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

Schedule Title- Multiple Award Schedule (MAS)
Federal Supply Group: Information Technology
Contract Number: 47QTCA19D009Q

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov

Period Covered by Contract: April 11, 2019 through April 10, 2024
Pricelist current through Modification: PS-A826 effective November 20, 2020
Prices Shown Herein are Net (discount deducted)

Contractor: Venatôre, LLC
1302 N. 19th St # 125
Tampa, FL 33605

Telephone: 813.229.7500
FAX Number: 866.875.0875
Web Site: www.venatore.com
E-mail: hunter.trice@venatore.com
Contract Administration: Hunter Trice
Business Size: Small, SBA Certified 8(a) Firm, SBA Certified Small Disadvantaged business
CUSTOMER INFORMATION

1a. Table of Awarded Special Item Number:

<table>
<thead>
<tr>
<th>SINs</th>
<th>Recovery</th>
<th>SIN Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>54151SRC</td>
<td>Information Technology Professional Services</td>
</tr>
<tr>
<td>OLM</td>
<td>OLMRC</td>
<td>Order-Level Materials (OLM’s)</td>
</tr>
</tbody>
</table>

1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN: See page 31.

1c. HOURLY RATES: See page 5 for descriptions and page 31 for hourly rates.

2. Maximum order:

<table>
<thead>
<tr>
<th>SINs</th>
<th>Maximum Order</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>$500,000.00</td>
</tr>
<tr>
<td>OLM</td>
<td>$250,000.00</td>
</tr>
</tbody>
</table>

3. Minimum order: $100.00

4. Geographic coverage (delivery area): CONUS

5. Points of production: Same as Contractor Address

6. Discount from list prices: Government Net Prices (discounts already deducted.)

7. Quantity discounts: .25% additional for orders greater than $500,000

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

9. Foreign Items: None

10a. Time of Delivery: Contact Contractor or To Be Determined at the Task Order level

10b. Expedited Delivery: Contact Contractor or To Be Determined at the Task Order level

10c. Overnight and 2-day delivery: Contact Contractor or To Be Determined at the Task Order level

10d. Urgent Requirements: Contact Contractor or To Be Determined at the Task Order level

11. F.O.B. Points: 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 company address

14. Warranty provision: Contractor’s 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. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A
22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor’s website or other location.) The EIT standards can be found at: www.Section508.gov/. as applicable
23. Data Universal Number System (DUNS) number: 784076403
24. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: Contractor has an Active Registration in the SAM database.
LABOR CATEGORY DESCRIPTIONS

1. **Process Engineer Level I**
   - Provides technical assistance throughout IT business process improvement and modernization efforts to reengineer methodologies and principles, including associated processes, technology, organization structure(s), skills, and IT organizational culture
   - Conducts research, evaluations, studies, and analysis of IT business processes with minimal guidance
   - Provides technical assistance to develop IT process improvement and implementation plans, reports, business policy, regulations, automated workflows, and standard operating procedures (SOPs) with minimal guidance
   - Has a general understanding of activity data modeling, transaction flow analysis, internal control and risk analysis, modern business methods, and performance measure techniques
   - Has a general understanding of Lean Six Sigma and Process Change Management principles to reengineer IT business processes, reduce redundancy, and increase efficiency
   - Provides technical assistance with establishing requirements for information systems required to facilitate and support design, programming, network, implementation procedures, and with the development and application of organizational-wide information models

   **Qualifications:**
   - Minimum two years of experience participating in Business Process Reengineering (process engineering) activities with one of the two years of experience using process improvement methodologies, e.g., Lean Six Sigma
   - Minimum of Bachelor's Degree from an accredited college or university

2. **Process Engineer Level II**
   - Contributes substantive content throughout IT design, network, implementation and modernization efforts to reengineer IT methodologies and principles, including associated processes, technology, organization structure(s), skills, and organizational culture
   - Conducts research, evaluations, studies, and analysis of IT business process with no guidance
   - Contributes substantive content to develop IT process improvement and implementation plans, reports, business policy, regulations, automated workflows, and standard operating procedures (SOPs) with minimal guidance
   - Has an in-depth understanding of activity data modeling, transaction flow analysis, internal control and risk analysis, modern business methods, and performance measure techniques
   - Has an in-depth understanding of Lean Six Sigma and Process Change Management principles to reengineer IT business processes, reduce redundancy, and increase efficiency
   - Contributes substantive content to define requirements for information systems required to facilitate and support network and programming improvements, procedures, and with the development and application of organizational-wide information models
   - Develops budget estimates and resource estimates in support of business process reengineering efforts
   - Processes large volumes of complex data rapidly and accurately and translates highly technical and programmatic data into actionable reports
   - Leverages industry best practices to plan, organize, and guide complex requirements using Commercial Off-The-Shelf (COTS) tools

   **Qualifications:**
   - Minimum five years of experience participating in process engineering activities with two of the five years of experience using process improvement methodologies, e.g., Lean Six Sigma
   - Minimum of Bachelor's Degree from an accredited college or university

3. **Process Engineer Level III**
   - Coordinates IT business process improvement and modernization efforts to methodologies and principles, including associated processes, technology, organization structure(s), skills, and organizational culture
   - Initiates action to conduct IT research, evaluations, studies, and analysis
   - Coordinates efforts to develop IT process improvement and implementation plans, reports, business policy, regulations, automated workflows, and standard operating procedures (SOPs) with minimal guidance
Has a thorough understanding of activity data modeling, transaction flow analysis, internal control and risk analysis, modern business methods and performance measure techniques

Has a thorough understanding of Lean Six Sigma and Process Change Management principles to reengineer IT business processes, reduce redundancy and increase efficiency

Coordinates efforts to define requirements for information systems required to facilitate and support design, programming, network, implementation procedures, and with the development and application of organization-wide information models

Coordinates efforts to integrate new processes with existing ones and communicate changes to all stakeholders. Key coordinator between project teams to ensure enterprise-wide integration of reengineering efforts.

Qualifications:

• Minimum 10 years of experience participating in process engineering activities with five of the 10 years of experience using process improvement methodologies, e.g., Lean Six Sigma
• Minimum of Bachelor’s Degree from an accredited college or university

4. Computer Forensic and Intrusion Analyst

• Provides knowledge in computer and network forensics.
• Conducts vulnerability assessments/penetration tests of information systems.
• Develops, researches and maintains proficiency in tools, techniques, countermeasures, and trend in computer and network vulnerabilities, data hiding, and encryption.
• Identifies, deters, monitors, and investigates computer and network intrusions.
• Provides computer forensic support to high technology investigations in the form of evidence seizure, computer forensic analysis, and data recovery.

Qualifications:

• Minimum 10 years of experience participating in Security activities with five of the 10 years of experience in Forensics Analysis
• Minimum of Bachelor’s Degree from an accredited college or university

5. Configuration Manager Level III

• Coordinates software quality assurance process audit definition and activities
• Initiates actions to define, document, and maintain a Configuration Control Board (CCB), including roles and responsibilities of CCB members
• Initiates actions to define hardware and software configuration processes and procedures, version control processes, policies, and procedures to ensure they are followed on hardware and software development projects
• Conducts configuration management (CM) planning and describes provisions for IT configuration identification, version control, configuration status accounting, and configuration audits
• Develops documentation for CM planning and activities
• Identifies and maintains the original and subsequent configuration versions of requirements documentation, design documentation, and network/software/other related documentation
• Manages configuration version control and regulates the planning process so that only approved and validated changes are incorporated into product documents and related hardware and software

Qualifications:

• Minimum 10 years of experience in configuration management
• Minimum of Bachelor’s Degree in a technical or business discipline from an accredited college or university
• Minimum 8140/ 8570 IAT Level I Certification

6. Data Warehousing Specialist II

• Coordinates the data administration technical function for both data warehouse development and maintenance.
• Facilitates version control, problem management, and communication among data architects, programmers, analysts, and engineers.
• Establishes and enforces processes to ensure a consistent, well managed, and well-integrated data warehouse infrastructure.
• Analyzes and identifies data and metadata requirements.
• Defines user requirements and database design specifications.
• Designs, implements, and supports data warehousing requirements. Implements business rules via stored procedures, middleware, or other technologies.
• Provides product support and maintenance of the data warehouse.
• Performs data warehouse design and construction.
• Prepares/implements data verification and testing methods for the data warehouse.

Qualifications:
• Minimum 4-6 years of experience
• Minimum of Bachelor's Degree from an accredited college or university

7. Data Warehousing Specialist III
• Coordinates the data administration technical function for both data warehouse development and maintenance.
• Facilitates version control, problem management, and communication among data architects, programmers, analysts, and engineers.
• Establishes and enforces processes to ensure a consistent, well managed, and well-integrated data warehouse infrastructure.
• Analyzes and identifies data and metadata requirements.
• Defines user requirements and database design specifications.
• Designs, implements, and supports data warehousing requirements. Implements business rules via stored procedures, middleware, or other technologies.
• Provides product support and maintenance of the data warehouse.
• Performs data warehouse design and construction.
• Prepares/implements data verification and testing methods for the data warehouse.

Qualifications:
• Minimum 7-9 years of experience
• Minimum of Bachelor's Degree from an accredited college or university

8. Data Warehousing Specialist IV
• Coordinates the data administration technical function for both data warehouse development and maintenance.
• Facilitates version control, problem management, and communication among data architects, programmers, analysts, and engineers.
• Establishes and enforces processes to ensure a consistent, well managed, and well-integrated data warehouse infrastructure.
• Analyzes and identifies data and metadata requirements.
• Defines user requirements and database design specifications.
• Designs, implements, and supports data warehousing requirements. Implements business rules via stored procedures, middleware, or other technologies.
• Provides product support and maintenance of the data warehouse.
• Performs data warehouse design and construction.
• Prepares/implements data verification and testing methods for the data warehouse.

Qualifications:
• Minimum 10-15 years of experience
• Minimum of Bachelor's Degree from an accredited college or university

9. Enterprise Architect
• Provides high-level IT architectural expertise to managers and technical staff.
• Develops architectural products and deliverables for the IT enterprise and operational business lines.
• Develops detailed system designs and infrastructures necessary to support the design architecture.
• Advises on selection of technological purchases with regard to processing, data storage, data access, and applications development. Sets standards for the client/server relational database structure for the organization (SQL, ORACLE, SYBASE, etc.).
• Advises of feasibility of potential future projects to management.
Qualifications:
• Minimum 7-9 years of experience
• Minimum of Bachelor’s Degree from an accredited college or university

10. Graphics Designer Level II
• Designs and develops graphics and illustrations for use in IT technical materials, manuals, publications, websites, and mobile applications
• Creates, plans, designs, and prepares graphics products, computer-generated animation, photographs, text, and abstract illustrations to support IT projects
• Provides advice and assistance with interpreting and applying IT guidelines and standards for design, graphics, composition, and techniques related to the communication of information
• Formulates concept and creates technical illustrations and detail from models, sketches, memory, written or verbal instructions, and imagination
• Selects type, draws lettering, and lays out material
• Determines style, technique, and medium best suited to produce desired effects and conform to reproduction requirements
• Sets priorities, goals, and deadlines, and makes recommendations on how to plan and accomplish assignments that require integration and synthesis of a number of unrelated disciplines and disparate concepts
• Designs and develops substantive graphics and illustrations for use in technical materials, manuals, and publications with no guidance
• With minimal guidance, sets priorities, goals, and deadlines, and makes recommendations on how to plan and accomplish in-depth, non-routine, and ambiguous assignments that require integration and synthesis of a number of unrelated disciplines and disparate concepts

Qualifications:
• Minimum five years of experience as a Web Designer
• Minimum of Bachelor’s Degree in Graphic Design, Art, or related discipline

11. Graphics Designer Level III
• Designs and develops graphics and illustrations for use in IT technical materials, manuals, publications, websites, and mobile applications
• Creates, plans, designs, and prepares graphics products, computer-generated animation, photographs, text, and abstract illustrations to support IT projects
• Provides advice and assistance with interpreting and applying IT guidelines and standards for design, graphics, composition, and techniques related to the communication of information
• Formulates concept and creates technical illustrations and detail from models, sketches, memory, written or verbal instructions, and imagination
• Selects type, draws lettering, and lays out material
• Determines style, technique, and medium best suited to produce desired effects and conform to reproduction requirements
• Sets priorities, goals, and deadlines, and makes recommendations on how to plan and accomplish assignments that require integration and synthesis of a number of unrelated disciplines and disparate concepts
• Designs and develops extremely complex graphics and illustrations for use in technical materials, manuals, and publications
• Operates independently, sets priorities, goals, and deadlines, and makes final recommendations on how to plan and accomplish highly complex, non-routine, and ambiguous assignments that normally require integration and synthesis of a number of unrelated disciplines and disparate concepts

Qualifications:
• Minimum 10 years of experience as a Web Designer
• Minimum of Bachelor’s Degree in Graphic Design, Art, or related discipline

12. IA/Security Specialist III
• Determines enterprise information assurance and security standards.
• Develops and implements information assurance/security standards and procedures.
- Coordinates, develops, and evaluates security programs for an organization.
- Recommends information assurance/security solutions to support customers' requirements.
- Identifies, reports, and resolves security violations.
- Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands.
- Supports customers at the highest levels in the development and implementation of doctrine and policies.
- Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures.
- Performs analysis, design, and development of security features for system architectures.
- Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers.
- Designs, develops, engineers, and implements solutions that meet security requirements.
- Provides integration and implementation of the computer system security solution.
- Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems.
- Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle.
- Ensures that all information systems are functional and secure.

Qualifications:
- Minimum 7-9 years of experience as a security Specialist or related functional area
- Minimum of Bachelor's Degree from an accredited college or university in IT, Computer Science, Security, Computer Engineering, or related discipline

13. **IA/Security Specialist IV**
- Determines enterprise information assurance and security standards.
- Develops and implements information assurance/security standards and procedures.
- Coordinates, develops, and evaluates security programs for an organization.
- Recommends information assurance/security solutions to support customers' requirements.
- Identifies, reports, and resolves security violations.
- Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands.
- Supports customers at the highest levels in the development and implementation of doctrine and policies.
- Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures.
- Performs analysis, design, and development of security features for system architectures.
- Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers.
- Designs, develops, engineers, and implements solutions that meet security requirements.
- Provides integration and implementation of the computer system security solution.
- Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems.
- Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle.
- Ensures that all information systems are functional and secure.

Qualifications:
- Minimum 10-15 years of experience as a Security Specialist or related functional area
- Minimum of Bachelor's Degree from an accredited college or university in IT, Computer Science, Security, Computer Engineering, or related discipline

14. **IT Specialist Level III**
- Identifies user requirements and describes services available or refers inquiries to other staff.
- Provides technical support of a limited scope to users and assists them in defining and solving computing problems within well-defined areas of responsibility.
- Assists in preparing documentation of supported products for users.
• Assists in preparing user training materials and conducts training sessions as assigned
• Performs programming tasks of limited scope to assist users
• Applies knowledge of computer science principles, information management principles, data processing functions, and Automated Data Processing (ADP) hardware and software systems structures and operations, and computer programming languages and techniques to solve automation problems
• Addresses scientific engineering or business objectives by writing, modifying, or adapting computer programs in machine level, assembly, and third or fourth generation programming languages
• Interfaces with and uses minicomputer and main computer systems in addressing project objectives
• Identifies and uses standard, unconventional, and original mathematical, algorithmic, and programmatic approaches to define, plan, organize, design, develop, modify, test, and integrate database or data processing systems, computer hardware systems, and simulation models
• Formulates architectural designs, functional specifications, interfaces, and documentation or hardware or software systems, considering system interrelationships, operating modes, and software or equipment configurations
• Develops design specifications by inspection and analysis to offset various malware and to protect and defend infrastructure
• Researches unconventional application of software and operating systems in designing and developing new methodologies, significant
• Possesses demonstrated expert-level experience in planning and managing large-scale upgrades, planning and scheduling large-scale migration activities, designing, installing, configuring, operating LANs and WANs, and providing expert administrative skills to solve challenging IT issues
• Effectively communicates, coordinates efforts, and establishes customer relations
• Provides top-level technical expertise, including performing in-depth and complex software systems programming and analysis
• Creates detailed design specifications for use by software development staff members

Qualifications:
• Minimum 10 years of experience as an IT Specialist
• Minimum of Bachelor’s Degree in Information Systems, Computer Science, Security, Computer Engineering, or related discipline
• Minimum 8140/ 8570 IAT Level II Certification

15. IT Intelligence Planner Level II
• Provides technical expertise in IT intelligence planning to support intelligence collection, processing, and dissemination using complex IT hardware, software, and business processes
• Responsible for developing, reviewing, and coordinating IT Operational Plans and Concept Plans and the creation of Intelligence Task List (ITLs)
• Plans, organizes, develops, coordinates, and assists in the execution of intelligence planning activities in order to drive objectives and evaluations of intelligence planning efforts and inter-agency information sharing efforts using IT
• Coordinates among operators, managers, and planners to accomplish planning tasks and provides recommendations on IT planning issues
• Promotes interchange of information requirements, capabilities, deficiencies, and technology applications in the area of specialization
• Assists in coordinating efforts for the execution of plans in the context of CCMDs’ priority intelligence and IT planning efforts

Qualifications:
• Minimum five years of combined experience in intelligence planning and intelligence analysis
• Minimum of Bachelor’s Degree from an accredited college or university
• Minimum specialized education in military joint operation planning through the JPME II.
• JIOFC, or other similar military operational planning courses, may be substituted for JPME II.
• Two years of intelligence planning experience may be substituted with completion of an advanced Service planner school (SAMS, SAASS, JAWS, etc.).

16. IT Intelligence Planner Level II
• Provides technical expertise in IT intelligence planning to support intelligence collection, processing, and dissemination using complex IT hardware, software, and business processes to support senior Intelligence executive activities
• Responsible for developing, reviewing, and coordinating IT Operational Plans and Concept Plans and the creation of Intelligence Task List (ITLs) Plans, organizes, develops, coordinates, and assists in the execution of intelligence planning activities in order to drive objectives and evaluations of intelligence planning efforts and inter-agency information sharing efforts using IT
• Coordinates among operators, managers, and planners to accomplish planning tasks and provides recommendations on IT planning issues
• Promotes interchange of information requirements, capabilities, deficiencies, and technology applications in the area of specialization
• Develops, prepares, explains, briefs, and coordinates plans, schedules, directives, and reports
• Possesses strong writing, briefing, coaching, and leading skills
• Demonstrates proven experience in IT planning and operations with staff activities
• Understands intelligence collection capabilities/planning as well as analytical procedures

Qualifications:
• Minimum 10 years of combined experience in intelligence planning and intelligence analysis
• Minimum of Bachelor’s Degree from an accredited college or university
• Minimum specialized education in military joint operation planning through the JPME II. The JIOPC, or other similar military operation planning courses, may be substituted for JPME II.
• Three years of experience may be substituted with completion of an advanced Service planner school (SAMS, SAASS, JAWS, etc.).

17. Knowledge Management Specialist Level II
• Conducts IT activities related to enterprise Knowledge Management (KM) processes, to include, but not limited to: data analysis, document management, data capture, web portals, shared storage locations, data workflows, IT collaboration, data warehousing, decision support, and information dissemination.
• Performs KM planning to encompass the design, architecture and methodology for enterprise IT modernization efforts; selection, implementation, and measure of packaged solutions for enterprise modernization; and complete integration of applications with target data and defined processes
• Integrates information from departments and functions throughout the organization to facilitate easy access, sharing, and dissemination of information with internal business partners and external customers
• Trains and educates front-end users of the knowledge management tools
• Develops reports as required to support KM operations, write knowledge content as required, and prepare presentations for senior management to support recommended changes, new initiatives or enhancements
• Monitors KM solution benefits and key measures of success to ensure that ongoing benefits are realized, and facilitates development of controls with business partners through streamlining KM processes and IT system automation
• Supports all positions with appropriate analysis and backup materials; collaborates across many business units to communicate complex KM concepts

Qualifications:
• Minimum five years of experience as a Knowledge Management Specialist
• Minimum of Bachelor’s Degree in Information Management, or related discipline

18. Knowledge Management Specialist Level III
• Conducts activities related to enterprise Knowledge Management (KM) processes, to include, but not limited to: data analysis, document management, data capture, web portals, shared storage locations, data workflow, IT collaboration, data warehousing, decision support, and information dissemination
• Performs KM planning to encompass the design, architecture and methodology for enterprise IT modernization efforts; selection, implementation, and measure of packaged solutions for enterprise modernization; and complete integration of applications with target data and defined processes
• Coordinates KM process improvement initiatives through the disciplined use of technology solutions, facilitates discussion of process alternatives in order to arrive at best practices, and coordinates the development and modification of new and existing content
• Provides IT operational support to by conducting and overseeing data analysis in order to optimize search results and ensure proper categorization of content within
• Provides IT knowledge systems direction to groups through initiative prioritization, integration, and resource application and ensures that policies and procedures align with the mission
• Manages content that integrates information from departments and functions throughout the organization to facilitate easy access, sharing, and dissemination of information with internal business partners and external customers
• Acts as an SME for Knowledge Management and its reporting capabilities, manages content and workflow, and educates front-end users on the use of the Knowledge Management System
• Oversees reporting to support KM operations and prepares analysis and recommendations related to categorization of content and optimizing search results
• Monitors solution benefits and key measures of success to ensure that ongoing KM benefits are realized
• Facilitates development of controls with business partners through streamlining KM processes and IT system automation, and prepares presentations for senior management to support recommended changes, new initiatives, or IT enhancements

Qualifications:
• Minimum 10 years of experience as a Knowledge Management Specialist
• Minimum of Bachelor's Degree in Information Management, or related discipline

19. Malware Analyst Level III
• Employs engineering techniques and processes to analyze software to identify vulnerabilities
• Re-creates programs to rebuild something similar to it, exploits its weaknesses, or strengthens its defenses
• Develops design specifications by inspection and analysis to offset various malware and to protect and defend infrastructure
• Develops, researches, and maintains proficiency in tools, techniques, countermeasures, and trends in computer and network vulnerabilities, data hiding, and encryption
• Conducts vulnerability assessments/penetration tests of information systems
• Ensures software standards are met; designs, develops, documents, tests, and debugs applications software and systems that contain logical and mathematical solutions
• Performs in-depth detailed research of software and methodologies to build defensive and offensive technical capabilities
• Possesses senior-level experience as a Malware Analyst with a background in cutting-edge technologies
• Often and without source code or documentation, performs system analysis, reverse engineering, and static, dynamic, and best-practice malware analytics methodologies and analysis on Windows, Android, or UNIX-based platforms
• Coordinates effort to develop and analyze operations, DCO, Computer Network Exploitation (CNE), and solutions
• Creates malware detection topologies
• Possesses comprehensive knowledge of programming skills especially including C/C++ and Assembly language, Windows internal C/C++ and either UNIX/Linux or mobile (Android) platform, malware and things related to malware research and analysis, reverse engineering, vulnerability analysis, exploit development, and related disciplines

Qualifications:
• Minimum 10 years of experience as a Malware Analyst
• Minimum of Bachelor's Degree from an accredited college or university in Computer Engineering, Computer Science, Security, Computer Engineering, or related discipline
• Minimum of 8140/8570 IASAE Level II or Computer Network Defense (CND) Certification, 8140/8570 CNDSP Analyst/Infrastructure Support/Incident Responder certified.

20. Modeling & Simulation Engineer Level I
• Provides IT modeling and simulation functions to support operations such as, but not limited to, exercises, plans, coordination, demonstrations, and training/instruction
• Designs seminars, war games, IT exercise scenarios, and actively participates to assess the effectiveness of existing IT capabilities as well as new concepts, methods, and tools
• Develops and employs modeling and simulation decision support tools to map and analyze IT resource planning and policy decisions by participants during war game events on future IT space capabilities and tools
• Identifies and modifies existing modeling and simulation technology tools to meet war game analytical objectives and support model-run analysis during the events and post-execution

Qualifications:
• Minimum 5 years of experience as a Modeling & Simulation Engineer
• Minimum of Bachelor’s Degree from an accredited college or university in Computer Engineering, Computer Science, Security, Computer Engineering, or related discipline

21. **Modeling & Simulation Engineer Level II**
   • Provides IT modeling and simulation functions to support operations such as, but not limited to, exercises, plans, coordination, demonstrations, and training/instruction with minimal guidance
   • Designs seminars, war games, and IT exercise scenarios, and actively participates to assess the effectiveness of existing IT capabilities as well as new concepts, methods, and tools
   • Develops and employs modeling and simulation decision support tools to map and analyze IT resource planning and policy decisions by participants during war game events on future IT space capabilities and tools
   • Identifies and modifies existing modeling and simulation technology tools to meet war game analytical objectives and support model-run analysis during the events and post-execution
   • Contribute substantive content to design seminars, war games and IT exercise scenarios, and actively participates to assess the effectiveness of existing IT capabilities as well as new concepts, methods, and tools

   **Qualifications:**
   • Minimum 10 years of experience as a Modeling & Simulation Engineer
   • Minimum of Bachelor’s Degree from an accredited college or university in Computer Engineering, Computer Science, Security, Computer Engineering, or related discipline

22. **Modeling & Simulation Engineer Level III**
   • Provides IT modeling and simulation functions to support operations such as, but not limited to, exercises, plans, coordination, demonstrations, and training/instruction with no guidance
   • Designs seminar, war games, and IT exercise scenarios, and actively participates to assess the effectiveness of existing IT capabilities as well as new concepts, methods, and tools
   • Develops and employs complex modeling and simulation decision support tools to map and analyze IT resource planning and policy decisions by participants during war game events on future IT space capabilities and tools
   • Identifies and modifies existing modeling and simulation technology tools to meet war game analytical objectives and support model-run analysis during the events and post-execution
   • Leads activities to design seminar, war games, and IT exercise scenarios, and to assess the effectiveness of existing IT capabilities as well as new concepts, methods, and tools

   **Qualifications:**
   • Minimum 15 years of experience as a Modeling & Simulation Engineer
   • Minimum of Bachelor’s Degree from an accredited college or university in Computer Engineering, Computer Science, Security, Computer Engineering, or related discipline

23. **Network Engineer Level II**
   • Determines user requirements and design specifications for networks
   • Monitors networks to ensure network availability to system users
   • Performs necessary maintenance to support network availability
   • Plans, schedules, and conducts the installation of new or modified hardware and associated operating systems and software applications
   • Designs and conducts tests and evaluations of networks. Analyzes and organizes the corresponding hardware and software combined solutions through network modeling and planning.
   • Performs system-level design and configuration of products, including determination of hardware, operating system, and other platform specifications
   • Evaluates new network technologies and makes recommendations to project managers regarding integration of these technologies into the existing network
   • Plans new network configurations and integration into existing networks to maintain optimal performance
   • Provides subject matter expertise to achieve joint full spectrum (terrestrial and space) network interoperability and integration
   • Applies Network Engineering principles, methods, and tools for integrating components (for example, network equipment, protocols, telephony) to develop a functional system or prototype to test the security of computer networks
• With no guidance, deploys, configures, improves, and supports scalable production and corporate network infrastructure following enterprise best practices
• Possesses an in-depth understanding of Network Infrastructure Design as it relates to the architecture/topology of software/hardware/networks, including LANS/WANS, their components and associated protocols and standards, and how they integrate with one another
• Performs data/information management in coordination with other team members

Qualifications:
• Minimum five years of experience as a Network Engineer
• Minimum of Bachelor’s Degree from an accredited college or university in Computer Engineering, Computer Science, Security, Computer Engineering, or related discipline
• Minimum of 8140/ 8570 IASAE Level II Certification

24. Network Engineer Level III
• Provides technical leadership and manages the short- and long-term needs of networks, and supports projects requiring network resources and development of network related policies and procedures
• Analyzes, identifies, and resolves network operational issues to ensure optimum performance and network capacity, and assists with the support of all server platforms that communicate through the network to determine requirements for new and existing systems
• Evaluates and selects IT services, application software, and hardware products and coordinates project teams using effective work planning and oversight practices
• Provides recommendations on current and pertinent technology; identifies and recommends systems directions based on technical changes in the computer industry
• Manages networks configuration involving at least several hundred locations with primary and backup connectivity and a range of connectivity types
• Designs, implements, troubleshoots, and monitors network security mechanisms to mitigate risks of network attacks
• Applies network engineering, operations, architecture, and sound management practices to manage technical staff to meet projects schedules

Qualifications:
• Minimum 10 years of experience as a Network Engineer
• Minimum of Bachelor’s Degree from an accredited college or university in Computer Engineering, Computer Science, Security, Computer Engineering, or related discipline
• Minimum of 8140/ 8570 IASAE Level II Certification

25. Open Source Analyst Level II
• Utilizes highly-specialized and complex IT tools to collect and analyze foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insights into IT security issues
• Provides insight into emerging IT threats and tactics used to breach secure IT infrastructures and publicly traded United States US and international corporations
• Researches and evaluates currently available and/or emerging IT best practices to best mitigate IT risks
• Collaborates closely with experts in IT disciplines/specialties to perform advanced research, analysis, and fusion of information from a variety of sources to prepare a multi-layered analysis/product to support assigned projects
• With no guidance, conducts open source IT research and analysis and develops assessments and reports
• Demonstrates an in-depth understanding of IT system design, policy, and doctrine for use in intelligence and IT space operations
• Possesses an in-depth understanding of DCO, and IN Operations

Qualifications:
• Minimum five years of experience as an Open Source Analyst
• Minimum of Bachelor’s Degree from an accredited college or university in Computer Engineering, Computer Science, Security, or related discipline

26. Open Source Analyst Level III
• Utilizes highly specialized and complex IT tools to collect and analyze foreign and domestic-based publicly available information to identify trends, patterns, and relationships that provide unique insights into IT security issues
• Provides insight into emerging IT threats and tactics used to breach secure IT infrastructures and publicly traded United States US and international corporations
• Researches and evaluates currently available and/or emerging IT best practices to best mitigate IT risks
• Collaborates closely with experts in IT disciplines/specialties to perform advanced research, analysis, and fusion of information from a variety of sources to prepare a multi-layered analysis/product to support assigned projects
• Conducts open source IT research and analysis and develops assessments and reports
• Demonstrates a thorough understanding of IT system design, policy, and doctrine for use in intelligence and IT space operations
• Possesses a thorough understanding of DCO, and IN Operations

Qualifications:
• Minimum 10 years of experience as an Open Source Analyst
• Minimum of Bachelor’s Degree from an accredited college or university in Computer Engineering, Computer Science, Security, or related discipline

27. Operations Research Analyst Level II
• Provide IT operations research analysis support for intelligence, IT space operations, contingency operations, and operational-level planning, joint and multilateral training exercises, and systems engagement policy
• Analyzes actual and predictable operational activities of IT systems to obtain a quantitative, rational basis for decision-making through the application of logic and scientific or economic disciplines and techniques
• Devises complex IT modeling and measuring techniques, and utilizes mathematics, statistical methods, engineering methods, operational mathematics techniques (linear programming, game theory, probability theory, symbolic language, etc.) and other principles and laws of scientific and economic disciplines to investigate complex issues, identify, and solve problems, and aid better decision making
• Applies and/or develops highly advanced technologies, scientific principles, theories, and concepts to assist organizations in utilizing IT to enhance performance and operate more efficiently
• Assists in addressing IT requirements for the evaluation of data assessment strategies: sampling, statistical analysis, evaluation, flow processing, and management assessment strategies
• Develops cost-benefit analysis, data collection, data analysis, risk analysis, simulation model execution, economic analysis, and operational effectiveness studies
• Delivers innovative, flexible, integrated operations research IT solutions to meet changing business needs
• Assists in the planning of programs and recommends technological application programs to accomplish long-range objectives
• Possesses an in-depth understanding of IT space doctrine, policies, operations, and organizations
• Exhibits an intermediate degree of ingenuity, creativity, and resourcefulness during the conduct of research and development and preparation of documents, briefings, and analyses which may include narrative, tabular, and graphic materials
• Interprets policies, procedures, standards, guidelines, and objectives and applies operations research principles and techniques to compound analytic needs
• Analyzes, reports, and develops recommendations on data related to compound operational metrics
• Substantively contributes to uncovering and resolving issues associated with the development and implementation of operational programs

Qualifications:
• Minimum 10 years of experience as an Operations Research Analyst
• Minimum of Bachelor’s Degree from an accredited college or university in Operations Research, Computer Science, Security, Computer Engineering, or related discipline

28. Operations Research Analyst Level III
• Provide operations research analysis support for intelligence, IT space operations, contingency operations, and operational-level planning, joint and multilateral training exercises, and systems engagement policy
• Analyzes actual and predictable, interacting, operational activities of systems to obtain a quantitative, rational basis for decision-making through the application of logic and scientific or economic disciplines and techniques
• Devises complex IT modeling and measuring techniques, and utilizes mathematics, statistical methods, engineering methods, operational mathematics techniques (linear programming, game theory, probability theory, symbolic language, etc.) and other
principles and laws of scientific and economic disciplines to investigate complex issues, identify, and solve problems, and aid better decision making

- Applies and/or develops highly advanced technologies, scientific principles, theories, and concepts to assist organizations in utilizing IT to enhance performance and operate more efficiently
- Assists in addressing IT requirements for the evaluation of data assessment strategies: sampling, statistical analysis, evaluation, flow processing, and management assessment strategies
- Develops cost-benefit analysis, data collection, data analysis, risk analysis, simulation model execution, economic analysis, and operational effectiveness studies
- Delivers innovative, flexible, integrated operations research IT solutions to meet changing business needs
- Assists in the planning of programs and recommends technological application programs to accomplish long-range objectives
- Possesses a thorough understanding of IT space doctrine, policies, operations, and organizations
- Possesses the ability to work with senior military and civilian leaders
- Exhibits an exceptional degree of ingenuity, creativity, and resourcefulness during the conduct of research and development and preparation of documents, briefings, and analyses which may include narrative, tabular, and graphic materials
- Interprets policies, procedures, standards, guidelines, and objectives and applies operations research principles and techniques to complex analytic needs
- Analyzes, reports, and develops recommendations on data related to complex operational metrics
- Often acts independently to uncover and resolve issues associated with the development and implementation of operational programs

Qualifications:
- Minimum 15 years of experience as an Operations Research Analyst
- Minimum of Bachelor’s Degree from an accredited college or university in Operations Research, Computer Science, Security, Computer Engineering, or related discipline

29. Principal Systems Engineer
- Evaluates, develops, and delivers technical input to the systems engineering process
- Develops technical documentation, system architecture, and system design documentation
- Interacts with the Government regarding Systems Engineering technical considerations and for associated problems, issues, or conflicts
- Oversees the technical integrity of work performed and deliverables associated with the Systems Engineering area of responsibility
- Communicates with other program personnel, Government overseers, and senior executives
- Guides system development and implementation planning through assessment or preparation of system engineering management plans and system integration and test plans
- Analyzes complex information and independently takes appropriate actions to resolve problems
- Provides engineering guidance to technical staff and establishes effective working relationships with other Government agencies and mission partners
- Delivers briefings on complex topics to groups, which may include high-level decision makers
- Works complex research projects as senior contributors and as part of an integrated research team
- Designs and delivers solutions

Qualifications:
- Minimum 10 years of experience as a System Engineer
- Minimum of Bachelor’s Degree from an accredited college or university in Operations Research, Computer Science, Security, Computer Engineering, or related discipline
- Strong attention to detail and organizational skills. Excellent communications skills.

30. Program Manager Level I
- Provides overall program management for complex IT projects and programs; defines the IT program scope and objectives, resource requirements, budgets, and tracks/manages program execution, schedule, budget, and risk
- Develops IT program management plans, program documentation, work breakdown structures, program schedules, integrated master schedules, financial reports, and risk management documentation. Prepares charts, tables, graphs, and diagrams to assist in analyzing and effectively presenting information.
• Reviews risk and risk mitigation activities of the IT program and proposes budgets for the same
• Coordinates schedules to facilitate completion of IT program tasks and contract deliverables, briefings/presentations, and program reviews
• Ensures adherence to quality standards and reviews IT program deliverables
• Interfaces with all areas affected by the program including other Directorates, IT National Mission Forces, Service Components, other Government organizations, end users, and IT services
• Ensures compliance with all regulatory and administrative requirements imposed by the contract
• Responsible for all IT program management aspects of the development and implementation of assigned programs
• Develops detailed work plans, schedules, program estimates, resource plans, and status reports for assigned IT programs with minimal guidance
• Conducts program meetings and is responsible for program tracking and analysis
• Recommends and takes action to direct the analysis and solutions of problems

Qualifications:
• Minimum five years of experience as a Program Manager
• Minimum of Bachelor’s Degree from an accredited college or university in Program Management, Business Management, Economics, Political Science, Computer Science, Engineering, Law, Government Contracting or related discipline

31. Program Manager Level II
• Provides overall program management for complex IT projects and programs; defines the IT program scope and objectives, resource requirements, budgets, and tracks/manages program execution, schedule, budget, and risk
• Develops IT program management plans, program documentation, work breakdown structures, program schedules, integrated master schedules, financial reports, and risk management documentation. Prepares charts, tables, graphs, and diagrams to assist in analyzing and effectively presenting information.
• Reviews risk and risk mitigation activities of the IT program and proposes budgets for the same
• Coordinates schedules to facilitate completion of IT tasks and contract deliverables, briefings/presentations, and program reviews
• Ensures adherence to quality standards and reviews IT program deliverables
• Interfaces with all areas affected by the program including other Directorates, IT National Mission Forces, Service Components, other Government organizations, end users, and IT services
• Ensures compliance with all regulatory and administrative requirements imposed by the contract
• Defines program scope and objectives, and organizes, coordinates, and implements the IT program
• Provides day-to-day IT program direction, ensuring quality standards, program tracking, and analysis of assigned aspects of assigned program
• Provides technical and analytical guidance to program team

Qualifications:
• Minimum 10 years of experience as a Program Manager
• Minimum of Bachelor’s Degree from an accredited college or university in Program Management, Business Management, Economics, Political Science, Computer Science, Engineering, Law, Government Contracting, or related discipline
• Desired: CAPM, PMP, or equivalent certification

32. Program Manager Level III
• Provides overall program management for complex IT projects and programs; defines the IT program scope and objectives, resource requirements, budgets, and tracks/manages program execution, schedule, budget, and risk
• Develops IT program management plans, program documentation, work breakdown structures, program schedules, integrated master schedules, financial reports, and risk management documentation. Prepares charts, tables, graphs, and diagrams to assist in analyzing and effectively presenting information.
• Reviews risk and risk mitigation activities of the IT program and proposes budgets for the same
• Coordinates schedules to facilitate completion of IT tasks and contract deliverables, briefings/presentations, and program reviews
• Ensures adherence to quality standards and reviews IT program deliverables
• Interfaces with all areas affected by the program including other Directorates, IT National Mission Forces, Service Components, other Government organizations, end users, and IT services
• Ensures compliance with all regulatory and administrative requirements imposed by the contract
• Responsible for managing the program’s scope, schedule, budget, and risk and developing program documentation such as program schedules, financial reports, and risk management documentation. Prepares charts, tables, graphs and diagrams to assist in analyzing and effectively presenting information.
• Reviews risk and risk mitigation activities of the IT program and proposes budgets for the same
• Evaluates, analyzes, and proposes operational and technical alternatives
• Reviews and provides input for Estimate-To-Complete, Funds and Man-Hour Expenditure Report, or other financial reports as appropriate to provide the status of funded programs. Reviews and evaluates program’s Rough Order of Magnitude
• Schedules and assigns work to subordinates and subcontractors, monitors progress, and resolves discrepancies to ensure compliance with work quality standards and contract and TO requirements
• Directs IT technical teams and facilitates the integration of subtasks to ensure the optimal use of assigned resources and subcontractors

Qualifications:
• Minimum 15 years of experience as a Program Manager
• Minimum of Bachelor’s Degree from an accredited college or university in Program Management, Business Management, Economics, Political Science, Computer Science, Engineering, Law, Government Contracting, or related discipline
• Minimum CAPM, PMP, or equivalent certification

33. Project Analyst Level II
• Provides technical analysis support to the IT Program Manager to evaluate, review, monitor, and report on program performance
• Conducts analysis and monitoring of IT program requirements, performance, schedule, and risk
• Researches, collects, organizes, and interprets technical data and status relating to programs
• Performs data and requirement gathering and systems analysis
• With no guidance, assists the IT Program Manager with planning, initiating, monitoring, and closing out projects
• With no guidance, identifies IT program risks and develops mitigation plans
• Conducts analysis on program performance and risks, researches discrepancies, and prepares management reports and briefings
• Develops and maintains management reports, implementation schedules, and key performance parameters
• Provides input and assists with IT requirements definition, scope of work definition, and scope management
• Participates in analysis activities, identifies actions and coordinates actions across the team
• Conducts requirements analysis, maintains record of requirements, or portions thereof, being fulfilled by IT projects, and dependency on other efforts

Qualifications:
• Minimum two years of experience as a Project Analyst
• Minimum of Bachelor’s Degree from an accredited college or university Desired: Certified Associate in Project Management (CAPM), Project Management Professional (PMP), or equivalent certification

34. Project Analyst Level III
• Provides technical analysis support to the IT Program Manager to evaluate, review, monitor, and report on program performance
• Conducts analysis and monitoring of IT program requirements, performance, schedule, and risk
• Researches, collects, organizes, and interprets technical data and status relating to programs
• Performs data and requirement gathering and systems analysis
• Initiates action to assist the IT Program Manager with planning, initiating, monitoring and closing out multiple, complex projects and deliverables
• Coordinates activities to identify program risks and develops mitigation plans
• Conducts analysis on complex IT program performance and risks, researches discrepancies, and prepares management reports and briefings
• Provides expertise to improve business design, internal processes, and IT program performance

Qualifications:
• Minimum 10 years of experience as a Project Analyst
• Minimum of Bachelor’s Degree from an accredited college or university in Program Management, Business Management, Economics, Political Science, Computer Science, Engineering, Government Contracting, or related discipline
• Minimum CAPM, PMP, or equivalent certification
35. **Project Manager Level II**

- Provides overall project management planning for complex IT projects; defines the IT project scope and objectives, resource requirements, budgets, execution, schedule, and risk.
- Responsible for managing IT project execution, schedule, personnel resources, budget, and risk and overseeing the development of all IT project documentation such as schedules, financial reports, and reporting.
- Develops IT project management plans, budgets, documentation, work breakdown structures, integrated master schedules, financial reports, and risk management documentation.
- Prepares charts, tables, graphs, and diagrams to assist in analyzing and effectively presenting information.
- Provides technical and analytical guidance to the IT project team.
- Reviews risk and risk mitigation activities of the IT project and proposes budgets for the same.
- Coordinates schedules to facilitate completion of IT tasks and contract deliverables, briefings/presentations, and project reviews.
- Ensures adherence to quality standards and reviews IT project deliverables.
- Interfaces with all areas affected by the project including other Directorates, IT National Mission Forces, Service Components, other Government organizations, end users, and IT services.
- Ensures compliance with all regulatory and administrative requirements imposed by the contract.

**Qualifications:**
- Minimum 10 years of experience as a Project Manager.
- Minimum of Bachelor’s Degree from an accredited college or university.
- Strong attention to detail and organizational skills.
- Excellent communications skills.
- Strong analytical and problem-solving skills.
- Desired: CAPM, PMP, or equivalent certification.

36. **Project Manager Level III**

- Provides overall project management planning for complex IT projects; defines the IT project scope and objectives, resource requirements, budgets, execution, schedule, and risk.
- Responsible for managing IT project execution, schedule, personnel resources, budget, and risk and overseeing the development of all IT project documentation such as schedules, financial reports, and reporting.
- Develops IT project management plans, budgets, documentation, work breakdown structures, integrated master schedules, financial reports, and risk management documentation.
- Prepares charts, tables, graphs, and diagrams to assist in analyzing and effectively presenting information.
- Provides technical and analytical guidance to the IT project team.
- Reviews risk and risk mitigation activities of the IT project and proposes budgets for the same.
- Coordinates schedules to facilitate completion of IT tasks and contract deliverables, briefings/presentations, and project reviews.
- Ensures adherence to quality standards and reviews IT project deliverables.
- Interfaces with all areas affected by the project including other Directorates, IT National Mission Forces, Service Components, other Government organizations, end users, and IT services.
- Ensures compliance with all regulatory and administrative requirements imposed by the contract.
- Evaluates, analyzes, and proposes IT operational and technical alternatives.
- Reviews and provides input for Estimate-To-Complete, Funds and Man-Hour Expenditure Report, or other financial reports as appropriate to provide the status of funded IT projects; Reviews and evaluates IT projects Rough Order of Magnitude.
- Schedules and assigns work to subordinates and subcontractors, monitors progress, and resolves discrepancies to ensure compliance with work quality standards and contract and TO requirements.
- Directs technical teams and facilitates the integration of subtasks to ensure the optimal use of assigned resources and subcontractors.
- Serves as focal point to the Government Project Manager for managing all tasks and subtasks and as Principal Representative for project direction and providing project status updates, including financial status.

**Qualifications:**
- Minimum 15 years of experience as a Project Manager.
- Minimum of Bachelor’s Degree from an accredited college or university.
- Minimum of Bachelor’s Degree from an accredited college or university.
- Minimum CAPM, PMP, or equivalent certification.
37. **Project Manager Level IV**

- Provides overall project management planning for complex IT projects; defines the IT project scope and objectives, resource requirements, budgets, execution, schedule, and risk.
- Responsible for managing IT project execution, schedule, personnel resources, budget, and risk and overseeing the development of all IT project documentation such as schedules, financial reports, and reporting.
- Develops IT project management plans, project documentation, work breakdown structures, project schedules, integrated master schedules, financial reports, and risk management documentation.
- Prepares charts, tables, graphs, and diagrams to assist in analyzing and effectively presenting information.
- Provides technical and analytical guidance to the IT project team.
- Reviews risk and risk mitigation activities of the IT project and proposes budgets for the same.
- Coordinates schedules to facilitate completion of IT tasks and contract deliverables, briefings/presentations, and project reviews.
- Ensures adherence to quality standards and reviews IT project deliverables.
- Interfaces with all areas affected by the project including other Directorates, IT National Mission Forces, Service Components, other Government organizations, and users, and IT services.
- Ensures compliance with all regulatory and administrative requirements imposed by the contract.
- Evaluates, analyzes, and proposes IT operational and technical alternatives.
- Reviews and provides input for Estimate-To-Complete, Funds and Man-Hour Expenditure Report, or other financial reports as appropriate to provide the status of funded IT projects; Reviews and evaluates IT projects Rough Order of Magnitude.
- Schedules and assigns work to subordinates and subcontractors, monitors progress, and resolves discrepancies to ensure compliance with work quality standards and contract and TO requirements.
- Directs technical teams and facilitates the integration of subtasks to ensure the optimal use of assigned resources and subcontractors.
- Serves as focal point to the Government Project Manager for managing all tasks and subtasks and as Principal Representative for project direction and providing project status updates, including financial status.

**Qualifications:**
- Minimum 20 years of experience as a Project Manager.
- Minimum of Bachelor’s Degree from an accredited college or university.
- Minimum CAPM, PMP, or equivalent certification.

38. **Software Developer Level I**

- Inspects, cleans, transforms, models data with the goal of highlighting useful information, suggesting conclusions, and supporting decision making.
- Possesses knowledge across the entire field of software technologies and engineering, including information, documentation, databases, model and architecture repositories, analysis, training, testing, data synthesis, hardware, software, standards, economic consideration of selecting techniques and processes, and interoperability.
- Develops software planning documentation, software requirements and design documentation, software support documentation, software test description documentation.
- Conducts software validation and verification, and software engineering anomaly resolution.
- Performs tasks in accordance with applicable guidance (e.g., Directive (D) 5000.1 and Instruction (I) 5000.2) and industry standards (e.g., IEEE/EIA 12207.0, 12207.1, 12207.2, and ISO 9000-3).
- Possesses technical knowledge and familiarity to work with the installation, demonstration, test, validation and evaluation of new and existing software, tools, methods, and software measurement technologies.
- Performs computer network exploitation development: embedded reverse engineering, vulnerability research, and application development for software and embedded systems with a focus on DCO, and CNE activities.
- Evaluates the quality of proposed and existing software systems and solutions that support various IT software activities and are planned to be integrated into various networks and architectures.
- Performs needs and risk analysis of software packages [developmental Government Off-The-Shelf (GOTS) and COTS] relative to mission requirements.
- Develops, updates, and evaluates software engineering standards, specifications, handbooks, or manuals in relation to the development and testing of IT capabilities.
- Documents verification and validation of solution sets and protos, and provide technical assistance to user organizations with all aspects of software acquisition.
- Develops life cycle models and customizes software analytical tools, models, decision aids, screening methods, and techniques used to evaluate and support the authenticity and continuity of national, commercial, and international information systems.
Develops specialized software/firmware modules to run on embedded hardware that communicate across native communications channels and implement specialized functions on embedded systems

Disassembles and analyzes software and embedded firmware

Collaborates with IT Innovation Unit staff working multifunctional programs integrating hardware and software reverse engineering tasks

Develops, creates, and modifies general computer applications software or specialized utility programs

Provides technical assistance for analyzing user needs, translating them into requirements, and developing associated software solutions

Coordinates and collaborates with a team of Integrators, Testers, and Network Engineers to meet criteria for each requirement

Writes technical documentation to include, but not limited to, technical management plans, schedules, requirements documents, test documents, deployment documents, and technical briefings

Develops code, tests, and debugs new software or enhancements to existing software.

Provides technical support in the evaluation of software development

Makes recommendations for improving documentation and development process standards

Assists with developing and executing test procedures for prototype components

Writes and reviews software and system documentation and software user manuals

Develops research solutions by analyzing system performance standards, conferring with users or system engineers; analyzing system flow, data usage and work processes; and investigating problem areas

Serves as research team lead at the level appropriate to the software prototype development process being used on any particular project

Modifies existing software to correct errors, to adapt to new hardware, or to improve its performance

Designs, develops, and modifies software systems using scientific analysis and mathematical models to predict and measure outcomes and consequences of design

Designs or implements complex database or data repository interfaces/queries

Supports tactical engineering activities to include participating in design meetings and technical review meetings, developing technical plans to guide capability development, preparing test plans and procedures, executing tests and writing test reports, reporting status of capability development activities, and reporting goals and results

Qualifications:

- Minimum two years of experience in application software development
- Minimum of Bachelor's Degree from an accredited college or university

Software Developer Level II

- Inspects, cleans, transforms, models data with the goal of highlighting useful information, suggesting conclusions, and supporting decision making
- Possesses knowledge across the entire field of software technologies and engineering, including information, documentation, databases, model and architecture repositories, analysis, training, testing, data synthesis, hardware, software, standards, economic consideration of selecting techniques and processes, and interoperability
- Develops software planning documentation, software requirements and design documentation, software support documentation, software test description documentation,
- Conducts software validation and verification, and software engineering anomaly resolution
- Performs tasks in accordance with applicable guidance (e.g., Directive (D) 5000.1 and Instruction (I) 5000.2) and industry standards (e.g., IEEE/EIA 12207.0, 12207.1, 12207.2, and ISO 9000-3)
- Possesses technical knowledge and familiarity to work with the installation, demonstration, test, validation and evaluation of new and existing software, tools, methods, and software measurement technologies
- Performs computer network exploitation development: embedded reverse engineering, vulnerability research, and application development for software and embedded systems with a focus on DCO, and CNE activities
- Evaluates the quality of proposed and existing software systems and solutions that support various IT software activities and are planned to be integrated into various networks and architectures
- Performs needs and risk analysis of software packages [developmental Government Off-The-Shelf (GOTS) and COTS] relative to mission requirements
- Develops, updates, and evaluates software engineering standards, specifications, handbooks, or manuals in relation to the development and testing of IT capabilities
- Documents verification and validation of solution sets and protols, and provide technical assistance to user organizations with all aspects of software acquisition
Develops life cycle models and customizes software analytical tools, models, decision aids, screening methods, and techniques used to evaluate and support the authenticity and continuity of national, commercial, and international information systems.

Develops specialized software/firmware modules to run on embedded hardware that communicate across native communications channels and implement specialized functions on embedded systems.

Disassembles and analyzes software and embedded firmware.

Collaborates with IT Innovation Unit staff working multifunctional programs integrating hardware and software reverse engineering tasks.

Develops, creates, and modifies general computer applications software or specialized utility programs.

Designs, develops, enhances, debugs, integrates, and implements software. Troubleshoots production problems related to software applications.

Researches, tests, builds, and coordinates the conversion and/or integration of new products based on user requirements.

Designs or implements complex algorithms requiring adherence to strict timing, system resource, or interface constraints; performs quality control on team products.

Confers with system engineers and hardware engineers to derive requirements and to obtain information on project limitations and capabilities, performance requirements, and interfaces.

Oversees one or more software application development teams and ensures the work is completed in accordance with constraints of the software development process being used on any particular project and deliver solutions.

**Qualifications:**

- Minimum five years of experience in application software development.
- Minimum of Bachelor’s Degree from an accredited college or university.

**40. Software Developer Level III**

- Inspects, cleans, transforms, and models data with the goal of highlighting useful information, suggesting conclusions, and supporting decision making.
- Possesses knowledge across the entire field of software technologies and engineering, including information, documentation, databases, model and architecture repositories, analysis, training, testing, data synthesis, hardware, software, standards, economic consideration of selecting techniques and processes, and interoperability.
- Develops software planning documentation, software requirements and design documentation, software support documentation, software test description documentation.
- Conducts software validation and verification, and software engineering anomaly resolution.
- Performs tasks in accordance with applicable guidance (e.g., Directive (D) 5000.1 and Instruction (I) 5000.2) and industry standards (e.g., IEEE/EIA 12207.0, 12207.1, 12207.2, and ISO 9000-3).
- Possesses technical knowledge and familiarity to work with the installation, demonstration, test, validation and evaluation of new and existing software, tools, methods, and software measurement technologies.
- Performs computer network exploitation development: embedded reverse engineering, vulnerability research, and application development for software and embedded systems with a focus on DCO, and CNE activities.
- Evaluates the quality of proposed and existing software systems and solutions that support various IT software activities and are planned to be integrated into various networks and architectures.
- Performs needs and risk analysis of software packages [developmental Government Off-The-Shelf (GOTS) and COTS] relative to mission requirements.
- Develops, updates, and evaluates software engineering standards, specifications, handbooks, or manuals in relation to the development and testing of IT capabilities.
- Documents verification and validation of solution sets and protols, and provide technical assistance to user organizations with all aspects of software acquisition.
- Develops life cycle models and customizes software analytical tools, models, decision aids, screening methods, and techniques used to evaluate and support the authenticity and continuity of national, commercial, and international information systems.
- Develops specialized software/firmware modules to run on embedded hardware that communicate across native communications channels and implement specialized functions on embedded systems.
- Disassembles and analyzes software and embedded firmware.
- Collaborates with IT Innovation Unit staff working multifunctional programs integrating hardware and software reverse engineering tasks.
- Develops, creates, and modifies general computer applications software or specialized utility programs.
- Designs, troubleshoots, and implements software code for end-to-end software development.
- Coordinates project teams to develop concept, interface design, and architecture.
- Researches, tests, builds, and coordinates the integration of new requirements to meet organizational needs.
• Initiates action for evaluation and recommendation of application software packages, application integration and testing tools
• Resolves problems with software and responds to suggestions for improvements and enhancements
• Coordinates system installation and monitors equipment functioning to ensure operational specifications are met
• Implements recommendations for improving documentation and development process standards
• Selects the prototype development process in coordination with customer and system engineering
• Recommends new technologies and research processes for complex software development projects
• Ensures quality control of all developed and modified prototype software
• Delegates programming and testing responsibilities to one or more teams and monitors their performance
• As required, acts as an Agile process SCRUM Master • Mentors other staff to improve reverse engineering skills

Qualifications:
• Minimum 10 years of experience in application software development
• Minimum of Bachelor’s Degree from an accredited college or university

41. Solutions Architect – II
• Responsible for supporting the development of cross functional or large-scale automated information systems to include enterprise IT architectures.
• Designs system architecture to include the IT software, hardware, and communications to support the total requirements and provides for present and future cross functional requirements and interfaces.
• Develops and applies systems engineering and architecture design methods, processes, tools, and techniques to analyze systems, technology, and process integration requirements across multiple applications.
• Communicates and works closely with IT technical staff and supervisors to ensure relevant architect and system designs to business process requirements. Leads data migration and integration analysis.
• Provides IT guidance and supervision to support staff as well as training, when required.

Qualifications:
• Minimum of Bachelor’s Degree from an accredited college or university
• 8+ years of relevant experience
• A minimum of 3 years of experience with designing either software systems or hardware systems running in a virtualized environment

42. Subject Matter Expert Level I
• Serves as an IT SME possessing in-depth knowledge on subjects relating to the conduct, activities, governance, business practices, or operation of complex IT programs, architectures, and systems
• Provides extensive IT technical knowledge and analysis of exceptionally complex problems that need extensive knowledge of the subject matter for effective development and implementation of automated solutions
• Provides technical solutions to a wide range of complex problems
• Works independently without supervision
• Possesses understanding and has wide experience in the application of technical principles, theories, and concepts in the required technical field, and has full knowledge of other related disciplines
• Provides technical expertise in a particular area of IT Design, Architecture, Implementation, Information Systems
• Integration, Software Development Methodologies, Security Engineering, Communications, Network Systems Management, etc.) or a specific functional area (e.g., logistics, IT space operations research, joint operation planning, policy, technical intelligence, etc.)
• Provides expert support, analysis, and research with only broad direction into exceptionally complex problems and processes relating to the subject matter
• Serves as technical expert on high-level project teams providing technical direction, interpretation, and alternatives
• Works under only general direction, thinks independently, and demonstrates superior written and oral communications skills
• Independently determines and develops approaches to solutions and develops solutions that are imaginative, thorough, practicable, and consistent with organizational objectives
• Contributes to the completion of specific programs and projects

Qualifications:
• Minimum 10 years of experience in the area of expertise
• Minimum of Bachelor’s Degree from an accredited college or university

43. **Subject Matter Expert Level II**
- Serves as a senior IT SME possessing in-depth knowledge on subjects relating to the conduct, activities, governance, business practices, or operation of complex IT programs, architectures, and systems
- Provides extensive IT technical knowledge and analysis of exceptionally complex problems that need extensive knowledge of the subject matter for effective development and implementation of automated solutions
- Provides technical solutions to a wide range of complex problems
- Works independently without supervision
- Possesses understanding and has wide experience in the application of technical principles, theories, and concepts in the required technical field, and has full knowledge of other related disciplines
- Provides technical expertise in a particular area of IT (e.g., Information Systems Architecture, Telecommunications Systems Design, Architecture, Implementation, Information Systems
- Guides the completion of specific programs and projects relating to the subject matter
- With no direction, provides expert support, analysis, and research into exceptionally complex problems and processes relating to the subject matter
- Serves as a technical expert on executive-level project teams providing technical direction, interpretation, and alternatives
- Thinks independently and demonstrates exceptional written and oral communication skills
- Exercises considerable latitude in determining technical objectives of assignment
- Independently develops technical solutions to complex problems that require the regular use of ingenuity and creativity
- Guides the successful completion of major programs and may function in a project leadership role

**Qualifications:**
- Minimum 15 years of experience in the area of expertise
- Minimum of Bachelor’s Degree from an accredited college or university

44. **Subject Matter Expert Level III**
- Serves as a senior IT SME, possessing in-depth knowledge on subjects relating to the conduct, activities, governance, business practices, or operation of complex IT programs, architectures, and systems
- Provides extensive IT technical knowledge and analysis of exceptionally complex problems that need extensive knowledge of the subject matter for effective development and implementation of solutions
- Provides technical solutions to a wide range of complex problems
- Works independently without supervision
- Possesses understanding and has wide experience in the application of technical principles, theories, and concepts in the required technical field, and has full knowledge of other related disciplines
- Provides technical expertise in a particular area of IT (e.g., Information Systems Architecture, Telecommunications Systems Design, Architecture, Implementation, Information Systems
- Initiates action for providing expert support, analysis, and research into exceptionally complex problems and processes relating to the subject matter
- Applies advanced technical principles, theories, and concepts on unusually complex technical problems and provides innovative and ingenious solutions
- Works under consultative direction toward predetermined long-range goals and objectives; assignments are often self-initiated
- Initiates action, determines and pursues COAs necessary to obtain desired results
- Contributes to the development of new principles and concepts
- Develops advanced technological ideas and guides their development into a final product

**Qualifications:**
- Minimum 20 years of experience in the area of expertise
- Minimum of Bachelor’s Degree from an accredited college or university

45. **Subject Matter Expert Level IV**
- Serves as a senior IT SME, possessing in-depth knowledge on subjects relating to the conduct, activities, governance, business practices, or operation of complex IT programs, architectures, and systems
• Provides extensive IT technical knowledge and analysis of exceptionally complex problems that need extensive knowledge of the subject matter for effective development and implementation of solutions
• Provides technical solutions to a wide range of complex problems
• Works independently without supervision
• Possesses understanding and has wide experience in the application of technical principles, theories, and concepts in the required technical field, and has full knowledge of other related disciplines
• Provides technical expertise in a particular area of IT (e.g., Information Systems Architecture, Telecommunications Systems Design, Architecture, Implementation, Information Systems
• Initiates action for providing expert support, analysis, and research into exceptionally complex problems and processes relating to the subject matter
• Applies advanced technical principles, theories, and concepts on unusually complex technical problems and provides innovative and ingenious solutions
• Works under consultative direction toward predetermined long-range goals and objectives; assignments are often self-initiated
• Initiates action, determines and pursues COAs necessary to obtain desired results
• Contributes to the development of new principles and concepts
• Develops advanced technological ideas and guides their development into a final product

Qualifications:
• Minimum 25 years of experience in the area of expertise
• Minimum of Bachelor’s Degree from an accredited college or university

46. Systems Administrator Level II
• Organizes and directs the configuration and operation of information management systems
• Provides the day-to-day system administration to include system and resource optimization, and user assistance
• Conducts capacity and performance analysis, and provides system configuration change and upgrade recommendations
• Increases system administrator efficiency and accuracy via the use of automated tools and scripts, develops system administrator procedures, and conducts system administrator training and skills assessment
• Determines computer user needs; analyzes system capabilities and programming techniques and controls
• Manages the daily activities of configuration and operation of systems and performs system capacity analysis and planning
• Maintains servers, creates monitoring reports and logs, and ensures functionality of system links
• Monitors systems for acceptable performance and user accessibility, establishes back-ups, and monitors systems security
• Supervises technical staff; develops and coordinates project directions and schedules to maximize benefits and minimize impacts on the customer organization
• Performs multiple tasks concurrently and responds to emergency situation effectively

Qualifications:
• Minimum six years of system administrator experience
• Minimum of Bachelor’s Degree from an accredited college or university
• Minimum 8140/ 8570 IAT Level I Certification

47. Systems Administrator Level III
• Organizes and directs the configuration and operation of information management systems
• Provides the day-to-day system administration to include system and resource optimization, and user assistance
• Conducts capacity and performance analysis, and provides system configuration change and upgrade recommendations
• Increases system administrator efficiency and accuracy via the use of automated tools and scripts, develops system administrator procedures, and conducts system administrator training and skills assessment
• Determines computer user needs; analyzes system capabilities and programming techniques and controls
• Performs system capacity analysis and planning, maintains servers, creates monitoring reports and logs, and ensures functionality of system links
• Performs configuration management and documentation of network and system topologies
• Prepares technical implementation plans that provide integrated solutions, including actions, milestones, timelines, and critical paths required for complete solutions
• Possesses comprehensive knowledge of the organization’s hardware, software, and network components in addition to knowledge of programming languages and operating systems, current equipment and technologies in use, enterprise backup and recovery procedures, and system performance monitoring tools
• Plans, organizes, and documents complex system design activities and configure systems to be consistent with the policies and procedures

Qualifications:
• Minimum 10 years of system administrator experience
• Minimum of Bachelor’s Degree from an accredited college or university
• Minimum 8140/8570 IAT Level I Certification

48. Systems Engineer Level I
• Evaluates, develops, and delivers technical input to the systems engineering process
• Develops technical documentation, system architecture, and system design documentation
• Interacts with the Government regarding Systems Engineering technical considerations and for associated problems, issues, or conflicts
• Oversees the technical integrity of work performed and deliverables associated with the Systems Engineering area of responsibility
• Communicates with other program personnel, Government overseers, and senior executives
• Performs requirements analysis for systems missions and environments to identify functional definitions and design for system hardware and software
• Analyzes user’s requirements, develops CONOPs documents, high-level system architectures, and system requirements specifications
• Guides users in formulating requirements, advises alternative approaches, and conducts feasibility studies; provides technical leadership for the integration of requirements, design, and technology; and incorporates new plans, designs, and systems into ongoing operations
• Defines performance and design constraints and develops specifications, drawings, and product description data
• Possesses knowledge of engineering policies and procedures
• Conducts engineering research and analysis
• Organizes works to ensure tasking, projects, and assignments are completed according to deadlines
• Contributes to the development of sections of IT and telecommunications systems
• Performs system integration, system administration, or network engineering tasks

Qualifications:
• Minimum two years of experience as a System Engineer
• Minimum of Bachelor’s Degree from an accredited college or university
• Minimum 8140/8570 IAM Level I Certification

49. Systems Engineer Level II
• Evaluates, develops, and delivers technical input to the systems engineering process
• Develops technical documentation, system architecture, and system design documentation
• Interacts with the Government regarding Systems Engineering technical considerations and for associated problems, issues, or conflicts
• Oversees the technical integrity of work performed and deliverables associated with the Systems Engineering area of responsibility
• Communicates with other program personnel, Government overseers, and senior executives
• Analyzes system requirements and coordinates design and development activities
• Conducts briefings to a variety of audiences and conveys information in a clear and articulate manner
• Performs thorough engineering analysis and quick issue resolution simultaneously
• Works both independently and as part of a team to identify problems and develop solutions in accordance with and Defense regulatory guidance • Prioritizes and manages multiple tasks to ensure timely project completion

Qualifications:
• Minimum five years of experience as a System Engineer
• Minimum of Bachelor’s Degree from an accredited college or university
• Minimum 8140/ 8570 IASAE Level II Certification

50. Systems Engineer Level III
• Evaluates, develops, and delivers technical input to the systems engineering process
• Develops technical documentation, system architecture, and system design documentation
• Interacts with the Government regarding Systems Engineering technical considerations and for associated problems, issues, or conflicts
• Oversees the technical integrity of work performed and deliverables associated with the Systems Engineering area of responsibility
• Communicates with other program personnel, Government overseers, and senior executives
• Guides system development and implementation planning through assessment or preparation of system engineering management plans and system integration and test plans
• Analyzes complex information and independently takes appropriate actions to resolve problems
• Provides engineering guidance to technical staff and establishes effective working relationships with mission partners
• Delivers briefings on complex topics to groups, which may include high-level decision makers
• Works complex research projects as senior contributors and as part of an integrated research team
• Designs and delivers solutions

Qualifications:
• Minimum 10 years of experience as a System Engineer
• Minimum of Bachelor’s Degree from an accredited college or university
• Minimum 8140/ 8570 IASAE Level II Certification

51. Technical Writer Level III
• Assists in collecting and organizing information required for preparation of documents, training materials, guides, proposals, and reports
• Provides technical edits to engineering documentation, software documentation, manuals, reports, or any other documents or presentations
• Utilizes strong writing, editing, and communication skills to analyze and present complex information in a format that is easy to read and understand
• Possesses a thorough understanding of the scientific and technical subject matter, documentation content, and requirements
• Recommends and develops diagrams, charts, and graphs that increase the user’s understanding

Qualifications:
• Minimum 10 years of experience as a Technical Writer
• Minimum of Bachelor’s Degree from an accredited college or university

52. Voice/Data Communications Engineer I
• Provides IT technical direction and engineering knowledge for voice/data communications activities including planning, designing, developing, testing, installing and maintaining large communications networks.
• Ensures that adequate and appropriate IT planning is provided to direct building architects and planners in building communications spaces and media pathways meet industry standards.
• Develops, operates, and maintains sophisticated voice, video, data, and wireless IT communications systems.
• Provides complex engineering or analytical tasks and activities associated with one or more technical areas within the communications function.

Qualifications:
• Minimum 3-5 years’ experience
• Minimum of Bachelor’s Degree or higher from an accredited college or university
53. **Voice/Data Communications Engineer II**
- Provides IT technical direction and engineering knowledge for communications activities including planning, designing, developing, testing, installing and maintaining large communications networks.
- Ensures that adequate and appropriate IT planning is provided to direct building architects and planners in building communications spaces and media pathways meet industry standards.
- Develops, operates, and maintains sophisticated voice, video, data, and wireless IT communications systems.
- Provides complex engineering or analytical tasks and activities associated with one or more technical areas within the communications function.

**Qualifications:**
- Minimum 6-9 years’ experience
- Minimum of Bachelor’s Degree or higher from an accredited college or university

54. **Voice/Data Communications Engineer III**
- Provides IT technical direction and engineering knowledge for communications activities including planning, designing, developing, testing, installing and maintaining large communications networks.
- Ensures that adequate and appropriate IT planning is provided to direct building architects and planners in building communications spaces and media pathways meet industry standards.
- Develops, operates, and maintains sophisticated voice, video, data, and wireless IT communications systems.
- Provides complex engineering or analytical tasks and activities associated with one or more technical areas within the communications function.

**Qualifications:**
- Minimum 10-15 years’ experience
- Minimum of Bachelor’s Degree or higher from an accredited college or university
- CCNP Certification or equivalent

55. **Voice/Data Comm Engineer IV**
- Provides technical direction and engineering knowledge for communications activities including planning, designing, developing, testing, installing and maintaining large communications networks.
- Ensures that adequate and appropriate planning is provided to direct building architects and planners in building communications spaces and media pathways meet industry standards.
- Develops, operates, and maintains voice, wireless, video, and data communications systems.
- Provides complex engineering or analytical tasks and activities associated with one or more technical areas within the communications function.

**Qualifications:**
- Minimum 15+ years’ experience
- Minimum of Bachelor’s Degree or higher from an accredited college or university
- CCNP Certification or equivalent

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

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<th>Required Education</th>
<th>Additional Years of Experience Needed for Educational Requirements Equivalency</th>
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### LABOR CATEGORY PRICING

#### 54151S Contractor Site Rates

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54151S Government Site Rates

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