ACH), wire, and other payment channel operating rules. Experience that demonstrates an understanding of latest loan fraud threats/trends Previous experience and the ability to demonstrate proficiency conducting statistical modeling and analysis. Working understanding of CT, IC agencies, DoD entities, their mission sets and relationships to regional, political/military, and socio-cultural issues, as well as the associated implications for policy and decision making. Understanding of data structures and standards (e.g., Lists, Arrays, Stack, or Sorting and Searching), to assist in data model development necessary to support a cohesive data environment that is searchable across multiple data sets, and have the ability to evaluate new or unfamiliar datasets, for potential applicability to mission requirements, and integrate them into an analytic workflow. Proficiency and experience with applied data processing and scientific analysis of large datasets and machine learning. Certified Fraud Examiner, AML Certification, or other related designation. Experience conducting Fraud Prevention/Investigations. Experience with serialized intelligence product reporting, to include editing and coordination. Familiar with the use of managed attribution systems.
Minimum Experience: Minimum seven (7) years’ experience working for or with Department of State, Department of Commerce, Department of Treasury, FBI, or other federal agency on matters related to terrorist threat finance. Minimum seven (7) years’ experience demonstrating knowledge of commercial, trade-finance, asset-based lending, loan documentation, financial statements, and cash flow analysis. Minimum five (5) years’ experience demonstrating knowledge of federal and state banking regulations and Anti-Money Laundering (AML) focused activities.

**SME-Level, Intelligence Discipline Lead**

**Functional Responsibilities:** IDL SME and ITL SME support to assist government Staff in the conduct of targeting analysis and operations. The contractor shall provide all necessary specialized non-personal labor, material, and services necessary to perform intelligence operations, coordination, product production, data integration, synchronization, and prioritization of government missions and operational objectives. The IDL SME and ITL SMEs shall possess SME-level skill-sets in the specific intelligence discipline with demonstrated experience and results to include knowledge of training requirements, mission requirements, the ability to accurately and effectively communicate with government customers and knowledge of the organization. IDL/ITL SMEs shall assist the government Staff to identify and assist in the development of prudent COAs, recommend priorities, train members of the team, and employ technical knowledge for the long-term benefit to government operations.

**Minimum Education:** Advanced skill-sets with the F3EAD targeting methodology to include broad knowledge of additional intelligence disciplines and significant demonstrable experience in their field capable of leading analytical efforts culminating in products. Advanced skill-sets with the Intelligence Cycle, HVI Targeting, Social Network Analysis, Patterns of Life Analysis and one or more of the following areas: Human Factors Analysis, Human Terrain Analysis, SIGINT Targeting, Convergence Analysis, and Intelligence training. Employed their expert knowledge and understanding of analytical theory, doctrine, rules, regulations, directives, systems, concepts, methodologies and relevant skills related to intelligence operations. Expert knowledge of applying tradecraft, tools, and methods to collect, analysis, and integrate complex information related to targeting.

Minimum Experience: Minimum of ten (10) years of experience performing analytical intelligence related operations while serving in an Intelligence Task Force, National Intelligence Support Team, National Military Joint Intelligence Center or Combatant Command, or a non-DoD equivalent IA operational community. Of the foregoing experience, the IDL SME shall have not less than five (5) years of operational analysis experience in their analytical field. Two (2) years of experience in a managerial level position in support of special operations, and combat overseas tours with a SMU and or SOF in an operational environment providing a direct analysis support function is highly desired.

**SME-Level, Intelligence Team Lead**

**Functional Responsibilities:** IDL SME and ITL SME support to assist government Staff in the conduct of targeting analysis and operations. The contractor shall provide all necessary specialized non-personal labor, material, and services necessary to perform intelligence operations, coordination, product production, data integration, synchronization, and prioritization of government missions and operational objectives. The IDL SME and ITL SMEs shall possess SME-level skill-sets in the specific intelligence discipline with demonstrated experience and results to include knowledge of training requirements, mission requirements, the ability to accurately and effectively communicate with government customers and knowledge of the organization. IDL/ITL SMEs shall assist the government Staff to identify and assist in the development of prudent COAs, recommend priorities, train members of the team, and employ technical knowledge for the long-term benefit to government operations.

**Minimum Education:** Possess sufficient interpersonal skills and ability to write/speak clearly so as to accurately brief complex analytic-related matters at all levels of the supported Chain
of Command. Possess expert-level skill-sets in their field of expertise with demonstrated experience and results to include knowledge of training requirements, mission requirements, the ability to accurately and effectively communicate with government customers, assist in overall team management, and demonstrable knowledge of the command. Expert knowledge and understanding of analytical theory, doctrine, rules, regulations, directives, systems, concepts, methodologies and relevant skills related to intelligence operations and the ability to integrate their field of intelligence analysis and/or products, collections and/or operations, counter-intelligence (CI), or threats to ensure the overall soundness and efficacy of operations, products, and the execution of assigned missions. Expert knowledge of in the application of tradecraft, tools, and methods to collect, analysis, and integrate complex information to assist in solving difficult analytical problems.

Minimum Experience: Minimum of ten (10) years of experience performing intelligence operations while serving in an Intelligence Task Force, National Intelligence Support Team, National Military Joint Intelligence Center, Combatant Command a non-DoD equivalent SA operational community. Of the foregoing experience, The ITL SMEs shall have not less than five (5) years of operational experience in support of SOF. Two (2) years of experience in a managerial level position in support of special operations and combat overseas tours with a SMU and or SOF operating in a analyst support function is highly desired.

**SME-Level, Intelligence Technical Targeting**

Functional Responsibilities: Provide comprehensive assessments of multiple types/sources of intelligence data and support the F3EAD Targeting Cycle in order to answer intelligence questions and provide recommendations for further action or collection. TT SMEs shall have experience in multiple analytic fields and be capable of applying each intelligence discipline to solve complex problems. The TT SME shall have firsthand experience targeting networks or individuals within networks and identifying vulnerabilities for exploitation.

Minimum Education: Advanced SIGINT knowledge to identify and or confirm individuals, organizations, facilities, locations, trends, or patterns of interest associated with objectives or network of interest in a collaborative environment. The contractor shall be highly proficient in utilizing current intelligence applications, tools, and databases to support target development, analytical efforts, and product development. Advanced skill-sets with the F3EAD Targeting Methodology to include broad knowledge of additional intelligence disciplines and significant demonstrable experience in their field capable of leading analytical efforts culminating in products. Demonstrated expertise in the Intelligence Cycle, HVI Targeting, Social Network Analysis, Patterns of Life Analysis and one or more of the following areas: Human Factors Analysis, Human Terrain Analysis, SIGINT Targeting, Convergence Analysis, and Intelligence training. Understanding of data structures and standards (e.g., Lists, Arrays, Stack, or Sorting and Searching), to assist in data model development necessary to support a cohesive data environment that is searchable across multiple data sets, and have the ability to evaluate new or unfamiliar datasets, for potential applicability to mission requirements, and integrate them into an analytic workflow. Ability to write basic scripts in either JavaScript, Python, C++, or Java in order to retrieve and manipulate unstructured and structured datasets, and have experience working with data formats such as JSON, XML, CSV, etc. in order to make knowledgeable decisions on which format will best meet the customer(s) needs and to complete routine tasks that may encounter one or many of the mentioned formats. Extensive knowledge in programming languages (e.g., Python, Pig, Anaconda, Visual Basic, or R), spatial analysis tools and concepts, data mining methods, database structures and processing, and analytic information extraction and visualization. Experience in or demonstrated ability to learn and work with Multi-threaded, Big Data, distributive cloud architectures and frameworks such as, but not limited to Hadoop, MapReduce, Cloudera, Hive, Spark, Elastic Search, etc. for the purposes of performing data discovery, conducting analytic queries, and data processing. Minimum Experience: Ten (10) or more years of operational analysis in their analytical field and five (5) years of experience in a
managerial level position in support of special operations and combat overseas tours with a
SMU and or SOF in an operational environment providing a direct analysis support function.
Minimum of two (2) years of experience exploiting large datasets, combining data with rules,
algorithms, and layering with other data types to determine future possible outcomes,
applicability to assigned target sets, and implementation of data.

**Senior-Level, Intelligence Analysts/Trainer**
Functional Responsibilities: Conduct training for individuals and small groups with a wide
range of skill sets, capabilities, and intelligence backgrounds (All Source, SIGINT, GEOINT,
HUMINT, Intel Exploitation, PAI, etc.) in order to introduce custom built analytical tools and their
application within the F3EAD targeting methodology. Training requirements will include the
development, evolution, and maintenance of internal and external programs of instruction
covering analytic tools and methodologies, the coordination and compliance of annual
community training requirements, and collaboration in identifying and facilitating training
opportunities for organization personnel. Intelligence Analyst Trainers must have proficiency
using analytic systems, tools and databases including, but not limited to: ArcGIS, Analyst
Notebook, M3, TAC, and IC Reach, Skope web- based tools, and the Skope SIGINT Toolkit
are required.
Minimum Education: Shall be highly proficient in utilizing current intelligence related
automation, applications, tools, and databases to support analytical efforts and product
development. Must possess strong briefing skills. Strong backgrounds required in the
following analytical areas: Regional analysis, GeoPolitical analysis, and HUMINT/SIGINT
analysis. SOF and or CT intelligence experience.
Minimum Experience: Minimum of eight (8) years analytical experience within DoD or
equivalent
Government agencies required, with five (5) years at the operational level.

**Expert-Level, Intelligence Analysts/Trainer**
Functional Responsibilities: Conduct training for individuals and small groups with a wide
range of skill sets, capabilities, and intelligence backgrounds (All Source, SIGINT, GEOINT,
HUMINT, Intel Exploitation, PAI, etc.) in order to introduce custom built analytical tools and their
application within the F3EAD targeting methodology. Training requirements will include the
development, evolution, and maintenance of internal and external programs of instruction
covering analytic tools and methodologies, the coordination and compliance of annual
community training requirements, and collaboration in identifying and facilitating training
opportunities for organization personnel. Intelligence Analyst Trainers must have proficiency
using analytic systems, tools and databases including, but not limited to: ArcGIS, Analyst
Notebook, M3, TAC, and IC Reach, Skope web- based tools, and the Skope SIGINT Toolkit
are required.
Minimum Education: All of the qualifications of an Expert-Level Intelligence Analyst/Military
Specialist. Shall possess sufficient experience to conduct training for individuals and small
groups with a wide range of skill sets, capabilities, and intelligence backgrounds (All source,
SIGINT, GEOINT, HUMINT, Intel Exploitation, PAI, etc.) in order to introduce custom built
analytical tools and their application to the F3EAD Targeting Methodology. Shall be highly
proficient in utilizing current intelligence related automation, applications, tools, and databases
to support analytical efforts and product development. Shall have advanced HVI/Network
Targeting methodology knowledge/understanding, nodal analysis and ability to fully utilize the
F3EAD targeting process. Shall possess strong briefing skills. Strong background and firsthand
experience is required in the following analytical areas: Regional Analysis, Geo-Political
Analysis, GEOINT/HUMINT/SIGINT Analysis and Collection Management. Acute
knowledge of SOF and or CT/counter proliferation intelligence experience.
Minimum Experience: Minimum of ten (10) years intelligence/intelligence operations experience within DoD or equivalent Government agencies required, with five (5) years at the operational level.

**Expert-Level, Intelligence Collection Manager**
Functional Responsibilities: Intelligence Collection Manager focus on all issues pertaining to collection and production management, including doctrine, policy, procedures, oversight, tactical, theater and national-level coordination and other issues. Performs Intelligence Collection Management duties for routine, Special Access Program (SAP) and compartmented projects, operations and exercises for all intelligence disciplines. Assists in the development of collection plans, establishes priorities for collection and routinely assists the day-to-day activities of the command collection management activities. The Intelligence Collection Manager shall develop, plan, support and provides guidance, assistance and have oversight on all intelligence collection and production management functions, projects and activities. Coordinates with appropriate National Intelligence Agencies, Combatant Command Joint Intelligence Centers, and Service Production Centers advocating for inclusion of customer requirements in those activities standing collection and production requirements. Actively assists in analyst/collector/collection management partnership forums to support all-source analysts on collection issues.

Minimum Education: Highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Shall possess strong briefing skills. Strong background and firsthand experience is required in Collection Management and/or Intelligence Reporting, including doctrine, policy, procedures, oversight, tactical, theater and national-level coordination. In-depth knowledge of SOF and CT intelligence experience

Minimum Experience: Minimum of ten (10) years intelligence/intelligence operations experience within DoD or equivalent Government agencies required, with five (5) years at the operational level.

**Expert-Level, Intelligence Collection Manager**
Functional Responsibilities: Intelligence Collection Manager focus on all issues pertaining to collection and production management, including doctrine, policy, procedures, oversight, tactical, theater and national-level coordination and other issues. Performs Intelligence Collection Management duties for routine, Special Access Program (SAP) and compartmented projects, operations and exercises for all intelligence disciplines. Assists in the development of collection plans, establishes priorities for collection and routinely assists the day-to-day activities of the command collection management activities. The Intelligence Collection Manager shall develop, plan, support and provides guidance, assistance and have oversight on all intelligence collection and production management functions, projects and activities. Coordinates with appropriate National Intelligence Agencies, Combatant Command Joint Intelligence Centers, and Service Production Centers advocating for inclusion of customer requirements in those activities standing collection and production requirements. Actively assists in analyst/collector/collection management partnership forums to support all-source analysts on collection issues.

Minimum Education: Highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Shall possess strong briefing skills. Strong background and firsthand experience is required in Collection Management and/or Intelligence Reporting, including doctrine, policy, procedures, oversight, tactical, theater and national-level coordination. In-depth knowledge of SOF and CT intelligence experience

Minimum Experience: Minimum of ten (10) years intelligence/intelligence operations experience within DoD or equivalent Government agencies required, with five (5) years at the operational level.

**Expert-Level, Publicly Available Information (PAI) Analyst**
Functional Responsibilities: Responsible for researching, developing, and presenting PAI intelligence products at the tactical and operational. PAI Analysts shall research emerging open source and social media applications of social networking, collaborates with industry and academia subject matter experts, and interfaces with other Government agencies to identify new and emerging social network analysis methodologies, techniques and analytical tools. PAI Analysts shall also identify and support the collection of open source data to support multintelligence fusion analysis in a collaborative environment.

Minimum Education: Shall be highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Shall possess strong briefing skills. Shall possess advanced skill-sets F3EAD targeting methodology to include broad knowledge of additional intelligence disciplines and significant demonstrable experience in their field capable of leading analytical efforts culminating in products. Advance working knowledge of social media applications and expert knowledge on all aspects of open source research including methodologies and systems. Strong background and firsthand experience is required in the following analytical areas: Regional Analysis, Geo-Political Analysis, HUMINT/SIGINT Analysis and Collection management. Acute knowledge of SOF and CT intelligence experience

Minimum Experience: Minimum of ten (10) years analytical experience within DoD or equivalent

Government agencies required, with five (5) years at the operational level.

**Senior-Level, Publicly Available Information (PAI) Analyst**

Functional Responsibilities: Responsible for researching, developing, and presenting PAI intelligence products at the tactical and operational. PAI Analysts shall research emerging open source and social media applications of social networking, collaborates with industry and academia subject matter experts, and interfaces with other Government agencies to identify new and emerging social network analysis methodologies, techniques and analytical tools. PAI Analysts shall also identify and support the collection of open source data to support multintelligence fusion analysis in a collaborative environment.

Minimum Education: Shall be highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Must possess strong briefing skills. Shall possess a working knowledge of the F3EAD Targeting methodology to include broad knowledge of additional intelligence disciplines and significant demonstrable experience in their field capable of leading analytical efforts culminating in products. Working knowledge of social media applications and advanced knowledge on all aspects of Open Source research including methodologies and systems. Strong backgrounds required in the following analytical areas: Regional analysis, GeoPolitical analysis, and HUMINT/SIGINT analysis. SOF and or CT intelligence experience.

Minimum Experience: Minimum of eight (8) years analytical experience within DoD or equivalent

Government agencies required, with five (5) years at the operational level.

**SME-Level, Intelligence Exploitation Analyst**

Functional Responsibilities: Provide analytical and planning support to Interrogation, Exploitation and Detainee operations and other HUMINT missions. Intelligence Exploitation Analysts shall perform analysis, provide intelligence products and perform intelligence research to support HUMINT/Detainee interviews. Intelligence Exploitation analysts shall provide intelligence summaries as a result of each supported HUMINT/Detainee interview in accordance with government procedures.

Minimum Education: Highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Strong briefing skills. Strong background and firsthand experience in the following analytical areas: Sensitive Site Exploitation (SSE), data at rest Regional Analysis, Geo-Political Analysis,
HUMINT/SIGINT Analysis, and Collection Management. Ability to work independently with little or no supervision. Ability to work as a part of a team to identify trends and information of value within data-at-rest to drive reporting and production to alert decision-makers of new developments and to meet specific customer requirements. Acute knowledge of SOF and or CT intelligence experience. Proficient in utilizing basic computer applications and intelligence related automation to support Intelligence Exploitation analytical efforts and product development. Strong briefing skills and be capable of effectively directing subordinate analysts in the accomplishment of intelligence products and assessments. Advance working knowledge of screening, exploitation, and detainee operations and other HUMINT missions including methodologies and systems. Strong background and firsthand experience in the following analytical areas: Regional Analysis, Geo-Political Analysis, HUMINT Analysis, and Collection Management. Expert knowledge of SOF and or CT intelligence operations.

Minimum Experience: Minimum of ten (10) years analytical experience within DoD or equivalent
Government agencies required, with five (5) years at the operational level.

**Expert-Level, Intelligence Exploitation Analyst**

Functional Responsibilities: Provide analytical and planning support to Interrogation, Exploitation and Detainee operations and other HUMINT missions. Intelligence Exploitation Analysts shall perform analysis, provide intelligence products and perform intelligence research to support HUMINT/Detainee interviews. Intelligence Exploitation analysts shall provide intelligence summaries as a result of each supported HUMINT/Detainee interview in accordance with government procedures.

Minimum Education: Shall be highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Shall possess strong briefing skills. Shall possess advanced working knowledge of Interrogation, Exploitation and Detainee Operations and other HUMINT missions including methodologies and systems. Strong background and firsthand experience is required in the following analytical areas: Regional analysis, Geo-Political analysis, HUMINT analysis and Collection Management. Acute knowledge of SOF and CT intelligence experience.

Minimum Experience: Minimum of eight (8) years analytical experience within DoD or equivalent
Government agencies required, with four (4) years at the operational level.

**Senior-Level, Intelligence Exploitation Analyst**

Functional Responsibilities: Provide analytical and planning support to Interrogation, Exploitation and Detainee operations and other HUMINT missions. Intelligence Exploitation Analysts shall perform analysis, provide intelligence products and perform intelligence research to support HUMINT/Detainee interviews. Intelligence Exploitation analysts shall provide intelligence summaries as a result of each supported HUMINT/Detainee interview in accordance with government procedures.

Minimum Education: Shall be highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Must possess strong briefing skills. Working knowledge of Interrogation, Exploitation and Detainee operations and other HUMINT missions including methodologies and systems. Strong backgrounds required in the following analytical areas: Regional analysis, Geo-Political analysis, and HUMINT/SIGINT analysis. SOF and or CT intelligence experience.

Minimum Experience: Minimum of six (6) years analytical experience within DoD or equivalent
Government agencies required, with three (3) years at the operational level.

**Expert-Level, Intelligence Targeting Analyst**

Functional Responsibilities: Responsible to support and engage in the target development process in both CONUS and deployed environments in support of intelligence collection, CT and or counter proliferation. Intelligence Targeting Analysts shall have in-depth analytic skills to identify, assess, and report on enemy capabilities and tactics in support of target
development and the production of all-source, strategic, operational, and tactical intelligence analysis. Intelligence Targeting Analysts enable the F3EAD targeting cycle driving Intelligence collection support target development and production.

Minimum Education: Shall have acute HVI/Network targeting methodology knowledge, nodal analysis and ability to describe fully the SOF targeting process. Shall be highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support target development, analytical efforts and product development. Shall possess strong briefing skills. Advance working knowledge of targeting applications and expert knowledge on all aspects of HVI/network targeting including methodologies and systems. Strong background and firsthand experience is required in the following analytical areas: Regional Analysis, Geo-Political Analysis, HUMINT/SIGINT/GEINT Analysis and Collection Management. Knowledge of SOF and CT/counter proliferation intelligence.

Minimum Experience: Minimum of ten (10) years analytical experience within DoD or equivalent

Government agencies required, with five (5) years at the operational level.

**Senior-Level Intelligence Targeting Analyst**

Functional Responsibilities: Responsible to support and engage in the target development process in both CONUS and deployed environments in support of intelligence collection, CT and or counter proliferation. Intelligence Targeting Analysts shall have in-depth analytic skills to identify, assess, and report on enemy capabilities and tactics in support of target development and the production of all-source strategic, operational, and tactical intelligence analysis. Intelligence Targeting Analysts enable the F3EAD targeting cycle driving Intelligence collection support target development and production.

Minimum Education: Shall have a working knowledge of HVI/Network targeting methodology, nodal analysis and ability to describe the SOF targeting process. Shall be highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Must possess strong briefing skills. Working knowledge of targeting applications and expert knowledge on all aspects of HVI/network targeting including methodologies and systems. Strong backgrounds required in the following analytical areas: Regional Analysis, Geo-Political Analysis, and HUMINT/SIGINT/GEINT Analysis. SOF and or CT intelligence/counter proliferation experience.

Minimum Experience: Minimum of eight (8) years analytical experience within DoD or equivalent

Government agencies required, with five (5) years at the operational level.

**Global Indications & Warning Intelligence Specialist (Watch)**

Functional Responsibilities: Global Indications and Warning (I&W) Intelligence Specialist (Watch) who shall be required to support continuous, time-sensitive global indications and warning (I&W) and current intelligence analytical products, briefings, threat assessments, warnings and notifications. Serves as the government intelligence representative during non-duty hours and supports 24/7 rotational shift hours. Conducts direct liaison and coordination with the Intelligence Community, Combatant Commands and senior leadership. Serves as a Intelligence Analyst and deploys in support of the government. Conducts professional development, training and deployment preparations. Responsible for accomplishing assigned special projects/tasks.

Minimum Education: Shall be highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Must possess strong briefing and writing skills to articulate complex information in cogent, concise manner. Strong backgrounds required in the following analytical areas: Regional Analysis, Geo- Political Analysis, and HUMINT/SIGINT Analysis. SOF and or CT intelligence experience and/or previous I&W Watch experience is desirable.

Minimum Experience: Minimum of eight (8) years analytical experience within DoD or equivalent. Government agencies required, with five (5) years at the operational level.
**Intelligence Report Officer**

Functional Responsibilities: An IRO shall be required to support multidiscipline intelligence reporting operations for the government. IRO's shall formally serialize information and multidisciplined intelligence gleaned from collection platforms, operations and Captured Enemy Material (GEM) exploitation. Minimum Education: Shall have experience in the preparation of proposed releases of United States Message Text Formats (e.g. Intelligence Information Report (IIR), General Text (GENTEXT), etc.) resulting from data collected throughout the government. Shall be highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Shall possess strong writing/editing skills and be capable of effectively accomplishing of intelligence products and assessments. Minimum Experience: Minimum of eight (8) years intelligence, analytical, or investigative experience within DoD or equivalent Government agencies required, with five (5) years at the operational level. Additional years of general experience in drafting formal intelligence reports are highly desirable.

**Intelligence Operations Specialist**

Functional Responsibilities: Intelligence Operation Specialists (IOS) assist and coordinate planning, organizing, integrating, and completes technical projects within the military intelligence functional area. Researches and understands regulatory and procedural requirements pertaining to program requirements, making recommendations as required. Schedules training and maintains records related to Intelligence Force Management programs. Assists and coordinates conferences and various meetings/engagements for the program by performing the following, but not limited to: prepares agendas, develops a list of participants, notifies attendees, records the minutes, prepares summaries, and makes distribution to participants. Receives and reviews program packets for submission and tracks program application packets through application process to endure timely completion. Minimum Education: Must have ability to work well in a team environment and or independently with little or no supervision. Former military experience is highly desirable, but not required. Prior SOF experience or significant knowledge of special operations. Shall be proficient in utilizing intelligence related automation to support analytical efforts and product development. Minimum Experience: Minimum of eight (8) years intelligence analyst or intelligence operations experience is highly desirable. Minimum of two (2) years Intelligence Force Management or Targeting Officer experience is highly desirable.

**Intelligence Standards and Training Specialist**

Functional Responsibilities: Intelligence Standards and Training (IST) Specialists to plan, create, maintain, and conduct Intelligence training and Intelligence training development for individuals and small groups with a wide range of skill sets, capabilities, and intelligence backgrounds (All Source, SIGINT, GEOINT, HUMINT, etc.). Intelligence training requirements include the development, evolution, and maintenance of internal and external Intelligence programs of instruction covering intelligence analytic tools and methodologies, and collaboration to identify and facilitate Intelligence training for organization intelligence professionals. The Intelligence training instructors shall collect, maintain, and analyze Intelligence training data and records to help identify trends and patterns for follow on analysis and program development. Contractors shall aid in the assessment, selection, and follow-on Intelligence training of military special operations support personnel. Minimum Education: Intelligence training instructors shall have previous instructor certification (SWIGS, SOIC, ABIC, ITC, TD&E or equivalent DoD or non-DoD). Strong communication skills with an ability to deliver information clearly, and concisely. Shall possess strong writing/editing skills and be capable of effectively accomplishing of intelligence training products and assessments. Must have ability to work independently with little or no supervision. Proficient in utilizing intelligence related automation and Microsoft Office/Suite
to support Intel training. Prior SOF experience or significant knowledge of special operations.
Prior experience as cadre for a Special Operations Assessment and Selection Program
Minimum Experience: Intelligence training instructors shall have a minimum of ten (10)
years of intelligence experience.

**Intelligence Support Specialist**

Functional Responsibilities: Intelligence Support Specialists (ISS) assist in the administrative
Reception, Staging, Onward Movement, and Integration (RSOI) for intelligence augmentation
personnel and prepare required documentation for intelligence augmentation personnel to
facilitate their RSOI. ISS facilitate maintenance of Request for Forces (RFF) and Joint
Manning document (JMD) Manning requirements. Travel CONUS and OCONUS to support
RSOI of personnel and perform tasks outside normal work hours including weekends.
Minimum Education: Must have ability to work well in a team environment and independently
with little or no supervision. Possess strong communication skills and able to clearly articulate
training requirements. Shall be proficient in utilizing Microsoft Office Suite and other
automation to support RSOI efforts and augmentation personnel sustainment. Former military
experience. Prior SOF experience or significant knowledge of special operations.
Minimum Experience: Minimum of two (2) years Intelligence Force Management
experience is preferred.

**Physical, Personal & Industrial Security Support**

Functional Responsibilities: Physical, Personnel, Special, Special Access Program (SAP) and
Industrial Security specialists to assist, monitor, and advise on all aspects of security
activities. They shall plan and assist in implementation of security activities at the Top Secret
and higher classification to ensure government personnel (Military, Civilians, Contractors)
and all supported tenant organizations are prepared to operate in non-traditional environments
to perform critical contingency tasks. Personnel performing these functions develop written
technical approaches and methodologies with regard to security proposals. Process personnel
background investigations for special security clearance actions including: Formulating and
ensuring compliance with automated information systems security procedures, Suggesting,
implementing and monitoring compliance with special security policies and procedures,
Conducting and coordinating the training for special security representatives, Performing as a
liaison with Government and industrial security officials, overseeing collateral and higher
access and badge procedures.
Minimum Education: Position requires experience in compartmented programs in DoD, U.S.
Intelligence Community, or supporting U.S. Contractors. Experience in security training or
security inspections. Solid and varied experience in planning/accrediting facilities in
accordance with the ICD 7051 standard. Thorough familiarity with all security processes.
Have a working knowledge of security policies and procedures to include National Industrial
Security Program Supplement. Minimum Experience: Minimum of six (6) years Physical,
Personnel and Special Security experience within DoD or equivalent Government agencies
required, with operational level experience preferred.

**Site Coordination SME**

Functional Responsibilities: Site Coordination Subject Matter Expert (SME) works in
conjunction with the government Staff to ensure contractor personnel are prepared to offer
specialized instruction in accordance with the Applicable Documents in PWS and
government directives. Site coordination tasks may be combined with other subject area
tasks. shall oversee all site contractor personnel scheduling, class preparation, conduct of
courses taught or assessed by contractor
personnel, and logistics required to conduct each course. shall ensure that the monthly detailed
tasks within PTP communication tools are met and training is supported as required. Shall
coordinate
with the government Staff to maintain currency with the most recent TTP and Lessons
Learned from real world operations and ensure they are incorporated into instructional
materials, shall provide expertise in the design of training material using existing Marine Corps TTP as well as information derived from current operations. Shall review appropriate doctrinal publications, published government task lists and Marine Corps Combat Readiness orders to develop and evolve unit level training. Manage Local Site instructors. Guide lesson plan maintenance and update improvements, providing recommendations to the government. Manage local site instructors to provide training in accordance with the POIs, on tactical infantry operations; language and culture training; Tactical Casualty Combat Care (TCCC) and other medical training; convoy operations; communications; urban warfare TTP; and force protection (FP) and Antiterrorism (AT) training to include MOT-P. Urban Warfare, and tactics in support of PTP. As required, manage local site instructors’ travel to other training venues; conferences; and other training. Assist the conduct of training, practical exercises, and evaluations of PTP student performance. As required, perform as observer/controller. Assist in exercise scenario development. Assist in developing new training materials and revising existing classes as required. Assist in the development and update of lesson plans in accordance with the USMC Systems Approach to Training (SAT) User’s Guide. Provide technical input in development and updates of curriculum, Program of Instruction (POI) and training materials for the courses of instruction. Provide expertise in the design of training material using existing Marine Corps Tactics, Techniques, and Procedures (TTP) as well as information derived from current operations. Design course schedules and plans. Collect, route, and file instructor rating forms. Integrate information from in theater after action reports into current curriculum. Assist in developing Mission Essential Task Lists (METLs). Work with external agencies in order to ensure that training curriculum accomplishes stated goals. Assist the primary (Government) instructor by serving as a secondary instructor, when required, in Counter-insurgency (COIN). Review appropriate doctrinal publications, published government task lists and Readiness orders to develop and evolve unit level training objectives and plans. Provide input to Course Content Review Boards (CCRB) as required. Provide instruction, subject matter expertise and assessment. Serves as COIN SME focusing on the students’ ability to transfer professional military skills and develop the capacity to mentor, nurture, and provide assistance to foreign security forces in a COIN environment. Provide training emphasizing the requirement to understand and accept the students’ role to serve as the foreign nation counterpart's alter-ego; to develop self-confidence, military prowess, reasoning, and decision-making skills always being aware that the students’ principle objective is to support the successful completion of the foreign nation counterpart’s plan not the execution of the advisor’s plan. Provide training including instruction on methods to establish relationships with people from other cultures, and the importance of language in building those relationships with foreign counterparts. Provide instruction to Military Advisor Teams, other Advisors and/or Marines on Foreign Internal Defense (FID) skills and develop their ability to train indigenous forces on those skills. Instruct and guide students on how to evaluate the abilities of their counterparts and provide training to those foreign security forces. Provide training to include topics of COIN, means of influence, advisor skills, instructor training, advisor team member roles and responsibilities, structure of the Afghan National Security Forces and other non-kinetic skills courses that will be developed by government with the technical input of the contractor. Provide subject matter expertise in one or more of the following: Vehicle Mounted Ops, IED identification and countermeasures, tactics, weapons employment, medical care, and tactical communications. Observe training, act as an observer/controller, supports practical exercises and assisting in assessments of student performance.

Minimum Education: High School Diploma. Desired education, required qualifications and experience of Site Coordination include: Professional Military Education in accordance with the requirements for candidate’s last military rank, recent experience operating in a combat zone within the last four years as of date of hire, Military Instructor experience and experience in curriculum development. SECRET Facility Clearance.
Minimum Experience: Military Education: Service Level Basic Instructor Course (within three months after starting work on site). Military/Government Experience: Military experience E-8 or above with combat arms skills background.

**Organic & Foreign Weapon SME**

Functional Responsibilities: Conducts U.S. Organic and Foreign Weapons Training. Shall develop and update MLFs. SME shall design, develop, implement and evaluate Lesson Plans, Instructor Materials, Student Materials, Instructional Media, and provide technical input to the associated POI for each course of instruction. Shall be required to handle and shoot individual and crew served weapons for safety and demonstration purposes during the conduct of their classes and practical applications. SME shall provide training, subject matter expertise and assessment in accordance with the current training manuals. Prepare and operate the ranges and classrooms, including all logistics for the training team in the ranges and in classrooms. Provide training on government individual and crew-served infantry weapons including the M-16A2/4, the M-4, 9 MM PISTOL, M240B, M240G, Shotgun, MK-19, M2 .50 CAL MACHINE GUN, AT-4, as well as associated vision devices such as the RCO and NVDs and other weapons that may enter the inventory. Provide instruction for first echelon field maintenance procedures for all listed weapons, basic assembly, and disassembly and booby-trap awareness. Provide training including combat shooting skills to tactical individual marksmanship, transition shooting skills, firing of weapons from tripod and mobile, vehicle-mounted and static/tactical locations/positions. Provide familiarization training/firing on foreign weapons expected in the OCO theater (e.g., AK 47 and variants, SVD/PSL, PKM, RPG-7) required for assembly and disassembly of weapons, and immediate and remedial actions. Provide training including conduct of day and night Familiarization Firing on all U.S. and foreign weapons. The SME shall also provide technical input for training material, including the POI and, student guides. Develop lesson plans and other training material and updates in accordance with the government Systems. Approach to Training (SAT) User’s Guide and support periodic content reviews. Provide technical input in development and updates of curriculum, Program of Instruction (POI) and training materials for the courses of instruction. Perform duties in accordance with a combination of classroom and field conditions.

Minimum Education: High School Diploma. Marine Corps individual and crew-served infantry weapons including the M-16A2/4, M-4, 9 MM PISTOL, M249, M240B, Shotgun, MK-19, M2 .50 CAL Machine Gun, AT4; as well as associated vision devices such as the RCO (ACOG), AN/PEQ-15, NVDs; and other weapons and optics that may enter the inventory. Training/firing on foreign weapons expected in the OCO Theater. These weapons systems include, but are not limited to: AK-47 and variants, RPD, PKM, SVD, RPG-7, G3, FN/FAL, AK-74, RPG-22, 82mm Mortar, SAhK. Combat shooting skills to tactical individual marksmanship, transition shooting skills, firing of weapons from tripod and static/tactical locations/positions. Basic Marksmanship, Assembly, disassembly, immediate/remedial actions and first echelon field maintenance procedures for all listed weapons. Day/Night Familiarization course of fire on designated U.S. Organic or U.S. Organic and Foreign Weapons. SECRET Clearance.

Minimum Experience: Recent experience operating in a combat zone in the last four years as of date of hire, current knowledge and experience with Marine Corps TTP and Lessons Learned from recent real world operations within the last four years of date of hire, knowledge of Limited Technical Inspection (LTI) and Pre Fire Inspection (PFI). Minimum three years of experience in military training and education is required. Minimum five years operational experience in infantry, recon, special operations, or related areas is required. Minimum three years documented knowledge and experience in
USMC individual and crew served weapons. Experience and knowledge of foreign weapons are required.

**Tactics SME**

Functional Responsibilities: Tactics SME conducts Tactics Training to include Patrol Operations, Mounted Operations, IED Defeat, Fire Support, Close Air Support and Force Protection. Develop and update MLFs. Design, develop, implement and evaluate Lesson Plans, Instructor Materials, Student Materials, Instructional Media, and provide technical input to the associated POI for each course of instruction. The SME shall be required to handle and shoot individual and crew served weapons for safety and demonstration purposes during the conduct of their classes and practical applications. The SME shall conduct training, subject matter expertise and assessment in accordance with the current training manuals and the following specific skills: Convoy planning and operations training; Vehicle movement in a combat (IEDs/VBIEDs intensive) environment; Tactical vehicle planning/employment of HMMWV/MRAP/MATV; Basic Urban Skill Training; Urban Patrolling; Room Clearing Techniques; Urban TTP Orientation; Pre-Combat Actions; Fixed Site Security. Other specific supporting tasks of Tactics SME: Provide training in accordance with the POI, on tactical infantry operations in a counter-insurgency environment; Provide instruction on proper movement techniques, mounted and dismounted weapons employment, urban warfare TTP; and force protection; Conduct Tactics, Force Protection (FP) and Anti-terrorism (AT) training to include MOT-P, Urban Warfare, and tactics; Prepare and operate the ranges and classrooms, including all logistics for the training team in the ranges and in classrooms; Assist in training of Vehicle Mounted Operations, IED identification and countermeasures, Intelligence and IPB; Conduct training, practical exercises, and assist in evaluations of student performance; Perform as observer/controller of training evolutions to include ensuring role players are appropriately utilized and coordinated; Assist in the development and update of lesson plans in accordance with the government Systems Approach to Training (SAT) User’s Guide; Provide technical input in development and updates of curriculum, Program of Instruction (POI) and training materials for the courses of instruction; Assist in exercise scenario development; Develop new training materials and revise existing classes as required that provide focus on student ability to mentor and teach foreign national security personnel in proper TTP required in performance of mission related tasks; Perform duties in accordance with a combination of classroom and field conditions.

Minimum Education: High School Diploma. Military experience E-6 or above with combat arms skills background.

Minimum Experience: Conduct of training, subject matter expertise and assessment shall be provided in accordance with the current MCO’s and TM’s, and the following specific skills: Convoy planning and operations training; Vehicle movement in a combat (IEDs/VBIEDs intensive) environment; Tactical vehicle planning/employment of HMMWV/MRAP/MATV; Basic Urban Skill Training; Urban Patrolling; Room Clearing Techniques; Urban TTP Orientation; Pre-Combat Actions; Fixed Site Security. SECRET Clearance

**Senior Instructor Manager**

Functional Responsibilities: The Senior Instructor Manager will provide basic and advanced medical instruction for Special Operations medical courses. The senior instructor manager (SIM), who (at a minimum) shall be responsible for the quality of all exercises, contract instruction, ensuring instructors are qualified prior to instruction, compliance of employee security requirements, and coordination with subject matter experts (SME) teaching specific skill blocks of instruction. The SIM shall be one of the "working" contract instructors and will required to have the same credentials as listed for either an Advanced Medical Instructor or SOF Technical Writer / Training Developer Instructor. At a minimum, the senior instructor manager shall present training
in areas that provide a combination of operational medicine and trauma. Examples of this training shall include areas such as: Anatomy, Physiology, Basic physical exam techniques, Medical patient assessment, Medical documentation, Combat casualty care, Live tissue training, Pre-hospital trauma emergencies and care, Advanced Cardiac Life Support (ACLS), Pediatric Education for Pre-Hospital Professionals (PEPP), Basic Life Support (BLS), and Pre-Hospital Trauma Life Support (PHTLS).

Minimum Education: Bachelor's Degree. Four years Army Special Forces experience may substitute for academic degree. Security Clearance: Secret clearance.

Minimum Experience: Two years' experience of supervision, management and operation of Mission Command Training Center/Complex, with emphasis on Special Operation Forces (SOF) unique exercises. The Contractor shall have experience working with military personnel, to include senior military officers; general manager experience and prior contract experience. Experience (8 Years) at Special Forces battalion or higher Army or Joint Special Operations organizations. Project Management Professional Certification. Experience may substitute for certification. Experience with Special Warfare Center & School (SWCS) Training Management System.

Contracts Manager/ Program Manager
Functional Responsibilities: Contract Manager (CM) is responsible for the performance of the work under a contract. The CM shall have full authority to act for the Contractor on all contract matters relating to daily operation of a contract. The CM shall be available between the hours of 7:30 AM to 4:30 PM, Monday through Friday, except federal holidays or when the government facility is closed for administrative reasons. The CM can be a contract instructor. At a minimum, the senior instructor manager shall present training in areas that provide a combination of operational medicine and trauma. Examples of this training shall include areas such as: Anatomy, Physiology, Basic physical exam techniques, Medical patient assessment, Medical documentation, Combat casualty care, Live tissue training, Pre-hospital trauma emergencies and care, Advanced Cardiac Life Support (ACLS), Pediatric Education for Pre-Hospital Professionals (PEPP), Basic Life Support (BLS), and Pre-Hospital Trauma Life Support (PHTLS).

Minimum Education: Bachelor’s Degree. Ten years Army Special Forces experience may substitute for academic degree. Security Clearance: Secret clearance.

Minimum Experience: Minimum eight (8) years relevant field experience. The CM shall have experience working with senior military officers and at a minimum, the CM shall have experience commensurate to that of a senior Non-commissioned Officer (NCO) of the pay grade of E8. Four years’ experience of senior supervision, management and operation of Mission Command Training Center/Complex, with emphasis on Special Operation Forces (SOF). At least 8 years’ experience at Special Forces Group or higher Army or Joint Special Operations organizations. Project Management Professional Certification. Experience may substitute for certification. Experience with Special Warfare Center & School (SWCS) Training Management System.

Advanced Medical Instructor
Functional Responsibilities: At a minimum, the senior instructor manager shall present training in areas that provide a combination of operational medicine and trauma. Examples of this training shall include areas such as: Anatomy, Physiology, Basic physical exam techniques, Medical patient assessment, Medical documentation, Combat casualty care, Live tissue training, Pre-hospital trauma emergencies and care, Advanced Cardiac Life Support (ACLS), Pediatric Education for Pre-Hospital Professionals (PEPP), Basic Life Support (BLS), and Pre-Hospital Trauma Life Support (PHTLS).
Minimum Education: Must be graduates of a World Health Organization accredited medical school or American Medical Association/American Academy of Physician Assistants accredited physician assistant program. These instructors must have passed the United States Medical Licensing Examination or National Committee on the Certification of Physician Assistants certification test or equivalent nursing licensure exam. All personnel included under this contract shall be able to use the following programs expertly enough to accomplish all of the required tasks without further training: Microsoft Windows OS XP Pro; Microsoft Word; Power Point; Excel. All personnel shall be familiar with and be able to use the following: Common office equipment: Copiers with collating/stapling capability; fax machines; scanners and varieties of printers; computers--stand alone and in local area networks; telephonic communications to include teleconferencing; paper shredders. Stocking office supplies, answering telephones, taking and delivering messages and other office activities. Security Clearance: Secret clearance.

Minimum Experience: Have at least one year of experience as a member of a USSOCOM deployable Special Operations unit or at least one year of experience as an instructor in a USSOCOM medical pipeline course.

**SOF Technical Writer / Training Developer Instructor**

**Functional Responsibilities:** At a minimum, the senior instructor manager shall present training in areas that provide a combination of operational medicine and trauma. Examples of this training shall include areas such as: Anatomy, Physiology, Basic physical exam techniques, Medical patient assessment, Medical documentation, Combat casualty care, Live tissue training, Pre-hospital trauma emergencies and care, Advanced Cardiac Life Support (ACLS), Pediatric Education for Pre-Hospital Professionals (PEPP), Basic Life Support (BLS), and Pre-Hospital Trauma Life Support (PHTLS).

Minimum Education: All instructors possess current certifications in the following: Basic Life Support Instructor (BLS-I); Advanced Cardiac Life Support Instructor (ACLS-I); Pediatric Education for Pre-Hospital Professionals (PEPP) Instructor; American Heart Association (AHA) Certification; Emergency Medical Technician-Paramedic EMT-P, certified IAW NREMT or IAW a U.S. jurisdiction or IAW USSOCOM Advanced Tactical Practitioner (ATP) requirements. Special Skills/Qualifications Required: All personnel will be able to use the following programs expertly enough to accomplish all of the required tasks without further training: Microsoft Windows OS XP Pro; Microsoft Word; Power Point; Excel. Security Clearance: Secret clearance.

Minimum Experience: Have at least 1 year experience as a Navy Independent Duty Corpsman; or an Army Special Forces Medic at a grade no less than Sergeant; or a Special Operations Combat Medic; or as an instructor in a USSOCOM medical pipeline course. Additional Desired Qualifications/Experience: All personnel shall be familiar with and be able to use the following: Common office equipment: Copiers with collating/stapling capability; fax machines; scanners and varieties of printers; computers--stand alone and in local area networks; telephonic communications to include teleconferencing; paper shredders. Stocking office supplies, answering telephones, taking and delivering messages and other office activities.

**SOF Technical Writer / Training Developer Instructor (SFMS3)**

**Functional Responsibilities:** At a minimum, the senior instructor manager shall present training in areas that provide a combination of operational medicine and trauma. Examples of this training shall include areas such as: Anatomy, Physiology, Basic physical exam techniques, Medical patient assessment, Medical documentation, Combat casualty care, Live tissue training, Pre-hospital trauma emergencies and care, Advanced Cardiac Life Support (ACLS), Pediatric Education for Pre-Hospital Professionals (PEPP), Basic Life Support (BLS), and Pre-Hospital Trauma Life Support (PHTLS).
Minimum Education: All instructors possess current certifications in the following: Basic Life Support Instructor (BLS-I); Advanced Cardiac Life Support Instructor (ACLS-I); Pediatric Education for Pre-Hospital Professionals (PEPP) Instructor; American Heart Association (AHA) Certification; Emergency Medical Technician-Paramedic EMT-P, certified IAW NREMT or IAW a U.S. jurisdiction or IAW USSOCOM Advanced Tactical Practitioner (ATP) requirements. Special Skills/Qualifications Required: All personnel will be able to use the following programs expertly enough to accomplish all of the required tasks without further training: Microsoft Windows OS XP Pro; Microsoft Word; Power Point; Excel. Security Clearance: Secret clearance. Other: For the instructors of the SFM3C course, in addition to all the credentials, each instructor must be an 18D/SO IDC graduate in order to teach the course.

Minimum Experience: Have at least 1 year experience as a Navy Independent Duty Corpsman; or an Army Special Forces Medic at a grade no less than Sergeant; or a Special Operations Combat Medic; or as an instructor in a USSOCOM medical pipeline course. Additional Desired Qualifications/Experience: All personnel shall be familiar with and be able to use the following: Common office equipment: Copiers with collating/stapling capability; fax machines; scanners and varieties of printers; computers—stand alone and in local area networks; telephonic communications to include teleconferencing; paper shredders. Stocking office supplies, answering telephones, taking and delivering messages and other office activities.

Special Operations Military Free Fall Instructor/Administrative/Subject Matter Expert
Functional Responsibilities: Serve as Administrator and Subject Matter Expert concerning MFF Operations, ad may often be a contractor-representative in matters of airborne combat infiltration training within the RRC. Long-term continuity in a highly demanding and operationally complex Airborne training environment where success means safe and effective proficiency training of Special Operations soldiers, including intense, high-risk Military Free Fall (MFF) operations. Support oversight and training of government unit MFF Instructors, MFF Instructor Candidates, Tandem Masters, Tandem Instructors, Free Fall Photographers, and MFF Jumpmasters. Support requirements include development and continuous management of internal government SOPs and specialized training procedure documentation. Assist the government Combat Development Directorate in matters pertaining to New Wquipment Training (NET) and sustainment/proficiency training for newly developed and fielded parachute systems and related equipment. Address issues of interrelatedness and overlap between these areas and is familiar with all DoD and non-standard parachute systems and ancillary equipment available within the Services and Joint Special Operation Force (SOF) components (USASOC, NAVSPECWARCOM, AFSOC, MARSOC). Support the government commander as a MFF Course Manager and/or Instructor. Contribute to the documentation, improvement of course syllabus, and efficiency of program operations. Support the governemnt in budget / Program Objective Memorandum (POM) submissions. Shall establish personal contacts with directorate chiefs and senior level managers and commanders within the government customer, USASOC, and USSOCOM and directly coordinate Military Freefall course efforts with agency heads from within DoD organizations as well as with other U.S. Government Agencies. Shall demonstrate past performance employing sound judgment and tactful persuasion to identify and correct problems, resolve conflicting opinions, and support the Command position in the process. May represent the government at meetings and conferences conducted with USASOC, USSOCOM, the Service Components, and other Government Agencies.

Minimum Education: Possess and active / current High Altitude Physiological School (HAPS) training certification / card as well as an active / current Class III Flight Physical. Security Clearance Required: Top Secret SCI
Minimum Experience: Dedicated experience managing government personnel in airborne instruction, and supervision planning, organization, and training for: government MFF Instructors, MFF Instructor Candidates, Tandem Master, Tandem Instructors, Tandem Examiners, Free-Fall Photographers, MFF, and unit proficiency training. Demonstrated
experience working with national-level agencies. Shall demonstrate experience as a Subject Matter Expert on all aspects of MFF operations mission sets and participate in command sponsored working groups to support airborne training requirements from the operational and sustainment training perspective. Demonstrated capability and experience of successfully representing and articulating government Command positions regarding MFF Operations through briefings, written documents, and verbal communication. Demonstrated experience as an MFF operations coordinator, and curriculum facilitator with demonstrated past performance within Military Freefall training, requirements documentation, and administrative support. Knowledge of DoD USSOCOM, USASOC goals through the development of tactics, techniques, and procedures. Shall have experience with the last 12-24 months of demonstrated past performance coordinating with USSOCOM Service Components, Service Centers and Schools, and other U.S. Government Agencies. Demonstrated past performance within the previous 12-24 months of personal coordination and contact with U.S. Government officials.

**Naval Special Warfare Manned Submersibles Subject Matter Expert**

Functional Responsibilities: Mission to conduct rapid assessments for the Department of Defense and other government agencies for Special Operations Force Warrior Systems. Provide subject matter expertise (SME) and testing in maritime operations for craft/equipment, both on and below the surface of the water. To support the planning, execution and reporting on government maritime assessments. SMEs shall also provide maritime training to government personnel to improve the ability of the NAG to support its clients. Provide assessment services to the government. This includes, but is not limited to market research, special studies, vulnerability evaluations, developmental testing, early operational testing, and initial operational test and evaluation. Activities associated with assessments include, but are not limited to use of descriptive statistics, use/development of an Integrated Evaluation Framework (IEF), conducting Mission Base Test Design (MBTD), and using Design of Experiment (DOE). Supported duties may include, but not be limited to: These duties may include, but not be limited to, wet/dry submersible operational expertise, underwater breathing apparatus (UBA) operator/maintainer, Special Warfare Combatant- craft Crewmen (SWCC), Explosive Ordnance Disposal (EOD) technician, maritime engineer, test engineer, test data collector, and test analyst.

Minimum Education: Minimum, qualified as a Navy SEAL, SEAL Delivery Vehicle Pilot/Navigator. Security Clearance required: SECRET to TOP SECRET SCI.

Minimum Experience: Minimum experience of 8-12 years working within the Special Operations community as a U.S. Navy SEAL SDV Pilot/Navigator. Experience with DDS Training and operations.

**Senior Instructor Manager**

Functional Responsibilities: The Senior Instructor Manager will provide basic and advanced medical instruction for Special Operations medical courses. The senior instructor manager (SIM), who (at a minimum) shall be responsible for the quality of all exercises, contract instruction, ensuring instructors are qualified prior to instruction, compliance of employee security requirements, and coordination with subject matter experts (SME) teaching specific skill blocks of instruction. The SIM shall be one of the "working" contract instructors and will required to have the same credentials as listed for either an Advanced Medical Instructor or SOF Technical Writer / Training Developer Instructor. At a minimum, the senior instructor manager shall present training in areas that provide a combination of operational medicine and trauma. Examples of this training shall include areas such as: Anatomy, Physiology, Basic physical exam techniques, Medical patient assessment, Medical documentation, Combat casualty care, Live tissue training, Pre-hospital trauma emergencies and care, Advanced Cardiac Life Support (ACLS), Pediatric Education for
Pre-Hospital Professionals (PEPP), Basic Life Support (BLS), and Pre-Hospital Trauma Life Support (PHTLS).

Minimum Education: Bachelor's Degree. Four years Army Special Forces experience may substitute for academic degree. Security Clearance: Secret clearance.

Minimum Experience: Two years’ experience of supervision, management and operation of Mission Command Training Center/Complex, with emphasis on Special Operation Forces (SOF) unique exercises. The Contractor shall have experience working with military personnel, to include senior military officers; general manager experience and prior contract experience. Experience (8 Years) at Special Forces battalion or higher Army or Joint Special Operations organizations. Project Management Professional Certification. Experience may substitute for certification. Experience with Special Warfare Center & School (SWCS) Training Management System.

**SENIOR AIR CAPABILITY PLANNER / AIR C2 SUBJECT MATTER EXPERT**

Functional Responsibilities: The SME’s main tasks and responsibilities are in direct support of the Air C2 Services2 program to develop, analyze, and review capability requirements. The program supports the Air C2 Community of Interest (COI) at SHAPE and other NATO entities, i.e. with: Developments in support of Capability Package; Capability capturing activities related to the incremental development of AIRC2IS; Further development of and a new approach to the AIR C2 capability architecture; Adaptation of the AIR C2 COI to future changes in manning and responsibilities; Through-lifecycle requirements management for AIR C2 and IAMD; Developing AIR C2 capability requirements; Engaging with stakeholders in order to develop AIR C2 capability requirements.

Minimum Education: Baccalaureate degree or international equivalent; or 10 years active military experience in the areas relevant. English SLP3333 (Listening, Speaking, Reading, and Writing). NATO SECRET security clearance or national equivalent.

Minimum Experience: 7 years of experience performing multiple operational AIR C2 functions within two or more military AIR C2 organizations/entities, years within last 10 years’ experience engaging AIR C2 organizations/entities in requirements capture activities. 3 years of experience in AIR C2 requirements development and management activities. Demonstrable experience working in a multinational organization or NATO Command Structure (NCS) / NATO Force Structure (NFS) and familiarity with NATO agencies’ role in system development.

- Demonstrable experience working in system development such as NATO agencies, SESAR (Single European Sky). 2 years within the last 10 years’ experience in military acquisition procedures (preferably NATO). Demonstrated ability to promote international cooperation and participate effectively in a multinational environment.

- Demonstrated ability to communicate effectively both orally and in writing. Must be able to present convincing arguments, express ideas and concepts, and explain policy clearly and effectively to Flag and General Officers. Demonstrated ability to multi-task, take initiative, and respond to rapidly changing requirements or focus. Demonstrated experience using information systems at end user level with experience using personal computers and software packages (Microsoft Office, SharePoint, etc.). Demonstrated experience with structured processes, methods and tools for requirements management, specifically with IBM Rational DOORS (IBM Jazz platform).

**Senior Requirements Manager JOINT OPERATIONAL AIR C2/IAMD**

Functional Responsibilities: Facilitate, drive, and coordinate the activities of the AIR C2 / IAMD3

Requirements Management Team in support of the BH. Define or refine AIR C2 / IAMD requirements including development of concepts of operation and courses of action, working with subject matter expertise in the Air domain and Ballistic Missile Defence personnel
within the Capability Divisions. Taken together Air C2 and Integrated Air & Missile Defence. Elicit, capture, and collect capability requirements across all aspects of DOTMLPF I for Air C2 / IAMD
Operational Requirements, Capability Targets, and other high-level requirements. Develop resource proposals in support of Air C2 / IAMD capability requirements. Facilitate and drive the development of the Capability Requirements Brief as it related to Air C2 / IAMD in support of the BH. Perform DOTMLPF I decomposition into capability requirements. Facilitate and drive the requirements development processes related to Air C2 / IAMD in support of the BH. Coordinate DOTMLPF I development and implementation synchronization and develop recommended courses of action to resolve issues relating to Air C2 / IAMD. Coordinate the development of concepts of operation. Coordinate the analyses of alternatives (AoA) when considering implementation options. Support requirements management activities across the capability lifecycle to include: those in development, those in-service, and those to be disposed. Support requirements management aspects relating to Governance and Management representations and approvals in relation to Air C2 / IAMD requirements. Identify changes to requirements, prepare Change Requests. Within the Air C2 / IAMD domain, provide requirements management technical guidance for the elicitation, capture and development of capability requirements across all aspects of DOTMLPF I for all assigned Operational Requirements, Capability Targets, and other high-level requirements to HQ SACT branches, ACO subject matter experts, industry, and Host Nations, as required.
Minimum Education: A Master’s degree or international equivalent in a relevant field; or 15 years experience in the areas relevant. NATO or National Secret Security Clearance.
Minimum Experience: In keeping with this senior post, demonstrate 10 years’ experience in the field of requirements processes to include requirements management and requirements elicitation. Demonstrate 7 years’ experience of capability development processes.
Demonstrate 10 years’ experience with writing white papers, point papers, and briefings for senior leaders. Excellent communications skills both orally and in writing. Working knowledge of Configuration Management methods and practices. Demonstrate 3 years’ experience and operational knowledge of working in the Air C2/IAMD domain within the last 10 years. Demonstrated proficiency in English as defined in STANAG 6001 (3333) - (Listening, Speaking, Reading and Writing) or demonstrated native English speaker background.

SEE Requirements Manager JOINT OPERATIONAL AIR C2/ IAMD
Functional Responsibilities: Join and contribute to the activities of the Air C2 / IAMD4 Requirements Management Team. Within the Air C2 / IAMD domain and working closely with HQ SACT, support ACT representation at appropriate levels of engagement at requirements management related meetings, discussions, committees and working groups within Europe.
Monitor Air C2 / IAMD requirements developed in all life cycle stages to ensure integrity and traceability and to ensure they remain valid, applicable, and continue to satisfy operational user needs. Support maintenance of configuration control of Air C2 / IAMD requirements traceability matrices throughout the capability life cycle. Provide requirements development and management consulting services to European NATO entities to ensure that quality of the NATO Air C2 / IAMD requirements management processes are maintained through the life cycle. Interact with ACO subject matter Air C2 / IAMD experts to collect information needed to clarify operational needs underlying Operational Requirements Statements. Support Air C2 / IAMD concepts of operation development and courses of action to clarify Operational Requirements Statements. Interact with ACO counterparts to identify future operational needs and Operational Requirements Statements. Employ analysis techniques to ensure that capability requirements are specific, measureable, acceptable, realistic and time-bound (SMART) and consider a range of cost-effective options during their development and
formulation. Support CUR/UR processes including ensuring requirement development for through the life cycle support.
Minimum Education: A Bachelor’s degree in a relevant field; or 10 years’ experience in the areas relevant, NATO or National SECRET Security Clearance. Demonstrated proficiency in English as defined in STANAG 6001 (3333) - (Listening, Speaking, Reading and Writing) or demonstrated native English speaker background.
Minimum Experience: Demonstrate 5 years’ experience in the field of requirements processes to include requirements management and requirements elicitation. Demonstrate 3 years’ experience of capability development processes. Demonstrate 5 years’ experience with writing white papers, point papers, and briefings for senior leaders. Excellent communications skills both orally and in writing. Working knowledge of Configuration Management methods and practices. Demonstrate 3 years’ experience and operational knowledge of working in the Air C2/IAMD domain within the last 7 years.

Swim/Rehabilitation Instructor
Functional Responsibilities: Instructor shall teach various levels of adapted swimming to able-bodied personnel and those individuals with physical and emotional disabilities to include, but not limited to, amputation (s), orthopedic and neurological related impairments, Traumatic Brain Injury (TBI), cancer, mental health disorders, and Post Traumatic Stress Disorder (PTSD) and all other medical or mental diagnoses. Swim instruction will be provided to all Navy, Marines, Army, ill, injured and wounded service members with permanent and temporary physical disabilities and all other eligible beneficiaries. ability to teach the following topics: stroke techniques, adaptations to stroke techniques, disability related water safety, water entry, diving skills, use of training equipment, while ensuring overall swimmer safety. Contractor must have the ability to simultaneously instruct varying abilities from the non-swimmer to the Paralympic athlete, from disabled to abled-bodied swimmers. Instructor must also have an extensive knowledge base of various physical impairments and precautions associated with those disabilities including open wounds related to recent amputations, skin break down, prosthetic use and overall general daily functioning associated with disabilities. Interpersonal dynamics and specialized experience is a must teaching members with PTSD, TEIs and amputations on how to adapt to various swimming techniques in order to meet their individual needs and rehabilitation goals.
Minimum Education: Shall hold current First Aid and CPR certifications. Ability to communicate orally and in writing, certified in Aquatic Instructor Training, Aquatic Safety Training/Water Safety Instructor (WSI) specifically for swim coaches, and CPR/AED or Lifeguard Certification.
Minimum Experience: Minimum of five (5) years relevant field experience. Interpersonal dynamics and specialized experience teaching members with Post-Traumatic Stress Disorder (PTSD), Traumatic Brain Injury (TBI), Spinal Cord Injury (SCI) and amputations on how to adapt to various swimming techniques in order to meet their individual needs and rehabilitation goals.

Data Scientist I
Functional Responsibilities: The data scientist shall be responsible for entering, cleaning, and conducting basic data manipulation and analysis. Operating in consultation with government program staff and the Government’s biostatistician, the data scientist shall build and disseminate databases and spreadsheets designed to record related programmatic data. The contractor shall provide consultation and assistance to supported units and staff to identify opportunities and methods for capturing data relating to programs and initiatives. The contractor shall prepare reports and presentations that accurately convey data trends and associated analysis. The contractor will be granted access to Government systems to enter and analyze data.
Minimum Education: A bachelor’s degree in quantitative science, social science or related discipline. Minimum of a SECRET Clearance.
Minimum Experience: Shall be proficient with the suite of Microsoft Office programs, including Word, Excel and Access, with 1 year of relevant experience. The contractor shall have a basic proficiency with commonly used statistical software application (e.g. SPSS, SAS, and R). The contractor shall possess excellent communication skills and shall be highly detail oriented and organized. Proficiency may be demonstrated through work history or a history of publications or a combination thereof.

Data Scientist II
Functional Responsibilities: The Data Scientist II shall be responsible for entering, cleaning, and conducting advanced data manipulation and statistical analysis. Operating in consultation with program staff and the Government’s biostatistician, the Data Scientist II shall provide subject matter expertise in the areas of program evaluation, research methodologies and data analysis. The contractor shall provide consultation and assistance to supported units and staff to identify opportunities and methods for capturing data relating to programs and initiatives. The contractor shall prepare reports and presentations that accurately convey data trends and associated analysis. The contractor will be granted access to Government systems to enter and analyze data.
Minimum Education: Possess a master’s or doctoral degree in quantitative science, social science or related discipline. Minimum of a SECRET Clearance
Minimum Experience: Shall be proficient with the suite of Microsoft Office programs, including Word, Excel and Access, with 3 years of relevant experience. The contractor shall have an advanced proficiency with commonly used statistical software application (e.g. SPSS, SAS, and R). Advanced proficiency may be demonstrated through an employment history in academia or other setting where the conduct of research is routine. Proficiency shall be further demonstrated by a history of scientific publications. The contractor shall possess excellent communication skills and shall be highly detail oriented and organized and have at least three years of research experience in an academic, social services, government, healthcare or laboratory setting.

Clinical Psychologist
Functional Responsibilities: The Psychologist shall practice within the guidelines of their state licensing board, American Psychological Association Ethical Principles and Code of Conduct, and MTF privileges. The Psychologist shall conduct psychological evaluations utilizing information from clinical interviews, psychological testing, and collateral sources, as appropriate. The contractor shall establish psychiatric diagnoses according to the American Psychiatric Association Diagnostic and Statistical Manual of Disorders including providing psychological treatment for individuals and groups, helping medical and surgical patients deal with illnesses or injuries, and assisting in rehabilitation of patients.
Minimum Education: Possess a Doctor of Philosophy (PhD) or Doctor of Psychology (PsyD) from an American Psychology Association accredited college or university with a doctoral degree in clinical or counseling psychology. The contractor shall have successfully completed an Internship/Residency in psychology accredited by the American Psychological Association. Licensure: Current, full, active, and unrestricted license to practice as a psychologist in one of any U.S. State, the District of Columbia, Guam, Puerto Rico or U.S. Virgin Islands. All HCPs shall have and maintain current certification in Basic Cardiac Life Support (BCLS) as certified by the American Heart Association. Minimum of a SECRET Clearance.
Minimum Experience: As required to meet clinical competency requirements specified in the Service-specific credentialing instructions. Minimum of 10 years relevant experience.

Neuropsychologist
Functional Responsibilities: Functions as a relatively autonomous Neuropsychologist in administering and scoring neuropsychological test batteries (including cognitive and
personality test instruments) to SOF personnel. Performs assessments using interview, formal psychological testing and consultation, as appropriate. Selects established diagnostic evaluation procedures. Gathers case history, complaints or other problem-related information for use in the evaluation and diagnosis of said patients. Interprets validity and significance of data collected, prepares written notes that integrate the behavioral observations and test data; makes recommendations for further action. Maintains accurate and current notes in patient medical records of all patients seen, as appropriate, and produces reports of evaluation and/or treatment, as required. Oversees clinic Psychometrists and mental health technicians in their day-to-day testing functions. Administers routine or standardized neuropsychological tests. Uses standardized procedures to score various tests. Records data in/on appropriate files or records. Complete all encounters documentation within 72 hours. Observes and records patients’ behavior during testing in appropriate records. Tabulates test results. Utilizes computer software and pre-designed database to enter, retrieve, and update patient assessment data. Writes neuropsychological reports to referring provider based on the results of neuropsychological data while also considering patient neuro-imaging findings, laboratory data, medical history, psychiatric history and presenting complaints. Monitors the supply of neuropsychological testing materials and coordinates the ordering of needed supplies with the supervising Neuropsychologist and the responsible noncommissioned officer. Provides basic training in the administration and scoring of neuropsychological test instruments, as well as interview techniques, to military and civilian trainees as appropriate. Consults with medical personnel, legal authorities, military commanders and school districts, as required. Provides psychological evaluations required by military schools and/or programs. Provides consultation and program development regarding patient compliance with accepted medical treatment. Assists and participates in special event informational seminars. Conducts command directed mental health evaluations performed IAW DoD Directive 6490.4. Conducts neuro-psychological evaluations required as part of the Medical Evaluation Board (MEB), TDRL (Temporary Disability Retirement List) status review, Physical Evaluation Board (PEB), and clinical consultation from various medical departments and services. Supports assessment activities for military service members undergoing selection processes to enter Special Operations organizations and programs. The Contractor HCP shall assume additional administrative or clinical duties as requested or needed to ensure sustainment of normal organization operations and ensure compliance with JC standards, to include, but not limited to, managing daily schedules, reviewing and dispositioning consultants, monitoring appointment utilization and patient access to care, conducting mandatory clinical training.

Minimum Education: Possess a Doctor of Philosophy (PhD) or Doctor of Psychology (PsyD) from an American Psychology Association accredited college or university with a doctoral degree in clinical or counseling psychology. The contractor shall have successfully completed an Internship/Residency in psychology accredited by the American Psychological Association. Licensure: Current, full, active, and unrestricted license to practice as a psychologist in one of any U.S. State, the District of Columbia, Guam, Puerto Rico or U.S. Virgin Islands. All HCPs shall have and maintain current certification in Basic Cardiac Life Support (BCLS) as certified by the American Heart Association. The neuropsychologist shall have post-doctoral training in neuropsychology in the form of a clinical neuropsychology residency or clinical neuropsychology fellowship of one year or more. Candidate must possess, or be eligible to apply for, the ABPP board certification in Clinical Neuropsychology and shall have practiced as a neuropsychologist for at least two of the past five years. Minimum of a SECRET Clearance. Minimum Experience: As required to meet clinical competency requirements specified in the Service-specific credentialing instructions. At least two years of experience working as Neuropsychologist or Neuropsychology Fellow in a DoD setting. Must be willing to complete Neuropsychological Assessment in both outpatient and inpatient settings, have special knowledge of neuropsychology testing procedures, neuropsychology laboratory management and neuropsychological research design.
Psychometrist
Functional Responsibilities: Perform assigned assessment procedures under the direct supervision of a credentialed privileged psychologist, operational psychologist, or neuropsychologist. Utilize therapeutic assessment and interview skills to elicit accurate and concise account of the patient's condition. Screen patients to determine presenting problems and priority of appointment. Perform basic assessment procedures, including initial screening evaluation and standardized neuropsychological, intelligence, and personality testing. Conduct Assessment and Selection in large group settings as well as on an individual basis. Assist credentialed providers with identifying mental health diagnosis and treatment strategies, as well as providing patient education. Understand suitability requirements for the different units across the government enterprise. Assist in providing specialized treatment and rehabilitation of brain injured and mental health patients. Observe, monitor, report, and record patient interaction during assessment sessions. Institute precautionary measures to prevent patient injuries due to suicide, homicide, or elopement. Coordinate with other military agencies and MTFs regarding specialized care, treatment, and administrative functions. Contact military or community agencies to obtain collateral information. Explain and interpret neuropsychological services and procedures to access care to patients and commands. Assist in or arrange for patient referral to other facilities for alternate level of care.
Minimum Education: A Bachelor's Degree from a formal program in Psychology, Sociology, or in a behavioral science related field from an accredited college or university and be Certified by the Board of Certified Psychometrists (BCP) . Minimum of a SECRET Clearance.
Minimum Experience: Minimum of one year of full-time experience during the preceding three (3) years in the performance of psychological and/or neuropsychological testing and test scoring. The BCP may be waived if the contractor’s one year of full-time experience was under the supervision of an Operational Psychologist.

Operational Psychologist
Functional Responsibilities: The Operational Psychologist shall provide technical expertise, guidance, and direct services in the areas of clinical and operational psychology to SOF. In concert with an existing active duty Operational Psychologist, or independently if no such active duty psychologist is available, the contractor shall develop, plan and initiate unit level resiliency programs for preventing and treating behavioral health issues to support all aspects of service member readiness and resilience. The Operational Psychologist shall provide technical expertise, consultation, and direct support in the areas of assessment and selection of personnel, operational support, individual/team/organizational assessment and performance enhancement, executive coaching and leadership development, research, conduct advanced training designed to maximize performance and resilience of SOF personnel to accomplish mission objectives in potentially time- constrained, high-stakes, ambiguous and hostile operating environments, and the provision of psychological services to unit members. The contractor shall: conduct, administer, and interpret a full spectrum of psychological assessment measures and consult with command personnel; manage relevant process improvement, program validation, and related research; develop and manage appropriate personnel selection records and filing systems. The contractor shall assume responsibility for management of referrals and disposition of referrals for behavioral health care. The contractor shall provide professional development and awareness education to leadership and SOF personnel as requested. The contractor shall provide crisis response and follow-up care in the event of unit casualties or other serious incidents. The contractor shall function as liaison between unit personnel and base/community helping professionals/agencies. The contractor shall be the primary supporter of the assessment and selection of incoming personnel and provide feedback to unit leadership on suitability of personnel to serve within certain military organizations or positions. All work shall meet professional standards and guidelines defined by the organization's commander and/or Senior Operational Psychologist. The Operational
Psychologist shall provide technical expertise, consultation, and direct support in the areas of assessment and selection of personnel, operational support, human performance enhancement, and the provision of clinical services to unit members. The Operational Psychologist shall conduct baseline and post-event neuropsychological screening and will collect/analyze data and monitor trends in psychological health as directed. The contractor shall maintain credentialing requirements in good standing at a local MTF.

Minimum Education: Possess a Doctor of Philosophy (PhD) or Doctor of Psychology (PsyD) from an American Psychology Association accredited college or university with a doctoral degree in clinical or counseling psychology. The contractor shall have successfully completed an Internship/Residency in psychology accredited by the American Psychological Association. Licensure: Current, full, active, and unrestricted license to practice as a psychologist in one of any U.S. State, the District of Columbia, Guam, Puerto Rico or U.S. Virgin Islands. All HCPs shall have and maintain current certification in Basic Cardiac Life Support (BCLS) as certified by the American Heart Association. The contractor shall have: Oral and written communication skills in English; Education and training in personnel assessment and selection with two (2) years of experience. Prior military and/or SOF experience is preferred; One year of experience in performance enhancement or executive coaching as well as organizational assessment and consultation and/or completion of the USASOC Operational Psychology in Personnel Selection course or similar organizational psychology classes. Training in critical incident/stress trauma interventions. Capability of meeting the physical demands of selection and training events including the ability to hike over rough terrain, work long irregular hours with disruption in sleep cycles, and function in austere environments; SERE orientation and/or certification through the Joint Personnel Recovery Agency (JPSA), or the willingness to obtain it; Post-doctoral training, or willingness to obtain training, qualifying them as an Aerospace Psychologist as demonstrated by completion of USAF and/or USA aviation psychology training (USAFSAM’s Air Force’s Aviation Mishap Intervention and Prevention course and USASAM’s Aeromedical Psychology Training Course). This is a requirement for AFSC and other organizations with aviation capabilities only. Minimum of a SECRET Clearance.

Minimum Experience: Minimum of two (2) years’ post-doctoral experience within the past five (5) years in the independent practice of psychology in the area of the operational psychology, preferably in a Government setting such as a Department of Defense (DOD) or Intelligence Community (IC). Prior experience working with physicians providing medical psychological services is desired. Demonstrate a working knowledge of professional standards and ethics regarding the delivery of clinical psychology programs. Demonstrate computer literacy sufficient to operate a personal computer utilizing psychological test, word processing, database/spread sheet programs, and possess basic typing skills sufficient to efficiently produce the psychologist’s own reports and correspondence. All HCPs shall have and maintain current certification in Basic Cardiac Life Support (BCLS) as certified by the American Heart Association. Documentation of such training shall be provided to the Unit/Component COR annually. The front and back of the BCLS shall also be provided to the Credentialing Department of the MTF they are credentialed through.

**Psychiatric-Mental Health Nurse Practitioner**

Functional Responsibilities: The Psychiatric-Mental Health Nurse Practitioner shall provide a full range of outcome-based nurse practitioner services in accordance with privileges granted by the MTF (e.g., supervise and provide general screening and medical care and examinations of patients for routine, acute and chronic conditions involving any and all organ systems; provide immunizations; diagnose, treat, and counsel patients as indicated). Technically direct and teach other staff, provide evidenced-based educational lectures and participate in in-
service training to staff members. Diagnose and treat patients with common acute conditions, chronic illnesses, or minor trauma within accepted protocols, clinical practice guidelines, Nurse Practice Acts, and/or in consultation with a physician. Promote preventive care and health maintenance including annual physicals, positive health behaviors and self-care through both formal and individual education and counseling. Communicate and collaborate with a diverse group of people for the purpose of informing the healthcare team of plans/actions, for teaching/education to benefit the patient/family and organization. Recognize conditions that require isolation and ensure universal precautions are used in all patient encounters. Attend staff meetings to provide case discussion, continuing education, and continuous quality improvement and safety.

Minimum Education: Possess a Master’s degree in Nursing from an academic program, within the nursing specialty field of study that is accredited by a regional or national nursing accrediting agency recognized by the Accreditation Commission for Education in Nursing (ACEN) or the Commission on Collegiate Nursing Education (CCNE). The contractor shall be certified as a Psychiatric-Nurse Practitioner by the American Nurses Credentialing Center (ANCC), American Academy of Nurse Practitioners (AANP) or the recognized national nursing certification organization for the specialty area of practice as appropriate. Licensure: Current, full, active, and unrestricted license as a Registered Nurse in one of any U.S. State, the District of Columbia, Guam, Puerto Rico or U.S. Virgin Islands. All HCPs shall have and maintain current certification in Basic Cardiac Life Support (BCLS) as certified by the American Heart Association. Documentation of such training shall be provided to the COR. The front and back of the BCLS shall be provided to the Credentialing Department of the MTF they are credentialed through. Minimum of a SECRET Clearance.

Minimum Experience: Minimum experience required to meet clinical competency requirements specified in the Service-specific credentialing instructions. The contractor shall maintain credentialing requirements in good standing at a local MTF. Minimum of 5 years relevant experience.

Psychological/Mental Health Technician

Functional Responsibilities: The contractor shall assist with the management and treatment of outpatient behavioral health activities. The Psychiatric/Mental Health Technician is primarily responsible, under the supervision of a licensed psychiatrist, social worker, psychiatric nurse or psychologist, for providing a wide range of behavioral health interventions from prevention to treatment to individuals and who assigns work by defining objectives, priorities, and deadlines, and provides guidance on assignments that do not have clear precedents. Under the supervision of a credentialed provider, the contractor shall conduct intakes, assist with care and treatment of psychiatric, drug and alcohol patients, and counsel clients/patients with personal, behavioral or psychological problems. The contractor shall accomplish work on a substantially independent basis, performing a full range of standard and nonstandard work assignments and resolving a variety of non-recurring problems encountered on own initiative. Extensive guidelines are available; however, the contractor must use judgment in locating and selecting the most appropriate guideline for application to the work situation at hand. Unusual matters which may not be specifically covered by policy statements or published regulations shall be referred to the Government supervisor. The contractor shall observe patients to detect behavior patterns and reports observations to licensed behavioral health staff. The contractor leads prescribed individual or group therapy sessions as part of specific therapeutic procedures under the guidance of a licensed mental health professional. As needed, the contractor shall complete initial intake interviews and complete required forms for new patients on behalf of the licensed mental health provider.

Minimum Education: Possess an associate degree or commensurate level of training, e.g. military mental health technician, for a psychiatric technician or mental health program assistant. Education requirement may be met by military or comparable training. If military trained, the individual’s specialty must be as a mental health technician / specialist. Applicable
psychiatric technicians’ training shall include a sound foundation / basis to psychology and/or social work and they are well prepared for the types of individuals and potential illnesses that they will likely deal with. This training shall also address the basics of conflict management and how to de-escalate crisis situations and individuals who are agitated, violent or potentially violent and/or suicidal. All HCPs shall have and maintain current certification in Basic Cardiac Life Support (BCLS) as certified by the American Heart Association. Documentation of such training shall be provided to the COR. The front and back of the BCLS shall be provided to the Credentialing Department of the MTF they are credentialed through. Minimum of a SECRET Clearance.

Minimum Experience: No less than 3 years’ experience as a psychiatric technician. The contractor shall be trained to intervene and, when required, to restrain violent or potentially violent or suicidal patients by verbal or physical means.

**Licensed Child Social Worker**

Functional Responsibilities: The contractor shall function within an operational unit, as a Behavioral Health Care Provider. The contractor shall attend and participate in meetings during normal duty hours, professional staff conferences and other appropriate professional activities such as, but not limited to the following: quality improvement meetings, professional staff meetings, commander's staff meetings, and other meetings required by applicable regulations or as directed by the unit Commander of his/her designee. The contractor shall conduct applied research and clinical investigations in clinical/behavioral health/organizational social work. The contractor is responsible for the application of social work procedures and techniques, including interviewing, behavioral assessment, and evidenced-based therapies, in the evaluation, diagnosis, and treatment of psychological and neuropsychological disorders using the following skills: individual, family and group psychotherapy, couples therapy, alcohol and drug treatment evaluations. The contractor shall consult with medical personnel, legal authorities, military commanders and school districts as required. The contractor shall maintain accurate and current notes in the paper medical records (if created) and electronic medical records of all patients seen, as appropriate, and produces reports of evaluation and/or treatment. The contractor shall participate in military specific training/activities (e.g., security clearances, use of the DoD or service specific clinical practice guidelines, pre-post deployment screening, PTSD, and combat stress) and others as directed by the unit Commander or his/her designee. This position may include clinical supervision of unlicensed providers or trainees.

Minimum Education: All LCSWs shall possess a Master of Social Work (M.S.W.) or equivalent (MSSW, MSSA) degree from a graduate school of social work fully accredited by the Council on Social Work Education (CSWE). The contractor shall maintain a current, unrestricted clinical license to independently practice social work in any one of the 50 states, the District of Columbia, Puerto Rico, or the U.S. Virgin Islands. The contractor shall maintain credentialing requirements in good standing at a local MTF. All HCPs shall have and maintain current certification in Basic Cardiac Life Support (BCLS) as certified by the American Heart Association. Documentation of such training shall be provided to the COR. The front and back of the BCLS shall be provided to the Credentialing Department of the MTF they are credentialed through. Minimum of a SECRET Clearance.

Minimum Experience: A minimum of two (2) years within the past five (5) years in the independent practice of clinical social work in a mental health setting. Experience working in a Government setting such a DOD or Department of Veterans Affairs (VA) MTF is preferable. Demonstrate a working knowledge of professional standards and ethics regarding the delivery of clinical social work services. Must have experience in brief behavioral interventions. Contractor may be required to receive and maintain clinical practice privileges.

**Family Support Coordinator**
Functional Responsibilities: The FSC is responsible for comprehensive and effective coordination, development, and evaluation of programs and services that contribute directly and positively to preservation of the assigned unit’s force and families. FSCs are assigned to component commands and serve as the FSC for commands at multiple levels and in multiple locations. Programs coordinated by FSCs may be Special Operations specific or sponsored by the Department of Defense organizations, military service or civilian entities. The contractor shall identify and document program/service needs and evaluation data. The contractor shall gather and compile needs and evaluation input from customer populations by tapping existing resources where available, e.g. focus group and or unit meetings convened by leadership; Family Resilience Program evaluation results; trend information from Psychologists, Chaplains, Ombudsmen, Family Readiness Group (FRG) staff; and website utilization patterns. The contractor shall develop needs based programming to serve specific demographic groups and geographic locations. The contractor shall lead and/or assist in the coordination and/or development of official processes, functions and networking opportunities for subpopulations served. Examples include: (1) Welcome, indoctrination, and mentorship programs for new spouses. (2) Resource Fairs, Deployment Support Briefs, and spouse appreciation events. (3) Educational Training (virtual and direct to maximize attendance), e.g., dealing with combat stress; impact of mobilization. (4) Communication protocols, e.g., Protocol for family support outreach to new spouses; protocol for reaching families residing in remote areas. (5) Family Readiness Group training and consultation for commands. (6) Emergency response protocols. The contractor shall coordinate the provision of programs and services utilizing existing resources from within their assigned commands, DoD and the civilian sector. The contractor shall assist with the development of standard operating procedures/service provision protocols, program development, community organizing, community outreach and liaison, serve as the commander’s representative for matters related to family support, communicate on behalf of the command utilizing a variety of media/social media.

Minimum Education: A bachelor’s degree in education, human/social services or a related field OR four years’ experience providing social service education, or work/family life consultation or coordination services. Minimum of a SECRET Clearance.

Minimum Experience: The contractor shall have a minimum of two years’ experience coordinating social service education programs.

**Nurse Case Manager**

Functional Responsibilities: The Nurse Case Manager, hereafter referred to as the Case Manager, shall provide a full range of professional health nursing principles, practices, and procedures in clinical settings in order to analyze the full scope of problems associated with providing appropriate, cost effective care to Department of Defense (DOD) beneficiaries. The Case Manager shall collect, organize, record, and communicate data relevant to primary health assessments including a detailed medical history in order to develop time sensitive treatment plans which delineate the expected process of care delivery for selected case managed patients or populations. The Case Manager shall assess patient via the telephone, using established protocols, in order to provide appropriate and cost effective care. The Case Manager shall establish priorities for patient care monitor and evaluate progress toward the stated goals in order to provide coordinated, efficient, effective health care to its beneficiaries. The Case Manager shall oversee discharge-planning activities in order to ensure ideal timing and sequencing of patient care. The Case Manager provides professional assistance to health care finders in order to identify patient’s needs for referrals to appropriate health care providers or facilities. The Case Manager shall negotiate, write, finalize, and administer product/service agreements to insure mutual compliance in meeting care goals.
Minimum Education: The contractor shall possess the ability to seek feedback from peers, professional colleagues, clients, and outcomes research, in order to expand clinical knowledge, enhance role performance, and increase knowledge of professional issues. The contractor shall have the skills to effectively consult with health care providers at all levels and negotiate with outside providers for services and products in order to obtain client services and support. Contractor may be required to receive and maintain clinical practice privileges. The contractor shall maintain credentialing requirements in good standing at a local MTF. Licensure: Current, full, active, and unrestricted license as a Registered Nurse in one of any U.S. State, the District of Columbia, Guam, Puerto Rico or U.S. Virgin Islands. Minimum of a SECRET Clearance.

Minimum Experience: The contractor shall have demonstrated skill in understanding diagnoses in order to assist patients to optimize their level of function and self-care with a minimum of five years of experience. The contractor shall possess demonstrated knowledge of patient education principles and management of complex medical, psychosocial, and financial problems in order to enhance patient adherence to individualized treatment plans and train peers and staff. The contractor shall have a minimum of two years nursing experience and shall be certified as a case manager by a recognized certifying organization, i.e. Commission for Case Management Certification or American Nurse Credentialing Center.

**Physical Therapist**

Functional Responsibilities: PTs provide evaluation, treatment, and rehabilitation of musculoskeletal conditions. They are licensed independent practitioners and credentialed as direct care providers in specific military HP settings. As such, the contractor shall evaluate and treat patients with or without referrals. The PT will also refer patients to other staff members as needed. The contractor shall provide and perform the following services in support of HP program for SOF personnel, with the priority on SOF Operators and Direct Combat Support personnel. Provide musculoskeletal injury care, utilizing approved supplemental clinical privileges including the ordering of imaging studies, laboratory tests, basic pharmaceuticals, and referrals to specialty providers, with consistent, appropriate, and required documentation. If directed by HP program Manager and/or Coordinator, directly supervise the PT Tech, PT Assistant, and/or Certified Athletic Trainer (ATC) within their scope of practice. Participate in periodic meetings with HP for reasons such as, but not limited to, reviewing care provided to patients. Identify opportunities for improvement. Serve as an advisor to the HP program Manager and/or Coordinator in matters related to injury prevention, Sports Medicine (SM), and rehabilitation. Serve as an advisor to the HP program Manager and/or Coordinator for administrative matters, purchasing of supplies and equipment, and supplemental fiscal requests. Conduct equipment, product, and literature reviews to ensure the HP program stays current with the provision of care. Provide input for the development and utilization of required databases. Conduct peer (record) reviews for the HP Staff as directed. Assists the HP program Manager and/or Coordinator in developing and updating criteria-based job descriptions and performance standards. Assist the HP program Manager and/or Coordinator in developing and maintaining clinical practice guidelines to ensure consistency of care across all HP Training Centers (HPTCs) and associated facilities. Assist with the preparation of short and long-term fiscal plans. Submits input to the HP program Manager and/or Coordinator. Develop and promulgate training materials as requested and required by the HP program Manager and/or Coordinator. Ensure safe and effective operation of equipment used for patient care and contribute to a safe working environment. Participate in periodic in-service training for members of the HP staff or staff as appropriate. Attend required training in accordance with guiding instructions. Commands will allow for attendance at necessary conferences and/or courses to complete continuing education units required to maintain certification. Document care in the Military’s Electronic Health Record (i.e., AHLTA, GENESIS, etc.) and/or the HP Enterprise-wide database (i.e., SPEAR), as directed by HP program Manager and/or Coordinator. Attend and participate in meetings with other staff members and medical
providers as requested and/or required. Perform other tasks, within the scope of the PT position description, as assigned by the HP program Manager and/or Coordinator. Collect and report all data as requested by the HP program Manager and/or Coordinator. Literately utilize computers, software, and technologies as required and requested by the HP program Manager and/or Coordinator.

Minimum Education: Possess a Master’s degree (doctoral degree preferred) in physical therapy and certification through the American Board of Physical Therapy Specialties (ABPTS) as either an Orthopedic Certified Specialist (OCS) or Sports Certified Specialist (SCS), or certification through the National Athletic Trainers Association (NATA) as a certified athletic trainer (ATC) is required. Additionally, credentials such as a Certified Strength and Conditioning Specialist (CSCS) through the National Strength and Conditioning Association (NSCA) is preferred. The contractor shall maintain credentialing requirements in good standing at the local MTF. The contractor shall be capable of meeting physical demands of training with SOF including the ability to hike over rough terrain, function in austere environments, and observe SOF training evolutions. The contractor may be required to assist with strength and conditioning testing and training protocols and lift and manipulate loads or weights up to 25 kilograms. All HCPs shall have and maintain current certification in Basic Cardiac Life Support (BCLS) as certified by the American Heart Association. Documentation of such training shall be provided to the COR. The front and back of the BCLS shall be provided to the Credentialing Department of the MTF they are credentialied through. Minimum of a SECRET Clearance.

Minimum Experience: Minimum of 5 years or more of demonstrable, accumulated experience (continuous and sustained experience preferred) of performing manual therapy in the sports medicine field with individual athletes and groups of athletes (experience at the levels of NCAA Division I, Olympic, professional, and/or SOF Operators preferred) in the accompanying, respective settings. Additional Licensure: Current, full, active, and unrestricted license as a Physical Therapist in one of any U.S. State, the District of Columbia, Guam, Puerto Rico or U.S. Virgin Islands.

**Certified Athletic Trainer**

Functional Responsibilities: The contractor shall function across the spectrum of the HP program by providing and facilitating injury prevention, basic acute care, effective rehabilitative care, and performance enhancement. The contractor shall provide and perform the following services in support of HP program for SOF personnel, with the priority on SOF Operators and Direct Combat Support personnel: Provide HP services within the ATC’s scope of practice as defined by the National Athletic Trainers Association (NATA); Design and fabricate protective pads, equipment and braces to help prevent and treat injuries, including the use of taping techniques within the ATC’s scope of practice; Provide instruction and guidance within the ATC’s scope of practice; Participate in periodic meetings to review the care provided to patients in order to identify opportunities for improvement. It is the ATC’s responsibility to review meeting notes/information from the meeting if not present; Serve as an advisor to the HP program Manager and/or Coordinator in matters related to injury prevention, sports medicine, rehabilitation, and bridging; Serve as an advisor to the HP program Manager and/or Coordinator for administrative matters, purchasing of supplies and equipment, and supplemental fiscal requests; Collaborate throughout the HP program to enhance the quality of patient care delivered; Conduct equipment, product, and literature reviews to ensure HP stays current with the provision of care; Participate in quarterly peer (record) reviews for non-privileged healthcare providers; Attend and participate in meetings with other staff members and medical personnel as requested and/or required; Assist the HP program Manager and/or Coordinator in developing and updating criteria-based job descriptions and performance standards; Assist the HP program Manager and/or Coordinator in developing and
maintaining clinical practice guidelines to ensure consistency of care across all Human Performance Training Centers (HPTCs); Assist with the preparation of short and long-term fiscal plans. Submit input to the HP program Manager and/or Coordinator; Develop and promulgate training materials as requested and required by the HP program Manager and/or Coordinator; Ensure safe and effective operation of equipment used for patient care and contributes to a safe working environment; Attend required training in accordance with guiding instructions. Commands will allow for attendance at necessary conferences or courses to complete continuing education units required to maintain certification; Perform clinical and administrative tasks as assigned by the HP program Manager and/or Coordinator; Document care provided, work performed, utilization, referrals, and all other information in the Military’s Electronic Health Record (i.e., AHLTA, GENESIS, etc.) and/or the HP Enterprise-wide database (i.e., SPEAR), as directed by HP program Manager and/or Coordinator and required by staff; Perform other tasks, within the scope of the ATC position description, as assigned by the HP program Manager and/or Coordinator; Collect and report all data as requested by the HP program Manager and/or Coordinator and required by staff; Literately utilize computers, software, and technologies as required and requested by the HP program Manager and/or Coordinator and required by staff.

Minimum Education: Possess a Bachelor’s degree (Master’s degree preferred) in Athletic Training and shall be NATABOC certified. Experience in the field of strength and conditioning is strongly recommended, but not required. The contractor shall possess and maintain current certification by the National Strength and Conditioning Association (NSCA) as a Certified Strength and Conditioning Specialist (CSCS), or shall obtain the certification within the first year of employment. The contractor shall be capable of meeting physical demands of training with SOF including the ability to hike over rough terrain and function in austere environments to observe SOF training evolutions and the ability to assist with strength and conditioning testing and training protocols, and lift and manipulate loads or weights up to 25 kilograms. Minimum of a SECRET Clearance.

Minimum Experience: The contractor shall have a minimum of 5 years or more of demonstrable accumulated experience (continuous and sustained experience preferred) as an ATC with individual athletes and groups of athletes at the levels of NCAA Collegiate, Olympic, professional sports, and/or SOF Operators in the accompanying, respective settings. The contractor shall possess a valid, unrestricted license from one of the 50 United States or its territories and maintain credentialing requirements in good standing at a local MTF where applicable. The contractor shall maintain credentialing requirements in good standing at a local MTF where applicable.

**Cognitive Performance Specialist**

Functional Responsibilities: Cognitive Performance is an interdisciplinary field spanning kinesiology, psychology, and motor learning and control. The contractor shall train SOF personnel, with the priority on SOF Operators and Direct Combat Support personnel, to develop and use the cognitive skills necessary to perform optimally in training and operations. Minimum Education: Possess a Master’s degree (Doctoral degree preferred) in Human Performance, Kinesiology, or Exercise Science, and/or Sport Sciences with a specialization in Sport Psychology. Certification as a Certified Consultant through the Association for Applied Sport Psychology (CC-AASP) is desired, but not required. The contractor shall be capable of properly lift and manipulate loads or weights up to 25 kilograms and capable of meeting physical demands of training with SOF including the ability to hike over rough terrain, function in austere environments and on various fixed or rotary wing aircraft, waterborne craft, or ground transport to observe SOF training evolutions and to conduct training and education. Minimum of a SECRET Clearance. Minimum Experience: Have a minimum of 5 years or more of demonstrable accumulated experience (continuous and sustained experience preferred) as a mental performance coach or Sport Psychologist with individual athletes and groups of athletes at the levels of NCAA
Collegiate, Olympic, professional sports, and/or SOF Operators in the accompanying, respective settings.

**Performance Dietitian**

Functional Responsibilities: Cognitive Performance is an interdisciplinary field spanning kinesiology, psychology, and motor learning and control. The contractor shall train SOF personnel, with the priority on SOF Operators and Direct Combat Support personnel, to develop and use the cognitive skills necessary to perform optimally in training and operations.

Minimum Education: Possess a Master’s level degree in Nutrition Science or related field and hold certification from the Academy of Nutrition and Dietetics (AND) as a Registered Dietitian (RD) and a specialty certification as a Certified Specialist in Sports Dietetics (CSSD). CSSD certification may be waived by the COR if all other qualifications are met; however, the contractor shall earn the CSSD within six months of employment if waived. Certification as a Certified Strength and conditioning Specialist (CSCS) is desired, but not required. The contractor shall possess a current and valid state certification/licensure. The contractor shall be capable of meeting physical demands of training with SOF including the ability to hike over rough terrain and function in austere environments to observe SOF training evolutions and the ability to assist with strength and conditioning testing and training protocols. Contractor must be able to lift and manipulate loads and plates up to 25 kilograms. Contractor may be required to receive and maintain clinical practice privileges. All HCPs shall have and maintain current certification in Basic Cardiac Life Support (BCLS) as certified by the American Heart Association. Documentation of such training shall be provided to the COR. The front and back of the BCLS shall be provided to the Credentialing Department of the MTF they are credentialed through. Minimum of a SECRET Clearance. Minimum Experience: Shall have a minimum of 3 years or more of demonstrable accumulated experience (continuous and sustained experience preferred) as a Performance Dietitian with individual athletes and groups of athletes at the levels of NCAA Collegiate, Olympic, professional sports, and/or SOF Operators in the accompanying, respective settings.

**Human Performance Advisor**

Functional Responsibilities: Performance Dietitian provides guidance and counseling on nutritional practices to enhance recovery and optimize performance for SOF personnel, with the priority on SOF Operators and Direct Combat Support personnel. The contractor performs administrative and clinical duties within their scope of practice.

Minimum Education: Minimum of a Master’s degree in an accredited exercise science, health science, or physical education-related discipline. Creditable specialized experience includes conducting long and short-range planning and coordination of new functional training and nutrition programs, a history of positive attributable results from HPA work and relevant work experience in a collegiate and/or professional level athletic environment, and experience conducting multidomain programming such as lecture, multi-media and practical hands-on training related to strength, conditioning, performance nutrition, and team dynamics. The contractor shall have current certification as one of the following: Certified Athletic Trainer, Strength and Conditioning Specialist, Senior Strength and Conditioning Specialist, Physical Therapist, Cognitive Performance Specialist, or Performance Dietitian. Maintenance of one of these certifications shall be an enduring element of the requirement. Minimum of a SECRET Clearance. Minimum Experience: Have a minimum of 5 years or more of demonstrable accumulated experience (continuous and sustained experience preferred) of developing long and short-range planning and coordination of sport- and/or mission-specific performance programs resulting in attributable results with individual athletes and groups of athletes at the levels of NCAA Collegiate, Olympic, professional sports, and/or SOF Operators in the accompanying, respective settings.
Senior Strength and Conditioning Specialist
Functional Responsibilities: The primary responsibility of the contractor is to administer and refine effective strength and conditioning protocols designed to maximize the physical performance of SOF personnel, with the priority on SOF Operators and Direct Combat Support personnel. Minimum Education: Possess a Master’s Degree in an accredited exercise science, health science, or physical education-related discipline and shall possess and maintain current certification by the National Strength and Conditioning Association (NSCA) as a Certified Strength and Conditioning Specialist (CSCS) or the Strength & Conditioning Coach Certified (SCCC) through the Collegiate Strength & Conditioning Coaches association (CSCCa). Maintenance of one of these certifications shall be an enduring element of the requirement. Current certification in basic Cardiopulmonary Resuscitation (CPR) to include Automated External Defibrillator (AED) training. The contractor shall be physically proficient to demonstrate all prescribed exercises / techniques and to hike over rough terrain and function in austere environments. Contractor must be able to lift and manipulate loads and weights up to 25 kilograms. Minimum of a SECRET Clearance.
Minimum Experience: Have a minimum of 10 years of demonstrable accumulated experience (continuous and sustained experience preferred) of developing long and short-range planning and coordination of sport/mission-specific performance programs resulting in attributable results with individual athletes and groups of athletes at the levels of NCAA Collegiate, Olympic, professional sports, and/or SOF Operators in the accompanying, respective settings.

Community Program and Peer Network Coordinator
Functional Responsibilities: The Community Program and Peer Network Coordinator, herein referred as Coordinator(s), is responsible for comprehensive and effective coordination, development, and evaluation of programs and services that contribute directly and positively to resiliency of the assigned unit’s force and families. The Coordinator shall organize and oversee peer support networks for their assigned commands. The Coordinator shall recruit active duty and family member peer support counselors, ensure participating peer support counselors are vetted and trained according to government standards.
Minimum Education: Possess a bachelor’s degree in education, human/social services or related field or four years’ experience providing social service education, or work/family life consultation or coordination services. Minimum of a SECRET Clearance.
Minimum Experience: Have a minimum of two years’ experience coordinating social service education programs. The contractor shall have, or be willing to receive, specialized training on peer support counseling, community resources and referrals and suicide prevention. The contractor shall remain current on their knowledge of best practices and developments in areas of peer support counseling and suicide prevention, and will keep abreast of DoD, Services and community sponsored resources intended to promote the wellbeing of service members and their families.

Community Program and Peer Network Coordinators Component Headquarters
Advisor Functional Responsibilities: The Community Program and Peer Network Coordinator Component Headquarters Advisor serves as a liaison for government and advisor for Component CPPNCs. They shall apply a collaborative team approach to assess, plan, implement, coordinate and monitor community and peer mentoring programs designed to increase quality of life for service members and families reduce stigma for help-seeking behaviors, and reduce suicides within the government community. The position is responsible for advising on development of broad and comprehensive policy and procedural reviews of region-wide and component-wide community and peer mentoring programs in order to evaluate efficacy of programs an provide recommendations for improvement. The CPPNC-CHA works with Echelon III commands to assess needs, evaluate efficacy, and implement programs. The position serves in advisory role for planning, executing and continuously improving peer mentorship programs and collaborates with Operations Officers, Command
Leadership, and family support coordinators among others to understand Component needs and resource availability/constraints to facilitate program execution. Frequently coordinates with Service representatives, multidisciplinary professional staff and other service providers within the Services, DoD, and civilian sector in order to align programs with other existing programs, evaluate utilization, and obtain input for areas of improvement. Minimum Education: Bachelor’s degree in education, human/social services or related field or four years’ experience in providing social service education or work/family life consultation or coordination services. Minimum of a SECRET Clearance. Minimum Experience: Have a minimum of four years’ experience coordinating social service education programs. The contactor shall have, or be willing to receive, specialized training on peer support counseling, community resources and referrals and suicide prevention, and will keep abreast of DoD, Services, and community sponsored resources intended to promote the wellbeing of service members and their families.

**Biostatisticians/Operations Research and System Analyst Support**

Functional Responsibilities: Provide management, coordination, liaison, advice, research, analysis, planning, programming, and budgeting advice and assistance, education and training policies and guidelines for Special Operations Human Performance, psychological and social programs as well as provide expert guidance and advice to Component headquarters staff. Serve as a key analyst and recognized professional authority performing scientific work requiring the design, development, and adaptation of mathematical and statistical models and techniques and provide advice and insight about the probable effects of alternative courses of action. Minimum Education: Possess a PhD in Human Performance, Behavioral/Social Science or related discipline is required and at least five years of experience working in a related field. Minimum of a SECRET Clearance. Minimum Experience: Five years of relevant field experience required. Knowledge of a wide range of qualitative and/or quantitative methods and analyses used to develop, adapt, modify, and apply models to resolve problems or define and clarify alternate solutions and for the assessment and improvement of Human Performance Program level Planning; Ability to gather, assemble, and analyze facts, draw conclusions, develop and utilize appropriate data collection techniques and data cleansing to produce valid and reliable findings, conduct analysis, devise recommended solutions, and package the entire process in briefings, papers, or reports suitable for top management use and decision-making; Ability to communicate effectively both orally and in writing, negotiate complex issues, indicate solutions and develop a range of possible alternatives when there is no single solution, and establish maintain good working relations with project stakeholders; Knowledge of a broad range of health and behavioral science research analysis techniques and corresponding analytical abilities; Ability to lead research teams; originate new ideas, projects, and methodologies; and execute projects and/or studies within established financial and/or time constraints.

**Instructor Site Team Lead**

Functional Responsibilities: Manage all work performed under the contract; ensure that all training requirements are fulfilled; receive and compile monthly training reports from instructors and submit to the Government while serving as the primary point of contactors to the COR. (Advanced Marksmanship, CQC qualification, and proficiency training). The Contractor shall provide CQC training and RSO support. The Contractor shall provide individual and collective task instruction to students for Tactical Operations courses and build proficiency to team and squad sized elements. Shall provide basic and advanced marksmanship
Instruction on standard weapons; currently the SIG P229 pistol, Mk18, M4 carbine, M110 SASS, Mk12 rifle, M240 MG, and M870 shotgun. Instruction shall include: marksmanship fundamentals; precision shooting; non-standard shooting positions; shooting while moving; marksmanship in CBRN personnel protective equipment (PPE); low light/no light shooting techniques; and ballistic breaching. The contractor shall administer a series of advanced marksmanship Critical Task Evaluations (CTEs) utilizing the SIG P229 pistol, Mk18/M4 carbine and M110 SASS. Contractor supported training shall include classroom sessions and practical application on a variety of ranges and tactical training areas using multiple types of ammunition such as ball, frangible, Short Range Training Ammunition, and marking cartridges (Force on Force training). Goals of this training consist of teaching government policy, TTP, and unit specific tactical Standard Operating Procedures (SOP) focused on the tactical clearing of rooms, passageways, stairs, ladder wells, cargo holds, open spaces, and external environments of ports/urban areas. Training shall include the effective use of breaching equipment (utilizing manual, ballistic, mechanical, and exothermic breaching techniques); proper employment of flash bang grenades and other non-pyrotechnic diversionary devises; application of the Commandant's Use-of-Force policy; marshalling of ships' crew and passengers; site exploitation; and mission planning for tactical operations. Shall administer instruction, correct deficiencies, and critique ATOs and prospective ATOs performance. Shall perform RSO duties to ensure compliance specific training facility. Contract instructors are responsible to provide, or assist government employees in providing safety briefs, identifying potential hazards, and enforcing range regulations. Shall facilitate training in ACMS, CQC, small unit tactics, mission planning, and tactical leadership techniques applicable to non-compliant, and opposed boarding’s. This training, administered to fully qualified operational teams, is designed to sustain the units’ operational proficiency. Delivered proficiency training shall include classroom sessions and practical application of CQC and small- unit tactics consistent with current TTP, policy, and SOP. Training shall include: team tactical clearing of facilities in maritime and land-based environments, such as rooms, passageways, stairs, cargo holds, and open spaces; clearing large and small vessels; ensuring space accountability; conducting tactical operations in port/urban areas. Training shall be conducted during all weather conditions, reduced visibility, and simulated CBRN environments. Training will routinely include: use of breaching equipment (e.g. progressive breaching utilizing manual, ballistic, exothermic, and mechanical breaching techniques); use and employment of diversionary devices; integration of PMOT; application of the Commandant’s Use-of-Force policy; marshalling of ships' crew and passengers; and planning tactical operations. Instructors shall assist in planning for training, coordinating for facilities, preparing venue for training, and providing after-action feedback to the training audience. Shall assess the skills instructed during team collective training. The Contractors assessment shall include an evaluation of operational teams and individual’s skill. Shall at the conclusion of the assessments, provide the results to the team leadership the same day. Shall perform RSO duties applicable to the specific training facility. Contract instructors are responsible to provide, or assist government employees in providing safety briefs, identifying potential hazards, and enforcing range regulations. Shall provide RSO, CQCI and PMOT SMEs to assist in planning unit exercises, coordinating for facilities, and developing operations orders and Master Event Scenario Lists. During the execution of the exercises, Contract instructors will evaluate participant performance and provide after-action review feedback to the government. Minimum Education: Shall have served as an assault team member or leader in DOD or Federal Law Enforcement agency tactical team specializing in Direct Action-Counterterrorism-Hostage Rescue (e.g. U.S. Army Special Forces, U.S. Navy SEALs, FBI Hostage Rescue Team, USCG Maritime Security Response Team), Experience with USCG MSRT, or DOD SOF Tier 1 or 2 units is preferable. Possess current and relevant experience
performing Direct Action, Counter Terror operations. Possess experience teaching and performing mechanical, manual, and ballistic breaching with common manual breaching tools, shotguns, cutting saws, and exothermic torches. Possess current and relevant experience with infiltration/exfiltration TTPs, including but not limited to familiarity with fast rope insertion/extraction and hook & climb operations. Possess knowledge and understanding of USCG, DOD, or Federal Law Enforcement Use of Force policy, the Force Continuum, and application of force during AI/CT operations. Shall be citizens of the United States; legally permitted to possess or use firearms (i.e. not subject to Lautenberg Amendment constraints); shall maintain a Secret security clearance and without derogatory background information results; shall become familiar with applicable policies, TTP and SOPs; shall speak, read, and write fluent English; shall maintain First Aid & CPR certifications from a nationally accredited provider; shall be, at a minimum, High school graduate or equivalent; shall be a graduate of a DOD or civilian equivalent certified instructor trainer course; shall meet CG weapons certification requirements for the MK18, M870, and SIG P229. Weapons certification shall be the basic and advanced courses of fire. Shall certify and maintain Range Safety Officer certifications at multiple designated DOD and local Law Enforcement ranges. Be proficient in using Standard Office programs such as Microsoft© Word, Outlook, Excel, PowerPoint, and Adobe.

Minimum Experience: Serve as an Instructor and must possess a minimum of 5 years leadership experience. Shall possess a minimum of 15 years of combined Tactical Operations and Tactical Trainer (instructor) experience conducting and teaching all aspects of counter terrorism tactics, techniques, and procedures; including advanced marksmanship, close quarters combat, preferably in a Maritime Environment.

**Senior COC Instructor**

Functional Responsibilities: Highly qualified instructors knowledgeable in Advanced Marksmanship and Close Quarters Combat (CQC). (Advanced Marksmanship, CQC qualification, and proficiency training). The Contractor shall provide CQC training and RSO support. The Contractor shall provide individual and collective task instruction to students for Tactical Operations courses and build proficiency to team and squad sized elements. Shall provide basic and advanced marksmanship instruction on standard weapons; currently the SIG P229 pistol, Mk18, M4 carbine, M110 SASS, Mk12 rifle, M240 MG, and M870 shotgun. Instruction shall include: marksmanship fundamentals; precision shooting; non-standard shooting positions; shooting while moving; marksmanship in CBRN personnel protective equipment (PPE); low light/no light shooting techniques; and ballistic breaching. The contractor shall administer a series of advanced marksmanship Critical Task Evaluations (CTEs) utilizing the SIG P229 pistol, Mk18/M4 carbine and M110 SASS. Contractor supported training shall include classroom sessions and practical application on a variety of ranges and tactical training areas using multiple types of ammunition such as ball, frangible, Short Range Training Ammunition, and marking cartridges (Force on Force training). Goals of this training consist of teaching government policy, TTP, and unit specific tactical Standard Operating Procedures (SOP) focused on the tactical clearing of rooms, passageways, stairs, ladder wells, cargo holds, open spaces, and external environments of ports/urban areas. Training shall include the effective use of breaching equipment (utilizing manual, ballistic, mechanical, and exothermic breaching techniques); proper employment of flash bang grenades and other non-pyrotechnic diversionary devises; application of the Commandant's Use-of- Force policy; marshalling of ships’ crew and passengers; site exploitation; and mission planning for tactical operations. Shall administer instruction, correct deficiencies, and critique ATOs and prospective ATOs performance. Shall perform RSO duties to ensure compliance specific training facility. Contract instructors are responsible to provide, or assist government employees in providing safety briefs, identifying potential hazards, and enforcing range regulations. Shall facilitate training in ACMS, CQC, small unit tactics, mission planning, and tactical
leadership techniques applicable to non-compliant, and opposed boarding’s. This training, administered to
fully qualified operational teams, is designed to sustain the units’ operational proficiency. Delivered proficiency training shall include classroom sessions and practical application of CQC and small-unit tactics consistent with current TTP, policy, and SOP. Training shall include: team tactical clearing of facilities in maritime and land-based environments, such as rooms, passageways, stairs, cargo holds, and open spaces; clearing large and small vessels; ensuring space accountability: conducting tactical operations in port/urban areas. Training shall be conducted during all weather conditions, reduced visibility, and simulated CBRN environments. Training will routinely include: use of breaching equipment (eg. progressive breaching utilizing manual, ballistic, exothermic, and mechanical breaching techniques); use and employment of diversionary devices; integration of PMOT; application of the Commandant’s Use-of-Force policy; marshalling of ships’ crew and passengers; and planning tactical operations. Instructors shall assist in planning for training, coordinating for facilities, preparing venue for training, and providing after-action feedback to the training audience. Shall assess the skills instructed during team collective training. The Contractors assessment shall include an evaluation of operational teams and individual’s skill. Shall at the conclusion of the assessments, provide the results to the team leadership the same day. Shall perform RSO duties applicable to the specific training facility. Contract instructors are responsible to provide, or assist government employees in providing safety briefs, identifying potential hazards, and enforcing range regulations. Shall provide RSO, CQC1 and PMOT SMEs to assist in planning unit exercises, coordinating for facilities, and developing operations orders and Master Event Scenario Lists. During the execution of the exercises, Contract instructors will evaluate participant performance and provide after-action review feedback to the government.
Minimum Education: Shall have served as an assault team member or leader in DOD or Federal Law Enforcement agency tactical team specializing in Direct Action-Counterterrorism-Hostage Rescue (e.g. U.S. Army Special Forces, U.S. Navy SEALs, FBI Hostage Rescue Team, USCG Maritime Security Response Team). Experience with USCG MSRT, or DOD SOF Tier 1 or 2 units is preferable. Possess current and relevant experience performing Direct Action, Counter Terror operations. Possess experience teaching and performing mechanical, manual, and ballistic breaching with common manual breaching tools, shotguns, cutting saws, and exothermic torches. Possess current and relevant experience with infiltration/exfiltration TTPs, including but not limited to familiarity with fast rope insertion/extraction and hook & climb operations. Possess knowledge and understanding of USCG, DOD, or Federal Law Enforcement Use of Force policy, the Force Continuum, and application of force during AI/CT operations. Shall be citizens of the United States; legally permitted to possess or use firearms (i.e. not subject to Lautenberg Amendment constraints); shall maintain a Secret security clearance and without derogatory background information results; shall become familiar with applicable policies, TTP and SOPs; shall speak, read, and write fluent English; shall maintain First Aid & CPR certifications from a nationally accredited provider; shall be, at a minimum, High school graduate or equivalent; shall be a graduate of a DOD or civilian equivalent certified instructor trainer course; shall meet CG weapons certification requirements for the MK18, M870, and SIG P229. Weapons certification shall be the basic and advanced courses of fire. Shall certify and maintain Range Safety Officer certifications at multiple designated DOD and local Law Enforcement ranges.
Minimum Experience: Shall possess a minimum of 15 years of combined Tactical Operations and Tactical Trainer (instructor) experience conducting and teaching all aspects of counter terrorism tactics, techniques, and procedures; including advanced marksmanship, close quarters combat, preferably in a Maritime Environment.

**CQC Instructor**

Functional Responsibilities: Highly qualified instructors knowledgeable in Advanced Marksmanship and Close Quarters Combat (CQC). (Advanced Marksmanship, CQC
qualification, and proficiency training). The Contractor shall provide CQC training and RSO support. The Contractor shall provide individual and collective task instruction to students for Tactical Operations courses and build proficiency to team and squad sized elements. Shall provide basic and advanced marksmanship instruction on standard weapons; currently the SIG P229 pistol, Mk18, M4 carbine, M110 SASS, Mk12 rifle, M240 MG, and M870 shotgun. Instruction shall include:

- marksmanship fundamentals; precision shooting; non-standard shooting positions; shooting while moving; marksmanship in CBRN personnel protective equipment (PPE); low light/no light shooting techniques; and ballistic breach.
- The contractor shall administer a series of advanced marksmanship Critical Task Evaluations (CTEs) utilizing the SIG P229 pistol, Mk18/M4 carbine and M110 SASS. Contractor supported training shall include classroom sessions and practical application on a variety of ranges and tactical training areas using multiple types of ammunition such as ball, frangible, Short Range Training Ammunition, and marking cartridges (Force on Force training). Goals of this training consist of teaching government policy, TTP, and unit specific tactical Standard Operating Procedures (SOP) focused on the tactical clearing of rooms, passageways, stairs, ladder wells, cargo holds, open spaces, and external environments of ports/urban areas. Training shall include the effective use of breaching equipment (utilizing manual, ballistic, mechanical, and exothermic breaching techniques); proper employment of flash bang grenades and other non- pyrotechnic diversionary devices; application of the Commandant's Use-of Force policy; marshalling of ships' crew and passengers; site exploitation; and mission planning for tactical operations. Shall administer instruction, correct deficiencies, and critique ATOs and prospective ATOs performance. Shall perform RSO duties to ensure compliance specific training facility. Contract instructors are responsible to provide, or assist government employees in providing safety briefs, identifying potential hazards, and enforcing range regulations. Shall facilitate training in ACMS, CQC, small unit tactics, mission planning, and tactical leadership techniques applicable to non-compliant, and opposed boarding’s. This training, administered to fully qualified operational teams, is designed to sustain the units’ operational proficiency. Delivered proficiency training shall include classroom sessions and practical application of CQC and small- unit tactics consistent with current TTP, policy, and SOP. Training shall include: team tactical clearing of facilities in maritime and land-based environments, such as rooms, passageways, stairs, cargo holds, and open spaces; clearing large and small vessels; ensuring space accountability; conducting tactical operations in port/urban areas. Training shall be conducted during all weather conditions, reduced visibility, and simulated CBRN environments. Training will routinely include: use of breaching equipment (e.g. progressive breaching utilizing manual, ballistic, exothermic, and mechanical breaching techniques); use and employment of diversionary devices; integration of PMOT; application of the Commandant's Use-of-Force policy; marshalling of ships' crew and passengers; and planning tactical operations. Instructors shall assist in planning for training, coordinating for facilities, preparing venue for training, and providing after-action feedback to the training audience. Shall assess the skills instructed during team collective training. The Contractors assessment shall include an evaluation of operational teams and individual’s skill. Shall at the conclusion of the assessments, provide the results to the team leadership the same day. Shall perform RSO duties applicable to the specific training facility. Contract instructors are responsible to provide, or assist government employees in providing safety briefs, identifying potential hazards, and enforcing range regulations. Shall provide RSO, CQCI and PMOT SMEs to assist in planning unit exercises, coordinating for facilities, and developing operations orders and Master Event Scenario Lists. During the execution of the exercises, Contract instructors will evaluate participant performance and provide after-action review feedback to the government.
Minimum Education: Shall have served as an assault team member or leader in DOD or Federal Law Enforcement agency tactical team specializing in Direct Action-Counterterrorism-Hostage Rescue (e.g. U.S. Army Special Forces, U.S. Navy SEALs, FBI Hostage Rescue Team, USCG Maritime Security Response Team). Experience with USCG MSRT, or DOD SOF Tier 1 or 2 units is preferable. Possess current and relevant experience performing Direct Action, Counter Terror operations. Possess experience teaching and performing mechanical, manual, and ballistic breaching with common manual breaching tools, shotguns, cutting saws, and exothermic torches. Possess current and relevant experience with infiltration/exfiltration TTPs, including but not limited to familiarity with fast rope insertion/extraction and hook & climb operations. Possess knowledge and understanding of USCG, DOD, or Federal Law Enforcement Use of Force policy, the Force Continuum, and application of force during Al/CT operations. Shall be citizens of the United States; legally permitted to possess or use firearms (i.e. not subject to Lautenberg Amendment constraints); shall maintain a Secret security clearance and without derogatory background information results; shall become familiar with applicable policies, TTP and SOPs; shall speak, read, and write fluent English; shall maintain First Aid & CPR certifications from a nationally accredited provider; shall be, at a minimum, High school graduate or equivalent; shall be a graduate of a DOD or civilian equivalent certified instructor trainer course; shall meet CG weapons certification requirements for the MK18, M870, and SIG P229. Weapons certification shall be the basic and advanced courses of fire. Shall certify and maintain Range Safety Officer certifications at multiple designated DOD and local Law Enforcement ranges.

Minimum Experience: Shall possess a minimum of 10 years of combined Tactical Operations and Tactical Trainer (instructor) experience conducting and teaching all aspects of counter terrorism tactics, techniques, and procedures; including advanced marksmanship, close quarters combat, preferably in a Maritime Environment.

**Precision Marksman Observer Team**

Functional Responsibilities: Highly qualified instructor knowledgeable in Advanced Marksmanship, CQC, and Precision Marksman (DOD Sniper Observer) Techniques to perform applicable qualification and proficiency training tasks. The Contractor shall provide instruction to qualified and prospective students in order to train, build, and sustain their proficiency. Shall provide PMOT members training on precision shooting techniques to include: tactical shooting, data collection, environmental considerations, effects of wind, low light shooting, use of night vision and optics, as well as crew communication techniques while shooting from helicopters and boats. Shall provide training on tactical observation and information collection to include; maritime, rural and urban observation techniques, land navigation, field craft, stalking, integration with DAS, and tactical movement. Shall provide training to include set-up and use tactical communications systems as well as digital photographic and video equipment. Shall perform RSO duties applicable to the specific training facility. Contract instructors are responsible to provide, or assist government employees in providing safety briefs, identifying potential hazards, and enforcing range regulations. Minimum Education: Shall have served as an assault team member or leader in DOD or Federal Law Enforcement agency tactical team specializing in Direct Action-Counterterrorism-Hostage Rescue (e.g. U.S. Army Special Forces, U.S. Navy SEALs, FBI Hostage Rescue Team, USCG Maritime Security Response Team). Experience with USCG MSRT, or DOD SOF Tier 1 or 2 units is preferable. Possess current and relevant experience performing Direct Action, Counter Terror operations. Possess experience teaching and performing mechanical, manual, and ballistic breaching with common manual breaching tools, shotguns, cutting saws, and exothermic torches. Possess current and relevant experience with infiltration/exfiltration TTPs, including but not limited to familiarity with fast rope insertion/extraction and hook & climb operations.
Possess knowledge and understanding of USCG, DOD, or Federal Law Enforcement Use of Force policy, the Force Continuum, and application of force during AI/CT operations. Shall be citizens of the United States; legally permitted to possess or use firearms (i.e. not subject to Lautenberg Amendment constraints); shall maintain a Secret security clearance and without derogatory background information results; shall become familiar with applicable policies, TTP and SOPs; shall speak, read, and write fluent English; shall maintain First Aid & CPR certifications from a nationally accredited provider; shall be, at a minimum, High school graduate or equivalent; shall be a graduate of a DOD or civilian equivalent certified instructor trainer course; shall meet CG weapons certification requirements for the MK18, M870, and SIG P229. Weapons certification shall be the basic and advanced courses of fire. Shall certify and maintain Range Safety Officer certifications at multiple designated DOD and local Law Enforcement ranges.

Minimum Experience: Shall possess a minimum of 15 years of combined Tactical Operations and Tactical Trainer (instructor) experience conducting and teaching all aspects of counterterrorism tactics, techniques, and procedures; including advanced marksmanship, close quarters combat, preferably in a Maritime Environment. Of the 15 years required experience required, 5 years shall be of combined, Sniper Observer Team or Precision Marksman Observer Team Joint Tactical Operations and Tactical Trainer experience. Must have served as a Direct Action, AI/CT Sniper Observer Team, or PMOT member/leader in DOD or Federal Law Enforcement agencies (e.g. U.S. DOD SOF Direct Action units, FBI Hostage Rescue Team, USCG Maritime Security Response Team). Experience with USCG MSRT, DOD SOF (USASOC/NSW) Tier 1 or 2 units is preferable.

Experience teaching and performing tactical communications and data transfer. Experience teaching and performing urban and rural hide sites for observation and cover fire. Experience teaching and performing underway, aerial, and elevated cover fire operations. Experience teaching and performing intelligence and information collection.

**Advanced Marksmanship Instructor**

Functional Responsibilities: Instructor shall provide Advanced Marksmanship Training to students. The Contractor shall provide marksmanship instruction, and advanced marksmanship training on the SIG P229 pistol, Mk18 or M4 carbine, and M870 shotgun including: marksmanship fundamentals; disassembly-assembly-maintenance of all weapons utilized; and completion of the appropriate small arms PQS. The contractor shall administer small arms qualification courses that include; a basic pistol and rifle qualification course, combat rifle and practical pistol qualification course, a combat shotgun course, and a series of advanced marksmanship Critical Task Evaluations (CTEs) utilizing the Sig P229 pistol and Mk18/M4 carbine. At the completion of this training students must have successfully demonstrated their ability to employ the Advanced Marksmanship skills taught and successfully qualify on basic small arms courses of fire and the Advanced Marksmanship CTEs. Upon completion of the Advanced Marksmanship Instruction, 90% of students will successfully qualify on basic marksmanship courses of fire and critical task evaluations (CTE). The contract instructor will be required to provide input via training reports during the period in which this training is administered which will include the number of students trained; the results of the training and qualification success rates of the students.

Minimum Education: Must possess experience employing and teaching advanced marksmanship skills to include combat marksmanship with pistols, carbines, and shotguns as well as experience employing long-range precision sniper weapons. Graduate of a certified instructor trainer course. Speak fluent English. Proficient in using Microsoft Word, Outlook, Excel, and PowerPoint. Must be able to serve under adverse environmental conditions, to include wearing body armor kit, (up to 60 LBS) in intense heat, cold, wet conditions up to 10 hours a day. Must be legally permitted to possess or use firearms (i.e. not subject to Lautenberg Amendment constraints). Possess or be qualified to attain a secret clearance with no derogatory background results.
Minimum Experience: Over 10 years of combined Tactical Operations and/or Tactical Trainer experience in the conduct of Advanced Marksmanship.

Special Skills Instructor - Site Lead

Functional Responsibilities: Instructor(s) will provide subject matter expertise, instructional services as well as, exercise and training support for specialized tactical courses of instruction to include but not limited to: MEU Reconnaissance and Surveillance (R&S) Course; EOTG Sniper Course; Close Quarters Training Course (CQT); Assault Climber Course; Helicopter Rope Suspension Techniques (HRST) Master Course; Security Element Course; Maritime Interoperability Exercise; Realistic Urban Training (RUT) Exercise; MEU Certification Exercise (CERTEX); SPMAGTF CERTEX; and PMINT and COMTUEX.

Minimum Education: Marksmanship/Weapons Proficiency verified by achieving or having achieved in the past 3 years USMC Close Quarters Tactics certification or service equivalent. Knowledge of commercially procured computer applications (e.g., Outlook, Microsoft Word, Power Point, Excel, etc.) and peripheral equipment to produce a variety of documents, charts, graphs, and briefing materials. Oral and written communication skills. Knowledge on how to operate military optics such as Night Observation Devices (NODs), Advanced Combat Optical Gunsight (ACOG), REFLEX Sights among other variants, as well as Global Positioning Systems (GPS). User-type knowledge of field communications equipment, specifically AN/PRC-177, AN/PRC-148, AN/PRC-150, AN/PRC-153, and MSIDS. Land navigation. Knowledge of the Marine Corps Publications Library Management System. Hold an active US Secret Clearance. Hold a valid US driver’s license. Hold a valid US Passport. Graduate of any Scout/Sniper Course in the US Marine Corps or US Army. Graduate of a HRST Master Course or other service equivalent course. Graduate of Mountain Warfare Training Course or other service equivalent course. Graduate of Assault Climbers Course, or Summer Mountain Leader Course or other service equivalent course. Expert-level knowledge in climbing and rappelling techniques over rough mountainous terrain and from helicopter platforms. Capable of performing all training evolutions including the ability to effectively complete weapons qualifications in the standing, kneeling and prone positions, climb a caving ladder (from various platforms to heights required by the training mission), and walk for long periods of time over difficult terrain during training exercises. Experience in one or more of the following: MEU, Reconnaissance, MARSOC, SOCOM, JSOC, Army SOF, NSW. Must have previous instructor experience in one or more of the following: SOF, reconnaissance, sniper. Current Basic First Aid and Cardio-Pulmonary Resuscitation (CPR) certification.

Minimum Experience: Minimum five years relevant field experience required. Leadership Skills (Small-unit or higher) verified by completion of the United States Marine Corps Sergeant’s Course or higher Professional Military Education (PME) or other service equivalent leadership course or PME. Completion of at least one: Reconnaissance, Special Operations, or Naval Special Warfare courses. Honorably discharged, prior Non-Commissioned Officer (NCO) or above in the U.S. Armed Forces holding the Military Occupational Skill (MOS) of 0307, 0321, 0317, 0370, 0372 (USMC), SO/ EOD (USN), 18Z, 18F, 18B, 18C, 18D, and 18E (USA), and Combat Control (CCT) or Pararescue (PJ) (USAF)..

Special Skills Instructor

Functional Responsibilities: Instructor(s) will provide subject matter expertise, instructional services as well as, exercise and training support for specialized tactical courses of instruction to include but not limited to: MEU Reconnaissance and Surveillance (R&S) Course; EOTG Sniper Course; Close Quarters Training Course (CQT); Assault Climber Course; Helicopter Rope Suspension Techniques (HRST) Master Course; Security Element Course; Maritime Interoperability Exercise; Realistic Urban Training (RUT) Exercise; MEU Certification Exercise (CERTEX); SPMAGTF CERTEX; and PMINT and COMTUEX.
Minimum Education: Marksmanship/Weapons Proficiency verified by achieving or having achieved in the past 3 years USMC Close Quarters Tactics certification or service equivalent. Knowledge of commercially procured computer applications (e.g., Outlook, Microsoft Word, Power Point, Excel, etc.) and peripheral equipment to produce a variety of documents, charts, graphs, and briefing materials. Oral and written communication skills. Knowledge on how to operate military optics such as Night Observation Devices (NOD's), Advanced Combat Optical Gunsight (ACOG), REFLEX Sights among other variants, as well as Global Positioning Systems (GPS). User-type knowledge of field communications equipment, specifically AN/PRC-177, AN/PRC-148, AN/PRC-150, AN/PRC-153, and MSIDS. Land navigation. Knowledge of the Marine Corps Publications Library Management System. Hold an active US Secret Clearance. Hold a valid US driver’s license. Hold a valid US Passport. Graduate of any Scout/Sniper Course in the US Marine Corps or US Army. Graduate of a HRST Master Course or other service equivalent course. Graduate of Mountain Warfare Training Course or other service equivalent course.
Graduate of Assault Climbers Course, or Summer Mountain Leader Course or other service equivalent course. Expert-level knowledge in climbing and rappelling techniques over rough mountainous terrain and from helicopter platforms. Capable of performing all training evolutions including the ability to effectively complete weapons qualifications in the standing, kneeling and prone positions, climb a caving ladder (from various platforms to heights required by the training mission), and walk for long periods of time over difficult terrain during training exercises. Experience in one or more of the following: MEU, Reconnaissance, MARSOC, SOCOM, JSOC, Army SOF, NSW. Must have previous instructor experience in one or more of the following: SOF, reconnaissance, sniper. Current Basic First Aid and Cardio-Pulmonary Resuscitation (CPR) certification.
Minimum Experience: Minimum three years relevant field experience required. Leadership Skills (Small-unit or higher) verified by completion of the United States Marine Corps Sergeant’s Course or higher Professional Military Education (PME) or other service equivalent leadership course or PME. Completion of at least one: Reconnaissance, Special Operations, or Naval Special Warfare courses. Honorably discharged, prior Non-Commissioned Officer (NCO) or above in the U.S. Armed Forces holding the Military Occupational Skill (MOS) of 0307, 0321, 0317, 0370, 0372 (USMC), SO/EOD (USN), 18Z, 18F, 18B, 18C, 18D, and 18E (USA), and Combat Control (CCT) or Pararescue (PJ) (USAF).

**Contract Administrative Support Specialist**

Functional Responsibilities: The administrative support specialist for a department performs a variety of administrative and support functions necessary for the smooth operation of the contract. They perform administrative and bookkeeping tasks, aid clients and staff in preparing forms and reports, and transfer information into a digital format as necessary. (Afterward, the digital information is often entered into the department database, and the administrative specialist is in charge of maintaining the records and the database.) Additionally, the administrative specialist schedules events and appointments under the contract. To facilitate these appointments and events, the specialist contacts clients and vendors on a regular basis to coordinate activities, meetings, and calls. Besides planning events and appointments, administrative specialist may also perform project-management tasks. In acting as a project manager, the administrative specialist helps develop the project’s scope and requirements. Then the administrative specialist then breaks the project down into tasks and delegate the tasks to relevant members of their department’s staff. After the tasks have been completed, the administrative specialist oversees integration and compilation of the planned product. They then test and implement the product, or facilitate the testing process as needed.
Minimum Education: Associate or Bachelor's degree in a relevant field.
Minimum Experience: 1 year of relevant field experience desired. Demonstrated ability to work with basic office software such as the Microsoft Office suite. Administrative specialists also must be effective communicators with strong organizational skills.
**Contract Management/Performance Supervisor**

Functional Responsibilities: The Contract Management / Performance Supervisor is responsible for developing and deploying a performance management (PM) and contract relationship management (CRM) framework relative to contract initiatives and operations. Success in this position involves facilitating collaborative stakeholder relationships; developing and maintaining subject matter expertise in the contract space; and executing and managing competitive contracts and customer relationships.

Minimum Education: Bachelor’s degree in Business, Supply Chain, Finance, or related field.

Minimum Experience: Minimum of five years of contract management experience. Experience in deploying performance metrics within complex and multi-year strategic sourcing activity for contracts. Experience facilitating and managing contract relationships relative to contract performance expectations. Executing and project-managing strategies that accomplish performance goals, anticipate potential threats or opportunities, and are consistent with company and organization goals and policies. Delivering clear and convincing oral presentations to individuals or groups and facilitates an open exchange of ideas. Using persuasion and informal influence to gain cooperation from others to obtain information and accomplish goals. Managing and prioritizing multiple responsibilities. Effectively using interpersonal and communications skills. Effectively using organizational and planning skills with attention to detail and follow through.

**COC Instructor (OCONUS)**

Functional Responsibilities: Expeditionary CQC Instructor will perform quality instruction and training support services to the government. The Contractor shall utilize their technical expertise to provide exercise support for training courses and exercises, to include Close Quarters Combat Training Course; Visit, Board, Search, and Seizure Course; Urban Sniper Course; Urban Reconnaissance and Surveillance Course; EXERCISE PLANNING, COORDINATION, AND EVALUATION SUPPORT; and REPORTING AND DOCUMENTATION REQUIREMENTS FOR COURSE INSTRUCTION. Instructor shall assist in planning, coordination, and evaluation of the following MEU Exercises: Realistic urban Training Exercise (RUTEX), MEU Certification Exercise (CERTEX), and MEU InterOp Exercise (INTEROP). All training and evaluation will be in accordance with the government's Program of Instruction (POI) and Training and Requirements (T&R) training standards. The Contractor shall provide technical expertise to assist the government with the training development continuum with emphasis on continuous improvement to increase realism and to keep the training relevant, dynamic and challenging.

Minimum Education: Graduate of USMC Basic Instructor Course (BIC) or equivalent. Graduate of Marine Corps Formal Schools Instructors Course or equivalent. Ability to communicate effectively orally and in writing. High level familiarity with task information in the respective T&R manuals. Knowledgeable and proficient in the preparation of Naval Correspondence IAW the Naval Correspondence Manual. Recent experience in coordinating, scheduling, using any military base or facility (RSO Qualifications). Lead instructor curriculum review and teach backs. Instructors will be certified for each individual period of instruction by the lead instructor. All instructors must be eligible for an arms, ammunition, and explosive handling form. CQT instructors shall have the following qualifications: Breacher training through MOE Quantico, MOE III EOTG, or Special Forces Advanced Reconnaissance and Target Exploitation Course (SFARTEC), or service level equivalent.

Minimum Experience: Minimum five years relevant field experience required. Former Marine Force Reconnaissance /Special Forces Advanced Reconnaissance Training Course (SFARTC) trained Army Special Forces Staff Noncommissioned Officer (SNCO)/US Navy Sea, Air and Land (SEAL) Chief, with experience as a tactical operator. Graduate of Marine Corps Advanced Technical Surveillance Course, Physical Surveillance Course, Surveillance Operators Course, or service equivalent and have experience conducting operational
preparation of the environment. Graduate from Medical Education and Training Campus at the DOD Healthcare Education Facility, Fort Sam Houston, Texas, or a civilian possessing a current Emergency Medical Education Standards Curricula, which is current and recognized in the state of residence. Previously qualified with the military occupational specialty of USMC Special Amphibious Reconnaissance Corpsman or Special Forces Medic (18D) or other military service equivalent. Served in a communications team member billet and/or served within the joint communications unit. Former participant in EOTG Urban R&S, EOTG Sniper or CQT courses or branch equivalent (SFARTEC). Graduate of Special Operations Combative Program (SOCP). Combat Veteran awarded at least one combat action ribbon with U.S. Armed Forces. Extensive personal and instructional experience in helicopter rope suspension techniques (HRST) and able to recertify upon arrival. Familiar with Marine Corps infantry tactics, the organization of Infantry Battalions and Rifle Companies, the characteristics and employment of Marine Corps aviation assets, Amphibious Assault Vehicles (AAVs), Light Armored Vehicles (LAVs), High Mobility Multi-Wheeled Vehicles (HMMWVs), and weapons and fire support assets to include standard issue small arms, machine guns, rockets and mortars. Experience in conducting personal security detachment operations.

**Urban Sniper Instructor (OCONUS)**

Functional Responsibilities: Expeditionary Urban Sniper Instructor will perform quality instruction and training support services to the government. The Contractor shall utilize their technical expertise to provide exercise support for training courses and exercises. to include Close Quarters Combat Training Course; Visit, Board, Search, and Seizure Course; Urban Sniper Course; Urban Reconnaissance and Surveillance Course; EXERCISE PLANNING, COORDINATION, AND EVALUATION SUPPORT; and REPORTING AND DOCUMENTATION REQUIREMENTS FOR COURSE INSTRUCTION. Instructor shall assist in planning, coordination, and evaluation of the following MEU Exercises: Realistic Urban Training Exercise (RUTEX), MEU Certification Exercise (CERTEX), and MEU InterOp Exercise (INTEROP). All training and evaluation will be in accordance with the government's Program of Instruction (POI) and Training and Requirements (T&R) training standards. The Contractor shall provide technical expertise to assist the government with the training development continuum with emphasis on continuous improvement to increase realism and to keep the training relevant, dynamic and challenging. Minimum Education: Graduate of USMC Basic Instructor Course (BIC) or equivalent. Graduate of Marine Corps Formal Schools Instructors Course or equivalent. Ability to communicate effectively orally and in writing. High level familiarity with task information in the respective T&R manuals. Knowledgeable and proficient in the preparation of Naval Correspondence IAW the Naval Correspondence Manual. Recent experience in coordinating, scheduling, using any military base or facility (RSO Qualifications). Lead instructor curriculum review and teach backs. Instructors will be certified for each individual period of instruction by the lead instructor. All instructors must be eligible for an arms, ammunition, and explosive handling form. Sniper instructors shall have the following qualifications: Formerly qualified in Marine Corps Occupational Specialty 0317, 8541, or other branch equivalent (Level 1 SOTIC Sniper). Three years of deployed experience as a armed forces sniper conducting combat operations or military exercises. Prior Basic Sniper Course instructor with primary billet of marksmanship instructor. Background knowledge in ATRAG Ballistic Computers or commercial equivalent. Experience with aerial shooting. Minimum Experience: Minimum five years relevant field experience required. Former Marine Force Reconnaissance /Special Forces Advanced Reconnaissance Training Course (SFARTC) trained Army Special Forces Staff Noncommissioned Officer (SNCO)/US Navy Sea, Air and Land (SEAL) Chief, with experience as a tactical operator. Graduate of Marine Corps Advanced Technical Surveillance Course, Physical Surveillance Course, Surveillance Operators Course, or service equivalent and have experience conducting operational preparation of the environment. Graduate from Medical Education and Training Campus at the DOD Healthcare Education
Facility, Fort Sam Houston, Texas, or a civilian possessing a current Emergency Medical Education Standards Curricula, which is current and recognized in the state of residence. Previously qualified with the military occupational specialty of USMC Special Amphibious Reconnaissance Corpsman or Special Forces Medic (18D) or other military service equivalent. Served in a communications team member billet and/or served within the joint communications unit. Former participant in EOTG Urban R&S, EOTG Sniper or CQT courses or branch equivalent (SFARTEC). Graduate of Special Operations Combative Program (SOCP). Combat Veteran awarded at least one combat action ribbon with U.S. Armed Forces. Extensive personal and instructional experience in helicopter rope suspension techniques (HRST) and able to recertify upon arrival. Familiar with Marine Corps infantry tactics, the organization of Infantry Battalions and Rifle Companies, the characteristics and employment of Marine Corps aviation assets, Amphibious Assault Vehicles (AAVs), Light Armored Vehicles (LAVs), High Mobility Multi-Wheeled Vehicles (HMMWVs), and weapons and fire support assets to include standard issue small arms, machine guns, rockets and mortars. Experience in conducting personal security detachment operations.

**Nurse Case Manager**

Functional Responsibilities: Expeditionary Reconnaissance and Surveillance Instructor will perform quality instruction and training support services to the government. The Contractor shall utilize their technical expertise to provide exercise support for training courses and exercises, to include Close Quarter Combat Training Course; Visit, Board, Search, and Seizure Course; Urban Sniper Course; Urban Reconnaissance and Surveillance Course; EXERCISE PLANNING, COORDINATION, AND EVALUATION SUPPORT; and REPORTING AND DOCUMENTATION REQUIREMENTS FOR COURSE INSTRUCTION. Instructor shall assist in planning, coordination, and evaluation of the following MEU Exercises: Realistic Urban Training Exercise (RUTEX), MEU Certification Exercise (CERTEX), and MEU InterOp Exercise (INTEROP). All training and evaluation will be in accordance with the government's Program of Instruction (POI) and Training and Requirements (T&R) training standards. The Contractor shall provide technical expertise to assist the government with the training development continuum with emphasis on continuous improvement to increase realism and to keep the training relevant, dynamic and challenging.

Minimum Education: Graduate of USMC Basic Instructor Course (BIC) or equivalent. Graduate of Marine Corps Formal Schools Instructors Course or equivalent. Ability to communicate effectively orally and in writing. High level familiarity with task information in the respective T&R manuals. Knowledgeable and proficient in the preparation of Naval Correspondence IAW the Naval Correspondence Manual. Recent experience in coordinating, scheduling, using any military base or facility (RSO Qualifications). Lead instructor curriculum review and teach backs. Instructors will be certified for each individual period of instruction by the lead instructor. All instructors must be eligible for an arms, ammunition, and explosive handling form. Urban Reconnaissance and Surveillance instructors shall have the following qualifications: Graduate of Basic Reconnaissance Course or other military service branch equivalent course. Graduate of Technical/Physical Surveillance Operators Course or other military service branch equivalent course. Have experience conducting steady state, phase zero operations in urban, littoral, and jungle environments. Experience coordinating with US Embassy in support of mission requirements.

Minimum Experience: Minimum five years relevant field experience required. Former Marine Force Reconnaissance /Special Forces Advanced Reconnaissance Training Course (SFARTC) trained Army Special Forces Staff Noncommissioned Officer (SNCO)/US Navy Sea, Air and Land (SEAL) Chief, with experience as a tactical operator. Graduate of Marine Corps Advanced Technical Surveillance Course, Physical Surveillance Course, Surveillance Operators Course, or service equivalent and have experience conducting operational preparation of the environment. Graduate from Medical Education and Training Campus at the
DOD Healthcare Education Facility, Fort Sam Houston, Texas, or a civilian possessing a current Emergency Medical Education Standards Curricula, which is current and recognized in the state of residence. Previously qualified with the military occupational specialty of USMC Special Amphibious Reconnaissance Corpsman or Special Forces Medic (18D) or other military service equivalent. Served in a communications team member billet and/or served within the joint communications unit. Former participant in EOTG Urban R&S, EOTG Sniper or CQT courses or branch equivalent (SFARTEC). Graduate of Special Operations Combative Program (SOCP). Combat Veteran awarded at least one combat action ribbon with U.S. Armed Forces. Extensive personal and instructional experience in helicopter rope suspension techniques (HRST) and able to recertify upon arrival. Familiar with Marine Corps infantry tactics, the organization of Infantry Battalions and Rifle Companies, the characteristics and employment of Marine Corps aviation assets, Amphibious Assault Vehicles (AAVs), Light Armored Vehicles (LAVs), High Mobility Multi-Wheeled Vehicles (HMMWVs), and weapons and fire support assets to include standard issue small arms, machine guns, rockets and mortars. Experience in conducting personal security detachment operations.

**SERE Instructor**

Functional Responsibilities: Conduct course instruction and course administration to include; completing student training evaluations, logistical, operational and administrative activities for SERE academics, and resistance training laboratory. Instructors shall have a working background in instructional methodology with the ability to prepare lesson plans and training aids. Additionally, these instructors possess the skills needed to present academic and laboratory role-play instruction.

Resistant Academic Training. Conduct resistance training. Resistance training shall include classroom instruction, laboratory role-play instruction; individual debriefs, and guided discussion seminars. Shall possess the ability to apply various captor exploitation efforts, to include: interrogation, indoctrination, propaganda, video propaganda, concessions, forced labor, and reprisals. Contractor personnel shall have the ability to analyze, evaluate, and assess students’ knowledge and ability to employ resistance and escape strategies in a simulated captivity environment. Contractor personnel shall be knowledgeable in individual and group resistance postures, techniques and strategies, establishing overt and covert organizations, establishing overt and covert communications, and planning and executing escapes in all captivity environments. Contractor personnel must be physically capable of operating in austere simulated prison camp conditions. Contractor personnel shall be capable of applying pressures IAW the program of instruction (POI) to enhance student learning. Contractor personnel shall be knowledgeable in current captivity guidance and have the ability to adapt survival principles to satisfy needs during captivity, as well as evasion strategies to avoid capture as covered.

Minimum Education: SERE level “C” Course instructors shall be ex-military (E-4) or higher Minimum Experience: With a minimum of three (3) years of honorable service in the US military and shall be a graduate of an approved DoD SERE Level “C” High Risk Course. A DD214 with the social security number redacted and SERE Level "C" training certificate shall be provided as verification. If the DD214 has the SERE Level "C" training annotated if will be accepted in place of the certificate.

**Contract Manager (SERE)**

Functional Responsibilities: Serve as contract manager/ lead instructor for all work performed under the SERE contract. Conduct course instruction and course administration to include; completing student training evaluations, logistical, operational and administrative activities for SERE academics, and resistance training laboratory. Instructors shall have a working background in instructional methodology with the ability to prepare lesson plans and training aids.
Additionally, these instructors possess the skills needed to present academic and laboratory role-play instruction.

Resistance Academic Training. Conduct resistance training. Resistance training shall include classroom instruction, laboratory role-play instruction; individual debriefs, and guided discussion seminars. Shall possess the ability to apply various captor exploitation efforts, to include: interrogation, indoctrination, propaganda, video propaganda, concessions, forced labor, and reprisals. Contractor personnel shall have the ability to analyze, evaluate, and assess students’ knowledge and ability to employ resistance and escape strategies in a simulated captivity environment. Contractor personnel shall be knowledgeable in individual and group resistance postures, techniques and strategies, establishing overt and covert organizations, establishing overt and covert communications, and planning and executing escapes in all captivity environments. Contractor personnel must be physically capable of operating in austere simulated prison camp conditions. Contractor personnel shall be capable of applying pressures IAW the program of instruction (POI) to enhance student learning. Contractor personnel shall be knowledgeable in current captivity guidance and have the ability to adapt survival principles to satisfy needs during captivity, as well as evasion strategies to avoid capture as covered.

Minimum Education: At least three (3) years' experience as a SERE Level C instructor in the Army Resistance Training Laboratory (RTL), or suitable SERE related experience, e.g. Navy, Air Force, or other DoD approved Level C SERE courses and must have graduated. Only SERE Level C Graduates that are qualified and certified in accordance with service directives.

Minimum Experience: A minimum of two (2) years’ experience as a Contract Manager (i.e., upper level management)

**Strength and Conditioning Specialist**

Functional Responsibilities: The primary responsibility of the contractor is to administer and refine effective strength and conditioning protocols designed to maximize the physical performance of SOF personnel, with the priority on SOF Operators and Direct Combat Support personnel. Minimum Education: Possess a Bachelor’s Degree (Master’s preferred) in an accredited exercise science, health science, or physical education-related discipline and shall possess and maintain current certification by the National Strength and Conditioning Association (NSCA) as a Certified Strength and Conditioning Specialist (CSCS) or the Strength & Conditioning Coach Certified (SCCC) through the Collegiate Strength & Conditioning Coaches association (CSCCA). Maintenance of one of these certifications shall be an enduring element of the requirement. Current certification in basic Cardiopulmonary Resuscitation (CPR) to include Automated External Defibrillator (AED) training. The contractor shall be physically proficient to demonstrate all prescribed exercises / techniques and to hike over rough terrain and function in austere environments. Contractor must be able to lift and manipulate loads and weights up to 25 kilograms. Minimum of a SECRET Clearance.

Minimum Experience: Have a minimum of 5 years or more of demonstrable accumulated experience (continuous and sustained experience preferred) of developing long and short-range planning and coordination of sport/mission-specific performance programs resulting in attributable results with individual athletes and groups of athletes at the levels of NCAA Collegiate, Olympic, professional sports, and/or SOF Operators in the accompanying, respective settings.

**Naval Special Warfare General Technical Test and Evaluations Support Subject Matter Expert**
Functional Responsibilities: NSW Operational Test and Evaluation Support: Developing relevant operational scenarios based on NSW core competencies for use in operational testing, and provide operational input to the development of all test-related documentation. Provide expertise in developing, supporting, and employing based on the relevant subject matter expert area.

Minimum Education: Minimum qualification as a Naval Special Warfare (NSW) SEAL Operator. Security Clearance Required: SECRET to TOP SECRET SCI.

Minimum Experience: Minimum experience of 8-12 years working within the Special Operations community as a Navy SEAL.

**Naval Special Warfare Combatant-Crafts Subject Matter Expert**

Functional Responsibilities: NSW Operational Test and Evaluation Support: Developing relevant operational scenarios based on NSW core competencies for use in operational testing, and provide operational input to the development of all test-related documentation. Provide expertise in developing, supporting, and employing based on the relevant subject matter expert area.

Minimum Education: Minimum qualification as a Naval Special Warfare Special Warfare Combatant Craft Crewman. Security Clearance Required: SECRET to TOP SECRET SCI.

Minimum Experience: Minimum experience of 8-12 years working within the Special Operations community as a SWCC Operator.

**Naval Special Warfare EOD Tech Subject Matter Expert**

Functional Responsibilities: NSW Operational Test and Evaluation Support: Developing relevant operational scenarios based on NSW core competencies for use in operational testing, and provide operational input to the development of all test-related documentation. Provide expertise in developing, supporting, and employing based on the relevant subject matter expert area.

Minimum Education: Minimum qualification as a senior EOD technician. Security Clearance Required: SECRET to TOP SECRET SCI.

Minimum Experience: Minimum experience of 8-12 years working within the Special Operations community as an Explosive Ordnance Disposal Technician.

**Naval Special Warfare UBAs Subject Matter Expert**

Functional Responsibilities: NSW Operational Test and Evaluation Support: Developing relevant operational scenarios based on NSW core competencies for use in operational testing, and provide operational input to the development of all test-related documentation. Provide expertise in developing, supporting, and employing based on the relevant subject matter expert area.

Minimum Education: A qualified Navy diver. Full Spectrum EOD and Expeditionary and Salvage (E&S) diving operations. Security Clearance required: SECRET to TOP SECRET SCI.

Minimum Experience: Minimum experience of 8-12 years working within the Special Operations community as a U.S. Navy Diver.

**Senior-Level, Intelligence Analyst/Military Specialist**

Functional Responsibilities: Intelligence Analysts are responsible for researching, developing, and presenting intelligence products at the operational level for senior leaders including: CT and regional analysis, GEOINT, HUMINT, SIGINT, OSI NT/PAI, political/military analysis and support to targeting. Intelligence analysts shall interface with other intelligence organizations to fully prepare teams for exploitation of enemy personnel, as well as prepare post screening analytical products and assessments supporting targeting efforts, and threat analysis.
Intelligence Analysts are responsible for the production of intelligence assessments and products in support of deployed SOF. Task Forces to enable the F3EAD targeting cycle. Intelligence analysts have advanced targeting skills and firsthand experience targeting networks, individuals within networks, and identifying vulnerabilities for exploitation. Intelligence analysts shall have a deep understanding of the F3EAD targeting cycle as well as the current data, tools, and techniques used for each phase of targeting. Advanced Microsoft Office skills and proficiency using current analytic tools, databases and Intelligence and operational systems is required.

Minimum Education: Shall be highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Must possess strong briefing skills. Shall possess a working knowledge of the F3EAD targeting methodology to include broad knowledge of additional intelligence disciplines and significant demonstrable experience in their field capable of leading analytical efforts culminating in products. Strong backgrounds required in the following analytical areas: Regional Analysis, GeoPolitical Analysis, HUMINT/SIGINT Analysis/Databases, and Collection Management. Acute knowledge of SOF and or CT intelligence experience

Minimum Experience: Minimum of eight (8) years analytical experience within DoD or equivalent

Government agencies required, with five (5) years at the operational level.

**Expert-Level, Intelligence Analyst/Military Specialist**

Functional Responsibilities: Intelligence Analysts are responsible for researching, developing, and presenting intelligence products at the operational level for senior leaders including: CT and regional analysis, GEOINT, HUMINT, SIGINT, OSI NT/PAI, political/military analysis and support to targeting. Intelligence analysts shall interface with other intelligence organizations to fully prepare teams for exploitation of enemy personnel, as well as prepare post screening analytical products and assessments supporting targeting efforts, and threat analysis.

Intelligence Analysts are responsible for the production of intelligence assessments and products in support of deployed SOF Task Forces to enable the F3EAD targeting cycle. Intelligence analysts have advanced targeting skills and firsthand experience targeting networks, individuals within networks, and identifying vulnerabilities for exploitation.

Intelligence analysts shall have a deep understanding of the F3EAD targeting cycle as well as the current data, tools, and techniques used for each phase of targeting. Advanced Microsoft Office skills and proficiency using current analytic tools, databases and Intelligence and operational systems is required.

Minimum Education: Highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Possess strong briefing skills. Strong background and firsthand experience in the following analytical areas: Sensitive Site Exploitation (SSE), data at rest Regional Analysis, Geo-Political Analysis, HUMINT/SIGINT Analysis, and Collection Management. Ability to work independently with little or no supervision. Ability to work as a part of a team to identify trends and information of value within data-at-rest to drive reporting and production to alert decision-makers of new developments and to meet specific customer requirements. Acute knowledge of SOF and or CT intelligence experience.

Minimum Experience: Minimum of ten (10) years analytical experience within DoD or equivalent

Government agencies required, with five (5) years at the operational level.

**Expert-Level, Intelligence Analyst/Military Specialist Site Lead**

Functional Responsibilities: Intelligence Analysts are responsible for researching, developing, and presenting intelligence products at the operational level for senior leaders including: CT and regional analysis, GEOINT, HUMINT, SIGINT, OSI NT/PAI,
political/military analysis and support to targeting. Intelligence analysts shall interface with other intelligence organizations to fully prepare teams for exploitation of enemy personnel, as well as prepare post screening analytical products and assessments supporting targeting efforts, and threat analysis. Intelligence Analysts are responsible for the production of intelligence assessments and products in support of deployed SOF Task Forces to enable the F3EAD targeting cycle. Intelligence analysts have advanced targeting skills and firsthand experience targeting networks, individuals within networks, and identifying vulnerabilities for exploitation. Intelligence analysts shall have a deep understanding of the F3EAD targeting cycle as well as the current data, tools, and techniques used for each phase of targeting. Advanced Microsoft Office skills and proficiency using current analytic tools, databases and Intelligence and operational systems is required.

Minimum Education: Highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Strong briefing skills. Strong background and firsthand experience in the following analytical areas: Sensitive Site Exploitation (SSE), data at rest Regional Analysis, Geo-Political Analysis, HUMINT/SIGINT Analysis, and Collection Management. Ability to work independently with little or no supervision. Ability to work as a part of a team to identify trends and information of value within data-at-rest to drive reporting and production to alert decision-makers of new developments and to meet specific customer requirements. Acute knowledge of SOF and or CT intelligence experience. Perform Site Lead functions to include the following, but not limited to assist in directing requirements, focusing a team intelligence analysts, quality control of products, and strong organizational/administrative skills.

Minimum Experience: Minimum of ten (10) analytical experience within DoD or equivalent Government agencies required, with five (5) years at the operational level.

SME-Level, HUMINT Targeting Specialist

Functional Responsibilities: Intelligence Analysts are responsible for researching, developing, and presenting intelligence products at the operational level for senior leaders including: CT and regional analysis, GEOINT, HUMINT, SIGINT, OSI NT/PAI, political/military analysis and support to targeting. Intelligence analysts shall interface with other intelligence organizations to fully prepare teams for exploitation of enemy personnel, as well as prepare post screening analytical products and assessments supporting targeting efforts, and threat analysis. Intelligence Analysts are responsible for the production of intelligence assessments and products in support of deployed SOF Task Forces to enable the F3EAD targeting cycle. Intelligence analysts have advanced targeting skills and firsthand experience targeting networks, individuals within networks, and identifying vulnerabilities for exploitation. Intelligence analysts shall have a deep understanding of the F3EAD targeting cycle as well as the current data, tools, and techniques used for each phase of targeting. Advanced Microsoft Office skills and proficiency using current analytic tools, databases and Intelligence and operational systems is required.

Minimum Education: HTS SME will have Category One (CAT-1) collector certification (e.g., Advanced Special Operations Training (ASOT) Level 111, Defense Advanced Tradecraft Course (DATC), or non-DoD equivalent. HTS SME will have at least one (1) combat overseas tour with a SMU and or SOF operating in a HUMINT targeting support function. HTS SME will be a graduate of the Fundamental HUMINT Targeting Course (FHTC) and Advanced HUMINT Targeting Course, or Target Network Profiling Course (TNPC) and Operational HUMINT Targeting Course (OHTC) for HTS SME. HTS SME will have advanced skills in the Intelligence Cycle, HUMINT Targeting Cycle, HVI Targeting, Human Factors Analysis, Human Terrain Analysis, Social Network Analysis, and Patterns of Life Analysis. HTS SME will have expert knowledge and understanding of HUMINT theory, doctrine, rules, regulations, directives, systems, concepts, methodologies and relevant skills related to
HUMINT targeting operations. HTS SME will have expert knowledge in the application of tradecraft, tools, and methods to collect, analyze, and integrate complex information related to HUMINT targeting. HTS SME will have advance understanding of HUMINT operations to assist in the development and implementation of HUMINT collection, HUMINT Lead generation/development strategies, HUMINT management, collection planning, and exploitation.

Minimum Experience: Minimum of ten (10) years of experience in an Intelligence Task Force, National Intelligence Support Team, National Military Joint Intelligence Center Combatant Command, or a non-DoD equivalent IA operational community. HTS SME shall have not less than five (5) years’ experience performing Collection Management, all-source analysis, desk officer/reports, and two (2) years of experience in a managerial level position in support of HUMINT programs and analysis, and at least one (1) combat overseas tour with a SMU and or SOF operating in a HU MINT analysis support function.

**SME-Level, HUMINT Operations Integrator**

Functional Responsibilities: Intelligence Analysts are responsible for researching, developing, and presenting intelligence products at the operational level for senior leaders including: CT and regional analysis, GEOINT, HUMINT, SIGINT, OS1 NT/PAI, political/military analysis and support to targeting. Intelligence analysts shall interface with other intelligence organizations to fully prepare teams for exploitation of enemy personnel, as well as prepare post screening analytical products and assessments supporting targeting efforts, and threat analysis.

Intelligence Analysts are responsible for the production of intelligence assessments and products in support of deployed SOF Task Forces to enable the F3EAD targeting cycle. Intelligence analysts have advanced targeting skills and firsthand experience targeting networks, individuals within networks, and identifying vulnerabilities for exploitation. Intelligence analysts shall have a deep understanding of the F3EAD targeting cycle as well as the current data, tools, and techniques used for each phase of targeting. Advanced Microsoft Office skills and proficiency using current analytic tools, databases and Intelligence and operational systems is required.

Minimum Education: HOI SMEs will have satisfactorily completed the Strategic Debriefing Course (SOC). These SMEs possess sufficient interpersonal skills and ability to write/speak clearly so as to accurately brief HUM INT-related matters at all levels of the supported command. HOI SMEs possess expert-level skill-sets in HUMINT Online Tasking and Reporting (HOTR) and Global Controlled Operations Management System (GCiOMS). HOI SMEs possess an academic background and or other equivalent formal training and experience, at a minimum an Associates of Arts Degree from an accredited university or college with primary studies in Middle Eastern and or North African regional culture/sociology or multiple combat support deployments to United States

Central Command (CENTCOM) or United States Africa Command (AFRICOM) with attending pre-deployment familiarization training. HOI SME has expert knowledge and understanding of HUMINT theory, doctrine, rules, regulations, directives, systems, concepts, methodologies and relevant skills related to HUMINT operations and the ability to integrate HUMINT intelligence analysis and/or products, collections and/or operations, counterintelligence, or threats to ensure the overall soundness and efficacy of HUMINT TTPs, products, and the execution of assigned missions. HOI SME has expert knowledge of applying tradecraft, tools, and methods to collect, analyze, and integrate complex information to assist in solving difficult HUMINT and ASO/MSO issues. HOI SMEs have advanced understanding of HUMINT Collection Management, to include, evaluation, protection and dissemination of raw intelligence to bridge the middle ground between operations and tactical analysis to Source Operations Course (SOC) standards. HOI SMEs possess expert knowledge of HUMINT operations risk assessment and recommend appropriate procedural changes as required.
Minimum Experience: HOI SM Es shall have a minimum of ten (10) years of experience. Of the foregoing experience, the HOI SM Es shall have not less than five (5) years' experience performing collection management, all-source analysis, and desk officer/reports and two (2) years of experience in a managerial level position in support of HUMINT programs and analysis, and at least one (1) combat overseas tour with SOF operating in a HUMINT analysis support function performing HUMINT related operations while serving in an Intelligence Task Force, National Intelligence Support Team, National Military Joint Intelligence Center or Combatant Command, or, a non-DoD equivalent SA operational community.

**Expert-Level, Intelligence Analyst/Military Specialist Site Lead**

Functional Responsibilities: Intelligence Analysts are responsible for researching, developing, and presenting intelligence products at the operational level for senior leaders including: CT and regional analysis, GEOINT, HUMINT, SIGINT, OSINT/PAI, political/military analysis and support to targeting. Intelligence analysts shall interface with other intelligence organizations to fully prepare teams for exploitation of enemy personnel, as well as prepare post screening analytical products and assessments supporting targeting efforts, and threat analysis. Intelligence Analysts are responsible for the production of intelligence assessments and products in support of deployed SOF Task Forces to enable the F3EAD targeting cycle. Intelligence analysts have advanced targeting skills and firsthand experience targeting networks, individuals within networks, and identifying vulnerabilities for exploitation. Intelligence analysts shall have a deep understanding of the F3EAD targeting cycle as well as the current data, tools, and techniques used for each phase of targeting. Advanced Microsoft Office skills and proficiency using current analytic tools, databases and Intelligence and operational systems is required.

Minimum Education: Highly proficient in utilizing current intelligence related automation, applications, tools, and databases to support analytical efforts and product development. Strong briefing skills. Strong background and firsthand experience in the following analytical areas: Sensitive Site Exploitation (SSE), data at rest Regional Analysis, Geo-Political Analysis, HUMINT/SIGINT Analysis, and Collection Management. Ability to work independently with little or no supervision. Ability to work as a part of a team to identify trends and information of value within data-at-rest to drive reporting and production to alert decision-makers of new developments and to meet specific customer requirements. Acute knowledge of SOF and/or CT intelligence experience. Perform Site Lead functions to include the following, but not limited to assist in directing requirements, focusing a team intelligence analyst, quality control of products, and strong organizational/administrative skills.

Minimum Experience: Minimum of ten (10) years analytical experience within DoD or equivalent Government agencies required, with five (5) years at the operational level.