GENERAL SERVICES ADMINISTRATION

Federal Supply Service

Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage®. The INTERNET address GSA Advantage® is: GSAAAdvantage.gov.

Multiple Award Schedule
FSC Group: Information Technology Services   FSC Class: D399

Contract Number: 47QTCA19D0092
Period Covered by Contract: March 29, 2019 through March 28, 2024

Technical and Management Resources, Inc.
10511 Braddock Rd., Ste B
Fairfax, VA 22032
Tel: 703-323-1700
Fax: 703-323-4953
Contract Administrator: Carol Dellinger
Email: Contracts@tmrhq2.com

Business Size: Small

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

Price List current through Modification PS-0011, effective July 25, 2022

Prices Shown Herein are Net (discount deducted)
INFORMATION FOR ALL ORDERING ACTIVITIES

1a. Table of awarded Special Item Numbers:

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1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract:

See Attached Pricelist

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: See Attached Pricelist

2. Maximum order:

   SIN 54151S: $500,000.00
   SIN 54151HACS: $500,000.00
   SIN OLM: $250,000
   SIN ANCILLARY: $250,000
   SIN 541611: $1,000,000

3. Minimum order: $100.00

4. Geographic coverage: The Geographic Scope of the Contract will be domestic (50 states, D.C., Puerto Rico).

5. Points of production: N/A

6. Discount from list prices or statement of net price: All pricing represents net prices, discount deducted.

7. Quantity discounts, single shipment to single location: None

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

9. Foreign items: N/A

10a. Time of Delivery: As negotiated on the task order level

10b. Expedited Delivery: As negotiated on the task order level

10c. Overnight and 2-day delivery: As negotiated on the task order level

10d. Urgent Requirements: As negotiated on the task order level

11. F.O.B. point: Destination

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

13. Payment address:  Same as contractor

14. Warranty provision:  Standard Commercial Warranty

15. Export packing charges:  N/A

16. Terms and conditions of rental, maintenance, and repair:  N/A

17. Terms and conditions of installation:  N/A

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

18b. Terms and conditions for any other services:  N/A

19. List of service and distribution points:  N/A

20. List of participating dealers:  N/A

21. Preventive maintenance:  N/A

22a. Special attributes such as environmental attributes:  N/A

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

23. Unique Entity Identifier (UEI) number:  GPJHF5MRR8W5

24. Technology Solutions Provider, Inc. is registered in the System for Award Management (SAM) database. Cage Code:  1RC96
Labor Category Descriptions

**Job Title:** Cybersecurity Accreditation and Certification Analyst  
**Function Responsibility:** Serves as a Cybersecurity Subject Matter Expert (SME) with regards to Risk Management of information systems and all associated cybersecurity policies and procedures. Fully versed in the general tenets supporting the overall implementation of incident management and re incident management and response processes, to include supporting cybersecurity policy, procedures and processes. Performs cybersecurity process while serving as a SME for an information system. Must possess an understanding of how security controls identified in the NIST 800-53 apply to the process of assessing and authorizing a large organization’s IT infrastructure, and AIS applications and outsourced IT processes. Reviews audit trail logs and scans. Ensures systems maintenance by providing weekly Vulnerability Remediation Asset management (VRAM) compliance reports. Familiar with performing automated security scans with the following tools: assured compliance assessment solutions, security content automation protocol, and retina. Accurately analyze and document scan results and familiarity with following framework: DIACAO, DCID 6/3, ICD 503, NIST. Knowledgeable about IC tools, systems and reporting mechanisms. Knowledgeable of DoD, IC and National Level system security initiative and LAN/WAN technologies. Ability to Identify and classify attack vectors, malware, IDS/IPS rule writing development. Working knowledge of MS Office Suite. Must possess one of the following certifications: CISSP, CAP, GIAC, GSLC, CISM or Security +.  
**Minimum Education:** Bachelor’s Degree  
**Minimum/General Experience:** Minimum of four (4) years of experience performing C&A responsibilities including acting as a POC for matters of cybersecurity

**Job Title:** Cybersecurity Auditor – Intermediate  
**Function Responsibility:** Performs incident response and complex security analysis of classified and unclassified applications, systems and enclaves for compliance with security requirements. Performs Command Cyber Readiness Inspections and cybersecurity vulnerability evaluations. Uses a variety of security techniques, technologies, and tools to evaluate security posture in highly complex computer systems and networks. Probes the safety and effectiveness of computer systems and their related security components. After conducting a security audit, issues a detailed report that outlines the effectiveness of the system, explains any security issues and suggests changes and improvements. Plan, execute, and lead security audits across an organization. Inspect and evaluate financial and information systems, management procedures and security controls. Evaluate the efficiency, effectiveness and compliance of operation processes with corporate security policies and related government regulations. Develop and administer risk-focused exams for IT systems. Review or interview personnel to establish security risks and complications. Execute and properly document the audit process on a variety of computing environments and computer applications. Assess the exposures resulting from ineffective or missing control practices. Accurately interpret audit results against defined criteria and weigh the relevancy, accuracy and perspective of conclusions against audit evidence. Provide a written and verbal report of audit findings. Develops rigorous “best practice” recommendations to improve security on all levels and works with management to ensure security recommendations comply with company  
**Minimum Education:** Bachelor's degree in Information Technology, Computer Science or an applicable technical field.  
**Minimum/General Experience:** Minimum three (3) years of experience in IT
Job Title: Cybersecurity Auditor – Senior
Function Responsibility: Senior SME. Leads a team of Cyber Security auditors as that team performs complex security analysis of classified and unclassified applications, systems and enclaves for compliance with security requirements. Performs Command Cyber Readiness Inspections and cybersecurity vulnerability evaluations. Uses a variety of security techniques, technologies, and tools to evaluate security posture in highly complex computer systems and networks. Probes the safety and effectiveness of computer systems and their related security components. After conducting a security audit, issues a detailed report that outlines the effectiveness of the system, explains any security issues and suggests changes and improvements. Plan, execute and lead security audits across an organization. Inspect and evaluate financial and information systems, management procedures and security controls. Evaluate the efficiency, effectiveness and compliance of operation processes with corporate security policies and related government regulations. Develop and administer risk-focused exams for IT systems. Review or interview personnel to establish security risks and complications. Execute and properly document the audit process on a variety of computing environments and computer applications. Assess the exposures resulting from ineffective or missing control practices. Accurately interpret audit results against defined criteria and weigh the relevancy, accuracy and perspective of conclusions against audit evidence. Provide a written and verbal report of audit findings. Develops rigorous “best practice” recommendations to improve security on all levels and works with management to ensure security recommendations comply with company procedure.
Minimum Education: Bachelor's degree in Information Technology, Computer Science or an applicable technical field.
Minimum/General Experience: Minimum of five (5) years of experience in IT

Job Title: Cybersecurity Compliance Analyst
Function Responsibility: Evaluates, reviews, analyzes and recommends available products to support cyber security solutions. Performs a variety of Cybersecurity analysis tasks, independently, which are broad in nature and are concerned with the design, analysis and implementation, including personnel, hardware, software and support facilities and/or equipment. Perform security research, analysis, and design for the clients’ computing systems and network infrastructure. Facilitate security vulnerability assessments and support penetration tests. Work on security alerts, events, and security incidents, including forensics analysis. Contribute general consulting (risk analysis) and project support in the area of information security to IT infrastructure and projects as needed to support new business requirements. Participate in internal security audits and investigations. Manage and maintain a library of security audit tools and corresponding processes. Monitor trends in information technology and security. Research emerging technologies and maintain awareness of current security risks in support of security enhancement and development efforts. Monitor security systems for anomalies and respond to potential security events. Perform periodic policy compliance reviews, risk assessments, and control testing. Assist in the investigation of security incidents as required, and recommend corrective actions and process improvements. A deep knowledge of NIST and ISO standards as well as industry-specific regulatory requirements (e.g., financial, healthcare and manufacturing). Ability to research solutions where required.
Minimum Education: Bachelor's degree in Information Technology, Computer Science or an applicable technical field.
Minimum/General Experience: Three (3) years relevant experience
Job Title: Cybersecurity Engineer

Function Responsibility: Works on various network types of equipment and related devices from a security protection emphasis to include installing; troubleshooting; modifying; testing. Can independently build test network or system prototypes, performing equipment set-up, testing, and participating in test report writing. Has the ability to develop attack programs to verify security assurance and weakness capability. Gathers and organizes technical information about an organization's missions, goals, and requirements, existing security products, and ongoing programs in the IA arena. Performs command and control functions in response to incidents. Aids and helps transform Federal Government cybersecurity risk management through effective collaboration, operational governance and training. Provides meaningful metrics and assessments in support of agency decision making. Assist in the development of innovative approaches to drive change in cybersecurity risk management across the federal government to prevent or minimize disruptions to critical information infrastructure. Works as a team member and contributes to the assessment of current cybersecurity systems, policies, and processes to enforce standards and identify vulnerabilities and capability gaps, and to synthesize this data to reduce cybersecurity risk of customer networks. Analyzes user needs to determine functional requirements and define problems. Develop plans and requirements in the subject matter area for moderately complex to complex systems related to information systems architecture, networking; telecommunications, automation, communications protocols, risk management/electronic analysis, software, lifecycle management, software development methodologies, and modeling and simulation.

Minimum Education: Bachelor's Degree

Minimum/General Experience: Three (3) years relevant experience

Job Title: Cybersecurity Subject Matter Expert

Function Responsibility: Provide expert advice to senior leaders and stakeholders on the extent of an incident, impact analysis, recommends eradication strategies and plans to restore networks to a more secure state to resolve Cybersecurity related incidents. Ensures that all systems and data repositories maintain appropriate levels of confidentiality, security, and integrity. Works with cybersecurity specialists to provide expert consultation across a wide range of cross-functional areas of cyber security. Provides project planning, guidance and technical expertise in the following areas: cyber security engineering program, policy, process, and planning; risk management, auditing, and assessments; Assessment and Authorization (A&A) using the NIST Risk Management Framework (RMF) guidelines; and quality control. Leads and manages cyber security team in an operations and maintenance environment. Uses industry best practices in cyber security and security engineering related to vulnerability management, intrusion. Assist with development and maintain Operational Level Agreements (OLAs) and end-to-end Standard Operating Procedures (SOPs) to identify collaborative responsibilities and support process interaction with other Government and contractor IT groups. Advises system owners on all matters, technical and otherwise, involving the security of assigned IT systems. Perform continuous monitoring of security controls to ensure that they continue to be implemented correctly, operating as intended and producing the desired outcome with respect for meeting the cyber security requirements for assigned IT systems. Work with technical teams to mitigate security control deficiencies for assigned IT systems. Assess the cybersecurity impact of changes to assigned IT systems. Develop, update and maintain the System Security Plan (SSP) for assigned systems.

Minimum Education: Master’s degree in a related discipline or equivalent experience in a discipline related to the nature of the contract work or in a business-related field.

Minimum/General Experience: Six (6) years of demonstrated cybersecurity engineering experience; verifiable IAM Level III Certification (CISSP, CISM, or GSLC); ITIL v3Foundation Certification; and three (3) years of RMF experience
Job Title: Cybersecurity Technical Writer

Function Responsibility: Works in collaboration with the Incident Management and Cyber Risk Team and Federal Government clients to document cyber risk and threats. Conduct relevant research, data analysis, and create reports. Maintain responsibility for completion and accuracy of work products. Design and develop documentation of highly technical IT products and deployments. Serves as the lead author for risk management and security focused documents. Collaborates with infrastructure SMEs to define documentation requirements. Supports the development of cybersecurity presentation and policy guidance based on recommended eradication strategies and plans to restore networks to a more secure state. Knowledge of the Risk Management Framework (RMF) or NIST standards. Experience developing documents: IT Service Management (ITSM), IT Infrastructure Library (ITIL), or COBIT. Supports the development of cybersecurity presentation and policy guidance based on recommended eradication strategies and plans to restore networks to a more secure state.

Minimum Education: Bachelor's degree in Information Technology, Computer Science or an applicable technical field.

Minimum/General Experience: One (1) year of technical writing experience

Job Title: Data Control Clerk

Function Responsibility: Performs analysis, development, and review of program administrative operating procedures. Support tasks requiring the collecting, compiling, evaluating, and publishing of information and statistical data included in documents, records, forms, reports, plans, policies, and regulations. Also supports the technical, business, and administrative aspects of the program.

Minimum Education: A high school diploma. College level study in Computer Science or a related field will be considered in place of general experience.

Minimum/General Experience: Minimum of 2-3 years of experience

Job Title: DR/COOP SME

Function Responsibility: Supports development, testing, and maintenance of Continuity of Support/IT Contingency, Cyber Incident Response, and Information Technology Disaster Recovery Plans, develops Contingency Planning Guides for IT Systems. Drafts contingency planning policy statements; conducts the business impact analysis (BIA); identifies preventive controls; develops recovery strategies; develops the IT Contingency Plan; conducts testing, training, and exercises of the plans; and updates plans as changes to the IT environment occur. Requires a bachelor’s degree or equivalent (equivalent is 2 years’ experience per year of college), five to seven years of related experience, and the ability to obtain and maintain a security clearance.

Minimum Education: B.A. or B.S. degree.

Minimum/General Experience: Must have 12 years of experience in the IT field. At least 10 years of combined new and related older technical experience in the IT field directly related to the required area of expertise. Top Secret Clearance, clearable up to Top Secret with Sensitive Compartmented Information TS/SCI.

Job Title: Enterprise Architect

Function Responsibility: This Senior Level Architect will design, build and implement enterprise-class security solutions within a multi-tenant cloud environment to support federal agencies. This individual must be versatile and articulate with the ability to successfully convey Cyber Security risks and effectively position our solutions and delivery capabilities that address the cyber security challenges. Provides guidance on government architectures, lines of business, the Technical Reference Model (TRM) and threat intelligence specifically focused on incidents to identify attacks. Works with stakeholders to build a holistic view of the organization's strategy, processes, information, and IT assets. Ensures business and IT are in alignment and protected from cyber threats. Assesses and links the business mission, strategy, and processes of the organization to its IT strategy, including security, and documents this using multiple architectural models or views that show how the current and future needs of an organization will be met.

Minimum Education: Bachelor’s degree

Minimum/General Experience: Three (3) years of experience defining and implementing enterprise architecture strategies. Extensive experience with enterprise architecture best practices and goals. Federated Enterprise Architecture Certification (FEAC) required.
**Job Title:** Functional Analyst  
**Function Responsibility:** Analyzes user needs to determine functional requirements, tasks and their interrelationships. Identifies resources required for each task, identifies technical problems, and risk areas. Develops solutions and risk mitigation strategy. Prepares reports and presents interim and final task order results to all concerned. Document procedures and processes for improvement. Provides daily supervision and direction to staff.  
**Minimum Education:** A Bachelor’s degree in a related scientific or technical discipline.  
**Minimum/General Experience:** Over five (5) years’ experience as a consultant or manager in a specific functional area (such as strategic business and action planning, systems alignments, organization assessments, etc.).

**Job Title:** Information Assurance (IA) Management Analyst  
**Function Responsibility:** Responsible for responding to all information systems incidents to restore them to be functional and secure; recommends information security assurance/security solutions. Performs scanning analysis. Provides technical planning and systems engineering for NIST compliance. Serves as the primary customer engagement point of contact. Provides onsite/remote offsite services and support during hours of operations. Provides Technical Knowledge Transfer. Perform security updates. Develop/Review/Maintain artifacts and documentation. Documents and maintains system configurations. Instructs on security policies and procedures. Monitors network activity and ensures data is protected from unauthorized users. Identifies, reports and resolves security violations. Relies on knowledge and professional discretion to plan and achieve goals. Advises and assists Federal Government clients on incident response, security and privacy policy, trusted product assessment, enterprise security engineering, secure systems management, penetration and exploitation, insider threat analysis and protection, cyber situation awareness, attack sensing and warning, secure wireless networking and mobile computing, secure operating systems, secure workstations, secure data management, secure web technology, and secure protocols, authentication. Performs Incident Response analysis.  
**Minimum Education:** Bachelor's degree in Computer Science, Information Systems or related field.  
**Minimum/General Experience:** Three (3) years of experience.

**Job Title:** Information Assurance (IA) Project Engineer  
**Function Responsibility:** Provides Information Assurance, Cyber Security, and Systems Engineering support for critical processes and projects; Performs command and Control functions in response to incidents. Assesses and mitigates system security threats/risks throughout the program life cycle; validates system security requirements definition and analysis; establishes system security designs; implements security designs in hardware, software, data, and procedures; verifies security requirements; performs system certification and accreditation planning and testing and liaison activities and supports secure systems operations and maintenance. Responsible for safeguarding Government organization’s computer networks and systems by planning and carrying out security measures to monitor and protect sensitive data and systems from infiltration and cyber-attacks. Works in concert with a larger IT team. Developing Information Security plans and policies. Develops a set of security standards and best practices for the organization and recommends security enhancements to management as needed. Develops strategies to respond to and recover from a security breach. Information Assurance Security Engineers are also responsible for educating the workforce on information security through training and building awareness. Implement protections, installs and uses software, such as firewalls and data encryption programs, to protect organizations’ sensitive information, while also assisting computer users with installation or processing of new security products and procedures. Test for vulnerabilities; conducts periodic scans of networks to find any vulnerability; and conducts penetration testing. Monitor for security breaches. Constantly monitors networks and systems for security breaches or intrusions. Installs software to notify of intrusions and watches out for irregular system behavior. Investigate security breaches; if a breach occurs, leads incident response activities to minimize the impact. Leads a post-incident technical and forensic investigation into how the breach happened and the extent of the damage. Prepares reports of findings to be reported to management.  
**Minimum Education:** Bachelor's degree in Computer Science, Information Systems or related field.  
**Minimum/General Experience:** Four (4) years of experience.
Job Title: Information Assurance Security Engineer

Function Responsibility: Provides guidance on IA artifacts in the area of Cybersecurity and tooling to include vulnerability testing and related network and system test tools; e.g., Retina, NMap, Nessus, STIG compliance checker, ACAS, Klocwork, WASSP, SECSCN, Security Content Automation Protocol (SCAP). Responsible for safeguarding Government organization’s computer networks and systems by planning and carrying out security measures to monitor and protect sensitive data and systems from infiltration and cyber-attacks. Works in concert with a larger IT team. Developing Information Security plans and policies. Develops a set of security standards and best practices for the organization and recommends security enhancements to management as needed. Develops strategies to respond to and recover from a security breach. Information Assurance Security Engineers are also responsible for educating the workforce on information security through training and building awareness. Implement protections, installs and uses software, such as firewalls and data encryption programs, to protect organizations’ sensitive information, while also assisting computer users with installation or processing of new security products and procedures. Test for vulnerabilities; conducts periodic scans of networks to find any vulnerability; and conducts penetration testing. Monitor for security breaches. Constantly monitors networks and systems for security breaches or intrusions. Installs software to notify of intrusions and watches out for irregular system behavior. Investigate security breaches; if a breach occurs, leads incident response activities to minimize the impact. Leads a post-incident technical and forensic investigation into how the breach happened and the extent of the damage. Prepares reports of findings to be reported to management.

Minimum Education: Bachelor's degree in Computer Science or a similar field

Minimum/General Experience: Two (2) years of experience in cyber technology or a related area, with appropriate cyber security certifications.

Job Title: Intermediate Administrative Specialist

Function Responsibility: Specializes in coordinating and planning office administration and support. Reports directly to a client, usually at the client location, to support its operations as required. Understands and provides documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, etc. required in changing office environments.

Minimum Education: High School Diploma or equivalent. There is no experience substitution for a High School degree, however a G.E.D., other degree equivalency program, or a technical trade school certificate is acceptable. With a bachelor’s degree no experience is required.

Minimum/General Experience: Two (2) years related work experience.

Job Title: Intermediate Communication Engineer

Function Responsibility: Performs systems engineering planning; performance management; capacity planning, testing and validation; benchmarking; information engineering. Develops and staffs a systems engineering management plan. Supports a Sr. Systems Engineer, as required. Analyzes and develops technical documentation detailing the integration and system performance. Coordinates the activities of Systems Engineers and Jr. Systems Engineers assigned to specific systems engineering projects.

Minimum Education: Bachelor's degree or equivalent.

Minimum/General Experience: Five (5) years’ experience. With a Master's degree, three (3) years of experience is acceptable.
**Job Title:** Intermediate Information Engineer

**Function Responsibility:** Applies business process improvement practices to re engineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods and performance measurement techniques. Assist in establishing standards for information systems procedures. Develops and applies organization wide information models for use in designing and building integrated, shared software and database management systems. Constructs logical business improvement opportunities consistent with corporate information management guiding principles, cost savings, and open system architecture objectives.

**Minimum Education:** A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.

**Minimum/General Experience:** Five (5) years’ experience which is specialized experience, in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design and documentation preparation. The following experience is also required demonstrated experience in the implementation of information engineering projects; systems analysis, design and programming using CASE and IE tools and methods, systems planning, business information planning, and business analysis.

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**Job Title:** Lead Business Systems Analyst

**Function Responsibility:** Top level technical contributor supporting Penetration Testing and other cybersecurity and Information Assurance tasks with expertise in Information Technology and Cybersecurity cradle to grave processes related to applications and infrastructure. Responsible for analyzing and documenting existing operations and practices and developing test plans to circumvent the security and features of applications, systems, networks, and processes. Acts as a member of the team responsible for providing technical guidance concerning the “business”. Supports analyzing site/enterprise Computer Network Defense policies and evaluates compliance with regulations and Enterprise Directives; Assists with the selection of cost-effective security controls to mitigate risks (e.g., protection of business information and processes.) Plans, designs, develops, and launches exercises to circumvent security features. Gathers and analyzes data in support of business cases, proposed projects, and systems requirements. Responsible for generating and compiling reports based on the findings, complete with probable causes and possible solutions. Meets with decision makers, systems owners, and end users to define business, financial, and operations requirements and systems goals, and identify and resolve systems issues. Reviews and analyzes the effectiveness and efficiency of existing systems and develops strategies for improvement. Identifies and establishes scope and parameters of systems analysis to define outcome criteria and measure-taking actions. Supports Red and Blue Team activities.

**Minimum Education:** Bachelor’s degree

**Minimum/General Experience:** Five (5) years of business analysis experience

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**Job Title:** Lead Sr. Security Engineer

**Function Responsibility:** Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts in the following specialties: information systems architecture; networking; telecommunications; automation; communications protocols; risk management/electronic analysis; software; life-cycle management; software development methodologies; and modeling and simulation.

**Minimum Education:** B.A. or B.S. degree.

**Minimum/General Experience:** Must have 15 years of experience in the IT field. At least 10 years of combined new and related technical experience in the IT field directly related to the required area of expertise. Top Secret Clearance, clearable up to Top Secret with Sensitive Compartmented Information TS/SCI.
**Job Title:** Mid-Level Security Engineering  
**Function Responsibility:** Develops requirements from a project’s inception to its conclusion in the subject matter area for simple to moderately complex systems. Assists other senior consultants with analysis and evaluation and with the preparation of recommendations for system improvements, optimization, development, and/or maintenance efforts in the following specialties: information systems architecture; networking; telecommunications; automation; communications protocols; risk management/electronic analysis; software; life-cycle management; software development methodologies; and modeling and simulation.  
**Minimum Education:** B.A. or B.S. degree.  
**Minimum/General Experience:** Must have 8 years of experience in the IT field. At least 5 years of combined new and related technical experience in the IT field directly related to the required area of expertise. Top Secret Clearance, clearable up to Top Secret with Sensitive Compartmented Information TS/SCI.

**Job Title:** Network Engineer I  
**Function Responsibility:** Provides support monitoring the networks and systems for cyber threats and cyber vulnerabilities. Identifies security risks, threats and vulnerabilities of networks, systems, applications and other technologies. Design, support and troubleshoot for the client’s network within a team environment. Performs product evaluations, recommends and implements services for network security. Responsible for validating and testing complex security architecture. Performs Network Mapping including Wireless Access Point (WAP) detection to support penetration testing. Ascertain user needs and system requirements to design, monitor, and maintain computer networks. Utilizes prior experience with years of direct experience in hands on implementation of network backbone technology (Cisco routers, switches, and firewalls), experience creating cyber security architecture guidelines for multiple instances of technology, capability to explain and design technology on an engineering and management level, and concise understanding of complete technology requirements and underlying technology fundamentals. Provides thought leadership in the design of cyber network infrastructure services to meet business requirements and operational objectives. Delegate tasking to the network engineering team staff. Provides architect engineering and supervisory services in support of emerging technology integration into network backbone systems. Monitor and maintains computer systems. This may include troubleshooting wide area networks, servers and routers, local area networks, and switches. Installs or upgrades software and hardware.  
**Minimum Education:** Bachelor's degree in Computer Science, Information Systems, or Engineering  
**Minimum/General Experience:** One (1) year of experience with CompTIA Network+ credential

**Job Title:** Network Engineer, Sr.  
**Function Responsibility:** Conducts assessments of threats and vulnerabilities, determines deviations from acceptable network configurations, network policies, and develops recommendations of mitigation countermeasure in operational and non-operational situations. Provides high level support monitoring the networks and systems for cyber threats and works with leadership and stakeholders to mitigate and remediate the cyber vulnerabilities. Identifies security risks, threats and vulnerabilities of networks, systems, applications and other technologies. Performs highly complex product evaluations, recommends and implements services for network security. Responsible for validating and testing complex security architecture. Determines deviations from acceptable network configurations, network policies, and develops recommendations of mitigation countermeasure in operational and non-operational situations. Supports Ethical Hacking and Compliance Management on network appliances. Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialties: information systems architecture, networking, telecommunications; automation, communications protocols, risk management/electronic analysis, software, life-cycle management, software development methodologies, and modeling and simulation, leads network tech and design engineers.  
**Minimum Education:** Bachelor's degree in Computer Science or a similar field  
**Minimum/General Experience:** Six (6) years of experience in the IT field.
Job Title: Network Security Analyst

Function Responsibility: Provides continued operation of network and security enabled solutions. Strong knowledge of cyber security network monitoring principals, including vulnerability management, incident response, computer security forensics and vulnerability/penetration testing. Use various tools, techniques, and procedures. Supports end point security, penetration testing, vulnerability assessments, and forensics. Provides security assessments and architecture recommendations to management. Supports analyzing site/enterprise Computer Network Defense configurations and evaluates compliance with regulations and Enterprise Directives; Assists with the selection of cost-effective security controls to mitigate risks (e.g., systems and networks).

Minimum Education: Bachelor's degree in Computer Science or a similar field

Minimum/General Experience: Three (3) years of experience in Computer Science or a similar field

Job Title: Penetration Tester – II

Function Responsibility: In furtherance of cyber security objectives, conducts and /or supports authorized manual penetration tests of networks, applications, web applications, servers, endpoints, wireless, mobile technologies and on enterprise network assets. Develops custom exploits. Utilizes automated tools to conduct penetration testing. Analyze results to mitigate the risk of false positives. Finds security vulnerabilities in target systems, networks, and applications to help enterprises improve their security; identification of flaws to cause business risk, provides crucial insights into the most pressing issues and suggests how to prioritize security resources; Works under general supervision and usually reports to a supervisor, though some ingenuity and flexibility is required. Conducting and/or supporting authorized penetration testing on enterprise network assets. Analyzing site/enterprise Computer Network Defense (CND) policies, configurations, and evaluate compliance with regulations and enterprise directives. Assisting with the selection of cost-effective security controls to mitigate risk.

Minimum Education: Bachelor's degree in Computer Science, Information Systems or related field

Minimum/General Experience: Three (3) years of experience; Knowledge of general attack stages; ability to identify systemic security issues based on the analysis of vulnerability and configuration data.

Job Title: Penetration Tester – III

Function Responsibility: Possesses knowledge of industry-standard penetration testing components and processes including: reconnaissance, scanning, ranking/scoring vulnerabilities, selecting targets for exploit, escalation of privilege, removal of exploits/restoration of exploited targets, and reporting. Has knowledge of penetration testing applications or processes. Performs penetration testing activities and prepares “Rules of Engagement” document, plans all activities, and provides direction to junior level penetration testers. Performs final analysis of testing results and prepares technical reports. Leads the effort to find cyber security vulnerabilities in target systems, networks, and applications in order to help enterprises improve their security; leads the identifying of which key flaws can be exploited to cause business risk, provides crucial insights into the most pressing issues and suggests how to prioritize security resources. Conducts and/or supports authorized penetration testing on enterprise network assets. Analyzes site/enterprise Computer Network Defense (CND) policies, configurations, and evaluates compliance with regulations and enterprise directives. Assist with the selection of cost-effective security controls to help mitigate risk.

Minimum Education: Bachelor's degree in Computer Science, Information Systems or related field

Minimum/General Experience: Six (6) years of experience; Knowledge of general attack stages; Ability to identify systemic security issues based on the analysis of vulnerability and configuration data.
Job Title: Program Manager

Function Responsibility: Directs the performance of a variety of related projects, which may be organized by technology, program or client. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Program areas typically represent more than three functional areas that may include engineering, systems analysis, quality control, administration, etc. Primary duties and responsibilities

- Responsible for the effective management of funds and personnel, and is accountable for the quality and timely delivery of all contractual items.
- Operates within client guidance, contractual limitations, and Company business and policy directives. Serves as focal point of contact with client regarding program activities. Ensures that all required resources including manpower, production standards, computer time, and facilities are available for program implementation.
- Manages program consisting of multiple projects including project identification, design, development and delivery.
- Maintains the development and execution of business opportunities based on broad, general guidance. Confers with project manager to provide technical advice and to assist with problem resolution.

Minimum Education: Bachelor's degree or equivalent

Minimum/General Experience: Ten (10) years' experience within program development and management.

Job Title: Project Manager

Function Responsibility: Provides project oversight and reports to the Program Manager and the COTR. Provides competent leadership and responsible program direction through successful performance of a variety of detailed, diverse elements of project transitioning. Directs completion of tasks within estimated time frames and budget constraints. Schedules and assigns duties to subordinates and subcontractors and ensures assignments are completed as directed. Enforces work standards and reviews/resolves work discrepancies to ensure compliance with contract requirements. Interfaces with the Program Manager as well as Government Technical Management personnel including, but not limited to, the Contracting Officer and the Contracting Officer’s Technical Representative. Reports in writing and orally to contractor management and Government representatives. Defines and directs technical specification and tasks to be performed by team members and defines target dates of tasks and subtasks. Provides guidance and assistance in coordinating output and ensuring the technical adequacy of the end product. Ability to work with Government contracts personnel. Provides competent leadership and responsible program direction through successful performance of a variety of details, diverse elements of project transitioning. Directs completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates and subcontractors and ensures assignments are completed as directed. Enforces work standards and reviews/resolves work discrepancies to ensure compliance with contract requirements. Reports in writing and orally to contractor management and Government representatives.

Minimum Education: BS in Engineering, Computer Science, Management

Minimum/General Experience: 5 to 10 Years of Project Management or Contract Administration for Federal and Civilian Government Contracts

Job Title: Risk Vulnerability Assessment Analyst/Specialist

Function Responsibility: Conducts vulnerability assessments and penetration tests for application (e.g., Web, application services, databases, etc.) and articulates security issues to technical and non-technical audience. Provide support by leveraging analytic and technical skills to discover cyber risks, assess vulnerabilities, prioritize assets and remediate/mitigate. Management of daily assessment of vulnerabilities, evaluate, rate and perform risk assessments of assets. Provide advice and assistance to the client and leadership to ensure that the policies and procedures established by the client are met. Provide Cybersecurity and consulting throughout the security assessment and compliance life cycle process. Performs data gathering, research, and analysis while conducting threat, vulnerability, risk, and maturity assessments; works under the direct supervision of manager/ supervisor. Works under general supervision and usually reports to a supervisor, though some ingenuity and flexibility is required. Maintaining applicable Computer Network Defense (CND) policies, regulations, and compliance documents specifically related to Computer Network Defense auditing.

Minimum Education: Bachelor's degree in Computer Science, Information Systems or related field

Minimum/General Experience: Four years of experience
Job Title: Risk Vulnerability Assessment Analyst/Specialist (Infrastructure)

Function Responsibility: Conduct vulnerability assessments and penetration tests for infrastructure and articulate security issues to technical and non-technical audience. Provide support by leveraging analytic and technical skills to discover cyber risks, assess vulnerabilities, prioritize assets and remediate/mitigate. Management of daily assessment of vulnerabilities, evaluate, rate and perform risk assessments of assets. Provide advice and assistance to the client and leadership to ensure that the policies and procedures established by the client are met. Provide Cybersecurity and consulting throughout the security assessment and compliance life cycle process. Performs data gathering, research, and analysis while conducting threat, vulnerability, risk, and maturity assessments. May apply critical thinking, conduct gap analysis, and develop implementation plans for the improvement of the risk management-related program and contribute to constant innovation and improvement; Works under general supervision and usually reports to a supervisor, though some ingenuity and flexibility is required. Maintaining applicable Computer Network Defense (CND) policies, regulations, and compliance documents specifically related to Computer Network Defense auditing.

Minimum Education: Bachelor's degree in Computer Science, Information Systems or related field

Minimum/General Experience: Three years of experience; knowledge of how traffic flows across the network and Internet Protocol (IP), Open System Interconnection Model (OSI), and Information Technology Infrastructure Library, v3 (ITIL); knowledge of network protocol; knowledge of IA principles and organizational requirements; knowledge of network security architecture concepts. Knowledge of network access, identity and access management.

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Job Title: Security Specialist Journeyman

Function Responsibility: Provide security liaison support that includes, but is not limited to developing, implementing, overseeing, and enforcing Cybersecurity policies and procedures; supports incident handling and incident response coordination. Develops capabilities that support the cyber mission at multiple levels through the use of technology demonstration, integration of existing solutions, and development of new tactics to employ solutions. Provide Information Assurance (IA), computer network defense (CND), and technical review support to the government and contract operations to include: Reviews of requirements for security related capabilities. Working CND and IA background and skills, analysis, correlation, and prioritization of vulnerabilities discovered in scans and vendor bulletins. Monitors intrusion detection systems and other CND tools. Provides vulnerability tracking and status reporting on vendor provided or DoD mandated patches. Contributes to the development of innovative principles and ideas. Routinely exercise independent judgment in developing methods, techniques, and criteria for achieving cybersecurity objectives.

Minimum Education: Bachelor's degree in Computer Information Systems, Computer Science, Information Technology or related discipline

Minimum/General Experience: Three (3) years of relative industry experience and active current

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Job Title: Senior Network Design Engineer

Function Responsibility: Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialties: information systems architecture; networking; telecommunications; automation; communications protocols; risk management/electronic analysis; software; life-cycle management; software development methodologies; and modeling and simulation, leads network tech and design engineers.

Minimum Education: B.A. or B.S. degree.

Minimum/General Experience: Must have 12 years of experience in the IT field. At least 8 years of combined new and related technical experience in the IT field directly related to the required area of expertise.
Job Title: Senior Program Manager

Function Responsibility: Over twelve years’ experience is leading and providing technical direction of MOBIS projects. Demonstrated ability to provide guidance and direction for multiple projects and in designing, implementing and managing MOBIS. Capabilities to manage multitask projects of high complexity. Provides primary interface with client management personnel regarding strategic issues. Directs the completion of projects within estimated time frames and budget constraints. Coordinates all parties to tasks, reviews work products for completeness and adherence to customer requirements. Delivers presentation and leads strategic level client meetings.

Minimum Education: A Master’s degree in a related discipline or equivalent experience in a discipline related to the nature of the contract work or in a business related field.

Minimum/General Experience: Over twelve (12) years’ experience, (Fewer years of experience may be acceptable, at the company’s discretion, if the candidate has a graduate degree).

Job Title: Senior Systems Analyst

Function Responsibility: Performs systems engineering planning; performance management; capacity planning, testing and validation; benchmarking; information engineering. Develops and staffs a systems engineering management plan. Supports a Sr. Systems Engineer, as required. Analyzes and develops technical documentation detailing the integration and system performance. Coordinates the activities of Systems Engineers and Jr. Systems Engineers assigned to specific systems engineering projects.

Minimum Education: Bachelor's degree or equivalent.

Minimum/General Experience: Eight (8) years related work experience. With a Master's degree, six (6) years of experience is acceptable.

Job Title: Senior Systems Consultant

Function Responsibility: Oversees assignments involving novel approaches to conducting high-level studies and resolving complex management problems. Individually or with assistants, develops, analyzes, and advises on methods and techniques to improve organization work processes, procedures, manpower, management functions. Conducts management and organizational studies involving analysis of broad programs, functions, and organizations of government agencies at multiple locations and including controversial relationships

Minimum Education: A Master’s degree in a related discipline or equivalent experience. An advanced degree in Business Management, Systems Analysis, MIS, Law, Economics, Human Resources, or other related field.

Minimum/General Experience: Twelve (12) years of direct experience in management of government business and technical operations. Must have demonstrated program, deliverables, and staff management experience. (At the company’s discretion, fewer years of experience may be acceptable with a graduate degree.)

Job Title: Senior Systems Engineer

Function Responsibility: Performs systems engineering planning; performance management; capacity planning, testing and validation; benchmarking; information engineering. Develops and staffs a systems engineering management plan. Supports a Sr. Systems Engineer, as required. Analyzes and develops technical documentation detailing the integration and system performance. Coordinates the activities of Systems Engineers and Jr. Systems Engineers assigned to specific systems engineering projects.

Minimum Education: Bachelor’s degree or equivalent.

Minimum/General Experience: Eight (8) years related work experience. With a Master’s degree, six (6) years of experience is acceptable.
Job Title: Senior Technical Director
**Function Responsibility:** Over eight years of progressive experience in leading MOBIS projects. Demonstrated ability to provide guidance and direction for specific projects or sub-tasks. Capabilities to manage multitask projects of high complexity. Increasing responsibility in design, implementation and management of MOBIS. Interfaces with the client on project specific issues. Directs the completion of projects within estimated time frames and budget constraints. Coordinates project specific parties and reviews work products for completeness and adherence to customer requirements. Delivers presentation and leads client meetings.

**Minimum Education:** Bachelor's Degree and/or Master's Degree

**Minimum/General Experience:** Eight (8) or more years of experience. (Fewer years of experience may be acceptable, at the company’s discretion, if the candidate has a graduate degree.)

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Job Title: Subject Matter Expert (SME) II
**Function Responsibility:** Responds to crisis and/or urgent situations to mitigate cyber security threats and attacks with an in-depth understanding of cybersecurity architecture and technologies. Provides technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that require graduate level knowledge of the subject matter for effective implementation. Ensures that the all systems and data repositories maintain appropriate levels of confidentiality, integrity, authentication, non-repudiation, and availability, balancing the importance and sensitivity of the information assets and the information itself. Watch for potential threats; develops threat vectors identifying potential threat actors, vulnerabilities, and risks. Coordinates and provides expert technical support to enterprise wide Computer Network Defense Technicians. Provides cyber threat analysis and mitigation recommendations and reports regarding cyber and information security related risks, threats, and vulnerabilities. Designing, configuring, integration, and deployment of open source and commercial applications and tools to support the cybersecurity role and mission. Perform customary cyber support functions, including: intrusion detection, penetration testing, incident response, and forensic analysis. Assist in the development, management, and operation of processes to support analysis of log files from a variety systems and sensors to include individual host logs, network traffic logs, firewall logs, and intrusion detection/prevention system logs. Investigate tools, technologies, and techniques appropriate to the examination and mitigation of potential cyber threats or risks. Recommend and utilize metrics to capture, measure and report potential cybersecurity risks and threats. Examine (audit), evaluate and report potential system / architecture vulnerabilities and propose mitigation strategies. Assess, interpret, and applying cybersecurity and Information Assurance (IA) guidance, regulations, and related documentation. Must be proficient in the evaluation and application of a variety of cybersecurity concepts, practices, and procedures.

**Minimum Education:** Bachelor’s Degree

**Minimum/General Experience:** Three (3) years of experience in cyber technology /cybersecurity or a closely related area. Must meet the requirements for DoD 8570.01-M IAT Level II by possessing one of the following certifications: CCNA Security, CySA+, GICSP, GSEC, Security+ CE, and SSCP
Job Title: Subject Matter Expert (SME) III  
**Function Responsibility:** Responds to crisis and/or urgent situations to mitigate cyber security threats and attacks with an in-depth understanding of cybersecurity architecture and technologies. Provides technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that require graduate level knowledge of the subject matter for effective implementation. Ensures that the all systems and data repositories maintain appropriate levels of confidentiality, integrity, authentication, non-repudiation, and availability, balancing the importance and sensitivity of the information assets and the information itself. Watch for potential threats; develops threat vectors identifying potential threat actors, vulnerabilities, and risks. Coordinates and provides expert technical support to enterprise wide Computer Network Defense Technicians. Responsible for applying knowledge and experience of a variety of cyber concepts, practices, and procedures to evaluate technical and operational cybersecurity alternatives for various systems and environments. Must possess the proper knowledge and technical expertise for the and possess the baseline skill sets, certifications, and experience as needed for the specific cybersecurity SME level and Cyber Network Defense (CND) / Cybersecurity Service Provider (CSSP) specialty, as required to meet U.S. Department of Defense (DoD) Information Assurance Workforce Improvement Program (DoD 8570.01-M) standards for IAT Level III. Providing cyber threat analysis and mitigation recommendations and reports regarding cyber and information security related risks, threats, and vulnerabilities. Designing, configuring, integration, and deployment of open source and commercial applications and tools to support the cybersecurity role and mission. Perform customary cyber support functions, including: intrusion detection, penetration testing, incident response, and forensic analysis. Assist in the development, management, and operation of processes to support analysis of log files from a variety systems and sensors to include individual host logs, network traffic logs, firewall logs, and intrusion detection/prevention system logs. Investigate tools, technologies, and techniques appropriate to the examination and mitigation of potential cyber threats or risks. Recommend and utilize metrics to capture, measure and report potential cybersecurity risks and threats. Examine (audit), evaluate and report potential system / architecture vulnerabilities and propose mitigation strategies. Assess, interpret, and applying cybersecurity and Information Assurance (IA) guidance, regulations, and related documentation. Must be proficient in the evaluation and application of a variety of cybersecurity concepts, practices, and procedures.

**Minimum Education:** Bachelor’s Degree  
**Minimum/General Experience:** Five (5) years relevant experience highly preferred with Network Security / Information Security / Cybersecurity experience, and an appropriate level of college degree.

Job Title: Systems Architect  
**Function Responsibility:** Plans and performs systems and networking engineering research, design, development, and other assignments in conformance with system and network design, engineering, and customer specifications. Supervises team of Sr. Systems Engineers, Systems Engineers, Sr. Network Engineers, and Network Engineers. Responsible for highly complex technical/engineering projects. Coordinates the activities of Sr. Systems Engineers, Systems Engineers, Sr. Network Engineers, and Network Engineers assigned to specific system and network engineering projects. Is the lead technical authority on the project.

**Minimum Education:** Bachelor's degree or equivalent.  
**Minimum/General Experience:** Ten (10) years related work experience.
Job Title: Task Lead

Function Responsibility: Serves as the Contactor’s contract manager, and shall be the Contractor’s authorized interface with the Government Contracting Officer (CO), the Contracting Officer’s Technical Representative (COTR), government management personnel, and customer agency representatives. Responsible for formulating and enforcing work standards; assigning Contractor schedules; reviewing work discrepancies; supervising Contractor personnel; preparing, reviewing and submitting required reports; and communicating the policies, purpose, and goals of the organization to subordinates. Responsible for overall contract performance and quality assurance.

Minimum Education: A Bachelor’s Degree in a discipline related to the nature of the contract work or in a business related field.

Minimum/General Experience: Minimum of six (6) years of general experience, at least eight years of which must be specialized and five years supervisory.

Job Title: Task Manager

Function Responsibility: Responsible for all aspects of project performance (i.e., technical, contractual, administrative, financial). Manages and supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, and oversees the successful completion of all assigned tasks. Must be familiar with the principles of regularly exercising independent judgment, as well as a high level of analytical skill, in solving complex technical, administrative, and managerial problems. Provides overall direction for all project level activities.

Minimum Education: Bachelor's degree or equivalent

Minimum/General Experience: Five (5) years’ experience providing management and technical direction to project personnel.

Job Title: Technical Writer

Function Responsibility: Documentation development. Plans, manages and coordinates documentation of all aspects of the system engineering life cycle for projects. Writes, edits and rewrites material of a technical nature. Prepares manuals, user guides, and other technical documentation for presentations. Possesses excellent writing skills. Must be knowledgeable of ADP operations and be able to verbally communicate effectively.

Minimum Education: Bachelor's Degree in a related field or equivalent experience

Minimum/General Experience: Four (4) years of experience, including three (3) years of specialized experience with information systems organizations. Experience documenting information technology systems

Job Title: UNIX Specialist

Function Responsibility: Providing support for systems operating under UNIX, including monitoring performance, performing system rebuilds/disk allocation, identifying system failures, and executing diagnostic routines. Understanding of UNIX file systems, UNIX communication software and protocols including TCP/IP and X.25. Experience with system accounting and system security. Detailed knowledge required maintaining the System 5 Version 4 operating system and succeeding versions. Working knowledge of current versions of software packages. Ability to provide assistance with questions on the use of special features, report formatting, graphics capability, and communication network.

Minimum Education: Bachelor's degree or equivalent

Minimum/General Experience: Five (5) years’ experience
Job Title: Web Design/Developer

**Function Responsibility:** Web Development. Responsible for enhancing the image and communicating the mission, goals, and achievements of the Government organizations using the World Wide Web with stunning graphics and creative communication. The ability to design and develop a comprehensive site plan and style guidelines. Experience with the development of Intranet(s) that increase the efficiency and effectiveness of operations. Working knowledge of: computers for drawing, word processing (MS Word), graphing, photo manipulation, painting (Photoshop), and Web page layout (e.g. Page Mill) software; graphics file formats and color palettes for web applications (e.g. GIF, JPG); World Wide Web (WWW) applications (Netscape, MS Explorer) and languages (e.g. HTML, JavaScript, and/or Java); a variety of computing platforms; and knowledge of web-database interaction.

**Minimum Education:** Associates Degree, Certification Training in relevant discipline, or equivalent experience

**Minimum/General Experience:** Three (3) to four (4) years of experience. Minimum of two years of web development experience

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Job Title: Infrastructure Application and Database SME - Intermediate

**Function Responsibility:** Provides expert support, analysis and research into exceptionally complex problems, and processes relating to the subject matter. Serves as technical expert on executive-level project teams providing technical direction, interpretation and alternatives. Thinks independently and demonstrates exceptional written and oral communications skills. Has strong command of the English language. Applies advanced technical principles, theories, and concepts. Contributes to the development of new principles and concepts. Works on unusually complex technical problems and provides solutions, which are highly innovative and ingenious. Works under consultative direction toward predetermined long-range goals and objectives. Assignments are often self-initiated. Determines and pursues courses of action necessary to obtain desired results. Develops advanced technological ideas and guides their development into a final product. Provides IT services in multiple technical areas (e.g., Information Systems Architecture, Telecommunications Systems Design, Architecture, Implementation, Information Systems Integration, Software Development Methodologies, Security Engineering, Communications and Network Systems Management), or a specific functional area (e.g., finance, logistics, and operations research). Administers and troubleshoots Oracle EBS Financial ERP, Oracle Database, Service Oriented Architecture (SOA), Single Sign-On (SSO)/Oracle Access Manager (OAM), Oracle Business Intelligence Suite Enterprise Edition (OBIEE), Hyperion, Enterprise Data Quality (EDQ) software, Oracle User Productivity Kit (UPK), and Oracle Governance, Risk, Compliance tools, and cloning. Implements Oracle Real Application Cluster (RAC), Active Dataguard, Golden Gate, and database performance tuning within the Oracle EBS environment. Provides technical writing to ensure all reports and deliverables are delivered with timeliness and quality to the government. Supported DoD or Federal Oracle shared service providers on an Oracle EBS R12.2 platform or higher. Must possess IT-I security clearance or have a current SSBI at time of proposal submission. DoD 8570.01-M Certification: DFARS 252.239-7001 Information Assurance Contractor Training of IAT Level II and Certification is required for this position. CE Certification - Oracle Certified Associate (OCA), Oracle Certified Professional (OCP), or Oracle WebLogic Server 12c or higher and IA Certification – Security+ CE.

**Minimum Education:** Bachelors Degree

**Minimum/General Experience:** Seven (7) years relevant experience
Job Title: Infrastructure Application and Database SME - Senior

Function Responsibility: Provides support, analysis and research into exceptionally complex problems, and processes relating to the subject matter. Serves as technical expert on executive-level project teams providing technical direction, interpretation and alternatives. Thinks independently and demonstrates exceptional written and oral communications skills. Has strong command of the English language. Applies advanced technical principles, theories, and concepts. Contributes to the development of new principles and concepts. Works on unusually complex technical problems and provides solutions, which are highly innovative and ingenious. Works under consultative direction toward predetermined long-range goals and objectives. Assignments are often self-initiated. Determines and pursues courses of action necessary to obtain desired results. Develops advanced technological ideas and guides their development into a final product. Provide IT services in multiple technical areas (e.g., Information Systems Architecture, Telecommunications Systems Design, Architecture, Implementation, Information Systems Integration, Software Development Methodologies, Security Engineering, Communications and Network Systems Management), or a specific functional area (e.g., finance, logistics, and operations research). Administers and troubleshoots Oracle EBS Financial ERP, Oracle Database, Service Oriented Architecture (SOA), Single Sign-On (SSO)/Oracle Access Manager (OAM), Oracle Business Intelligence Suite Enterprise Edition (OBIEE), Hyperion, Enterprise Data Quality (EDQ) software, Oracle User Productivity Kit (UPK), and Oracle Governance, Risk, Compliance tools, and cloning. Implements Oracle Real Application Cluster (RAC), Active Dataguard, Golden Gate, and database performance tuning within the Oracle EBS environment. Supported DoD or Federal Oracle shared service providers on an Oracle EBS R12.2 platform or higher. Must possess IT-I security clearance or have a current SSBI at time of proposal submission. DoD 8570.01-M Certification: DFARS 252.239-7001 Information Assurance Contractor Training of IAT Level II and Certification is required for this position. CE Certification - Oracle Certified Associate (OCA), Oracle Certified Professional (OCP), or Oracle WebLogic Server 12c or higher and IA Certification – Security+ CE.

Minimum Education: Bachelors Degree
Minimum/General Experience: Ten (10) years relevant experience

Job Title: Infrastructure Application and Database SME - Lead

Function Responsibility: Provides support, analysis and research into exceptionally complex problems, and processes relating to the subject matter. Serves as technical expert on executive-level project teams providing technical direction, interpretation and alternatives. Thinks independently and demonstrates exceptional written and oral communications skills. Has strong command of the English language. Applies advanced technical principles, theories, and concepts. Contributes to the development of new principles and concepts. Works on unusually complex technical problems and provides solutions, which are highly innovative and ingenious. Administers and troubleshoots Oracle EBS Financial ERP, Oracle Database, Service Oriented Architecture (SOA), Single Sign-On (SSO)/Oracle Access Manager (OAM), Oracle Business Intelligence Suite Enterprise Edition (OBIEE), Hyperion, Enterprise Data Quality (EDQ) software, Oracle User Productivity Kit (UPK), and Oracle Governance, Risk, Compliance tools, and cloning. Implements Oracle Real Application Cluster (RAC), Active Dataguard, Golden Gate, and database performance tuning within the Oracle EBS environment. Provides technical writing to ensure all reports and deliverables are delivered with timeliness and quality to the government. Supported DoD or Federal Oracle shared service providers on an Oracle EBS R12.2 platform or higher. Must possess IT-I security clearance or have a current SSBI at time of proposal submission. DoD 8570.01-M Certification: DFARS 252.239-7001 Information Assurance Contractor Training of IAT Level II and Certification is required for this position. CE Certification - Oracle Certified Associate (OCA), Oracle Certified Professional (OCP), or Oracle WebLogic Server 12c or higher and IA Certification – Security+ CE.

Minimum Education: Bachelors Degree
Minimum/General Experience: Ten (10) years relevant experience
Job Title: Data Visualization Specialist - Junior

Function Responsibility: Undergraduate degree required. Must have the minimum years’ experience that is directly related to the following duties and responsibilities:

- Experience across both COTS and custom developed user interfaces for data visualization
- Provides preparation of data in support of visual analysis objectives
- Applies critical problem-solving skills and data analysis techniques to provide underlying data models in support of visualization efforts
- Builds models within data visualization framework that supports key performance indicators (KPIs) and metrics
- Independently designs and develops data visualizations to provide actionable insights for addressing strategic and tactical mission objectives
- Develops visualizations to manipulate low complexity datasets in simple, intuitive, interactive formats
- Experience with custom developed visualizations using D3, HTML, JavaScript, etc.
- Experiences with COTS enterprise data visualization tools (e.g., Qlik, SAP Lumira)
- Experience developing data visualizations against ERP transactional and analytical data models
- Creates simple queries, stored procedures to deliver dynamic data visualizations

Minimum Education: Bachelors Degree, Vendor Certifications with one or more technologies (e.g., Qlik Sense, Qlik View, SAP Lumira)

Minimum/General Experience: Two (2) years relevant experience

Job Title: Data Visualization Specialist - Mid-Level

Function Responsibility: Undergraduate degree required. Must have the minimum years’ experience that is directly related to the following duties and responsibilities:

- Experience across both COTS and custom developed user interfaces for data visualization
- Develops visualizations to manipulate complex datasets in simple, intuitive, interactive formats
- Independently designs and develops data visualizations to provide actionable insights for addressing strategic and tactical mission objectives
- Develops visualizations to manipulate medium complexity datasets in simple, intuitive, interactive formats
- Experience with custom-developed visualizations using D3, HTML, JavaScript, etc.
- Experiences with COTS enterprise data visualization tools (e.g., Qlik, SAP Lumira)
- Ability to work iteratively with the business community to gather requirements and develop enterprise level visualizations using agile methods
- Experience developing data visualizations against ERP transactional and analytical data models
- Creates medium complexity queries, stored procedures to deliver dynamic data visualizations

Minimum Education: Bachelors Degree, Vendor Certifications with one or more technologies (e.g., Qlik Sense, Qlik View, SAP Lumira)

Minimum/General Experience: Four (4) years relevant experience
Job Title: Data Visualization Specialist - Senior

Function Responsibility: Undergraduate degree required. Must have the minimum years’ experience that is directly related to the following duties and responsibilities:
• Leads initiatives utilizing data visualization tools to provide actionable insights for addressing strategic and tactical mission objectives
• Develops visualizations to manipulate complex datasets in simple, intuitive, interactive formats
• Communicates information clearly and efficiently, enabling data-driven decisions and analysis
• Experience with complex custom developed visualizations using D3, HTML, JavaScript, etc.
• Experience with COTS enterprise data visualization tools (e.g., Qlik, SAP Lumira)
• Ability to work iteratively with the business community to gather requirements and develop enterprise level visualizations using agile methods
• Experience developing data visualizations against ERP transactional and analytical data models
• Creates complex queries, stored procedures to deliver dynamic data visualizations

Minimum Education: Bachelors Degree, Vendor Certifications with one or more technologies (e.g., Qlik Sense, Qlik View, SAP Lumira)

Minimum/General Experience: Eight (8) years relevant experience

Job Title: Computer Security Systems Specialist - Basic

Function Responsibility: Provides specialized experience in determining computer security requirements for high-level applications, evaluating approved security product capabilities, and developing solutions to multilevel security (MLS) problems. Analyzes and defines security requirements for MLS issues. Designs, develops, engineers, and implements solutions to MLS requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in the MLS arena. Performs risk analysis, which includes risk assessment.

Minimum Education: Bachelors Degree, Relevant certification from a nationally recognized technical authority.

Minimum/General Experience: Five (5) years relevant experience

Job Title: Computer Security Systems Specialist - Senior

Function Responsibility: Provides specialized experience in determining computer security requirements for high-level applications, evaluating approved security product capabilities, and developing solutions to multilevel security (MLS) problems. Analyzes and defines security requirements for MLS issues. Designs, develops, engineers, and implements solutions to MLS requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in the MLS arena. Performs risk analysis, which includes risk assessment. Provides daily supervision of, and direction to, staff. Must possess IT-II security clearance or have a current National Agency Check with Local Agency Check and Credit Check (NACLC) at time of proposal submission.

Minimum Education: Bachelors Degree, Relevant certification from a nationally recognized technical authority.

Minimum/General Experience: Five (5) years relevant experience

Job Title: Engineering SME

Function Responsibility: Provides technical knowledge and analysis of highly specialized applications and operational environment, high level functional systems analysis, design, integration, documentation, and implementation advice on exceptionally complex problems that necessitate high-level knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, modeling, simulation, testing, integration, documentation and presentation phases. Must possess IT-II security clearance or have a current National Agency Check with Local Agency Check and Credit Check (NACLC) at time of proposal submission.

Minimum Education: Bachelors Degree, Relevant certification from a nationally recognized technical authority.

Minimum/General Experience: Five (5) years relevant experience
Job Title: Software Architect  
**Function Responsibility:** Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Responsible for project completion. Performs feasibility analysis on potential future projects for management. Must possess IT-II security clearance or have a current National Agency Check with Local Agency Check and Credit Check (NACLC) at time of proposal submission.  
**Minimum Education:** Bachelors Degree, Relevant certification from a nationally recognized technical authority.  
**Minimum/General Experience:** Five (5) years relevant experience

Job Title: Software Systems Engineer  
**Function Responsibility:** Formulates/defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Provides overall operating system maintenance, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of software systems programming applications. Evaluates new and existing software products. Must possess IT-II security clearance or have a current National Agency Check with Local Agency Check and Credit Check (NACLC) at time of proposal submission.  
**Minimum Education:** Bachelors Degree, Relevant certification from a nationally recognized technical authority.  
**Minimum/General Experience:** Five (5) years relevant experience

Job Title: Computer Network Defense (CND) Analyst  
**Function Responsibility:** Performs actions to protect, monitor, detect, analyze, and respond to unauthorized activity within assigned information systems and computer networks. Employs Cybersecurity capabilities and deliberate actions to respond to a CND alert or emerging situational awareness/threat. Serves as an expert on CND requirements and compliance to such requirements by using IA tools and techniques to perform compliance analysis and correlation, tracking and remediation coordination, and escalating CND non-compliance. Provides technical analysis and sustainment support for the enterprise for IA tools and applications, and assists with the application of Defense-In-Depth signatures and perimeter defense controls to diminish network threats. Must possess a current DOD Top Secret Clearance and be eligible for an IT-1 at time of proposal submission.  
**Minimum Education:** Bachelors Degree, Relevant certification from a nationally recognized technical authority meeting DOD 8570.01 IAT level II. CNDSP-IR certification.  
**Minimum/General Experience:** Five (5) years relevant experience
**Job Title:** Database Administrator  
**Function Responsibility:** Provides all activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front-end/back-end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design.  
**Sensitivity Level:** IT-I – Critical Sensitive.  
**Clearance:** Secret.  
**IA Level:** IAT II.  
**Computing Environment:** OCP18; OCM18; GSO; DB2; M2008 SQL; MCI; MCI; MCM: MS SQL Server 2008; MCA: MS SQL Server, MCSE:DP, MCM:SQL2008, M2012 SQL.  
**Minimum Education:** Bachelors Degree  
**Minimum/General Experience:** Five (5) years progressive experience of database query languages such as Oracle, PL SQL, SQL Server, and MS Access. Also has at least three years hands-on experience and expertise in Relational Database Management Systems. Experience also shall include capability to work on various operating systems and additional programming languages. Has experience in at least two projects in a large organization responsible for administering, operating, maintaining, and securing a large-scale computer database.

**Job Title:** Administrative Support  
**Function Responsibility:** Performs administrative management tasks such as word processing, spreadsheet development administrative typing and filing. Helps produce and prepare deliverables. Maintains schedules, schedules meetings, take minutes and prepares meeting notes.  
**Minimum Education:** High School Graduate  
**Minimum/General Experience:** Five (5) years specific experience within an Administrative capacity.

**Job Title:** Analyst  
**Function Responsibility:** Analyzes user needs to determine functional tasks and their interrelationships. Identifies resources required for each task. Capable of using problem solving techniques to adequately resolve complex task. Experience, including developing functional requirements, provide analysis, assessment, technical or business areas  
**Minimum Education:** Bachelor’s degree in a related scientific, financial or technical discipline.  
**Minimum/General Experience:** Five (5) years of experience in a specific functional area such as business analyst, system requirements, financial analysis, organizational assessments and the like.

**Job Title:** Business Process Consultant  
**Function Responsibility:** Plans and conducts business reengineering engagements. Manages cost, schedule, and quality of Re-engineering tasks. Defines information needs, and develops business and data architectures. Provides input for technical architectures in the form of business requirements. Conducts interviews, GroupWare work sessions, and focus groups. Develops recommended solutions.  
**Minimum Education:** Bachelor’s Degree in Engineering, Business, Management Sciences, or other related scientific or technical discipline.  
**Minimum/General Experience:** Ten (10) years experience within a specific technical, scientific or business discipline along with three years of specialized expertise.
Job Title: Business Systems Analyst

Function Responsibility: This position requires a superior knowledge of process assessment and development, ability to obtain and document methods and procedures and process workload assessment. The individual has experience in assisting consultants, engineers, scientists and program officials in planning research project designs and managing progress of studies by reviewing proposals, estimating work hour requirements and advising on the most efficient sequencing of events. The SME must have demonstrated successful experience in the area of research, analysis, design, implementation, and testing as well as, the writing specifications and documentation; and the design of a business area system to support financial and program management of large-scale multi-user computer information and retrieval system.

Minimum Education: Bachelor's Degree in a finance related discipline.
Minimum/General Experience: Ten (10) years of experience working with financial applications and large amounts of data.

Job Title: Consultant

Function Responsibility: Directs activities to implement and manage projects. Possesses expertise to define problems, collect data, establish facts and draw valid conclusions. Provides leadership and technical expertise in the areas of delivering process and productivity improvement solutions, facilitation large and small groups, developing business and strategic plans, providing performance measurement and business process reengineering training, and conducting financial and cycle-time analysis.

Minimum Education: Master’s Degree in an IT related discipline.
Minimum/General Experience: Fifteen (15) years experience in an IT discipline related to the specific objectives. This can include Enterprise Architecture, Strategic Planning, Systems Requirements and the like.

Job Title: Functional Analyst

Function Responsibility: Analyzes user needs to determine functional requirements, tasks and their interrelationships. Identifies resources required for each task. Document procedures and processes for improvement. Provides daily supervision and direction to staff.

Minimum Education: Bachelor’s degree in a related scientific or technical discipline.
Minimum/General Experience: Seven (7) years of experience in a specific functional area such as business analyst, system requirements, financial analysis, organization assessments and the like.

Job Title: IT Subject Matter Specialist

Function Responsibility: Performs as an expert source of knowledge and expertise within a specialized functional or technical area. Provides specific technical and/or functional guidance reflecting detailed, expert knowledge of a specific area or function. Develops benchmarks. Performs analyses and studies. Develops reports and makes presentations to contractor management and client representatives.

Minimum Education: Master’s degree in an IT related discipline.
Minimum/General Experience: Fifteen (15) years of IT experience in a specific IT discipline which can include Systems Engineering, Network Engineering, Systems Development and the like.
Job Title: Management Consultant-Senior

Function Responsibility: Oversees assignments involving novel approaches to conducting high-level studies and resolving complex management problems. Individually or with two assistants, develops, analyzes, and advises on methods and techniques to improve organization work processes, procedures, manpower, management functions. Conducts management and organizational studies involving analysis of broad programs, functions, and organizations of government agencies at multiple locations and including controversial relationships. Based upon study findings, develops detailed recommendations on methods, procedures to apply, alternative ways to organize efficiently and generate staff and dollar savings. Develops project plans, determines resource needs and allocates them. Determines information needed to perform in-depth analysis. Devises methods for securing the required information and develops survey data sources, on-site investigations, discussions with managers or specialists at the work site. Identifies problems and develops recommendations. Participates in the procurement process, and conducts or coordinates related training. Coordinates actions with direct client and corporate headquarters staff. Keeps project manager and management aware of status, problems, and solutions.

Minimum Education: Master’s degree in an IT related discipline or an MBA or a Masters in Economics.

Minimum/General Experience: Fifteen (15) years in an Information Technology discipline, Business and/or Finance discipline along with five years providing consulting expertise.

Job Title: Policy and Compliance Manager

Function Responsibility: Subject Matter Expert-Policy and Compliance provides consulting, management, organizational subject matter technical expertise, functional expertise, or consultant expertise on advanced and state of art methods, theories and technical required in the investigation and solution of complex concepts, planning, design, and/or implementation problems related to the subject matter. The SME provides consulting services that may include some level of direct participation in all subject matter activities relating to government compliance.

Minimum Education: Bachelor’s Degree in Policy, Management, or Human Resources, or related industry.

Minimum/General Experience: Six (6) years of related experience.

Job Title: Portfolio Manager

Function Responsibility: Senior level Strategic Planning/Portfolio Management (PfM) support personnel capable of assisting in the development and implementation of PfM methods, processes and tools. May assist in the development and implementation of continuous integrated activities to manage portfolios – analysis, selection, control, and evaluation processes. Will provide a balanced strategy for making decisions and recommendations based on enterprise strategic planning, integrated architectures, and outcome-based performance measures to achieve desired mission capabilities.

Minimum Education: Bachelor’s Degree in an Information Technology related discipline.

Minimum/General Experience: Ten (10) years of related experience.

Job Title: Program Manager

Function Responsibility: Serves as the Contractor’s contract manager, and shall be the Contractor’s authorized interface with the Government Contracting Officer (CO), the Contracting Officer’s Technical Representative (COTR), government management personnel, and customer agency representatives. Responsible for formulating and enforcing work standards; assigning Contractor schedules; reviewing work discrepancies; supervising Contractor personnel; preparing, reviewing and submitting required reports; and communicating the policies, purpose, and goals of the organization to subordinates. Responsible for overall contract performance and quality assurance

Minimum Education: Bachelor’s Degree in an Information Technology related discipline.

Minimum/General Experience: Ten (10) years of experience in a Information Technology discipline with 3 years as a functioning Program Manager on contracts <$5M.
Job Title: Program Manager Senior
Function Responsibility: Demonstrated ability to lead, provide technical direction of complex projects, provide guidance and direction for multiple projects and in designing, implementing and managing. Capabilities to manage multitask projects of high complexity. Provides primary interface with client management personnel regarding strategic issues. Directs the completion of projects within estimated time frames and budget constraints. Coordinates all parties to tasks, reviews work products for completeness and adherence to customer requirements. Delivers presentation and leads strategic level client meetings.
Minimum Education: Master’s degree in an IT related discipline.
Minimum/General Experience: Fifteen (15) years in an Information Technology discipline along with 5 years as a functioning Program Manager on contracts >$10M.

Job Title: Senior Project Manager
Function Responsibility: Senior level Project Management support personnel capable of providing methods, processes and tools to strive for cost, schedule and performance efficiencies. The individual shall provide management support in developing and responding to data calls, white papers and requests for information from multiple sources. The Project Management personnel will develop initial and final revisions within the time required to support scheduled deadlines. They will be able to analyze business and technical issues to gain an understanding of how the technology will be implemented and utilized with current processes. The Project Manager will also be able to determine and maintain a schedule of milestones and deliverables for IT projects.
Minimum Education: Bachelor’s Degree in an Information Technology related discipline.
Minimum/General Experience: Ten (10) years of related experience

Job Title: Task Leader
Function Responsibility: Serves as the Contactor’s contract manager, and shall be the Contractor’s authorized interface with the Government Contracting Officer (CO), the Contracting Officer’s Representative (COR), government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards; assigning Contractor schedules; reviewing work discrepancies; supervising Contractor personnel; preparing, reviewing and submitting required reports and communicating policies, purpose and goals of the organization to subordinates. Responsible for the overall contract performance and quality assurance.
Minimum Education: Bachelor’s Degree in an Information Technology related discipline.
Minimum/General Experience: Ten (10) years of related experience and two (2) years in a Lead role.

Job Title: Technical Director-Senior
Function Responsibility: Acts as principal lead on analytical, consulting, or assessment processes in support of technical, business & administrative goals of the program. Often performs analysis requiring advanced training and degrees. Offers advanced technical or practical knowledge of highly specialized task. Prepares and organizes reports identifying results of study and evaluation. Make recommendations on appropriate actions. Types of personnel that are included in this category are senior managers that lead operation or support departments or programs and very senior level technical and operations staff.
Minimum Education: Master’s Degree in an IT related discipline.
Minimum/General Experience: Fifteen (15) years in an Information Technology discipline along with five years in a Principal Lead capacity.
**Education/Experience Substitutions**

<table>
<thead>
<tr>
<th>Years of Additional Relevant Experience</th>
<th>Equals</th>
<th>Degree</th>
</tr>
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<tr>
<td>4 years</td>
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<td>8 years</td>
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Substitution Methodology: Due to the availability or limitation of education, occasionally substitution of experience as referenced below for a professional labor type with additional years of experience will be provided to the Federal Agency when responding to their IT requirements and it is solely the acquiring agency’s determination, if the substitution is considered acceptable prior to an award.

<table>
<thead>
<tr>
<th>SCLS Eligible Contract Labor Category</th>
<th>SCLS Equivalent Code-Title</th>
<th>WD Number</th>
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<tr>
<td>Admin Support</td>
<td>01020 – Administrative Assistant</td>
<td>2015-4281</td>
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</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).
### GSA Pricing

<table>
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<tr>
<th>SIN</th>
<th>LABOR CATEGORY</th>
<th>CONTRACTOR OR CUSTOMER FACILITY</th>
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<th>GSA PRICE March 29, 2023 – March 28, 2024</th>
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