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 for GSA Advantage!™ is http://www.gsaadvantage.gov. For more information on ordering from Federal Supply Schedules click on the FAS Schedules button at http://www.gsa.gov/fas.

General Services Administration
Multiple Award Schedule (MAS)
Large Category: Information Technology

SINs:
OLM – Ordering Level Materials
54151S - Information Technology Professional Services
611420 – Information Technology Training

Contract Number:
47QTCA19D002D

Period Covered by Contract:
November 21, 2018 – November 20, 2023

Effective Date of Price List:
October 1, 2020

Business Size:
Small Business

Team Carney, Inc.
100 N. Pitt Street, Suite 240
Alexandria, VA 22314
Phone: (703) 203-5440
Fax: (703) 229-6472
www.teamcarney.com

Contract Administrator:
Allen Price

Email:
contracts@teamcarney.com
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ORDERING INFORMATION

Ordering Information
1a. Awarded Special Items Number:
   OLM – Ordering Level Materials
   54151S – Information Technology Professional Services
   611420 – Information Technology Training

1b. Lowest Price Labor Category: Please see attached labor category descriptions.

1c. Description of all Job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services. Please see attached labor category descriptions.

2. Maximum Order: Contractor is not obliged to accept any order in excess of the following amounts, but is permitted to do so:
   OLM: $100,000
   54151S: $500,000
   611420: $25,000

3. Minimum Order: $100


5. Point of Production: Not Applicable

6. Discount: Prices shown herein are Net (discount deducted)

7. Quantity Discounts: Additional 1% discount for orders whose base period funding exceeds $3,000,000 where the base period is 12 months or less

8. Prompt Payment Terms: None, Net 30

9a. Government purchase cards are accepted at or below the micro purchase threshold.

9b. Government purchase cards are accepted above the micro purchase threshold.

10. Foreign Items: Not Applicable

11a. Time of Delivery: As specified in individual task orders

11b. Expedited Delivery: As specified in individual task orders

11c. Overnight and 2nd Day Delivery: As specified in individual task orders
11d. Urgent Requirements: *As specified in individual task orders*

12. F.O.B Point: *Destination*

13a. Ordering Address:
   
   Team Carney, Inc.
   
   100 N. Pitt St., Suite 240
   
   Alexandria, VA 22314

13b. Ordering Procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3. The ordering procedures for supplies and services, information on BPAs, and a sample BPA can be found at the GSA Schedule homepage at http://www.gsa.gov/schedules.

14. Payment Addresses:

   Payment by Check:

   Team Carney, Inc.
   
   Attn: Accounts Receivable
   
   100 N. Pitt St., Suite 240
   
   Alexandria, VA 22314

   Payment via Wire Transfer Payment via Check/U.S. Mail

   Financial Institution:
   
   United Bank

   Team Carney Inc.

   United Bank

   9-Digit ABA routing number: see invoice

   Telegraphic abbreviation: United Fairfax

   Account number: see invoice

   ACH Payments:

   Team Carney Inc.

   United Bank

   9-Digit ABA routing number: see invoice

   Account number: see invoice

15. Warranty Provisions: *Not Applicable*

16. Export Packing Charges: *Not Applicable*

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micropurchase level): *None* SEE ABOVE
18. Terms and Conditions of rental, maintenance, and repair: Not Applicable

19. Terms and Conditions of Installation: Not Applicable

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: Not Applicable

20a. Terms and Conditions for any other services: Not Applicable

21. List of service and distribution points: Not Applicable

22. List of participating dealers: Not Applicable

23. Preventative Maintenance: Not Applicable

24. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: Not Applicable

25. Data Universal Number System (DUNS) number: 869205930

26. Notification regarding registration in System for Award Management (SAM) database: Registered CAGE Code: 1YYZ3

Additional Information

1. All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.

2. Offerors and Agencies are advised that the MAS is not to be used as a means to procure services which properly fall under the Brooks Act. These services include, but are not limited to, architectural, engineering, mapping, cartographic production, remote sensing, geographic information systems, and related services. FAR 36.6 distinguishes between mapping services of an A/E nature and mapping services which are not connected nor incidental to the traditionally accepted A/E Services.

3. This solicitation is not intended to solicit for the reselling of IT Professional Services, except for the provision of implementation, maintenance, integration, or training services in direct support of a product. Under such circumstances the services must be performance by the publisher or manufacturer or one of their authorized agents.
LABOR CATEGORY DESCRIPTIONS

Notes Applicable to All Labor Categories:
1. A Master's degree may be substituted for two years of experience.
2. A doctoral degree may be substituted for an additional two years of experience.
3. Each project-related functional Certification may be substituted for two years of college or two years of experience.
4. Experience in general must be professional and job related, though it need not be in the specific area of the employee's responsibility. Additional experience substituted for education must be in the area of the employee's responsibility.
5. Four years’ experience is equivalent to a Bachelor’s Degree.
6. One year of college is equivalent to one year of experience.

1. **Job Title:** Business Process Engineer 2 (BPE02)  
   **Minimum/General Experience:** Must have 4-6 years of experience supporting and assisting organizations develop processes to address organizational needs.  
   **Functional Responsibilities:** The Business Process Engineer performs the following duties:  
   - Identify process challenges (reduce variation) and making recommendations to fix issues with stakeholder input and buy in.  
   - Translate process requirements to information technology requirements  
   - Deploy business processes changes  
   - Document and process evolution (SOPs, training materials, etc.).  
   - Design process where none exist.  
   - Produce uniform process output, reduced flow time, and fast throughput  
   **Minimum Education:** BA/BS in related subject from an accredited college or university.

2. **Job Title:** Data Scientist Journeyman (DS01)  
   **Minimum/General Experience:** Must have a minimum of 3+ years relevant experience providing hands-on advanced data analytics and project management.  
   **Functional Responsibility:** The Data Scientist Journeyman performs the following duties:  
   - Provide hands-on advanced data analytics and project management as well as apply innovative techniques to large claims datasets to analyze a wide array of training-related tasks.  
   - Initiate the efficient implementation of methods, tools, algorithms including preliminary data exploration, data visualization and preparation, model calibration, specification or estimation.  
   **Minimum Education:** 3+ Years relevant experience with High School diploma and specialized training

3. **Job Title:** Digital Artist 2 (DART02)  
   **Minimum/General Experience:** Must have a minimum of 2 years of experience providing graphics support.  
   **Functional Responsibility:** The Digital Artist 2 performs the following duties:  
   - Provide technical knowledge in support of computer graphics, digital photo, videography and Flash animations.
• Produce high-quality graphics for a wide range of purposes according to strict deadlines.
• Maintain style guides for designing diagrams, animations and graphics.
• Evaluate and manipulate graphics designed by team members.
• Identify and share best practices with distance learning team members and curriculum developers.
• Contribute innovative ideas for designing and expanding distance learning offerings.

Minimum Education: High School

4. Job Title: Distance/eLearning Design Specialist SME 2 (DLDS03)

Minimum/General Experience: Must have 10+ years of experience designing and developing educational and training materials in a variety of technical and functional areas for distance/eLearning.

Functional Responsibility: The Instruction Designer 1 performs the following duties:
• Design and develop state-of-the-art training and training materials using the SAT and ISD processes.
• Select objectives and develop recommendations for the most appropriate method to conduct the training.
• Supervise Computer Training Specialists in course design and development to include authoring Software.
• Apply Instructional Systems Design (ISD) process and the Systems Approach to Training (SAT).
• Apply distance learning procedures and course design, to include educational and training technology.
• May supervise Computer Training Specialists in course design and development.

Education: BA/BS degree in appropriate field from an accredited college or university.

5. Job Title: Distance/eLearning Program Specialist SME 3 (DLPSE03)

Minimum/General Experience: Must have 8+ years of experience designing and developing educational and training materials in a variety of technical and functional areas for distance/eLearning.

Functional Responsibility: The Instruction Designer 1 performs the following duties:
• Develop software applications, websites, and web portals using programming languages such as C++, C#, Java, .NET, and internet applications.
• Provide technical support services, perform development of software tools and user online applications support.
• Modify software to assure optimum performance.
• Analyze and evaluate software for requirements.
• Write programs and/or scripts for web-based and computer-based training modules used for on-line e-learning requirements.
• Write user guides and training manuals.
• Coordinate product demonstrations.

Education: BA/BS degree in appropriate field from an accredited college or university.

6. Job Title: Editor 2/Content Editor/English Editor (EDT02)
Minimum/General Experience: Must have 2-4 years of teaching experience in a technical environment with solid understanding of course development methodology; can document and manage technical issues to resolution.

Functional Responsibility: The Education/Training Support Specialist performs the following duties:

- Verbal and written communication in English.
- Attentive to details.
- Work effectively in a multicultural team setting.
- Utilize proper grammar, creativity, communication, working knowledge of computer programs, electronic publishing and communication tools.

Minimum Education: Bachelor’s degree in related subject (Journalism, Communications, English, etc.) from an accredited college or university

7. **Job Title:** Education/Training Support Specialist 1 (ETSS01)

Minimum/General Experience: Must have 2-4 years of teaching experience in a technical environment with solid understanding of course development methodology; can document and manage technical issues to resolution.

Functional Responsibility: The Education/Training Support Specialist performs the following duties:

- Review technical training material, assess feedback, and implement training.
- Identify appropriate training materials and develop lesson plans to support training programs.
- Deliver interactive training classes to diverse customer and internal student audiences.
- Delivers classes on-site at domestic and international locations and online.
- Maintains a high level of student satisfaction throughout the duration of curriculum.
- Work with Subject Matter Experts (SMEs) to assess and evaluate training needs.

Minimum Education: Master’s degree in related subject from an accredited college or university

8. **Job Title:** Graphic Artist 1 (GART01)

Minimum/General Experience: Must have 1 year of experience creating visual concepts by hand and computer software to include asset creation, layouts, and digital asset management.

Functional Responsibility: The Graphic Artist performs the following duties:

- Create concept, layout and execution of website development projects, promotions and content production.
- Work with customers, site producers, programmers, marketing and editorial staff to create interactive experience.
- Work primarily with 2D images
- Create and maintain brand style, quick and accurate production techniques.
- Work with Internet technologies, including HTML, HTML editors, DHTML, JavaScript, Flash, etc.
- Applies strong analytical skills, and excellent written and verbal communication skills.

Minimum Education: High school diploma.

9. **Job Title:** Graphic Artist 2 (GART02)
Minimum/General Experience: Must have 3 years of experience creating design solutions, including creative strategy, information architecture, asset production, resource management, and client interfaces.

Functional Responsibility: The Graphic Artist performs the following duties:
- Create concept, layout and execution of website development projects, promotions and content production.
- Work with customers, site producers, programmers, marketing and editorial staff to create interactive experience.
- Create prototype user interfaces and participate in focus groups and user acceptance testing.
- Create, design, and update 2D images, videos, and audio.
- Create and maintain brand style, quick and accurate production techniques.
- Work with Internet technologies, including HTML, HTML editors, DHTML, JavaScript, Flash, etc.
- Applies strong analytical skills, and excellent written and verbal communication skills.

Minimum Education: BA/BS degree in Graphic Arts, or a related field, from an accredited college or university.

10. Job Title: Information Assurance Specialist 1 (IAS01)
Minimum/general Experience: Must have 2-4 years of experience in information assurance processes and practices for government agencies.
Functional Responsibility: The information Assurance Specialist 1 performs the following duties:
- Assure the protection of the integrity, availability, authenticity, non-repudiation and confidentiality of user data.
- Use physical, technical and administrative controls to accomplish information assurance goals.
- Assure information and manage risks related to the use, processing, storage, and transmission of information or data and the systems and processes used for those purposes.

Education: BA/BS degree in appropriate field from an accredited college or university.

11. Job Title: Information Assurance Specialist 2 (IAS02)
Minimum/general Experience: Must have 4-6 years of experience in information assurance processes and practices for government agencies.
Functional Responsibility: The information Assurance Specialist 1 performs the following duties:
- Assure the protection of the integrity, availability, authenticity, non-repudiation and confidentiality of user data.
- Use physical, technical and administrative controls to accomplish information assurance goals.
- Assure information and manage risks related to the use, processing, storage, and transmission of information or data and the systems and processes used for those purposes.

Education: BA/BS degree in appropriate field from an accredited college or university.
12. **Job Title:** Instructional Designer 1 (ISDR01)
**Minimum/General Experience:** Must have 2+ years of experience designing and developing educational and training materials in a variety of technical and functional areas.
**Functional Responsibility:** The Instruction Designer 1 performs the following duties:
- Assess, develop, design, and evaluate training programs and/or training materials in support of consulting engagements.
- Develop and design instructional materials in various delivery formats including paper-based and computer-based formats.
- Conduct post-training evaluations using the Level 4 Kirkpatrick Model.
**Education:** BA/BS degree in appropriate field from an accredited college or university.

13. **Job Title:** Instructional Designer 2 (ISDR02)
**Minimum/General Experience:** Must have 4+ years of experience designing and developing educational and training materials in a variety of technical and functional areas.
**Functional Responsibility:** The Instruction Designer 2 performs the following duties:
- Design and develop state-of-the-art training and training materials using the SAT and ISD processes.
- Select objectives and develop recommendations for the most appropriate method to conduct the training.
- Supervise Computer Training Specialists in course design and development to include authoring Software.
- Apply Instructional Systems Design (ISD) process and the Systems Approach to Training (SAT).
- Apply distance learning procedures and course design, to include educational and training technology.
- May supervise Computer Training Specialists in course design and development.
**Education:** Bachelor's degree in appropriate field from an accredited college or university.

14. **Job Title:** Instructional Designer 3 (ISDR03)
**Minimum/General Experience:** Must have 6+ years of experience designing and developing educational and training materials in a variety of technical and functional areas.
**Functional Responsibility:** The instructional Designer 3 performs the following duties:
- Design and develop state-of-the-art training and training materials using the SAT and ISD processes.
- Select objectives and develop recommendations for the most appropriate method to conduct the training.
- Supervise Computer Training Specialists in course design and development to include authoring Software.
- Apply Instructional Systems Design (ISD) process and the Systems Approach to Training (SAT).
- Apply distance learning procedures and course design, to include educational and training technology.
- May supervise Computer Training Specialists in course design and development.
**Education:** Bachelor's degree in appropriate field from an accredited college or university –
15. **Job Title:** Journeyman Computer Programmer/Programmer/Programmer 1 (JCP01)

**Minimum/General Experience:** Must have 2-4 years of experience creating and modifying computer programs by converting project requirements into code.

**Functional Responsibility:** The Journeyman Computer Programmer performs the following duties:
- Design and code applications solving business issues; upgrade and offer patches to existing computer programs.
- Develop diagrams and flow charts on computer operation process.
- Develop, test and analyze programming applications; develop technical documentation.
- Determine, develop and document software specifications throughout production lifecycle.
- Analyze and rectify software errors and present precise status reports on time.
- Build and develop applications using computer languages such as XTML, JAVA, ABAP, Visual Basic and C++.

**Minimum Education:** BA/BS in computer science or related subject from an accredited college or university.

16. **Job Title:** Journeyman Editor 1 (JME01)

**Minimum/General Experience:** Must have 2-4 years of experience editing various types of user documentation, including how-to guides, references, manuals, cheat sheets, or instructions; proficiency in Microsoft Office, Visio, and Acrobat. HTML experience is a plus.

**Functional Responsibility:** The Journeyman Editor 1 performs the following duties:
- Research, analyze, write, edit and test internal technical documentation for engineers and technicians.
- Explain scientific and technical ideas in simple language.
- Edit user documentation for a variety of material, including how-to guides and instruction manuals.
- Ensure technical verbiage is easy to understand by the layperson.
- Prepare charts, graphs, or forms to go along with rough drafts.
- Ensure fields flow in the correct sequence.

17. **Job Title:** Multimedia Programmer SME 2 (MPSME02)

**Minimum/General Experience:** Must have 5+ years of experience designing, developing, and producing multimedia projects based upon project objectives, format, methodology, target audience, content, budget, timelines, and available facilities and resources.

**Functional Responsibility:** The Multimedia Specialist performs the following duties:
- Design and design support to multimedia development and enhancement projects.
- Assist in development of storyboarding to display the flow of animation sequence.
- Ensure proper use of design templates, standards, and style sheets.
- Conduct test trial with new design technologies and equipment.
- Develop complex animations using experience, creativity skills and independent judgment.
- Provide design related problems in a timely fashion.
Minimum Education: BA degree in related studies from an accredited college or university

18. Job Title: Multimedia Programmer SME 3 (MPSME03)
Minimum/General Experience: Must have 8+ years of experience designing, developing, and producing multimedia projects based upon project objectives, format, methodology, target audience, content, budget, timelines, and available facilities and resources.
Functional Responsibility: The Multimedia Specialist performs the following duties:
- Design and design support to multimedia development and enhancement projects.
- Assist in development of storyboarding to display the flow of animation sequence.
- Ensure proper use of design templates, standards, and style sheets.
- Conduct test trial with new design technologies and equipment.
- Develop complex animations using experience, creativity skills and independent judgment.
- Provide design related problems in a timely fashion.
Minimum Education: BA degree in related studies from an accredited college or university
19. **Job Title:** Multimedia Specialist 1 (MMS01)

**Minimum/General Experience:** Must have 2-4 years of experience designing, developing, and producing multimedia projects based upon project objectives, format, methodology, target audience, content, budget, timelines, and available facilities and resources.

**Functional Responsibility:** The Multimedia Specialist performs the following duties:

- Design and design support to multimedia development and enhancement projects.
- Assist in development of storyboarding to display the flow of animation sequence.
- Ensure proper use of design templates, standards, and style sheets.
- Conduct test trial with new design technologies and equipment.
- Develop complex animations using experience, creativity skills and independent judgment.
- Provide design related problems in a timely fashion.

**Minimum Education:** BA degree in related studies from an accredited college or university

20. **Job Title:** Project Manager 1 (PJMR01)

**Minimum/General Experience:** Must have at least 3 years of experience managing the full life cycle of software and systems development projects.

**Functional Responsibility:** The Project Manager performs the following duties:

- Manages and oversees work performance task orders or manages a portion of a larger task.
- Prepare and maintain project schedule and budget
- Coordinate staff as well as prepare and deliver status reports to the client.
- Serve as primary point of contact for the client.

**Minimum Education:** BA/BS in related subjects from an accredited college or university

21. **Job Title:** Psychometrician 2 (PSYC02)

**Minimum/General Experience:** Must have at least one (1) year of experience evaluating and analyzing educational content and assessments.

**Functional Responsibility:** The Psychometrician performs the following duties:

- Conduct course evaluations and student assessments
- Conduct skills analysis and training need analysis to ensure consistent processes and technologies are implemented and followed to maximize the learning experience with a focus on delivery of training curriculums to meet student development.
- Utilize recognized training evaluation process.
- Monitor training content and ensure delivery activities are being executed in a way that meets or exceeds established curriculum standards.
- Skilled in the development of data gathering, trend analysis, student assessment techniques, provide reports to Course leadership, recommend improvements, and provide detailed metrics for student performance.
- Assist instructors in creating student assessments that validate accomplishment of student learning objectives.
- Keep abreast of state-of-the-art educational technology and evaluation and assessment development tools

**Minimum Education:** Bachelor degree in a relevant area such as Psychology with specialties in
areas such as Industrial/Organizational Psychology, Personality Research, or Quantitative Methods, at least one (1) year of experience.

22. **Job Title:** Quality Assurance Specialist 1 (QASP01)
**Minimum/General Experience:** Must have 1 years of experience working with quality control methods and tools as well as software testing and integration.
**Functional Responsibility:** The Quality Assurance Specialist 1 performs the following duties:
- Follow Quality Assurance Plans and implement procedures to conform to contract requirements.
- Implements actions involving quality assurance and compliance with applicable regulatory requirements.
- Review/analyze data and documentation.
- Follows procedures and test plans for assuring quality in a system development environment.
- Evaluate software and associated documentation.
**Minimum Education:** High School diploma

23. **Job Title:** Quality Assurance Specialist 2 (QASP02)
**Minimum/General Experience:** Must have 2 years of experience working with quality control methods and tools as well as software testing and integration.
**Functional Responsibility:** The Quality Assurance Specialist 2 performs the following duties:
- Develop Quality Assurance Plans and implementation procedures to conform to contract requirements.
- Implements actions involving quality assurance and compliance with applicable regulatory requirements.
- Conducts audits and reviews/analyzes data and documentation.
- Develops and implements procedures and test plans for assuring quality in a system development environment.
- Evaluate software and associated documentation.
- Develop information technology quality standards.
**Minimum Education:** BA/BS degree in related subject from an accredited college or university. (Consideration given to certifications as Quality Auditor, Quality Engineer and Quality Improvement Associate)

24. **Job Title:** Senior Client Manager/Program Manager 2 (SCMR01)
**Minimum/General Experience:** Must have 10+ years of experience managing the branding of technical, consulting, or management discipline projects from start to completion while representing and assisting in the presentation of the content of deliverables. At least 4-6 years leading and proactively growing client engagements, forming trust-based client relationships, and creating high impact content.
**Functional Responsibility:** The Senior Client Manager performs the following duties:
- Responsible for overall direction, control, budgeting, and reporting of multiple consulting engagements.
- Provide technical and management guidance to ensure all technical, schedule, service, and cost objectives are achieved successfully.
- Manage client relationships.
• Develop project documentation including budgets, project schedules and various planning and implementation documents.
• Manage multiple project teams simultaneously.
• Determine and acquire engagement resources to complete projects including personnel, computers, and materials.
• Develop proposal plans/work plans for new projects including schedules, budgets, personnel, and material take-offs.

Minimum Education: Bachelor’s degree in business, computer information systems, or a related field from an accredited university.

25. Job Title: Senior Database Administrator 1 (SDA01)
Minimum/General Experience: Must have 10+ years of experience developing and designing interface, front pages, and the tools to navigate databases.
Functional Responsibilities: The Senior Database Administrator performs the following duties:
• Performs unit testing at the page level.
• Sets code standards and leads code reviews.
• Reviews specifications and provides time estimates on the development of projects and features.
• Prioritizes projects and deliverables.
• Works under immediate supervision.
• Perform the functions of the job relying on instructions and pre-established guidelines.

Minimum Education: BA/BS in related subject from an accredited college or university.

26. Job Title: Senior Instructional Coordinator 3 (SIC03)
Minimum/General Experience: Must have a minimum of 8+ years of experience gathering business requirements and to translate those requirements into IT solutions.
Functional Responsibility: The Senior Instructional Coordinator performs the following duties:
• Develops application and solution design with transaction management and database products.
• Prototype IT solutions, basic programming, data communications and networking and IT security concepts.
• Gather business requirements and translate or develop requirements into IT solutions.
• Implement systems on multiple computing platforms.
• Designs strategies and motivate teams around plans to resolve challenges.
• Leads, plans and manages web design for web sites, and graphic design activities.

Minimum Education: Master’s degree in related subject from an accredited university

27. Job Title: Senior Instructional Systems Designer 3 (SISD03)
Minimum/General Experience: Must have a minimum of 10+ years of experience gathering business requirements and to translate those requirements into IT solutions.
Functional Responsibility: The Senior Instructional Systems Designer performs the following duties:
• Develops application and solution design with transaction management and database products.
* Prototype IT solutions, basic programming, data communications and networking and IT security concepts
* Gather business requirements and translate or develop requirements into IT solutions.
* Implement systems on multiple computing platforms.
* Designs strategies and motivate teams around plans to resolve challenges
* Leads, plans and manages web design for web sites, and graphic design activities.

**Minimum Education:** Master’s degree in related subject from an accredited university

**28. Job Title:** Senior Post-Secondary Teachers 3 (SPST03)

**Minimum/General Experience:** Must have 10+ years of post-secondary education experience in a technical environment with solid understanding of course development methodology; can document and manage technical issues to resolution.

**Functional Responsibility:** The Senior Training Instructor performs the following duties:
* Review technical training material, assess feedback, and implement training.
* Identify appropriate training materials and develop lesson plans to support training programs.
* Deliver interactive training classes to diverse customer and internal student audiences.
* Delivers classes on-site at domestic and international locations and online.
* Maintains a high level of student satisfaction throughout the duration of curriculum.
* Work with Subject Matter Experts (SMEs) to assess and evaluate training needs.

**Minimum Education:** Master’s degree in related subject from an accredited college or university

**29. Job Title:** Senior Programmer (SRPG01)

**Minimum/General Experience:** Must have 8+ years of post-secondary education experience in a technical environment with solid understanding of course development methodology; can document and manage technical issues to resolution.

**Functional Responsibility:** The Senior Programmer performs the following duties:
* Accomplishes programming project requirements by coaching programmers.
* Provide advanced programming and problem solving across multiple languages and technologies.
* Meets programming standards by following production, productivity, quality, and customer-service standards; identifying work process improvements; implementing new technology.
* Plans programming projects by confirming program objective and specifications with clients.
* Arranges program specifications by confirming logical sequence and flowcharts; researching and employing established operations.
* Verifies program operation by confirming tests.
* Prepares programmers by providing educational opportunities.
* Updates job knowledge by participating in educational opportunities; reading professional publications; maintaining personal networks.
* Accomplishes department and organization mission by completing related results as needed.
Minimum Education: Bachelor’s degree in related subject from an accredited college or university

30. Job Title: Senior Project Manager/Project Manager III/Program Manager 1 (SPMR01)
Minimum/General Experience: The Senior Project Manager must have 10+ years of experience in management of IT technical efforts involving multiple functional areas. At least 6-8 years must be of hands-on experience in the direct supervision of major efforts to include analysis, design, development, integration, training, testing, documentation, and implementation of software systems.
Functional Responsibility: The Senior Project Manager performs the following duties:
- Lead team on large projects or significant segment of large complex projects.
- Analyze new and complex project related problems and creates innovative solutions
- Provide applications systems analysis and programming activities for a site, facility or multiple locations.
- Prepare plans for application selection, systems development, maintenance, and production activities.
- Manage the full life cycle of software and systems development projects.
- Ensure that system meets customer’s business and performance requirements.

Minimum Education: Master’s degree in related subject from an accredited college or university.

31. Job Title: Senior Subject Matter Expert (SSME01)
Minimum/General Experience: Must have at least 8 years of technical experience in the field directly related to the task and area of expertise.
Functional Responsibility: The Subject Matter Expert performs the following duties:
- Possesses in-depth, demonstrated, and recognized expertise in a highly specialized, esoteric field. The individual possesses unique credentials that are not readily available in the marketplace, and supports complex and critical efforts by providing unique subject matter expertise in specific business, functional, technical, professional or policy areas.
- The position requires the ability to identify underlying business, management, scientific, technical, programmatic, operational, and policy issues, and to provide expert analysis and recommended-courses of action for major programs/projects.
- Responsibilities relate to business, management, research, technology assessment, concept formulation, development or production, and include advising senior level/executive level personnel on high level, highly complex topics, within a specific sphere of expertise; conducting expert analysis and providing assessment and recommended courses of action to major program/project activities.
- Prepare and/or present high-level briefings of innovative technological or strategic goals.
- The Senior Subject Matter Expert has attained high levels of authority and recognition as a source of specialized expertise within the community.

Minimum Education: Master’s degree in related subject from an accredited university.

32. Job Title: Senior Systems/Network Analyst (SNA01)
Minimum/General Experience: Must have a minimum of 10+ years of experience gathering
system requirements and to translate those requirements into IT solutions.

**Functional Responsibility:** The Senior Systems Analyst performs the following duties:
- Develops application and solution design with transaction management and database products.
- Prototype IT solutions, basic programming, data communications and networking and IT security concepts.
- Gather system requirements and translate or develop requirements into IT solutions.
- Implement systems on multiple computing platforms.
- Designs strategies and motivate teams around plans to resolve challenges.

**Minimum Education:** Master’s degree in related subject from an accredited university.

**33. Job Title:** Senior Training and Development Manager (TDM02)

**Minimum/General Experience:** Must have 10+ years of teaching experience in a technical environment with solid understanding of course development methodology; can document and manage technical issues to resolution.

**Functional Responsibility:** The Senior Training Instructor performs the following duties:
- Review technical training material, assess feedback, and implement training.
- Identify appropriate training materials and develop lesson plans to support training programs.
- Deliver interactive training classes to diverse customer and internal student audiences.
- Delivers classes on-site at domestic and international locations and online.
- Maintains a high level of student satisfaction throughout the duration of curriculum.
- Work with Subject Matter Experts (SMEs) to assess and evaluate training needs.

**Minimum Education:** Master’s degree in related subject from an accredited college or university.

**34. Job Title:** Software Engineer 2 (SWEN02)

**Minimum/General Experience:** Software Engineer 2 must have at least 2 years of experience in systems engineering, as well as analytical problem solving related to IT work flow, organization and planning.

**Functional Responsibility:** The Software Engineer 2 performs the following duties:
- Review and analyze system specifications and prepares programming specifications.
- Analyze existing systems and subsystems for reusability benefits and needed changes.
- Prepare design plans and written analyses, unit and test scripts, and documentation.
- Write well designed, testable, efficient code.
- Integrate software components into a fully functional software system.
- Develop software verification plans and quality assurance procedures.

**Minimum Education:** BS degree in computer science or engineering, or a related field.
**AUTHORIZED GSA RATES**

**General Services Administration (GSA)**

**Team Carney, Inc. Hourly Rates**

*Client site rates are 5 percent lower than Carney site rates.*

**Year 1: November 21, 2018 – November 20, 2019**

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### Year 4: November 21, 2021 – November 20, 2022

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<tr>
<td>Senior Subject Matter Expert</td>
<td>$213.97</td>
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<tr>
<td>Senior Systems/Network Analyst</td>
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<tr>
<td>Senior Training and Development Manager 2</td>
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<tr>
<td>Software Engineer 2</td>
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