

**GENERAL SERVICES ADMINISTRATION  
Federal Supply Service  
Authorized Federal Supply Schedule Price List**

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

**Multiple Award Schedule**

**Special Item No. 54151S Information Technology Professional Services:**

FPDS Class D301	IT Facility Operation and Maintenance
FPDS Class D302	IT Systems Development Services
FPDS Class D306	IT Systems Analysis Services
FPDS Class D307	Automated Information Systems Design and Integration Services
FPDS Class D308	Programming Services
FPDS Class D310	IT Backup and Security Services
FPDS Class D311	IT Data Conversion Services
FPDS Code D313	Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services
FPDS Class D316	IT Network Management Services
FPDS Class D317	Creation/Retrieval of IT Related Automated News Services, Data Services, or Other Information Services (All other information services belong under Schedule (76)
FPDS Class D399	Other Information Technology Services, Not Elsewhere Classified

**Special Item No. 518210C Cloud Professional Services**

**OLM - Order-Level Materials**

**Contract Number: 47QTCA19D00LJ**

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at [fss.gsa.gov](http://fss.gsa.gov).

**Contract period: 09/20/2019 through 09/19/2024**



**Pyramid Systems, Incorporated**

2677 Prosperity Avenue, Suite 700  
Fairfax, VA 22031  
Toll Free: 1-866-865-2756  
Washington Metropolitan Area: (703) 553-0800

Business Size: Woman Owned Small Business

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

<b>SIN</b>	<b>Description</b>
54151S	<b>Information Technology Professional Services</b>
518210C	<b>Cloud and Cloud Related IT Professional Services</b>

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

<b>Job Title #</b>	<b>Labor Category Description</b>	<b>GSA Hourly Rate Onsite</b>	<b>GSA Hourly Rate Offsite</b>
Technical Information Specialist	See Page 44	\$41.28	\$48.53

**1c. Labor Category Descriptions of all corresponding commercial job titles, experience, functional responsibility and education are outlined on Pages 9-46 within this pricelist.**

**2. Maximum order:** \$500,000

**3. Minimum order.** \$100

**4. Geographic coverage (delivery area):** The geographic scope of this contract is the 48 contiguous states, the District of Columbia, Alaska, Hawaii, and Commonwealth of Puerto Rico.

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

Pyramid Systems, Incorporated  
 2677 Prosperity Avenue, Suite 700  
 Fairfax, VA 22031

**6. Discount from list prices or statement of net price:** Prices shown herein are NET, all discounts deducted

**7. Quantity discounts:** None.

**8. Prompt payment terms:** None

**9. Government purchase cards are accepted above the micro-purchase threshold.**

**10. Foreign items (list items by country of origin):** N/A

- 11a. Time of delivery:** To be negotiated between Pyramid Systems and the ordering agency.
- 11b. Expedited Delivery:** To be negotiated between Pyramid Systems and the ordering agency.
- 11c. Overnight and 2-day delivery:** To be negotiated between Pyramid Systems and the ordering agency.
- 11d. Urgent Requirements:** To be negotiated between Pyramid Systems and the ordering agency.
- 12. F.O.B. point:** FOB Origin.
- 13a. Ordering address:**  
Pyramid Systems, Inc.  
Attention: Contracts  
2677 Prosperity Avenue, Suite 700  
Fairfax, VA 22031
- 13b. 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.
- 14. Payment address:**  
Pyramid Systems, Inc.  
Attention: Accounting  
2677 Prosperity Avenue, Suite 700  
Fairfax, VA 22031
- 15. Warranty provision:** N/A
- 16. Export packing charges, if applicable:** N/A
- 17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** See paragraph 9 above.
- 18. Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
- 19. Terms and conditions of installation (if applicable):** N/A
- 20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. Terms and conditions for any other services (if applicable):** N/A

- 21. List of service and distribution points (if applicable):** N/A
- 22. List of participating dealers (if applicable):** N/A
- 23. Preventive maintenance (if applicable):** N/A
- 24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants):** N/A
- 24b. 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.):**  
<http://www.pyramidsystems.com/508.asp>
- The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/).
- 25. Data Universal Number System (DUNS) number:** 956122402
- 26. Pyramid System's registration in the SAM system is current.**

**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY  
(IT) PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 54151S)**

**\*\*\*\*NOTE:** *All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.*

**1. SCOPE**

- a. The prices, terms and conditions stated under Special Item Number 54151S Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

**2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)**

- a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.
- b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

**3. ORDER**

- a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

#### **4. PERFORMANCE OF SERVICES**

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

#### **5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)**

- a. The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-
  - 1) Cancel the stop-work order; or
  - 2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.
- b. If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-
  - 1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
  - 2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.
- c. If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow

reasonable costs resulting from the stop-work order in arriving at the termination settlement.

- d. If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

## **6. INSPECTION OF SERVICES**

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS-- COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I OCT 2008) (DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

## **7. RESPONSIBILITIES OF THE CONTRACTOR**

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.

## **8. RESPONSIBILITIES OF THE ORDERING ACTIVITY**

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

## **9. INDEPENDENT CONTRACTOR**

All IT Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

## **10. ORGANIZATIONAL CONFLICTS OF INTEREST**

- a. Definitions:

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an

unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

- b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

## **11. INVOICES**

The Contractor, upon completion of the work ordered, shall submit invoices for IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

## **12. PAYMENTS**

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition. As prescribed in 16.601(e)(3), insert the following provision:

- a. The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- b. The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—
  - 1) The offeror;
  - 2) Subcontractors; and/or
  - 3) Divisions, subsidiaries, or affiliates of the offeror under a common control.\

## **13. RESUMES**

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

#### 14. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

#### 15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

#### 16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

**Position Description:** Senior Program Manager

**Minimum General Experience:** At least 10 years of experience in the field or in a related area or a bachelor's degree and at least 15 years of experience in the field or in a related area.

**Minimum Education:** Master's degree

**Functional Responsibility:** Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Responsibilities also include aiding in the negotiation of contracts and contractual changes and coordinating preparations of proposals, plans, specifications, and financial conditions of contracts. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Familiar with standard concepts, practices, and procedures within a particular field. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A certain degree of creativity and latitude is required. Typically reports to a unit/department head.

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**Position Description:** Program Manager

**Minimum General Experience:** At least 8 years of experience in the field or in a related area or bachelor's degree and at least 10 years of experience in the field or in a related area.

**Minimum Education:** Master's degree

**Functional Responsibility:** Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Responsibilities also include aiding in the negotiation of contracts and contractual changes and coordinating preparations of proposals, plans, specifications, and financial conditions of contracts. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Familiar with standard concepts, practices, and procedures within a particular field. Relies on extensive experience and

judgment to plan and accomplish goals. Performs a variety of complex tasks. A certain degree of creativity and latitude is required. Typically reports to a unit/department head.

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**Position Description:** Senior Project Manager

**Minimum General Experience:** At least 5-7 years of experience in the field or in a related area.

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Responsible for the coordination and completion of multiple simultaneous projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of projects. Prepares reports for upper management regarding status of projects. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

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**Position Description:** Project Manager

**Minimum General Experience:** At least 5 years of experience in the field or in a related area.

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

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**Position Description:** Senior Business Analyst

**Minimum General Experience:** 6-8 years of experience in the field or in a related area.

**Minimum Education:** Bachelor's degree in area of specialty

**Functional Responsibility:** Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

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**Position Description:** Senior Programmer/Analyst

**Minimum General Experience:** 4-6 years of experience in the field or in a related area.

**Minimum Education:** Bachelor's degree in related area

**Functional Responsibility:** Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's business applications. Gathers requirements from users and creates specifications and develops code.

Designs and writes codes to support existing application. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

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**Position Description:** Programmer/Analyst

**Minimum General Experience:** 2-4 years of experience in the field or in a related area.

**Minimum Education:** Bachelor's degree in related area

**Functional Responsibility:** Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's business applications. Gathers requirements from users and creates specifications and develops code. Designs and writes codes to support existing application. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

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**Position Description:** Programmer

**Minimum General Experience:** 0-2 years of experience in the field or in a related area.

**Minimum Education:** Bachelor's degree in related area

**Functional Responsibility:** Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's business applications. Gathers requirements from users and creates specifications and develops code. Designs and writes codes to support existing application. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a project leader or manager.

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**Position Description:** Senior Software Engineer

**Minimum General Experience:** At least 4 years of experience (Master's degree), or 6 years' experience (Bachelor's degree) in the field or in a related area

**Minimum Education:** Bachelor or Master's degree

**Functional Responsibility:** Designs, modifies, develops, writes, and implements software programming applications. Supports and/or installs software applications/operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.

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**Position Description:** Software Engineer

**Minimum General Experience:** At least 4 years of experience (Master's degree), or 6 years' experience (Bachelor's degree) in the field or in a related area

**Minimum Education:** Bachelor's degree in the field or in a related area

**Functional Responsibility:** Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications/operating systems. Participates in the testing process through test review and analysis, test witnessing and certification of software. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a manager. A certain degree of creativity and latitude is required.

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**Position Description:** Web Content Specialist

**Minimum General Experience:** 0-4 years of experience

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Assists in the development and implementation of content on websites. May be involved with integrating work of writers and designers to produce a final layout compatible with corporate standards. May be expected to have knowledge of HTML, DHTML and JavaScript programming language. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

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**Position Description:** Web Designer

**Minimum General Experience:** 2-4 years of experience

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Designs and constructs web pages/sites including incorporating graphic user interface (GUI) features and other techniques. Maintains and provides ongoing design of the website, promos and ad banners, seasonal content specials and custom chat launcher design for partners. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a manager. A certain degree of creativity and latitude is required.

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**Position Description:** Senior Systems Analyst

**Minimum General Experience:** At least 5 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree in a related area

**Functional Responsibility:** Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections. Writes manuals for users to describe installation and operating procedures. Must have a working knowledge of relational databases and client-server concepts. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

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**Position Description:** Systems Analyst

**Minimum General Experience:** 0-3 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree in a related area

**Functional Responsibility:** Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a project leader or manager.

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**Position Description:** Senior Test Analyst

**Minimum General Experience:** 4-6 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Evaluates, recommends, and implements automated test tools and strategies. Develops, maintains, and upgrades automated test scripts and architectures for application products. Also writes, implements, and reports status for system test cases for testing. Analyzes test cases and provides regular progress reports. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager.

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**Position Description:** Test Analyst

**Minimum General Experience:** 0-2 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree in a related area

**Functional Responsibility:** Evaluates, recommends, and implements automated test tools and strategies. Develops, maintains, and upgrades automated test scripts and architectures for application products. Also writes, implements, and reports status for system test cases for testing. Analyzes test cases and provides regular progress reports. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.

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**Position Description:** Senior Network Engineer

**Minimum General Experience:** At least 5 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Assists in the development and maintenance of network communications. Uses knowledge of LAN/WAN systems to help design and install internal and external networks. Tests and evaluates network systems to eliminate problems and make improvements. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a supervisor or manager.

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**Position Description:** Network Administrator

**Minimum General Experience:** 4-6 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree in area of specialty

**Functional Responsibility:** Sets up, configures, and supports internal and/or external networks. Develops and maintains all systems, applications, security, and network configurations. Troubleshoots network performance issues and creates and maintains a disaster recovery plan. Recommends upgrades, patches, and new applications and equipment. Provides technical support and guidance to users. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

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**Position Description:** Administrative Assistant

**Minimum General Experience:** 2-4 years of experience in the field or in a related area

**Minimum Education:** High School diploma

**Functional Responsibility:** Performs a variety of administrative functions. Schedules appointments, gives information to callers, and takes dictation. Composes memos, transcribes notes, and researches and creates presentations. Generates reports, handles multiple projects, and prepares and monitors invoices and expense reports. May assist with compiling and developing the annual budget. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.

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**Position Description:** Project Administrator

**Minimum General Experience:** 4 years of experience in the field or in a related area (Associates degree); or 6 years' experience in the field or in a related area (high school diploma)

**Minimum Education:** Associates degree or High School Diploma

**Functional Responsibility:** Plans and coordinates project scheduling, budgeting, and administrative tasks. Supports the project staff by facilitating project logistics such as meetings, conference rooms, conference calls, etc. Takes meeting minutes and action items during meetings and performs basic follow-up. Assists in development of presentations. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Typically reports to a project leader or manager.

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**Position Description:** Senior Document Specialist

**Minimum General Experience:** 3-5 years of experience in the field or in a related area

**Minimum Education:** Associates degree

**Functional Responsibility:** Prepares and/or maintains documentation pertaining to programming, systems operation and user documentation. Translates business specifications into user documentation. Plans, writes, and maintains systems and user support documentation efforts, including online help screen. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. May lead and direct the work

of others. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

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**Position Description:** Document Specialist

**Minimum General Experience:** 0-3 years of experience in the field or in a related area

**Minimum Education:** Associates degree

**Functional Responsibility:** Prepares and/or maintains documentation pertaining to programming, systems operation and user documentation. Translates business specifications into user documentation. Plans, writes, and maintains systems and user support documentation efforts, including online help screen. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

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**Position Description:** Senior Graphic Designer

**Minimum General Experience:** 4 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Uses knowledge of current graphic design software to produce graphic art and visual materials for promotions, advertisements, films, packaging, and informative and instructional material through a variety of media outlets such as websites and CD-ROMs. Generates and manipulates graphic images, animations, sound, text and video into consolidated and seamless multimedia programs. Must remain abreast of technological advances in the field and be able to identify areas of use in the organization. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A great deal of creativity and latitude is expected.

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**Position Description:** Graphic Designer

**Minimum General Experience:** 2-4 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Uses knowledge of current graphic design software to produce graphic art and visual materials for promotions, advertisements, films, packaging, and informative and instructional material through a variety of media outlets such as websites and CD-ROMs. Generates and manipulates graphic images, animations, sound, text and video into consolidated and seamless multimedia programs. Must remain abreast of technological advances in the field and be able to identify areas of use in the organization. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A great deal of creativity and latitude is expected.

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**Position Description:** Senior Technical Writer

**Minimum General Experience:** 4-6 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. Typically reports to a manager or head of a unit/department. A wide degree of creativity and latitude is expected.

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**Position Description:** Technical Writer

**Minimum General Experience:** 2-4 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

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**Position Description:** Subject Matter Expert II (SME II)

**Minimum General Experience:** At least 7 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Works with technical staff and end user groups to evaluate and solve technical problems relating to area(s) of expertise. Evaluates existing systems and/or user needs to analyze, design, recommend, and implement system changes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. May report to an executive or a manager.

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**Position Description:** Subject Matter Expert I (SME I)

**Minimum General Experience:** At least 5 years of experience in the field or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Works with technical staff and end user groups to evaluate and solve technical problems relating to area(s) of expertise. Evaluates existing systems and/or user needs to analyze, design, recommend, and implement system changes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. May report to an executive or a manager.

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**Position Description:** Solution Architect

**Minimum General Experience:** 10 years of experience in the field or in a related area

**Minimum Education:** Master's degree

**Functional Responsibility:** Responsible for designing solutions for an organization. Defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

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**Position Description:** System Architect

**Minimum General Experience:** 10 years of experience in the field or in a related area

**Minimum Education:** Master's degree

**Functional Responsibility:** Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

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**Position Description:** Senior Technology Consultant

**Minimum General Experience:** 10 years of experience (Master's degree) in the field or in a related area or at least 15 years of experience (Bachelor's degree) and in the field or a related area.

**Minimum Education:** Master's or Bachelor's degree

**Functional Responsibility:** Works with technical staff and end user groups to evaluate and solve technical problems. Evaluates existing systems and/or user needs to analyze, design, recommend, and implement system changes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. May report to an executive or a manager.

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**Position Description:** Technology Consultant

**Minimum General Experience:** 6 years of experience (Master's degree) in the field or in a related area or at least 10 years of experience (Bachelor's degree) and in the field or a related area.

**Minimum Education:** Master's or Bachelor's degree

**Functional Responsibility:** Works with technical staff and end user groups to evaluate and solve technical problems. Evaluates existing systems and/or user needs to analyze, design, recommend, and implement system changes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. May report to an executive or a manager.

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**Position Description:** Senior Technical Information Specialist

**Minimum General Experience:** 3-5 years of experience in the field or in a related area

**Minimum Education:** Associate's degree

**Functional Responsibility:** Provides support to end users on a variety of application/technical issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks, and monitors the problem to ensure a timely resolution. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a supervisor or manager. A wide degree of creativity and latitude is expected.

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**Position Description:** Technical Information Specialist

**Minimum General Experience:** 0-2 years of experience in the field or in a related area

**Minimum Education:** Associate's degree

**Functional Responsibility:** Provides support to end users on a variety of application/technical issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks and monitors the problem to ensure a timely resolution. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

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**Position Description:** Help Desk Manager

**Minimum General Experience:** 3 years of experience (Master's degree) in the field or in a related area or at least 7 years of experience (Bachelor's degree) and in the field or a related area.

**Functional Responsibility:** Manages a team of support personnel who troubleshoot IT issues. Implements policies and procedures regarding how problems are identified, received, documented, distributed, and corrected. Ensures maximum issue resolutions in minimum time. Evaluates new information systems products or services and suggests changes to existing products or services to better aide the end user. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to head of a unit/department.

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**Position Description:** Property Management Specialist

**Minimum General Experience:** 5 years of experience in Property Management or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Provides support to end users on a variety of issues. Identifies, Works with technical staff and end user groups to evaluate and solve technical problems relating to Property Management. Evaluates existing systems and/or user needs to analyze, design, recommend, and implement system changes. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of

others. A wide degree of creativity and latitude is expected. May report to an executive or a manager.

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**Position Description:** GIS Programmer

**Minimum General Experience:** 2-4 years of experience in a field or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support Geographic Information Systems. Gathers requirements from users and creates specifications and develops code. Designs and writes codes to support existing application. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Knowledgeable of GIS software and technology. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

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**Position Description:** Software Developer III

**Minimum General Experience:** 2-4 years of experience in a field or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.

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**Position Description:** CSS/HTML Developer

**Minimum General Experience:** 2-4 years of experience in a field or in a related area

**Minimum Education:** Bachelor's degree

**Functional Responsibility:** Consults with clients and other project team members to design, build and manage web sites. Develops installation programs for websites. May negotiate contracts/agreements with software vendors and other internet companies. Has knowledge of a variety of concepts, practices, and procedures within a particular field (i.e., SQL, C++, CSS/HTML, CGI and JavaScript). Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

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**Position Description:** Oracle Technical Director

**Minimum General Experience:** 7-15 years of experience implementation/consulting experience in the software or internet industries in a field or in a related area

**Minimum Education:** Bachelor's degree or foreign equivalent required from an accredited institution.

**Functional Responsibility:** Highly technical and analytical, and demonstrates a strong understanding of Oracle applications, Fusion Middleware and Database. Strong knowledge of information security best practices. Experience with data center networks and network topologies. Expert software architecture skills and experience building complex software

systems. Relevant experience deploying enterprise applications and optimizing storage subsystems for Oracle DB. Strong verbal and written communications skills are a must, as well as the ability to work effectively across internal and external organizations. Computer Science or Math background highly desired; working knowledge of software development practices and technologies highly desired. Broad knowledge of the entire Oracle platform stack.

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**Position Description:** Oracle Technical Manager

**Minimum General Experience:** 8-10 years' experience with the following programming languages and development tools. Oracle SQL, PLSQL, Oracle Developer 6i/10g including forms and reports, Java and J-developer.

**Minimum Education:** Bachelor's degree or foreign equivalent required from an accredited institution.

**Functional Responsibility:** Oversees application quality and integrity when critical production issues arise, ensuring proper communication with infrastructure and application technical support teams. Able to coach and mentor development resources. Ensure quality and completeness of detailed technical specifications, solution designs, and code reviews as well as adherence to the non-functional requirements. Performs hands-on maintenance development work. Participates in Software Change Control Board meetings. Ensures operational transition of investment initiatives and alignment to application stability and strategic direction. Providing oversight to ensure the proper application of design patterns, frameworks, and services to improve consistency and reduce complexity. Ensures that technical documentation and technical artifacts are accurately prepared, maintained, and cataloged. Identifies opportunities to reuse strategic components and reduce over-customization. Constructs a technical specification document and component-level design that is re-usable, efficient, and enables the stated business goals. Designs and develops new features/applications for the internal applications using Oracle PLSQL, SQL, Forms, Reports, Workflow, Oracle DB objects related to the ERP system. Adheres to industry recognized user interface and usability guidelines. Improves existing Oracle applications and processes. Works closely with various different groups to help derive business requirements, define software requirements and drive solutions. Understands the existing applications with an eye towards optimizing and enhancing the technology for future growth. Participates in on-call duty as required for application support. Has 8-10 years' experience with Oracle and 3-5 years' management or leadership experience. Has experience leading design, modeling, development, testing and implementation activities. Experience collaborating with project managers, business analysts, application architects, and business resources.

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**Position Description:** Oracle Senior Principal Consultant

**Minimum General Experience:** 8-10 years' experience with the following programming languages and development tools. Oracle SQL, PLSQL, Oracle Developer 6i/10g including forms and reports, Java and J-developer.

**Minimum Education:** Bachelor's degree or foreign equivalent required from an accredited institution.

**Functional Responsibility:** Manages application quality and integrity when critical production issues arise, ensuring proper communication with infrastructure and application

technical support teams. Able to coach and mentor development resources. Ensure quality and completeness of detailed technical specifications, solution designs, and code reviews as well as adherence to the non-functional requirements. Performs hands-on maintenance development work. Participates in Software Change Control Board meetings. Ensures operational transition of investment initiatives and alignment to application stability and strategic direction. Ensures the proper application of design patterns, frameworks, and services to improve consistency and reduce complexity. Ensures that technical documentation and technical artifacts are accurately prepared, maintained, and cataloged. Identifies opportunities to reuse strategic components and reduce over-customization. Constructs a technical specification document and component-level design that is re-usable, efficient, and enables the stated business goals. Designs and develops new features/applications for the internal applications using Oracle PLSQL, SQL, Forms, Reports, Workflow, Oracle DB objects related to the ERP system. Adheres to industry recognized user interface and usability guidelines. Improves existing Oracle applications and processes. Works closely with various different groups to help derive business requirements, define software requirements and drive solutions. Understands the existing applications with an eye towards optimizing and enhancing the technology for future growth. Participates in on-call duty as required for application support. Has 8-10 years' experience with Oracle and 3-5 years' management or leadership experience. Has experience leading design, modeling, development, testing and implementation activities. Experience collaborating with project managers, business analysts, application architects, and business resources.

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**Position Description:** Oracle Principal Consultant

**Minimum General Experience:** 3 years of progressive experience in the specialty in lieu of every year of education. At least 11 years of experience with Information Technology, 10 years of experience in technology consulting, enterprise and solutions architecture and architectural frameworks, 7 years of experience in creating requirement specifications based on Architecture/Design /Detailing of Processes, At least 7 years of experience in Development/ Configuration/solutions evaluation/ Validation and deployment, at least 7 years of experience in capturing requirements related to internal/external consulting, documenting, and mapping current business process, Analytical and Communication skills, and Planning and Co-ordination skills.

**Minimum Education:** Bachelor's degree or foreign equivalent required from an accredited institution.

**Functional Responsibility:** Anchor the Oracle engagement effort for assignments, all the way from business process consulting and problem definition to solution design, development and deployment. You will be pivotal to problem definition and discovery of the overall solution and guide teams on project processes, deliverables. As a thought leader in your domain, you will be the key advisor to architecture and design reviews. You will anchor business pursuit initiatives, client training, in-house capability building. You will have the opportunity to shape value-adding consulting solutions that enable our clients to meet the changing needs of the global landscape. Will also consider three years of progressive experience in the specialty in lieu of every year of education. At least 11 years of experience with Information Technology, 10 years of experience in technology consulting, enterprise and solutions architecture and architectural frameworks, 7 years of

experience in creating requirement specifications based on Architecture/Design /Detailing of Processes, At least 7 years of experience in Development/ Configuration/solutions evaluation/ Validation and deployment, at least 7 years of experience in capturing requirements related to internal/external consulting, documenting, and mapping current business process, Analytical and Communication skills, and Planning and Co-ordination skills.

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**Position Description:** Application Developer

**Minimum General Experience:** Four (4) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Designs, develops, enhances, debugs, 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 client requirements. Designs and develops new software products or major enhancements to existing software. Evaluates effectiveness. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of others on the development team. Participates in development of software user manuals and technical reports.

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**Position Description:** Sr. Application Developer

**Minimum General Experience:** Eight (8) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Designs, develops, enhances, debugs, 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 client requirements. Designs and develops new software products or major enhancements to existing software. Evaluates effectiveness. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of others on the development team. Participates in development of software user manuals and technical reports.

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**Position Description:** Application System Analyst

**Minimum General Experience:** Four (4) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Formulates or defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity

and limitations, operating time, and form of desired results. Prepares detailed specifications for programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application designs meet business requirements. Formulates/defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs and documents those programs. Provides overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of software systems programming applications. Evaluates new and existing software products. Prepares cost-benefit and return-on-investment analyses to help management decide whether implementing the proposed system will be financially feasible.

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**Position Description:** Sr. Application System Analyst

**Minimum General Experience:** Eight (8) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Formulates or defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application designs meet business requirements. Formulates/defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs and documents those programs. Provides overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of software systems programming applications. Evaluates new and existing software products. Prepares cost-benefit and return-on-investment analyses to help management decide whether implementing the proposed system will be financially feasible.

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**Position Description:** Business Analyst

**Minimum General Experience:** Four (4) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides subject matter expertise to analysis of to business support services. Performs high-level analysis and support related to statutory requirements and compliance, agency mission, strategic goals, business process reengineering, implementation plans, and/or integration of IT investment processes to other procedures and disciplines. Provides group facilitation, interviewing, training, and provides additional forms of knowledge transfer. Experience inferring requirements from Use Cases. Experience

interpreting and creating business models, system models, domain models and sequence diagrams. Working knowledge of object-oriented programming and Service Oriented Architecture (SOA) concepts. Working knowledge of UML is desirable.

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**Position Description:** Sr. Business Consultant

**Minimum General Experience:** Ten (10) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Responsible for analyzing processes and re-engineering, with and understanding of technical problems and Oracle solutions as they relate to the current and future business environment. Create process change by integrating new processes with existing ones and communicating these changes. Recommend and facilitate quality improvement efforts. Will explore/evaluate business requirements compromises/alternatives to assist with balancing business/technical/schedule-cost-risk objectives.

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**Position Description:** Business Intelligence Architect

**Minimum General Experience:** Ten (10) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Serve as the lead technical architect in one of the following areas: Data Architecture, Data Visualization or Extract Transformation Load (ETL). Responsible for establishing one or more of these entities in support of other analysts, architects or developers on the team. Plays a critical role in enabling the ability to bring order and insight to the data. Provides leadership of migration approach, standards, re-usable components, and solution architecture for enterprise application data migration. May be involved in guiding a team of developers in the use of standard methods and ETL tools to achieve project objectives. May possess deep knowledge of ETL technologies used by the team. Perform adaptive & preventative maintenance planning & implementation. Collaborate with Analysts and developers on the efficient use of hardware/software and how those technologies can be applied to effective data visualization applications. May advise, consult, and collaborate with business users, developers, and management from all business areas in the creation of visualizations to support business insight and decision making. May possess thorough knowledge of application design for enhanced visualization capabilities. Carry out "hands on" development of data visualizations in support of projects. Provides advanced technical support in the research, experimentation, business analysis and use of systems technology including architecture, integration capabilities and database management. Additionally, he or she may provide assistance in coordinating software upgrades and the installation of new products. Works closely with other IT groups to coordinate current and future plans and activities, including coordination and technical assistance to facilitate specific development projects that involve the computing environment, the coordination of software upgrades and the installation of new products. Recognizes and identifying potential areas where existing policies and procedures require change, or where new ones need to be developed, especially regarding future business expansion.

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**Position Description:** Business Intelligence Developer

**Minimum General Experience:** Five (5) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Possess highly technical and specialized guidance to design and use available technology to integrate (replicate, extract, transform and load) and improve the quality of enterprise data assets. Provides expertise to team members to assist them in conducting detailed data analysis, transformation analysis and design, and detailed data mapping. Facilitate and conduct joint technical and management reviews to coincide with key task milestones and with periodic reporting plans. May provide support in validating and translating Quality reports. Possess understanding of design and development activities within this environment. Assist in the creation reporting SOP's as well as following the Rational Unified Process (RUP). Support team in collecting detailed data analysis that includes data lineage (source and target definition), transformation analysis and design, and detailed data mapping; ability to design workflows that includes maintaining database connections, file directory maintenance, control-of-flow logic; ability to write scripts that schedule and monitor workflows; ability to verify execution and results. Demonstrated ability to design and use available technology to integrate (replicate, extract, transform and load) and improve the quality of enterprise data assets. Demonstrated ability to perform detailed data analysis that includes data lineage (source and target definition), transformation analysis and design, and detailed data mapping; ability to design workflows that includes maintaining database connections, file directory maintenance, control-of-flow logic; ability to write scripts that schedule and monitor workflows; ability to verify execution and results. Good communication skills; strong teamwork and engagement as a project team member. Experience utilizing the tools and disciplines in the area of Business Objects or ETL.

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**Position Description:** Sr. Business Intelligence Developer

**Minimum General Experience:** Ten (10) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Serve as the lead Business Intelligence Developer in one of the following areas: Business Objects or Extract Transformation Load. Responsible for establishing one or more of these entities in support of the Business Intelligence Architect. Plays a critical role in enabling the ability to bring order and insight to the data. Provide highly technical and specialized guidance in data validation and Data Quality reports. Performs duties that may translate ETL, BOBJ universe development Web report development and use of BOBJ Dashboard Manager. Employ best practices in all design and development activities within this environment. Extensive experience in Rational Unified Process (RUP). May require extensive Business Objects development experience as well as experience developing BO Universes, reports, dashboards and scorecards. Experience utilizing the following tools; Universe Designers, InfoView, Xcelsius and Quaa. Extensive experience analyzing data using SQL tools, such as, TOAD, SQL Navigator and SQL Developer. Familiar with the concepts and structure of a Star Schema.

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**Position Description:** Business Process Consultant

**Minimum General Experience:** Five (5) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Responsible for most complex systems process analysis, design, and simulation. Requires highest-level understanding of organization's business systems and industry requirements. Focus is on process analysis and re-engineering, with an understanding of technical problems and solutions as they relate to the current and future business environment. Creates process change by integrating new processes with existing ones and communicating these changes to impacted Business Systems teams. Recommends and facilitates quality improvement efforts. May lead re-engineering team and act as project manager in some cases.

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**Position Description:** Chief Information Security Officer

**Minimum General Experience:** Ten (10) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides support in the translation of business requirements into telecommunications (e.g., LAN, MAN, WAN, Voice and Video) requirements, designs and orders. Provides in-depth engineering analysis of telecommunications alternatives for government agencies in support of their strategic modernization efforts and telecommunications enhancement design for medium and large-scale telecommunication infrastructures. Provides interface support to telecommunications end users, telecommunications operations personnel, and telecommunications strategic program management.

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**Position Description:** Communication Engineer

**Minimum General Experience:** Five (5) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides support in the translation of business requirements into telecommunications (e.g., LAN, MAN, WAN, Voice and Video) requirements, designs and orders. Provides in-depth engineering analysis of telecommunications alternatives for government agencies in support of their strategic modernization efforts and telecommunications enhancement design for medium and large-scale telecommunication infrastructures. Provides interface support to telecommunications end users, telecommunications operations personnel, and telecommunications strategic program management.

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**Position Description:** Sr. Communication Engineer

**Minimum General Experience:** Eight (8) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides support in the translation of business requirements into telecommunications (e.g., LAN, MAN, WAN, Voice and Video) requirements, designs

and orders. Provides in-depth engineering analysis of telecommunications alternatives for government agencies in support of their strategic modernization efforts and telecommunications enhancement design for medium and large-scale telecommunication infrastructures. Provides interface support to telecommunications end users, telecommunications operations personnel, and telecommunications strategic program management.

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**Position Description:** Configuration Management Specialist

**Minimum General Experience:** Four (4) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting and configuration audits. Identifies and maintains the original configuration of requirements documentation, design documentation, and related documentation. Responsible for configuration change control. Regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Responsible for configuration status accounting. Tracks all problems and changes in product documents and reports changes and current configuration. Responsible for configuration audits. Supports audits to verify that requirements of all baselines have been met. Supports the quality assurance process audits.

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**Position Description:** Sr. Configuration Management Specialist

**Minimum General Experience:** Eight (8) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting and configuration audits. Identifies and maintains the original configuration of requirements documentation, design documentation, and related documentation. Responsible for configuration change control. Regulates the change process so that only approved and validated changes are incorporated into product documents and related software. Responsible for configuration status accounting. Tracks all problems and changes in product documents and reports changes and current configuration. Responsible for configuration audits. Supports audits to verify that requirements of all baselines have been met. Supports the quality assurance process audits.

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**Position Description:** Configuration Manager

**Minimum General Experience:** Four (4) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Plan and coordinate all resources needed to build, test and deploy each release, including resources from other functions. Carry out the process manager role for the release and deployment management processes. Ensure that required change authorization is provided before a release is deployed to production. Coordinate

interfaces between release management and other functions/ processes. Expertise with using Configuration Management toolsets with emphasis on those include in the RFP tool list. Supports the CM efforts on multiple application development teams. Ensures that systems are compliant with established standards and requirements. Assist Project Manager in developing the CM Plan. Participate in application CCB in accordance with the CM Plan. Operate and maintain an application CM Library for the project using FDIC standard CM tools. Assist Project Team members gain and maintain CM proficiency. Provide CM Reports to the Project Manager as requested. Expertise in Continuous Integration practices.

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**Position Description:** Data Analyst

**Minimum General Experience:** Four (4) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Create, maintain and enhance product design and related documentation and to effectively communicate with management and functional areas by presenting problem resolution, product information and status reports in a professional manner. Analyze, investigate, negotiate and resolve problems to ensure product integrity. Acquire and enhance understanding of product knowledge and customer requirements for personal and career development. Provides competent leadership, and highly specialized and technical guidance to complex challenges. Has specialized experience in recent technologies not yet in wide demand. Capable of simultaneously planning, managing, and providing technical oversight for other data analysts. Specialized experience includes use of structured analysis, design methodologies, design tools, entity relationship modeling, and experience with data architectures. Requires familiarity with at least one of the following DBMS: DB2, Oracle, DATACOM/DB, MS-Access, SQL Server, and Sybase. Familiar with and ErWin and logical data modeling techniques. Manages and maintains data models and repositories, ensuring consistency and conformance with established guidelines and agency policy. Demonstrated proficiency using CASE tools as well as logical data modeling techniques. Must have a working knowledge of the phases and associated tasks of a system development life cycle (SDLC). Advises on data element definition, data presentation and analysis and tools.

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**Position Description:** Data Architect

**Minimum General Experience:** Four (4) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Designs, implements and maintains moderately complex databases, access methods, access time, device allocation, validation checks, organization, protection and security, documentation and statistical methods. Maintains database dictionaries, monitors standards and procedures and integration of systems through database design.

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**Position Description:** Sr. Data Architect

**Minimum General Experience:** Eight (8) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Designs, implements and maintains moderately complex databases, access methods, access time, device allocation, validation checks, organization, protection and security, documentation and statistical methods. Maintains database dictionaries, monitors standards and procedures and integration of systems through database design.

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**Position Description:** Data Modeler

**Minimum General Experience:** Seven (7) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Develop integrated data models from multiple data sources, Data Management experience, including Logical and Physical Data Modeling; data definition, data flow Provide direction for broader data management needs of business unit and the enterprise.

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**Position Description:** Data Warehousing Administrator

**Minimum General Experience:** Five (5) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Coordinates the data administration technical function for both data warehouse development and maintenance. Plans and oversees the technical transitions between development, testing, and production phases of the workplace. Facilitates change 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. Expands and improves data warehouse to include data from all functions of the organization using data manipulation, transformation and cleansing tools. Requires three years of experience in the field.

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**Position Description:** Data Warehousing Analyst

**Minimum General Experience:** Five (5) years of experience in a related functional area

**Minimum Education:** Associate's degree or higher required

**Functional Responsibility:** Works in a data warehouse environment, which includes data design, database architecture, metadata and repository creation. Reviews data loaded into the data warehouse for accuracy. Responsible for the development, maintenance and support of an enterprise data warehouse system and corresponding data marts. Troubleshoots and tunes existing data warehouse applications. Conducts research into new data warehouse applications and determines viability for adoption. Assists in establishing development standards. Evaluates existing subject areas stored in the data warehouse. Incorporates existing subject areas into an enterprise model. Creates new or enhanced components of the data warehouse. Requires two years' experience in the field.

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**Position Description:** Data Warehousing Programmer

**Minimum General Experience:** Five (5) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Responsible for product support and maintenance of the data warehouse. Performs data warehouse design and construction. Codes and documents scripts and stored procedures. Designs/implements data strategy methods. Develops appropriate programs and systems documentation. Assists with Meta data repository management. Prepares/implements data verification and testing methods for the data warehouse. Creates index and view scripts. Requires two years' experience in the field.

---

**Position Description:** Database Administrator

**Minimum General Experience:** Seven (7) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Administer production databases in a large environment for complex computer systems. Requires proficiency in design, administration, implementation, upgrades, monitoring and database tuning that ensures the application runs efficiently and reliably. Provide end user technical support required to execute database changes and enhancements as well as security changes. Provide end user support and is the Technical owner/administrator of the application and database.

---

**Position Description:** Database Analyst/ Programmer

**Minimum General Experience:** Four (4) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Under general supervision, designs, implements and maintains moderately complex databases. Maintains database dictionaries and integration of systems through database design. Competent to work on most phases of database administration but may require some instruction and guidance in other phases. Requires two years' experience in the field.

---

**Position Description:** Sr. Database Analyst/ Programmer

**Minimum General Experience:** Six (6) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Under general direction, designs, implements and maintains complex database with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation and statistical methods. Includes maintenance of database dictionaries, overall monitoring of standards and procedures and integration of systems through database design. Competent to work at the highest level of all phases of database management. Requires three years' experience in the field.

---

**Position Description:** Sr. Database Engineer

**Minimum General Experience:** Ten (10) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Experience with DBMS design and system analysis, current operating systems software internals and data manipulation languages. The Sr. Database Engineer must be knowledgeable in the development and maintenance of Oracle 11g or equivalent database systems.

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**Position Description:** Database Specialist

**Minimum General Experience:** Four (4) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides all activities related to the administration of computerized databases. Able to communicate with management, technicians, and end-users to evaluate need prior to development of an automated solution. Prepares detailed reports which might include system requirements such as concurrent usage factors, data storage requirements, response rates, and discuss procedures for processing data through the use of data base management systems (DBMS) including relational data bases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design. Evaluates data base design tradeoffs, impacts on user expectations, performance levels, and space allocation requirements.

---

**Position Description:** Sr. Database Specialist

**Minimum General Experience:** Eight (8) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides all activities related to the administration of computerized databases. Able to communicate with management, technicians, and end-users to evaluate need prior to development of an automated solution. Prepares detailed reports which might include system requirements such as concurrent usage factors, data storage requirements, response rates, and discuss procedures for processing data through the use of data base management systems (DBMS) including relational data bases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies

knowledge and experience with database technologies, development methodologies, and front-end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design. Evaluates data base design tradeoffs, impacts on user expectations, performance levels, and space allocation requirements.

---

**Position Description:** Disaster Recovery Administrator

**Minimum General Experience:** Five (5) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Under general supervision, responsible for the overall security and integrity of organizational electronic data, data systems, and data networks. Designs and administers programs to include policies, standards, guidelines, training programs, and a viable quality assurance process for disaster recovery. Oversees and reviews the testing and implementation of software, data systems, and data networks to ensure that the integrity and security of all electronic data and data systems are adequately protected. Oversees and facilitates the preparation of an organization-wide business resumption plan. Responsible for ensuring the business resumption plan adequately addresses the organization's requirements and established time frames. Responsible for day-to-day security administration of the organization's data systems and data networks including systems access administration. Typically requires five or more years of experience in disaster recovery/business resumption planning.

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**Position Description:** Disaster Recovery Analyst

**Minimum General Experience:** Five (5) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Responsible for security and integrity of assigned electronic data, data systems, and data networks. Designs and administers programs to include policies, standards, guidelines, training programs and a viable quality assurance process for disaster recovery. Oversees and reviews the testing and implementation of software, data systems and data networks to insure that the integrity and security of all electronic data and data systems are adequately protected. Oversees and facilitates the preparation of an organization-wide business resumption plan. Responsible for insuring the business resumption plan adequately addresses the organization's requirements and established time frames. Requires five years' experience in the field.

---

**Position Description:** Enterprise Architect

**Minimum General Experience:** Four (4) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides high-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines in accordance with the strategy and goals of the organization. Develops strategy of system and the design infrastructure necessary to support that strategy.

Advises on selection of technological purchases with regards 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. Tracks current plans that will require IT resources. Monitors and reviews the success of systems and ensures efficiency and effectiveness. Recommends future computer system technologies that will help in the improvement of business in the organization. Integrates IT solution systems for the business with the existing client systems.

---

**Position Description:** Sr. Enterprise Architect

**Minimum General Experience:** Eight (8) years of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides high-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines in accordance with the strategy and goals of the organization. Develops strategy of system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards 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. Tracks current plans that will require IT resources. Monitors and reviews the success of systems and ensures efficiency and effectiveness. Recommends future computer system technologies that will help in the improvement of business in the organization. Integrates IT solution systems for the business with the existing client systems.

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**Position Description:** Enterprise Document Management Architect

**Minimum General Experience:** Ten (10) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides competent leadership in analyzing and resolving business problems in the context of Electronic Documents in compliance with policy and guidance of business records, both electronic and paper. Provides strategic technology advice to stakeholders and members of the Document Management Specialist team for end-to-end approach on the lifecycle of documents. Designs, innovates and supports new EDM applications and technical solutions to business problems. Works with stakeholders to identify and prioritize needs, refine solutions, assist in configuration and implementation of software. Assesses program and system performance and develops program policies and procedures for process improvement. Develops architectural requirements in electronic document hardware and software, and identifies technical methods and emerging technologies in the EDM market.

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**Position Description:** ERP Business Analyst

**Minimum General Experience:** Five (5) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Under general supervision, serves as subject matter expert associated with content, processes, and procedures associated with enterprise applications. Applies functional knowledge to design and customize workflow systems that provide seamless integration for client/server applications. Writes functional requirements, develops test plans, and works with production issues.

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**Position Description:** Sr. ERP Business Analyst

**Minimum General Experience:** Ten (10) plus years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** As senior subject matter expert associated with content, processes, and procedures associated with ERP. Defines detailed requirements, analyzes business needs, and validates solutions with the client. Details requirements through product development and other functions to support the project team. Monitors other business analysts in software development methods and processes and implementation of those methods. Evaluates development projects and assists in tailoring the development process to meet the project needs.

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**Position Description:** ERP Business/Architectural Specialist

**Minimum General Experience:** Ten (10) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Adapts functional business requirements and processes to technical solutions based upon comprehensive enterprise application solution sets. Enterprise resource planning and management processes, including but not limited to: knowledge management, investment analysis, data warehousing, e-commerce, return on investment analysis, human resource analysis, material management and logistics, supply chain management, procurement, ordering, manufacturing, decision support, and information dissemination.

---

**Position Description:** Enterprise Resource Planning Developer

**Minimum General Experience:** Ten (10) years plus or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides analysis, design, development and implementation of substantive application software development or implementation projects. Provides input and leadership to project team for project deliveries and assigned tasks. Analyzes the need for and develops designs for enhancements to and/or maintenance of the ERP applications. Participates in all phases of ERP applications implementation with emphasis on the analysis

of needs, design of solutions, testing, documentation and acceptance phases. Analyzes programming requirements; creates, designs, and develops requirements in specified-media; provides program support, tests, debugs, and writes documentation as required. Meets with client personnel, functional staff and technical staff. Actively applies quality assurance measures to the performance of assigned tasks. Has experience with ERP applications at one specific site and specific expertise with ERP software tools such as PeopleSoft, Oracle.

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**Position Description:** ERP Programmer

**Minimum General Experience:** Ten (10) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Under general supervision, works primarily in ERP client/server enterprise application. Designs and develops all aspects of data conversion. Builds application tables, panels, and reports. Codes individual modules and complex functions. Develops application tables, panels, and reports for projects. Responsible for software integration and external interface development. Troubleshoots and resolves testing issues. Responsible for technical documentation

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**Position Description:** Functional Analyst

**Minimum General Experience:** Four (4) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Performs functional analysis to identify required tasks and their interrelationships. Possesses expert knowledge and experience in the requirements and integration. Works with engineers on systems integration. Provides daily supervision and direction to support staff.

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**Position Description:** Sr. Functional Analyst

**Minimum General Experience:** Eight (8) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Performs functional analysis to identify required tasks and their interrelationships. Possesses expert knowledge and experience in the requirements and integration. Works with engineers on systems integration. Provides daily supervision and direction to support staff.

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**Position Description:** IT Security Specialist

**Minimum General Experience:** Four (4) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides support to plan, coordinate, and implement the organization's information security. Provides support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems. Oversees the efforts of security staff to design, develop, engineer and implement solutions to security requirements. Responsible for the implementation and development of the DHS IT security. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in the MLS arena. Performs risk analyses which also includes risk assessment. Provides support to plan, coordinate, and implement the organization's information security. Provides support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems. A working knowledge of several of the following areas is required: understanding of business security practices and procedures; knowledge of current security tools available; hardware/software security implementation; different communication protocols; encryption techniques/tools; familiarity with commercial products, and current Internet/EC technology. Ability to serve as Information System Security Officer. Provides daily supervision and direction to staff.

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**Position Description:** Sr. IT Security Specialist

**Minimum General Experience:** Eight (8) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides support to plan, coordinate, and implement the organization's information security. Provides support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems. Oversees the efforts of security staff to design, develop, engineer and implement solutions to security requirements. Responsible for the implementation and development of the DHS IT security. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in the MLS arena. Performs risk analyses which also includes risk assessment. Provides support to plan, coordinate, and implement the organization's information security. Provides support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems. A working knowledge of several of the following areas is required: understanding of business security practices and procedures; knowledge of current security tools available; hardware/software security implementation; different communication protocols; encryption techniques/tools; familiarity with commercial products, and current Internet/EC technology. Ability to serve as Information System Security Officer. Provides daily supervision and direction to staff.

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**Position Description:** Network Engineer

**Minimum General Experience:** Four (4) years or higher of experience in a related functional area

**Minimum Education:** Associates degree or higher required

**Functional Responsibility:** Under general supervision, oversees the purchase, installation, and support of network communications, including LAN/WAN systems. Works on problems of diverse scope where analysis of situation requires evaluation and judgment. Responsible for evaluating current systems. Assists in the planning of large-scale systems projects through vendor comparison and cost studies. Requires thorough knowledge of LAN/WAN systems, networks, and applications. Typically requires two to five years of experience.

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**Position Description:** Organizational Change Consultant

**Minimum General Experience:** Four (4) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Assesses organizational readiness and assists in the development of an overall Organizational Change Management Plan. Develops and executes organizational change management strategies and activities to enable successful implementation of information technology initiatives and business transformation programs. Works with government executives and managers to systematically build leadership support for initiatives, involves stakeholders in preparing for change, prepares and trains employees to operate new technology, with new processes, or in new roles, aligns human resource capabilities to support initiatives, provides communications and outreach support, identifies risks associated with organizational change and develops mitigation strategies, designs and executes organizational structures to support IT and transformation initiatives, develops measures to assess organizational readiness for change and to assess progress at implementing change; identifies and develops plans to make legal, policy, changes process required to support IT and transformation initiatives. Utilizes best practice organizational change management techniques to gain buy-in for and roll out the new processes and software applications.

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**Position Description:** Sr. Organizational Change Consultant

**Minimum General Experience:** Eight (8) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Assesses organizational readiness and assists in the development of an overall Organizational Change Management Plan. Develops and executes organizational change management strategies and activities to enable successful implementation of information technology initiatives and business transformation programs. Works with government executives and managers to systematically build leadership support for initiatives, involves stakeholders in preparing for change, prepares and trains employees to operate new technology, with new processes, or in new roles, aligns human resource capabilities to support initiatives, provides communications and outreach support, identifies risks associated with organizational change and develops mitigation strategies, designs and

executes organizational structures to support IT and transformation initiatives, develops measures to assess organizational readiness for change and to assess progress at implementing change; identifies and develops plans to make legal, policy, changes process required to support IT and transformation initiatives. Utilizes best practice organizational change management techniques to gain buy-in for and roll out the new processes and software applications.

---

**Position Description:** Release Management Specialist

**Minimum General Experience:** Two (2) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Serves as the deployment manager for releases and is the primary interface with the Release Management organization. Responsible for ensuring that application release deliverables adhere to required standards, managing project requirements and service request interdependencies to ensure release delivery and integrity. Plan and coordinate all resources needed to build, test and deploy each release, including resources from other functional areas. Supply detailed knowledge of the change and approval process of the organization and ensures that required change authorization is provided before a release is deployed to production. Understands the organizations enterprise architecture and provides specific information on how each application release fits within the architecture. Understands the deployment process for each component within the enterprise architecture.

---

**Position Description:** Security Analyst

**Minimum General Experience:** Four (4) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Understands the customer's assets, critical business functions, and risk tolerance associated with the Program and each of its corresponding Projects. Identify technologies and architectures leveraged, how they are being used, technology standards, and known risks. Focus on the standards and frameworks, and determine which existing infrastructural security controls apply to each project or project component. Identify gaps and weaknesses in the project specific security approach. Perform threat modeling to ensure the appropriateness of defenses. Develop general customer specific based abuse/misuse cases to be defensively addressed and tested; Uncover new threats and unknown vulnerabilities. Certified Secure Software Lifecycle Professional (CSSLP), SANS GIAC Secure Software Programmer (GSSP), SANS GIAC Web Application Security (GWEB), or SANS GIAC Web Application Penetration Tester (GWAPT) certification is strongly desired.

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**Position Description:** Sr. Security Analyst

**Minimum General Experience:** Six (6) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Serve a team lead and guides the team in understanding customer's assets, critical business functions, and risk tolerance associated with the Program and each of its corresponding projects. Identify technologies and architectures leveraged, how they are being used, technology standards, and known risks. Focus on the standards and frameworks, and determine which existing infrastructural security controls apply to each project or project component. Identify gaps and weaknesses in the project specific security approach. Perform threat modeling to ensure the appropriateness of defenses. Develop general customer specific based abuse/misuse cases to be defensively addressed and tested; Uncover new threats and unknown vulnerabilities. Certified Secure Software Lifecycle Professional (CSSLP), SANS GIAC Secure Software Programmer (GSSP), SANS GIAC Web Application Security (GWEB), or SANS GIAC Web Application Penetration Tester (GWAPT) certification is strongly desired.

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**Position Description:** Security Manager

**Minimum General Experience:** Eight (8) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Manager understands and expresses the customer's priorities and concerns which require full visibility and line of sight to the assurance of the security defenses. Collect and provide the business information that enables appropriate and correct decisions. They understand the strategic importance of their project to the business, the criticality of the information they are processing, and how much risk is appropriate. They consider the disclosure of sensitive information, the inability to perform critical activities, the corruption of important data, or a loss of accountability on transactions. Deliver applications that provide visibility into how these concerns are met, and provide a line of sight with measurable and accountable assurance to substantiate system's defenses. Determine that primary security concerns for the business owners, stakeholders, intersecting organizations, and users have been correctly addressed. Ultimately responsible for ensuring the security technology strategy and all compliance requirements

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**Position Description:** Security Tester

**Minimum General Experience:** Three (3) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides expert security verification of software applications, using both automated and manual techniques. Create test plans and scripts tailored for the system's/application's security controls, whether common or unique. Configure, tailor, and run scanning tools, evaluating the results to eliminate false positives and correct risk ratings. Design cost-effective security verification procedures leveraging techniques including architecture review, penetration testing, and code review. Communicate risks to development teams and management and have the ability to describe how the risk applies to a specific application in a particular business context. SANS GIAC Secure Software Programmer (GSSP), SANS GIAC Web Application Security (GWEB), or SANS GIAC Web Application Penetration Tester (GWAPT) certification is strongly desired.

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**Position Description:** Sr. Solutions Architect

**Minimum General Experience:** Eight (8) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Assesses business objectives, conducts gap analysis of existing versus needed capability, and identifies business requirements. Evaluates business requirements to identify potential software, hardware, and system architectures can be employed to meet business objectives. Develops potential technical solutions to meet business needs and supports analysis of alternatives for best fit. Evaluates technical trends and provides recommendations for technology and architecture to meet business objectives. Performs research on emerging technologies to support proof-of-concept (POC) capabilities and identify future solutions for the organization.

---

**Position Description:** System Administrator

**Minimum General Experience:** Four (4) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides support for implementation, troubleshooting and maintenance of IT systems. Manages IT system infrastructure and any processes related to these systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remain involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Must possess experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based.

---

**Position Description:** Sr. System Administrator

**Minimum General Experience:** Eight (8) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides support for implementation, troubleshooting and maintenance of IT systems. Manages IT system infrastructure and any processes related to these systems. Provides support to IT systems including: day-to-day operations, monitoring and problem resolution for all of the client problems. Provides second level problem identification, diagnosis and resolution of problems. Provides support for the dispatch system and hardware problems and remain involved in the resolution process. Provides support for the escalation and communication of status to agency management and internal customers. Must possess experience in one or more systems and architectures and associated hardware: mainframe, mini, or client/server based.

---

**Position Description:** System Engineer

**Minimum General Experience:** Four (4) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Analyzes functional business requirements and design specifications for functional activities. Should provide identification/fixing for the problems within existing systems design/implementation of new systems, enhances the existing systems and participates in analysis, design and new construction of next generation IT systems. Responsible for understanding the needs of the customers and the realities of commercially available IT products, and creating requirements that will allow implementation by the architecture and engineering team and COTS products. Must possess experience of system engineering in one or more areas including telecommunications concepts, computer languages, operating systems, database/DBMS and middleware.

---

**Position Description:** Sr. System Engineer

**Minimum General Experience:** Eight (8) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Analyzes functional business requirements and design specifications for functional activities. Should provide identification/fixing for the problems within existing systems design/implementation of new systems, enhances the existing systems and participates in analysis, design and new construction of next generation IT systems. Responsible for understanding the needs of the customers and the realities of commercially available IT products, and creating requirements that will allow implementation by the architecture and engineering team and COTS products. Must possess experience of system engineering in one or more areas including telecommunications concepts, computer languages, operating systems, database/DBMS and middleware.

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**Position Description:** Technical Lead

**Minimum General Experience:** Ten (10) plus years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Responsible for defining the technical requirements for new and/or enhanced products, services, and/or optimized business processes. Provides support in IT strategy and planning, workflow and process design, tool/systems integration, and solution development.

---

**Position Description:** Test Manager

**Minimum General Experience:** Five (5) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides support in planning, executing and reporting on software development and maintenance testing. Review and provide recommendations

regarding test documentation. Develop test plans and procedures in support of system evaluation based upon specifications and technical data articulated in requirements documents. Develop and implement data collection plans based on data collection requirements, to include training for operators and data collectors. Conduct required reviews of all data collection forms and operational logs collected during test. Review Test Incident Reports for accuracy and completeness. Supports analysis of documented user requirements and assists in the design of test plans in support of user requirements. Works and collaborates with testing working groups for test related issues and topics. Possesses knowledge of Test Management, Automation toolsets and process.

---

**Position Description:** Sr. Test Manager

**Minimum General Experience:** Eight (8) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provide competent leadership to: Plan, execute, and report software development and maintenance testing; Review and provide recommendations regarding test documentation; Develop test plans and procedures in support of system evaluation based upon specifications and technical data articulated in requirements documents; develop and implement data collection plans based on data collection requirements, to include training for operators and data collectors; Assist in the development and implementation of databases required to support automated data collection processes; Conduct required reviews of all data collection forms and operational logs collected during test; Review Test Incident Reports for accuracy and completeness.

---

**Position Description:** User Interface Developer

**Minimum General Experience:** Three (3) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Experience in designing, developing, building, and maintaining large web based systems. Shall understand UI specifications and be able to follow system design specifications related to user interfaces. Shall code, test, debug, and document UI pages based on industry standards and an approved UI development methodology. Shall understand and follow information architecture, web technologies, continuous integration, and test driven development. Shall document unit tests, test results, and configuration changes.

## 17. DESCRIPTION OF CLOUD AND CLOUD RELATED IT PROFESSIONAL SERVICES (SIN 518210C)

**Position Description:** Cloud Application Developer

**Minimum General Experience:** Three (3) to Five (5) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Designs and develops new cloud applications and solutions using technologies such as AWS, Microsoft Azure and Salesforce. Supports the overall architecture, engineering, and design of the solution. May lead a development team in addition to providing hands-on support for the design and development of user interfaces, back-end services, and integrations with other systems. Performs feasibility analysis on potential future projects to management. Monitors, analyzes and recommends strategies relevant to traffic on the cloud. Researches, designs, and develops computer systems, in conjunction with cloud components, applying principles and techniques of computer science, engineering, and mathematical analysis. Develops and directs system testing, programming, and documentation. Consults with customers concerning maintenance of applications and systems. Develops documentation describing program design, program maintenance, and testing. Writes user manuals and operator manuals.

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**Position Description:** Cloud Integration Engineer

**Minimum General Experience:** Three (3) to Five (5) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provide integration solutions as part of the development and deployment of enterprise system solutions to include the design and implementation of existing customer applications and workloads. Design and develops integration solutions, APIs and Web Services using technologies such as MuleSoft and Microservices deployed on Infrastructure as-a Service (IaaS) platforms such as AWS and Azure. Provides technical leadership in addition to providing hands-on software development and integration support. Work with other senior engineers and functional experts to ensure development work in a highly integrated environment. Partner with Solutions Architects to understand requirements, assist in providing scope, and help drive engineering activities through deployment. Work with technical leads and managers on the team to support other engineers with technical consulting and direction, problem solving, as well as write & review designs, technical specifications, and supporting documentation for operational support. Work closely with architects and engineering leads to make sure all solutions adhere to existing security guidelines and principals and assist in evolving our processes in an effort to continuously improve.

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**Position Description:** Cloud Test Engineer

**Minimum General Experience:** Three (3) to Five (5) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Responsible for ensuring the operational reliability of a large mission critical cloud environment composed of many interrelated application systems. Support in defining and helping to implement an automated testing strategy within a larger multi-discipline infrastructure team in a cloud environment such as Microsoft Azure or Amazon AWS. Work with scrum masters, technical writers, security experts, and cloud automation engineers to execute a coordinated quality control strategy, helping the project to meet and exceed infrastructure SLA's. Identify systemic issues, coordinate issue resolution, and validate issue remediation.

---

**Position Description:** Cloud Configuration Management Specialist

**Minimum General Experience:** Four (4) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Lead and provide expertise for a large enterprise Infrastructure environment. Provide support to configuration management activities including the process for System Change Requests (submitting, approving, developing, testing and migrating to production). Hands on experience and knowledge of working with AWS and other cloud environments along deploying solutions supporting the enterprise focusing on datacenter operations is key. Maintain documented Operations and Maintenance procedures, perform all updates and enhancements as provided by the vendor to the CM tools suite of applications to include patches, enhancements and upgrades. Recommend and document configuration identification standards for software, hardware, and documentation CIs. Utilize CM tools capabilities to enhance CI/CD to support Agile methodologies and Dev/Sec/Ops practices using open source tools. Participate in all enterprise level meetings, reviews and providing needed feedback as appropriate. Guide team to maintain all pertinent Knowledge Management documents and SOPs and/or update or establish new procedures as maturity advances. Constantly monitor all CM related communication channels and resolve issues. Perform audits and develop report CM tools storage capacity, organizations, and administrators on an ad hoc basis. Verify compliance and document, develop periodic metrics, software related changes, updates related reports.

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**Position Description:** Cloud Program Manager

**Minimum General Experience:** Eight (8) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provides business, technical and personnel management to subordinate groups of technical and administrative personnel across multiple disciplines such as engineering, application program and systems development. Experienced managing projects with cloud solutions such as Microsoft Azure or Amazon AWS. Responsible for the overall, day to day management of a specific task order or group of task orders affecting the same or related/interdependent systems. Executes a wide variety of projects requiring exploration of subject areas, definition of problems, and development of cost-effective approaches for resolution. Schedules and assigns work to subordinates and subcontractors

and monitors progress and resolves discrepancies to ensure compliance with work/quality standards and contract/task order requirements. Ensures that the technical solutions and schedules in the task order(s) are implemented within estimated timeframes and budget constraints. May serve as the Contractor's authorized interface with the Government Contracting Officer, the Contracting Officer's Representative/Technical Representative (COR/COTR), government management personnel, and agency representatives.

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**Position Description:** Cloud Project Manager

**Minimum General Experience:** Four (4) to Six (6) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Responsible for planning and executing a cloud-based projects. Prepares and maintains the project schedule and budget. Prepares and delivers status reports to the customer. Primary point of contact for the customer. Oversees all work and takes corrective action as necessary to ensure project success. Manages staffing, budget, prioritization, and other personnel matters. May serve as technical lead for the project.

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**Position Description:** Cloud Architect

**Minimum General Experience:** Six (6) to Eight (8) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Responsible for leading the creation of a technology framework and providing technical leadership in cloud computing and automation, with a focus on the design of systems and services that run on cloud platforms. Lead cloud DevOps effort to provide architectural leadership and best practices and ensure that critical applications are designed and optimized for high availability and disaster recovery. Ability to lead technical customer engagements including architectural design sessions, specific implementation projects and/or pilots, minimum viable products, platform core enablement and workload onboarding. Experienced in customer-facing roles and success leading deep technical architecture discussions with senior customer executives, Enterprise Architects, IT Management and Developers.

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**Position Description:** Cloud Security Specialist

**Minimum General Experience:** Four (4) to Six (6) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Leads or plays key role on project teams in system consolidation, information security software upgrades, and contingency management planning and execution. Trains information security analysts on problem resolution and conformance requirements by developing and conducting courses and explaining reference manuals. Assists technical support groups in the design and testing of information security products to provide solutions for information security issues and ensure conformance to requirements. Identifies and recommends solutions such as program or system modifications

to prevent security exposures. Experience in cloud solutions such as Microsoft Azure or Amazon AWS with emphasis on cloud security.

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**Position Description:** Cloud Information Engineer

**Minimum General Experience:** Four (4) to Six (6) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Performs information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation. Implements information engineering projects; and performs systems analysis; design and programming using CASE and IE tools and methods, systems planning, business information planning, and business analysis.

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**Position Description:** Cloud Systems Engineer

**Minimum General Experience:** Five (5) years or higher of experience in a related functional area

**Minimum Education:** Bachelor's degree required

**Functional Responsibility:** Provide expert level design and operational practices for cloud-based solutions such as Microsoft Azure or Amazon AWS. Own critical aspects of our technology operations in areas including Production, deployment process automation, monitoring, and security. Create and maintain build scripts, templates and other artifacts for the Infrastructure stack. Support Continuous Integration (CI) and build servers and ensure adherence to CI principles. Support the migration of applications to the cloud infrastructure and assist in the analysis, tuning, and re-architecture when necessary to ensure adherence to business requirements.

## GSA PRICELIST FOR IT PROFESSIONAL SERVICES

*\*Escalation is currently established for subsequent contract years 9/2020 – 9/2024 at 2%.  
Year-to-year escalation for years 2020 – 2024 must be approved annually by contract modification.*

Commercial Labor Category	9/2019 - 9/2020	
	On-Site	Off-Site
Sr. Program Manager	\$166.21	\$182.50
Program Manager	\$157.67	\$163.79
Sr. Project Manager	\$149.78	\$171.78
Project Manager	\$131.22	\$153.38
Sr. Business Analyst	\$108.02	\$127.60
Sr. Programmer/Analyst	\$115.79	\$122.47
Programmer/Analyst	\$84.95	\$102.36
Programmer	\$69.48	\$74.45
Sr. Software Engineer	\$119.72	\$141.48
Software Engineer	\$83.82	\$99.01
Web Content Specialist	\$84.73	\$101.63
Web Designer	\$86.30	\$103.51
Sr. Systems Analyst	\$108.07	\$126.57
Systems Analyst	\$84.92	\$88.22
Sr. Test Analyst	\$100.82	\$119.12
Test Analyst	\$63.00	\$74.46
Sr. Network Engineer	\$115.79	\$138.85
Network Administrator	\$91.26	\$105.85
Administrative Assistant	\$48.12	\$57.68
Project Administrator	\$63.88	\$74.45
Sr. Document Specialist	\$83.82	\$99.01
Document Specialist	\$74.11	\$80.74
Sr. Graphic Designer	\$72.02	\$86.36
Graphic Designer	\$56.87	\$70.72
Sr. Technical Writer	\$89.02	\$105.16
Technical Writer	\$74.05	\$87.49
Subject Matter Expert 2	\$147.59	\$170.44
Subject Matter Expert 1	\$106.47	\$124.51
Solutions Architect	\$157.55	\$182.48
System Architect	\$115.80	\$136.81
Sr. Technology Consultant	\$185.27	\$200.73
Technology Consultant	\$162.09	\$175.87
Sr. Technical Information Specialist	\$56.49	\$66.43

Commercial Labor Category	9/2019 - 9/2020	
	On-Site	Off-Site
Technical Information Specialist	\$41.28	\$48.53
Help Desk Manager	\$87.23	\$103.05
Property Management Specialist	\$59.60	\$70.08
GIS Programmer	\$62.08	\$73.01
Software Developer III	\$58.35	\$69.98
Sr. CSS/HTML Developer	\$97.65	\$113.13
Oracle Technical Director	\$262.85	\$276.66
Oracle Technical Manager	\$227.00	\$238.94
Oracle Sr. Principal Consultant	\$210.79	\$221.87
Oracle Principal Consultant	\$184.34	\$194.04
Application Developer	\$69.13	\$93.53
Sr. Application Developer	\$101.38	\$137.16
Application System Analyst	\$59.90	\$81.07
Sr. Application System Analyst	\$82.95	\$112.24
Business Analyst	\$96.03	\$100.83
Sr. Business Consultant	\$146.18	\$171.97
Business Intelligence Architect	\$155.62	\$163.40
Business Intelligence Developer	\$114.36	\$120.09
Sr. Business Intelligence Developer	\$136.08	\$142.87
Business Process Consultant	\$113.52	\$124.88
Chief Information Security Officer	\$132.74	\$146.02
Communication Engineer	\$59.90	\$81.07
Sr. Communication Engineer	\$92.18	\$124.72
Configuration Management Specialist	\$64.53	\$87.28
Sr. Configuration Management Specialist	\$78.36	\$105.99
Configuration Manager	\$105.16	\$110.43
Data Analyst	\$102.92	\$108.07
Data Architect	\$96.77	\$130.93
Sr. Data Architect	\$138.26	\$187.08
Data Modeler	\$128.97	\$151.74
Data Warehousing Administrator	\$97.60	\$107.38
Data Warehousing Analyst	\$92.23	\$101.46
Data Warehousing Programmer	\$92.25	\$101.47
Database Administrator	\$103.18	\$121.39
Database Analyst/ Programmer	\$88.19	\$97.01
Sr. Database Analyst/ Programmer	\$99.46	\$109.40
Sr. Database Engineer	\$124.00	\$145.88
Database Specialist	\$82.95	\$112.24
Sr. Database Specialist	\$101.38	\$137.16
Disaster Recovery Administrator	\$96.23	\$105.85

Commercial Labor Category	9/2019 - 9/2020	
	On-Site	Off-Site
Disaster Recovery Analyst	\$90.35	\$99.38
Enterprise Architect	\$129.04	\$174.57
Sr. Enterprise Architect	\$147.46	\$199.53
Enterprise Document Management Architect	\$140.04	\$147.05
ERP Business Analyst	\$92.97	\$102.26
Sr. ERP Business Analyst	\$111.45	\$122.59
ERP Business/Architectural Specialist	\$123.65	\$136.01
Enterprise Resource Planning Developer	\$136.08	\$142.87
ERP Programmer	\$95.44	\$104.98
Functional Analyst	\$59.90	\$81.07
Sr. Functional Analyst	\$82.95	\$112.24
IT Security Specialist	\$87.56	\$118.46
Sr. IT Security Specialist	\$129.04	\$174.57
Network Engineer	\$74.99	\$82.49
Organizational Change Consultant	\$115.22	\$155.89
Sr. Organizational Change Consultant	\$138.26	\$187.08
Release Management Specialist	\$75.52	\$79.29
Security Analyst	\$94.65	\$99.38
Sr. Security Analyst	\$105.16	\$110.43
Security Manager	\$155.55	\$163.31
Security Tester	\$94.65	\$99.38
Sr. Solutions Architect	\$165.90	\$224.45
System Administrator	\$64.53	\$87.28
Sr. System Administrator	\$96.77	\$130.93
System Engineer	\$69.13	\$93.53
Sr. System Engineer	\$101.38	\$137.16
Technical Lead	\$128.97	\$151.74
Test Manager	\$105.16	\$110.43
Sr. Test Manager	\$123.90	\$130.10
User Interface Developer	\$68.79	\$80.93

## GSA PRICELIST

### FOR

### CLOUD AND CLOUD RELATED IT PROFESSIONAL SERVICES

*\*Escalation is currently established for subsequent contract years 9/2021 – 9/2024 at 2%.  
Year-to-year escalation for years 2021 – 2024 must be approved annually by contract  
modification.*

Commercial Labor Category	9/2020 - 9/2021	
	On-Site	Off-Site
Cloud Application Developer	\$131.71	\$138.65
Cloud Integration Engineer	\$133.75	\$140.80
Cloud Test Engineer	\$116.01	\$122.12
Cloud Configuration Management Specialist	\$128.57	\$135.34
Cloud Program Manager	\$221.57	\$233.23
Cloud Project Manager	\$156.53	\$164.78
Cloud Architect	\$187.43	\$197.29
Cloud Security Specialist	\$141.73	\$149.19
Cloud Information Engineer	\$136.61	\$143.81
Cloud Systems Engineer	\$133.93	\$140.99

## **Order Level Materials - OLM**

OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs.

OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.

OLM SIN-Level Requirements/Ordering Instructions:

OLMs are:

- Purchased under the authority of the FSS Program
- Unknown until an order is placed
- Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs)
- Only authorized for use in direct support of another awarded SIN.
- Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN)
- Subject to a Not To Exceed (NTE) ceiling price

OLMs are not:

- "Open Market Items."
- Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level)

OLM Pricing:

- Prices for items provided under the Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF).
- The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against an FSS BPA awarded under an FSS contract, cannot exceed 33.33%.

NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.