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

GSA Contract Number: 47QTCA20D006G
SIN: 54151S – Information Technology Professional Services
Contract Period: February 19, 2020 through February 18, 2025

Company Name: Cipher Tech Solutions, Inc.
Address: 1945 Old Gallows Road, Suite 620, Vienna, VA 22182
Website: www.CipherTechSolutions.com
E-Mail: GSAOrders@cipherTechSolutions.com
Phone: 1-888-948-8324 x 500
Fax: 845-230-6632

Business Size: Small Business (< 500 Employees)
DUNS: 626566207
CAGE: 4KVA9
ITAR Registrant Code: M36327

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

Customer Information ............................................................................................................. 3
Pricing ................................................................................................................................... 56
Customer Information

1a. Table of awarded special item number(s):

<table>
<thead>
<tr>
<th>SIN</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>54151S</td>
<td>Information Technology Professional Services</td>
</tr>
</tbody>
</table>

1b. Identification of the lowest priced labor category title and hourly rate awarded under the contract:

<table>
<thead>
<tr>
<th>Labor Category Title</th>
<th>GSA Hourly Rate (Includes IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical Travel, Import \ Export, and Deployments Coordinator \ Analyst (Entry)</td>
<td>$85.50</td>
</tr>
</tbody>
</table>

1c. Labor Category Descriptions:

<table>
<thead>
<tr>
<th>Labor Category Overview</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor Category</td>
</tr>
<tr>
<td>-----------------</td>
</tr>
<tr>
<td>Forensic Software Developer \ Reverse Engineer</td>
</tr>
<tr>
<td>Forensic Software Developer \ Reverse Engineer</td>
</tr>
<tr>
<td>Forensic Software Developer \ Reverse Engineer</td>
</tr>
<tr>
<td>Forensic Software Developer \ Reverse Engineer</td>
</tr>
<tr>
<td>Advanced MEDEX Examiner</td>
</tr>
<tr>
<td>Advanced MEDEX Examiner</td>
</tr>
<tr>
<td>Advanced MEDEX Examiner</td>
</tr>
<tr>
<td>Advanced MEDEX Examiner</td>
</tr>
<tr>
<td>Advanced CELLEX Examiner</td>
</tr>
<tr>
<td>Advanced CELLEX Examiner</td>
</tr>
<tr>
<td>Advanced CELLEX Examiner</td>
</tr>
<tr>
<td>Advanced CELLEX Examiner</td>
</tr>
<tr>
<td>TECHEX/DOMEX Report Writer</td>
</tr>
<tr>
<td>TECHEX/DOMEX Report Writer</td>
</tr>
<tr>
<td>TECHEX/DOMEX Report Writer</td>
</tr>
<tr>
<td>TECHEX/DOMEX Report Writer</td>
</tr>
<tr>
<td>Technical Subject Matter Expert \ Consulting Engineer</td>
</tr>
<tr>
<td>Technical Subject Matter Expert \ Consulting Engineer</td>
</tr>
<tr>
<td>Technical Subject Matter Expert \ Consulting Engineer</td>
</tr>
<tr>
<td>Technical Program Manager \ Technical Task Lead</td>
</tr>
<tr>
<td>Technical Program Manager \ Technical Task Lead</td>
</tr>
<tr>
<td>Technical Program Manager \ Technical Task Lead</td>
</tr>
<tr>
<td>Role</td>
</tr>
<tr>
<td>-------------------------------------------</td>
</tr>
<tr>
<td>Technical Program Manager \ Technical Task Lead</td>
</tr>
<tr>
<td>Database Developer \ Engineer</td>
</tr>
<tr>
<td>Database Developer \ Engineer</td>
</tr>
<tr>
<td>Database Developer \ Engineer</td>
</tr>
<tr>
<td>Database Developer \ Engineer</td>
</tr>
<tr>
<td>Cloud Architect \ Engineer</td>
</tr>
<tr>
<td>Cloud Architect \ Engineer</td>
</tr>
<tr>
<td>Cloud Architect \ Engineer</td>
</tr>
<tr>
<td>Cloud Architect \ Engineer</td>
</tr>
<tr>
<td>Web Developer \ Engineer</td>
</tr>
<tr>
<td>Web Developer \ Engineer</td>
</tr>
<tr>
<td>Web Developer \ Engineer</td>
</tr>
<tr>
<td>Web Developer \ Engineer</td>
</tr>
<tr>
<td>Systems \ Integration Engineer</td>
</tr>
<tr>
<td>Systems \ Integration Engineer</td>
</tr>
<tr>
<td>Systems \ Integration Engineer</td>
</tr>
<tr>
<td>Systems \ Integration Engineer</td>
</tr>
<tr>
<td>Test Engineer</td>
</tr>
<tr>
<td>Test Engineer</td>
</tr>
<tr>
<td>Test Engineer</td>
</tr>
<tr>
<td>Test Engineer</td>
</tr>
<tr>
<td>Cyber Intel Threat Analyst</td>
</tr>
<tr>
<td>Cyber Intel Threat Analyst</td>
</tr>
<tr>
<td>Cyber Intel Threat Analyst</td>
</tr>
<tr>
<td>Cyber Intel Threat Analyst</td>
</tr>
<tr>
<td>IT Storage Engineer</td>
</tr>
<tr>
<td>IT Storage Engineer</td>
</tr>
<tr>
<td>IT Storage Engineer</td>
</tr>
<tr>
<td>IT Storage Engineer</td>
</tr>
<tr>
<td>IT Network Engineer</td>
</tr>
<tr>
<td>IT Network Engineer</td>
</tr>
<tr>
<td>IT Network Engineer</td>
</tr>
<tr>
<td>IT Network Engineer</td>
</tr>
<tr>
<td>Information Systems Security Professional \ Analyst</td>
</tr>
<tr>
<td>Information Systems Security Professional \ Analyst</td>
</tr>
<tr>
<td>Information Systems Security Professional \ Analyst</td>
</tr>
<tr>
<td>Information Systems Security Professional \ Analyst</td>
</tr>
<tr>
<td>Data Scientist</td>
</tr>
<tr>
<td>Data Scientist</td>
</tr>
<tr>
<td>Data Scientist</td>
</tr>
<tr>
<td>Data Scientist</td>
</tr>
<tr>
<td>Forensic Engineer</td>
</tr>
<tr>
<td>Forensic Engineer</td>
</tr>
<tr>
<td>Forensic Engineer</td>
</tr>
</tbody>
</table>
Forensic Software Developer \ Reverse Engineer (MASTER)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience.

**Required Experience:** 10 years of software development experience, to include some direct experience writing targeted digital forensic tools, working at the byte-level, and or reverse engineering files and applications.

**Functional Responsibilities:**
- Demonstrate a mastery of the technical fundamentals and core software development principles required to perform all of the aforementioned tasks with competency and accuracy
- Demonstrate fluency in both high- and low-level programing languages, to include specifically C# and Python
- Demonstrate proficiency with debuggers
- Demonstrate fluency with a Hex editor
- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and unit testing
- Be able to quickly adapt to new situations and problems
- Be familiar with assembly languages
- Possess the aptitude for reverse engineering windows and mobile binaries
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Ideally candidates are also familiar with the Windows API and with IDA pro
- Possess the ability to mentor senior level personnel

Forensic Software Developer \ Reverse Engineer (SENIOR)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable Master of Science degree may be counted as two additional years of experience.
**Required Experience:** 8 years of software development experience, to include some direct experience writing targeted digital forensic tools, working at the byte-level, and or reverse engineering files and applications.

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals and core software development principles required to perform all of the aforementioned tasks with competency and accuracy
- Demonstrate fluency in both high- and low-level programming languages, to include specifically C# and Python
- Demonstrate proficiency with debuggers
- Demonstrate fluency with a Hex editor
- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and unit testing
- Be able to quickly adapt to new situations and problems
- Be familiar with assembly languages
- Possess the aptitude for reverse engineering windows and mobile binaries
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Ideally candidates are also familiar with the Windows API and with IDA pro
- Possess the ability to mentor journeyman level personnel

Forensic Software Developer \ Reverse Engineer (JOURNEYMAN)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable Master of Science degree may be counted as two additional years of experience.

**Required Experience:** 5 years of software development experience, to include some direct experience writing targeted digital forensic tools, working at the byte-level, and or reverse engineering files and applications.

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals and core software development principles required to perform all of the aforementioned tasks with competency and accuracy
- Demonstrate fluency in both high- and low-level programming languages, to include specifically C# and Python
- Demonstrate proficiency with debuggers
- Demonstrate fluency with a Hex editor
- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and unit testing
- Be able to quickly adapt to new situations and problems
- Be familiar with assembly languages
- Possess the aptitude for reverse engineering windows and mobile binaries
- Possess the ability to thrive in a mission-critical and time-sensitive environment
Forensic Software Developer \ Reverse Engineer (ENTRY)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable Master of Science degree may be counted as two additional years of experience.

**Required Experience:** 0 years of software development experience, to include some direct experience writing targeted digital forensic tools, working at the byte-level, and or reverse engineering files and applications. If a candidate has no prior experience, they must be able to clearly demonstrate an understanding of the fundamental principles and possess the aptitude, drive, motivation and ability to learn new skills and techniques quickly.

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals and core software development principles required to perform all of the aforementioned tasks with competency and accuracy
- Demonstrate fluency in both high- and low-level programing languages, to include specifically C# and Python
- Demonstrate proficiency with debuggers
- Demonstrate fluency with a Hex editor
- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and unit testing
- Be able to quickly adapt to new situations and problems
- Be familiar with assembly languages
- Possess the aptitude for reverse engineering windows and mobile binaries
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Ideally candidates are also familiar with the Windows API and with IDA pro

Advanced MEDEX Examiner (MASTER)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 10 years of technical exploitation (or directly related) experience. Examples of qualifying experience includes, but is not limited to, conducting digital forensic investigations, providing technical MEDEX/CELLEX/VIDEX/I2/DOMEX/TECHEX services, targeted forensic software development, binary file or application reverse engineering.

**Functional Responsibilities:**
• Demonstrate a mastery of the technical fundamentals and core forensic principles required to perform all the aforementioned tasks with competency and accuracy.
• Demonstrate fluency in at least one, but preferably multiple, core commercial forensic imaging tools such as: DD (or DC3dd), FTK Imager, EnCase Imager, AXIOM Acquire, Imaging for Operations (IO)
• Demonstrate fluency in at least one, but preferably multiple, core commercial forensic analysis platform such as: EnCase (opentext), X-Ways Forensics (X-Ways Software Technology AG), Forensic Toolkit [FTK] (ACCESSDATA), MAGNET Axiom (Magnet Forensics)
• Possess at least one active industry or DoD standard forensic certification (i.e. EnCE, ACE, CCE, GIAC, CFCE, DC3/DCITA Certified Digital Forensic Examiner)
• Possess experience conveying highly technical information effectively and concisely to a wide range of audiences via both briefings and technical reports.
• Possess the ability to thrive in a mission-critical and time-sensitive environment
• Possess the ability to mentor senior level personnel

Advanced MEDEX Examiner (SENIOR)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 8 years of technical exploitation (or directly related) experience. Examples of qualifying experience includes, but is not limited to, conducting digital forensic investigations, providing technical MEDEX/CELLEX/VIDEX/I2/DOMEX/TECHEX services, targeted forensic software development, binary file or application reverse engineering.

Functional Responsibilities:
• Demonstrate an understanding of the technical fundamentals and core forensic principles required to perform all the aforementioned tasks with competency and accuracy.
• Demonstrate fluency in at least one, but preferably multiple, core commercial forensic imaging tools such as: DD (or DC3dd), FTK Imager, EnCase Imager, AXIOM Acquire, Imaging for Operations (IO)
• Demonstrate fluency in at least one, but preferably multiple, core commercial forensic analysis platform such as: EnCase (opentext), X-Ways Forensics (X-Ways Software Technology AG), Forensic Toolkit [FTK] (ACCESSDATA), MAGNET Axiom (Magnet Forensics)
• Possess at least one active industry or DoD standard forensic certification (i.e. EnCE, ACE, CCE, GIAC, CFCE, DC3/DCITA Certified Digital Forensic Examiner)
• Possess experience conveying highly technical information effectively and concisely to a wide range of audiences via both briefings and technical reports.
• Possess the ability to thrive in a mission-critical and time-sensitive environment
• Possess the ability to mentor journeyman level personnel

Advanced MEDEX Examiner (JOURNEYMAN)
**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 5 years of technical exploitation (or directly related) experience. Examples of qualifying experience includes, but is not limited to, conducting digital forensic investigations, providing technical MEDEX/CELLEX/VIDEX/I2/DOMEX/TECHEX services, targeted forensic software development, binary file or application reverse engineering.

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals and core forensic principles required to perform all the aforementioned tasks with competency and accuracy.
- Demonstrate fluency in at least one, but preferably multiple, core commercial forensic imaging tools such as: DD (or DC3dd), FTK Imager, EnCase Imager, AXIOM Acquire, Imaging for Operations (IO)
- Demonstrate fluency in at least one, but preferably multiple, core commercial forensic analysis platform such as: EnCase (opentext), X-Ways Forensics (X-Ways Software Technology AG), Forensic Toolkit [FTK] (ACCESSDATA), MAGNET Axiom (Magnet Forensics)
- Possess at least one active industry or DoD standard forensic certification (i.e. EnCE, ACE, CCE, GIAC, CFCE, DC3/DCITA Certified Digital Forensic Examiner)
- Possess experience conveying highly technical information effectively and concisely to a wide range of audiences via both briefings and technical reports.
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor entry level personnel

**Advanced MEDEX Examiner (ENTRY)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 0 years of technical exploitation (or directly related) experience. Examples of qualifying experience includes, but is not limited to, conducting digital forensic investigations, providing technical MEDEX/CELLEX/VIDEX/I2/DOMEX/TECHEX services, targeted forensic software development, binary file or application reverse engineering. If a candidate has no prior experience, they must be able to clearly demonstrate an understanding of the fundamental principles and possess the aptitude, drive, motivation and ability to learn new skills and techniques quickly.

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals and core forensic principles required to perform all the aforementioned tasks with competency and accuracy.
• Demonstrate fluency in at least one, but preferably multiple, core commercial forensic imaging tools such as: DD (or DC3dd), FTK Imager, EnCase Imager, AXIOM Acquire, Imaging for Operations (IO)
• Demonstrate fluency in at least one, but preferably multiple, core commercial forensic analysis platform such as: EnCase (opentext), X-Ways Forensics (X-Ways Software Technology AG), Forensic Toolkit [FTK] (ACCESSDATA), MAGNET Axiom (Magnet Forensics)
• Possess at least one active industry or DoD standard forensic certification (i.e. EnCE, ACE, CCE, GIAC, CFCE, DC3/DCITA Certified Digital Forensic Examiner)
• Possess experience conveying highly technical information effectively and concisely to a wide range of audiences via both briefings and technical reports.
• Possess the ability to thrive in a mission-critical and time-sensitive environment

Advanced CELLEX Examiner (MASTER)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 10 years of technical exploitation (or directly related) experience. Examples of qualifying experience includes, but is not limited to, conducting digital forensic investigations, providing technical CELLEX/MEDEX/VIDEX/I2/DOMEX/TECHEX services, targeted forensic software development, binary file or application reverse engineering.

**Functional Responsibilities:**
• Demonstrate a mastery of the technical fundamentals and core forensic principles required to perform all the aforementioned tasks with competency and accuracy.
• Demonstrate fluency in at least one, but preferably multiple, core commercial forensic imaging tools such as: Cellebrite UFED products, XRY, AXIOM Acquire
• Demonstrate fluency in at least one, but preferably multiple, core commercial forensic analysis platform such as: UFED Physical Analyzer (Cellebrite), XRY (MASB), MAGNET Axiom (Magnet Forensics)
• Possess at least one active industry or DoD standard forensic certification (i.e. CCME, CCO, CCPA, CMFF, CUFO, XRY Certification, MCFE, EnCE, ACE, CCE, GIAC, CFCE, DC3/DCITA Certified Digital Forensic Examiner)
• Possess experience conveying highly technical information effectively and concisely to a wide range of audiences via both briefings and technical reports.
• Possess the ability to thrive in a mission-critical and time-sensitive environment
• Possess the ability to mentor senior level personnel

Advanced CELLEX Examiner (SENIOR)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable
degree. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 8 years of technical exploitation (or directly related) experience. Examples of qualifying experience includes, but is not limited to, conducting digital forensic investigations, providing technical CELLEX/MEDEX/VIDEX/I2/DOMEX/TECHEX services, targeted forensic software development, binary file or application reverse engineering.

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals and core forensic principles required to perform all the aforementioned tasks with competency and accuracy.
- Demonstrate fluency in at least one, but preferably multiple, core commercial forensic imaging tools such as: Cellebrite UFED products, XRY, AXIOM Acquire
- Demonstrate fluency in at least one, but preferably multiple, core commercial forensic analysis platform such as: UFED Physical Analyzer (Cellebrite), XRY (MASB), MAGNET Axiom (Magnet Forensics)
- Possess at least one active industry or DoD standard forensic certification (i.e. CCME, CCO, CCPA, CMFF, CUFO, XRY Certification, MCFE, EnCE, ACE, CCE, GIAC, CFCE, DC3/DCITA Certified Digital Forensic Examiner)
- Possess experience conveying highly technical information effectively and concisely to a wide range of audiences via both briefings and technical reports.
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor journeyman level personnel

---

**Advanced CELLEX Examiner (JOURNEYMAN)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 5 years of technical exploitation (or directly related) experience. Examples of qualifying experience includes, but is not limited to, conducting digital forensic investigations, providing technical CELLEX/MEDEX/VIDEX/I2/DOMEX/TECHEX services, targeted forensic software development, binary file or application reverse engineering.

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals and core forensic principles required to perform all the aforementioned tasks with competency and accuracy.
- Demonstrate fluency in at least one, but preferably multiple, core commercial forensic imaging tools such as: Cellebrite UFED products, XRY, AXIOM Acquire
- Demonstrate fluency in at least one, but preferably multiple, core commercial forensic analysis platform such as: UFED Physical Analyzer (Cellebrite), XRY (MASB), MAGNET Axiom (Magnet Forensics)
- Possess at least one active industry or DoD standard forensic certification (i.e. CCME, CCO, CCPA, CMFF, CUFO, XRY Certification, MCFE, EnCE, ACE, CCE, GIAC, CFCE, DC3/DCITA Certified Digital Forensic Examiner)
- Possess experience conveying highly technical information effectively and concisely to a wide range of audiences via both briefings and technical reports.
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor entry level personnel

**Advanced CELLEX Examiner (ENTRY)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 0 years of technical exploitation (or directly related) experience. Examples of qualifying experience includes, but is not limited to, conducting digital forensic investigations, providing technical CELLEX/MEDEX/VIDEX/I2/DOMEX/TECHEX services, targeted forensic software development, binary file or application reverse engineering. If a candidate has no prior experience, they must be able to clearly demonstrate an understanding of the fundamental principles and possess the aptitude, drive, motivation and ability to learn new skills and techniques quickly.

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals and core forensic principles required to perform all the aforementioned tasks with competency and accuracy.
- Demonstrate fluency in at least one, but preferably multiple, core commercial forensic imaging tools such as: Cellebrite UFED products, XRY, AXIOM Acquire
- Demonstrate fluency in at least one, but preferably multiple, core commercial forensic analysis platform such as: UFED Physical Analyzer (Cellebrite), XRY (MASB), MAGNET Axiom (Magnet Forensics)
- Possess at least one active industry or DoD standard forensic certification (i.e. CCME, CCO, CCPA, CMFF, CUFO, XRY Certification, MCFE, EnCE, ACE, CCE, GIAC, CFCE, DC3/DCITA Certified Digital Forensic Examiner)
- Possess experience conveying highly technical information effectively and concisely to a wide range of audiences via both briefings and technical reports.
- Possess the ability to thrive in a mission-critical and time-sensitive environment

**TECHEX/DOMEX Report Writer (MASTER)**

**Required Education:** Must have a Bachelor of Science degree (or higher) in foreign area study, international relations, intelligence studies, political science, national security studies, history, international trade, business, economics, finance, computer science, engineering, data science, computer information systems, math, computer forensics/digital investigations, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. 4 additional years of direct experience may be substituted for this education requirement.
**Required Experience:** 15 years of technical report writing or analysis experience (or other directly related experience). Examples of qualifying experience includes, but is not limited to, all-source intelligence analysis, targeting, fusion analysis, technical report writing.

**Functional Responsibilities:**
- Possess a mastery of the technical fundamentals surrounding DOMEX and intelligence.
- Possess subject matter expert level ability to conduct search and/or exploit data from various sources to prepare operational or technical reports in one or more areas of specialization.
- Possess subject matter expert level ability to write reports, based on own analytic initiative and using multi-source intelligence, to include results from digital media exploitation, that lead to supported assessments.
- Possess extensive formal training in intelligence analysis techniques or have extensive experience conveying highly technical information effectively and concisely to a wide range of audiences.
- Possess ability to provide expert consulting to, or lead teams of, other TECHEX/DOMEX Report Writers.
- Possess extremely strong verbal presentation and writing skills, including the demonstrated ability to write clear and concise text and brief audiences of various technical sophistication on highly technical information.
- Demonstrate excellent analytical ability, possess solid interpersonal skills, and thrive under tight deadlines.
- Possess the ability to mentor senior level personnel.

**TECHEX/DOMEX Report Writer (SENIOR)**

**Required Education:** Must have a Bachelor of Science degree (or higher) in foreign area study, international relations, intelligence studies, political science, national security studies, history, international trade, business, economics, finance, computer science, engineering, data science, computer information systems, math, computer forensics/digital investigations, or another applicable degree. 4 additional years of direct experience may be substituted for this education requirement.

**Required Experience:** 10 years of technical report writing or analysis experience (or other directly related experience). Examples of qualifying experience includes, but is not limited to, all-source intelligence analysis, targeting, fusion analysis, technical report writing.

**Functional Responsibilities:**
- Possess extensive fundamental DOMEX knowledge
- Possess subject matter expert level ability to conduct search and/or exploit data from various sources to prepare operational or technical reports in one or more areas of specialization.
- Possess subject matter expert level ability to write reports, based on own analytic initiative and using multi-source intelligence, to include results from digital media exploitation, that lead to supported assessments.
- Possess extensive formal training in intelligence analysis techniques or have extensive experience conveying highly technical information effectively and concisely to a wide range of audiences.
• Possess ability to provide expert consulting to, or lead teams of, other TECHEX/DOMEX Report Writers
• Possess extremely strong verbal presentation and writing skills, including the demonstrated ability to write clear and concise text and brief audiences of various technical sophistication on highly technical information.
• Demonstrate excellent analytical ability, possess solid interpersonal skills, and thrive under tight deadlines.
• Possess the ability to mentor journeyman level personnel

TECHEX/DOMEX Report Writer (JOURNEYMAN)

Required Education: Must have a Bachelor of Science degree (or higher) in foreign area study, international relations, intelligence studies, political science, national security studies, history, international trade, business, economics, finance, computer science, engineering, data science, computer information systems, math, computer forensics/digital investigations, or another applicable degree. 4 additional years of direct experience may be substituted for this education requirement.

Required Experience: 4 years of technical report writing or analysis experience (or other directly related experience). Examples of qualifying experience includes, but is not limited to, all-source intelligence analysis, targeting, fusion analysis, technical report writing.

Functional Responsibilities:
• Demonstrate ability to conduct search and/or exploit data from various sources to prepare operational or technical reports in one or more areas of specialization.
• Demonstrate ability to write reports, based on own analytic initiative and using multi-source intelligence, to include results from digital media exploitation, that lead to supported assessments.
• Possess training in intelligence analysis techniques or have experience conveying highly technical information effectively and concisely to a wide range of audiences.
• Possess extremely strong verbal presentation and writing skills, including the demonstrated ability to write clear and concise text and brief audiences of various technical sophistication on highly technical information.
• Demonstrate excellent analytical ability, possess solid interpersonal skills, and thrive under tight deadlines.
• Possess the ability to mentor entry level personnel

TECHEX/DOMEX Report Writer (ENTRY)

Required Education: Must have a Bachelor of Science degree (or higher) in foreign area study, international relations, intelligence studies, political science, national security studies, history, international trade, business, economics, finance, computer science, engineering, data science, computer information systems, math, computer forensics/digital investigations, or another applicable degree. 4 additional years of direct experience may be substituted for this education requirement.

Required Experience: 0 years of technical report writing or analysis experience (or other directly related experience). Examples of qualifying experience includes, but is not limited to, all-source intelligence analysis, targeting, fusion analysis, technical report writing. If a candidate has no prior experience, they
must be able to clearly demonstrate an understanding of the fundamental principles and possess the aptitude, drive, motivation and ability to learn new skills and techniques quickly.

Functional Responsibilities:

- Demonstrate ability to conduct search and/or exploit data from various sources to prepare operational or technical reports in one or more areas of specialization.
- Demonstrate ability to write reports, based on own analytic initiative and using multi-source intelligence, to include results from digital media exploitation, that lead to supported assessments.
- Possess training in intelligence analysis techniques or have experience conveying highly technical information effectively and concisely to a wide range of audiences.
- Possess extremely strong verbal presentation and writing skills, including the demonstrated ability to write clear and concise text and brief audiences of various technical sophistication on highly technical information.
- Demonstrate excellent analytical ability, possess solid interpersonal skills, and thrive under tight deadlines.

Technical Subject Matter Expert \ Consulting Engineer (MASTER)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 10 years of experience working in the subject matter of expertise.

Functional Responsibilities:

- Apply principles, methods and a mastery level of knowledge within the functional area to meet specific contract requirements.
- Leverage depth in experience to derive solutions or approaches to exceptionally difficult and/or narrowly defined problems.
- Possess extensive specialized knowledge, enabling the individual to advise as a subject matter expert on highly complex projects or programs.
- Possess the ability to mentor senior level personnel

Technical Subject Matter Expert \ Consulting Engineer (SENIOR)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 8 years of experience working in the subject matter of expertise.
Functional Responsibilities:
- Apply principles, methods and a mastery level of knowledge within the functional area to meet specific contract requirements.
- Leverage depth in experience to derive solutions or approaches to exceptionally difficult and/or narrowly defined problems.
- Possess extensive specialized knowledge, enabling the individual to advise as a subject matter expert on highly complex projects or programs.
- Possess the ability to mentor journeyman level personnel

Technical Subject Matter Expert \ Consulting Engineer (JOURNEYMAN)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 5 years of experience working in the subject matter of expertise.

Functional Responsibilities:
- Apply principles, methods and a mastery level of knowledge within the functional area to meet specific contract requirements.
- Leverage depth in experience to derive solutions or approaches to exceptionally difficult and/or narrowly defined problems.
- Possess extensive specialized knowledge, enabling the individual to advise as a subject matter expert on highly complex projects or programs.
- Possess the ability to mentor entry level personnel

Technical Program Manager \ Technical Task Lead (MASTER)

Required Education: Bachelor of Science or Bachelor of Art degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, Business, Finance, Management, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science or Master of Business Administration (MBA) degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science or Bachelor of Art degree.

Required Experience: 10 years of execution experience in a related discipline, to include direct experience working in program, task or technical management positions.

Functional Responsibilities:
- Act as the primary customer contact for program management activities to include managing task schedule and performance
• Direct all phases of program or task from inception through completion
• Coordinate subordinate employee recruitment, selection or training, performance assessments, and/or work assignments.
• Direct the work of employees assigned to the subordinate program or task and oversee cost, schedule and quality related to execution
• Understand the technical fundamentals related to the program or task being led
• Be able to quickly adapt to new situations and problems
• Possess the ability to thrive in a mission-critical and time-sensitive environment
• Possess the ability to mentor senior level personnel

**Technical Program Manager \ Technical Task Lead (SENIOR)**

**Required Education:** Bachelor of Science or Bachelor of Art degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, Business, Finance, Management, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science or Master of Business Administration (MBA) degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science or Bachelor of Art degree.

**Required Experience:** 8 years of execution experience in a related discipline, to include direct experience working in program, task or technical management positions.

**Functional Responsibilities:**
• Act as the primary customer contact for program management activities to include managing task schedule and performance
• Direct all phases of program or task from inception through completion
• Coordinate subordinate employee recruitment, selection or training, performance assessments, and/or work assignments
• Direct the work of employees assigned to the subordinate program or task and oversee cost, schedule and quality related to execution
• Understand the technical fundamentals related to the program or task being led
• Be able to quickly adapt to new situations and problems
• Possess the ability to thrive in a mission-critical and time-sensitive environment
• Possess the ability to mentor journeyman level personnel

**Technical Program Manager \ Technical Task Lead (JOURNEYMAN)**

**Required Education:** Bachelor of Science or Bachelor of Art degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, Business, Finance, Management, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science or Master of Business Administration (MBA) degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science or Bachelor of Art degree.
**Technical Program Manager \ Technical Task Lead (ENTRY)**

**Required Education:** Bachelor of Science or Bachelor of Art degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, Business, Finance, Management, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science or Master of Business Administration (MBA) degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science or Bachelor of Art degree.

**Required Experience:** 1 years of execution experience in a related discipline, to include direct experience working in program, task or technical management positions.

**Functional Responsibilities:**
- Act as the primary customer contact for program management activities to include managing task schedule and performance
- Direct all phases of program or task from inception through completion
- Coordinate subordinate employee recruitment, selection or training, performance assessments, and/or work assignments.
- Direct the work of employees assigned to the subordinate program or task and oversee cost, schedule and quality related to execution
- Understand the technical fundamentals related to the program or task being led
- Be able to quickly adapt to new situations and problems
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor entry level personnel

**Database Developer \ Engineer (MASTER)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer
Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 10 years of software development or database design experience

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals related to database administration, design, development, performance, and security principles required to perform all job tasks with competency and accuracy.
- Demonstrate fluency in the design of new or maintenance of existing relational and non-relational database systems or platforms (i.e. MS SQL, PostgreSQL, MongoDB, Oracle, etc.)
- Demonstrate fluency in high-level programming languages.
- Execute with maintainable software processes, including software documentation, source code versioning, performance, stability, and unit testing
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor senior level personnel

**Database Developer Engine (SENIOR)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 8 years of software development or database design experience

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals related to database administration, design, development, performance, and security principles required to perform all job tasks with competency and accuracy.
- Demonstrate fluency in the design of new or maintenance of existing relational and non-relational database systems or platforms (i.e. MS SQL, PostgreSQL, MongoDB, Oracle, etc.)
- Demonstrate fluency in high-level programming languages.
- Execute with maintainable software processes, including software documentation, source code versioning, performance, stability, and unit testing
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor journeyman level personnel

**Database Developer Engine (JOURNEYMAN)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or
another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 5 years of software development or database design experience

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals related to database administration, design, development, performance, and security principles required to perform all job tasks with competency and accuracy.
- Demonstrate fluency in the design of new or maintenance of existing relational and non-relational database systems or platforms (i.e. MS SQL, PostgreSQL, MongoDB, Oracle, etc.)
- Demonstrate fluency in high-level programming languages.
- Execute with maintainable software processes, including software documentation, source code versioning, performance, stability, and unit testing
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor entry level personnel

---

**Database Developer / Engineer (ENTRY)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 0 years of software development or database design experience

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals related to database administration, design, development, performance, and security principles required to perform all job tasks with competency and accuracy.
- Demonstrate fluency in the design of new or maintenance of existing relational and non-relational database systems or platforms (i.e. MS SQL, PostgreSQL, MongoDB, Oracle, etc.)
- Demonstrate fluency in high-level programming languages.
- Execute with maintainable software processes, including software documentation, source code versioning, performance, stability, and unit testing
- Possess the ability to thrive in a mission-critical and time-sensitive environment

---

**Cloud Architect / Engineer (MASTER)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.
applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 10 years of software development experience, to include some direct experience with cloud technologies

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals related to cloud systems, architecture, design, development, performance, and security principles required to perform all job tasks with competency and accuracy.
- Possess cloud architecture and development experience on Azure, AWS, Oracle Cloud Infrastructure, Google Cloud, or other leading platforms to include hybrid cloud environments.
- Demonstrate fluency in high-level programming languages.
- Execute with maintainable software processes, including software documentation, source code versioning, performance, stability, and unit testing.
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor senior level personnel

**Cloud Architect \ Engineer (SENIOR)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 8 years of software development experience, to include some direct experience with cloud technologies

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals related to cloud systems, architecture, design, development, performance, and security principles required to perform all job tasks with competency and accuracy.
- Possess cloud architecture and development experience on Azure, AWS, Oracle Cloud Infrastructure, Google Cloud, or other leading platforms to include hybrid cloud environments.
- Demonstrate fluency in high-level programming languages.
- Execute with maintainable software processes, including software documentation, source code versioning, performance, stability, and unit testing.
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor journeyman level personnel

**Cloud Architect \ Engineer (JOURNEYMAN)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or
another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 5 years of software development experience, to include some direct experience with cloud technologies

Functional Responsibilities:
- Demonstrate an understanding of the technical fundamentals related to cloud systems, architecture, design, development, performance, and security principles required to perform all job tasks with competency and accuracy.
- Possess cloud architecture and development experience on Azure, AWS, Oracle Cloud Infrastructure, Google Cloud, or other leading platforms to include hybrid cloud environments.
- Demonstrate fluency in high-level programming languages.
- Execute with maintainable software processes, including software documentation, source code versioning, performance, stability, and unit testing.
- Possess the ability to thrive in a mission-critical and time-sensitive environment.
- Possess the ability to mentor entry level personnel.

Cloud Architect \ Engineer (ENTRY)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 0 years of software development experience, to include some direct experience with cloud technologies

Functional Responsibilities:
- Demonstrate an understanding of the technical fundamentals related to cloud systems, architecture, design, development, performance, and security principles required to perform all job tasks with competency and accuracy.
- Possess cloud architecture and development experience on Azure, AWS, Oracle Cloud Infrastructure, Google Cloud, or other leading platforms to include hybrid cloud environments.
- Demonstrate fluency in high-level programming languages.
- Execute with maintainable software processes, including software documentation, source code versioning, performance, stability, and unit testing.
- Possess the ability to thrive in a mission-critical and time-sensitive environment.

Web Developer \ Engineer (MASTER)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or
another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 10 years of software development experience, to include experience with web development and related technologies

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals and core software development principles associated with web development, testing, integration, and security to perform all job tasks with competency and accuracy.
- Demonstrate fluency in various web technology stacks to include experience with .NET, Java, JavaScript, AngularJS, and/or PHP
- Demonstrate proficiency with HTML and CSS
- Demonstrate proficiency with databases
- Demonstrate fluency with secure coding and data handling practices and possess familiarity with federal customer risk mitigation package approval processes (such as DoD STIG)
- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and unit testing
- Be able to quickly adapt to new situations and problems
- Possess the ability to mentor senior level personnel

---

**Web Developer \ Engineer (SENIOR)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 8 years of software development experience, to include experience with web development and related technologies

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals and core software development principles associated with web development, testing, integration, and security to perform all job tasks with competency and accuracy.
- Demonstrate fluency in various web technology stacks to include experience with .NET, Java, JavaScript, AngularJS, and/or PHP
- Demonstrate proficiency with HTML and CSS
- Demonstrate proficiency with databases
- Demonstrate fluency with secure coding and data handling practices and possess familiarity with federal customer risk mitigation package approval processes (such as DoD STIG)
- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and unit testing
- Be able to quickly adapt to new situations and problems
- Possess the ability to mentor journeyman level personnel

**Web Developer \ Engineer (JOURNEYMAN)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 5 years of software development experience, to include experience with web development and related technologies

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals and core software development principles associated with web development, testing, integration, and security to perform all job tasks with competency and accuracy.
- Demonstrate fluency in various web technology stacks to include experience with .NET, Java, JavaScript, AngularJS, and/or PHP
- Demonstrate proficiency with HTML and CSS
- Demonstrate proficiency with databases
- Demonstrate fluency with secure coding and data handling practices and possess familiarity with federal customer risk mitigation package approval processes (such as DoD STIG)
- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and unit testing
- Be able to quickly adapt to new situations and problems
- Possess the ability to mentor entry level personnel

**Web Developer \ Engineer (ENTRY)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.
Required Experience: 0 years of software development experience, to include experience with web development and related technologies

Functional Responsibilities:
- Demonstrate an understanding of the technical fundamentals and core software development principles associated with web development, testing, integration, and security to perform all job tasks with competency and accuracy.
- Demonstrate fluency in various web technology stacks to include experience with .NET, Java, JavaScript, AngularJS, and/or PHP
- Demonstrate proficiency with HTML and CSS
- Demonstrate proficiency with databases
- Demonstrate fluency with secure coding and data handling practices and possess familiarity with federal customer risk mitigation package approval processes (such as DoD STIG)
- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and unit testing
- Be able to quickly adapt to new situations and problems

Systems Integration Engineer (MASTER)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 10 years of engineering experience, to include experience with systems engineering, design, and technology integration

Functional Responsibilities:
- Demonstrate a complete understanding of the technical fundamentals required to plan, and perform engineering analysis, evaluation, design integration and implementation of complex solutions.
- Conduct technical analysis and solution design, prepare engineering reports and related documentation, and provide recommendations to both technical and non-technical stakeholders.
- Oversee the development and installation or integration of new hardware and/or software systems, providing technical direction to IT support staff when necessary.
- Be able to quickly adapt systems and plans to meet evolving customer requirements.
- Possess the ability to mentor senior level personnel

Systems Integration Engineer (SENIOR)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer
Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 8 years of engineering experience, to include experience with systems engineering, design, and technology integration

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals required to plan, and perform engineering analysis, evaluation, design integration and implementation of complex solutions.
- Conduct technical analysis and solution design, prepare engineering reports and related documentation, and provide recommendations to both technical and non-technical stakeholders.
- Oversee the development and installation or integration of new hardware and/or software systems, providing technical direction to IT support staff when necessary.
- Be able to quickly adapt systems and plans to meet evolving customer requirements.
- Possess the ability to mentor journeyman level personnel

---

## Systems \ Integration Engineer (JOURNEYMAN)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 5 years of engineering experience, to include experience with systems engineering, design, and technology integration

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals required to plan, and perform engineering analysis, evaluation, design integration and implementation of complex solutions.
- Conduct technical analysis and solution design, prepare engineering reports and related documentation, and provide recommendations to both technical and non-technical stakeholders.
- Oversee the development and installation or integration of new hardware and/or software systems, providing technical direction to IT support staff when necessary.
- Be able to quickly adapt systems and plans to meet evolving customer requirements.
- Possess the ability to mentor entry level personnel

---

## Systems \ Integration Engineer (ENTRY)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer
Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 0 years of engineering experience, to include experience with systems engineering, design, and technology integration

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals required to plan, and perform engineering analysis, evaluation, design integration and implementation of complex solutions.
- Conduct technical analysis and solution design, prepare engineering reports and related documentation, and provide recommendations to both technical and non-technical stakeholders.
- Oversee the development and installation or integration of new hardware and/or software systems, providing technical direction to IT support staff when necessary.
- Be able to quickly adapt systems and plans to meet evolving customer requirements.

---

Test Engineer (MASTER)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 10 years of test engineering experience.

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals required to proficiently test complex software.
- Demonstrate fluency in the development and execution of comprehensive test plans, to ensure desired functionality, reliability, security, and performance of tested applications, platforms and systems.
- Work within automated testing platforms and frameworks when available, to streamline tests and ensure repeatability.
- Demonstrate an aptitude to learn institutional constraints, policies, procedures and requirement gates and work with both development teams and information assurance teams to produce better software and streamline approvals.
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor senior level personnel

---

Test Engineer (SENIOR)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer
Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 8 years of test engineering experience.

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals required to proficiently test complex software.
- Demonstrate fluency in the development and execution of comprehensive test plans, to ensure desired functionality, reliability, security, and performance of tested applications, platforms and systems.
- Work within automated testing platforms and frameworks when available, to streamline tests and ensure repeatability.
- Demonstrate an aptitude to learn institutional constraints, policies, procedures and requirement gates and work with both development teams and information assurance teams to produce better software and streamline approvals.
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor journeyman level personnel

---

**Test Engineer (JOURNEYMAN)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 5 years of test engineering experience.

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals required to proficiently test complex software.
- Demonstrate fluency in the development and execution of comprehensive test plans, to ensure desired functionality, reliability, security, and performance of tested applications, platforms and systems.
- Work within automated testing platforms and frameworks when available, to streamline tests and ensure repeatability.
- Demonstrate an aptitude to learn institutional constraints, policies, procedures and requirement gates and work with both development teams and information assurance teams to produce better software and streamline approvals.
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor entry level personnel

---

**Test Engineer (ENTRY)**
Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 0 years of test engineering experience.

Functional Responsibilities:
- Demonstrate an understanding of the technical fundamentals required to proficiently test complex software.
- Demonstrate fluency in the development and execution of comprehensive test plans, to ensure desired functionality, reliability, security, and performance of tested applications, platforms and systems.
- Work within automated testing platforms and frameworks when available, to streamline tests and ensure repeatability.
- Demonstrate an aptitude to learn institutional constraints, policies, procedures and requirement gates and work with both development teams and information assurance teams to produce better software and streamline approvals.
- Possess the ability to thrive in a mission-critical and time-sensitive environment

---

Cyber Intel Threat Analyst (MASTER)

Required Education: Must have a Bachelor of Science degree (or higher) in foreign area study, international relations, intelligence studies, political science, national security studies, history, international trade, business, economics, finance, computer science, engineering, data science, computer information systems, math, computer forensics/digital investigations, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. 4 additional years of direct experience may be substituted for this education requirement.

Required Experience: 10 years of cyber threat, all-source, or intelligence related experience.

Functional Responsibilities:
- Possess the ability to apply formal intelligence analysis methods, develop hypothesis, prove/disprove relationships, defend analysis, and apply attribution to cyber threat activity.
- Possess the ability to make confidence-based assessments for purposes of attribution based on a technical analysis.
- Demonstrate knowledge of Cyber Threat Intelligence principles to include indicators of compromise types, indicator pivoting and indicator attribution.
- Possess a working understanding of malware (malware communication, installation, malware types)
- Possess the ability to identify analytic bias.
- Possess knowledge of computer network defense operations
• Possess knowledge of associated threat models such as ATT&CK, the Diamond Model, and/or the Cyber Kill Chain.
• Possess exceptionally strong technical report writing skills.
• Possess the ability to build intrusion related data visualizations and perform analysis (i.e., using I2 Analyst Notebook, Netviz, Palantir, etc.)
• Fluidly present technical information and analysis to professionals and peers on a regular basis.
• Proactively engage and develop relationships with intrusion set subject matter experts.
• Possess the ability to mentor senior level personnel

Cyber Intel Threat Analyst (SENIOR)

Required Education: Must have a Bachelor of Science degree (or higher) in foreign area study, international relations, intelligence studies, political science, national security studies, history, international trade, business, economics, finance, computer science, engineering, data science, computer information systems, math, computer forensics/digital investigations, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. 4 additional years of direct experience may be substituted for this education requirement.

Required Experience: 8 years of cyber threat, all-source, or intelligence related experience.

Functional Responsibilities:
• Possess the ability to apply formal intelligence analysis methods, develop hypothesis, prove/disprove relationships, defend analysis, and apply attribution to cyber threat activity.
• Possess the ability to make confidence-based assessments for purposes of attribution based on a technical analysis.
• Demonstrate knowledge of Cyber Threat Intelligence principles to include indicators of compromise types, indicator pivoting and indicator attribution.
• Possess a working understanding of malware (malware communication, installation, malware types)
• Possess the ability to identify analytic bias.
• Possess knowledge of computer network defense operations
• Possess knowledge of associated threat models such as ATT&CK, the Diamond Model, and/or the Cyber Kill Chain.
• Possess exceptionally strong technical report writing skills.
• Possess the ability to build intrusion related data visualizations and perform analysis (i.e., using I2 Analyst Notebook, Netviz, Palantir, etc.)
• Fluidly present technical information and analysis to professionals and peers on a regular basis.
• Proactively engage and develop relationships with intrusion set subject matter experts.
• Possess the ability to mentor journeyman level personnel

Cyber Intel Threat Analyst (JOURNEYMAN)

Required Education: Must have a Bachelor of Science degree (or higher) in foreign area study, international relations, intelligence studies, political science, national security studies, history, international trade, business, economics, finance, computer science, engineering, data science,
computer information systems, math, computer forensics/digital investigations, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. 4 additional years of direct experience may be substituted for this education requirement.

Required Experience: 5 years of cyber threat, all-source, or intelligence related experience.

Functional Responsibilities:
- Possess the ability to apply formal intelligence analysis methods, develop hypothesis, prove/disprove relationships, defend analysis, and apply attribution to cyber threat activity.
- Possess the ability to make confidence-based assessments for purposes of attribution based on a technical analysis.
- Demonstrate knowledge of Cyber Threat Intelligence principles to include indicators of compromise types, indicator pivoting and indicator attribution.
- Possess a working understanding of malware (malware communication, installation, malware types)
- Possess the ability to identify analytic bias.
- Possess knowledge of computer network defense operations
- Possess knowledge of associated threat models such as ATT&CK, the Diamond Model, and/or the Cyber Kill Chain.
- Possess exceptionally strong technical report writing skills.
- Possess the ability to build intrusion related data visualizations and perform analysis (i.e., using I2 Analyst Notebook, Netviz, Palantir, etc.)
- Fluidly present technical information and analysis to professionals and peers on a regular basis.
- Proactively engage and develop relationships with intrusion set subject matter experts.
- Possess the ability to mentor entry level personnel

Cyber Intel Threat Analyst (ENTRY)

Required Education: Must have a Bachelor of Science degree (or higher) in foreign area study, international relations, intelligence studies, political science, national security studies, history, international trade, business, economics, finance, computer science, engineering, data science, computer information systems, math, computer forensics/digital investigations, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. 4 additional years of direct experience may be substituted for this education requirement.

Required Experience: 0 years of cyber threat, all-source, or intelligence related experience.

Functional Responsibilities:
- Possess the ability to apply formal intelligence analysis methods, develop hypothesis, prove/disprove relationships, defend analysis, and apply attribution to cyber threat activity.
- Possess the ability to make confidence-based assessments for purposes of attribution based on a technical analysis.
- Demonstrate knowledge of Cyber Threat Intelligence principles to include indicators of compromise types, indicator pivoting and indicator attribution.
• Possess a working understanding of malware (malware communication, installation, malware types)
• Possess the ability to identify analytic bias.
• Possess knowledge of computer network defense operations
• Possess knowledge of associated threat models such as ATT&CK, the Diamond Model, and/or the Cyber Kill Chain.
• Possess exceptionally strong technical report writing skills.
• Possess the ability to build intrusion related data visualizations and perform analysis (i.e., using I2 Analyst Notebook, Netviz, Palantir, etc.)
• Fluidly present technical information and analysis to professionals and peers on a regular basis.
• Proactively engage and develop relationships with intrusion set subject matter experts.

**IT Storage Engineer (MASTER)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 10 years of IT or systems engineering experience, to include experience with data storage solutions.

**Functional Responsibilities:**

- Demonstrate a complete understanding of the technical fundamentals required to proficiently architect, implement, and administer complex data storage solutions to meet data capacity, availability, security, and performance requirements.
- Demonstrate a complete understanding of compute and storage systems (i.e. ESXi, Netapp, etc.) and associated networking fundamentals.
- Possess the ability to conduct planning, workload projection, and performance analysis of computer systems to include determining current levels of system and application resource utilization and performance.
- Possess the ability to construct analytical models describing utilization and performance at multiple levels of granularity.
- Possess the ability to analyze the impact of new technologies on storage utilization and performance.
- Possess the ability to mentor senior level personnel

**IT Storage Engineer (SENIOR)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.
**Required Experience:** 8 years of IT or systems engineering experience, to include experience with data storage solutions.

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals required to proficiently architect, implement, and administer complex data storage solutions to meet data capacity, availability, security, and performance requirements.
- Demonstrate a complete understanding of compute and storage systems (i.e. ESXi, Netapp, etc.) and associated networking fundamentals.
- Possess the ability to conduct planning, workload projection, and performance analysis of computer systems to include determining current levels of system and application resource utilization and performance.
- Possess the ability to construct analytical models describing utilization and performance at multiple levels of granularity.
- Possess the ability to analyze the impact of new technologies on storage utilization and performance.
- Possess the ability to mentor journeyman level personnel

---

**IT Storage Engineer (JOURNEYMAN)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 5 years of IT or systems engineering experience, to include experience with data storage solutions.

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals required to proficiently architect, implement, and administer complex data storage solutions to meet data capacity, availability, security, and performance requirements.
- Demonstrate a complete understanding of compute and storage systems (i.e. ESXi, Netapp, etc.) and associated networking fundamentals.
- Possess the ability to conduct planning, workload projection, and performance analysis of computer systems to include determining current levels of system and application resource utilization and performance.
- Possess the ability to construct analytical models describing utilization and performance at multiple levels of granularity.
- Possess the ability to analyze the impact of new technologies on storage utilization and performance.
- Possess the ability to mentor entry level personnel

---

**IT Storage Engineer (ENTRY)**

**Required Experience:** 5 years of IT or systems engineering experience, to include experience with data storage solutions.

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals required to proficiently architect, implement, and administer complex data storage solutions to meet data capacity, availability, security, and performance requirements.
- Demonstrate a complete understanding of compute and storage systems (i.e. ESXi, Netapp, etc.) and associated networking fundamentals.
- Possess the ability to conduct planning, workload projection, and performance analysis of computer systems to include determining current levels of system and application resource utilization and performance.
- Possess the ability to construct analytical models describing utilization and performance at multiple levels of granularity.
- Possess the ability to analyze the impact of new technologies on storage utilization and performance.
- Possess the ability to mentor entry level personnel
Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 0 years of IT or systems engineering experience, to include experience with data storage solutions.

Functional Responsibilities:
- Demonstrate an understanding of the technical fundamentals required to proficiently architect, implement, and administer complex data storage solutions to meet data capacity, availability, security, and performance requirements.
- Demonstrate a complete understanding of compute and storage systems (i.e. ESXi, Netapp, etc.) and associated networking fundamentals.
- Possess the ability to conduct planning, workload projection, and performance analysis of computer systems to include determining current levels of system and application resource utilization and performance.
- Possess the ability to construct analytical models describing utilization and performance at multiple levels of granularity.
- Possess the ability to analyze the impact of new technologies on storage utilization and performance.

IT Network Engineer (MASTER)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 10 years of IT or systems engineering experience, to include experience with network engineering.

Functional Responsibilities:
- Demonstrate a complete understanding of the technical fundamentals required to proficiently architect, implement, and administer computer networks that meet data capacity, availability, security, and performance requirements.
- Demonstrate a complete understanding of network protocols, services, and applications such as TCP/IP, IPSEC, DHCP, NFS and/or iSCSI.
- Demonstrate proficiency with network hardware, such as routers, switches, firewalls, etc.
- Possess the ability to conduct planning, workload projection, and performance analysis of computer networks to include determining current levels of resource utilization and performance.
- Possess the ability to construct analytical models describing utilization and performance at multiple levels of granularity.
- Possess the ability to analyze the impact of new technologies on network utilization and performance.
- Possess the ability to mentor senior level personnel

**IT Network Engineer (SENIOR)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree

**Required Experience:** 8 years of IT or systems engineering experience, to include experience with network engineering

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals required to proficiently architect, implement, and administer computer networks that meet data capacity, availability, security, and performance requirements.
- Demonstrate a complete understanding of network protocols, services, and applications such as TCP/IP, IPSEC, DHCP, NFS and/or iSCSI
- Demonstrate proficiency with network hardware, such as routers, switches, firewalls, etc.
- Possess the ability to conduct planning, workload projection, and performance analysis of computer networks to include determining current levels of resource utilization and performance.
- Possess the ability to construct analytical models describing utilization and performance at multiple levels of granularity.
- Possess the ability to analyze the impact of new technologies on network utilization and performance.
- Possess the ability to mentor journeyman level personnel

**IT Network Engineer (JOURNEYMAN)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree

**Required Experience:** 5 years of IT or systems engineering experience, to include experience with network engineering

**Functional Responsibilities:**
• Demonstrate an understanding of the technical fundamentals required to proficiently architect, implement, and administer computer networks that meet data capacity, availability, security, and performance requirements.
• Demonstrate a complete understanding of network protocols, services, and applications such as TCP/IP, IPSEC, DHCP, NFS and/or iSCSI
• Demonstrate proficiency with network hardware, such as routers, switches, firewalls, etc.
• Possess the ability to conduct planning, workload projection, and performance analysis of computer networks to include determining current levels of resource utilization and performance.
• Possess the ability to construct analytical models describing utilization and performance at multiple levels of granularity.
• Possess the ability to analyze the impact of new technologies on network utilization and performance.
• Possess the ability to mentor entry level personnel

**IT Network Engineer (ENTRY)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree

**Required Experience:** 0 years of IT or systems engineering experience, to include experience with network engineering

**Functional Responsibilities:**
- Demonstrate an understanding of the technical fundamentals required to proficiently architect, implement, and administer computer networks that meet data capacity, availability, security, and performance requirements.
- Demonstrate a complete understanding of network protocols, services, and applications such as TCP/IP, IPSEC, DHCP, NFS and/or iSCSI
- Demonstrate proficiency with network hardware, such as routers, switches, firewalls, etc.
- Possess the ability to conduct planning, workload projection, and performance analysis of computer networks to include determining current levels of resource utilization and performance.
- Possess the ability to construct analytical models describing utilization and performance at multiple levels of granularity.
- Possess the ability to analyze the impact of new technologies on network utilization and performance.

**Information Systems Security Professional \ Analyst (MASTER)**

**Required Education:** Bachelor of Science or Bachelor of Arts degree (or higher) a related field of study. An applicable PhD may be counted as four additional years of experience. An applicable Master of
Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 10 years of applicable experience, to include experience functioning as a FSO, AFSO, ISSO, ISSM or functionally equivalent role.

**Functional Responsibilities:**
- Demonstrate the ability to oversee the development, evaluation, and implementation of an information system security program and related policy
- Possess the skills necessary to review, prepare, update, track and/or execute Approval To Operate (ATO) packages, analysis of network security, self-inspections, security surveys, system authorization packages, IS inspections, reports, and responses, Risk Management Framework (RMF) packages, and/or IS vulnerability scanning.
- Possess the ability to conduct manual SRG/STIG checklist reviews and remediation tasks, to include maintenance of IS security records and supporting the development of Interconnection Security Agreements (ISA) / Memorandums of Understanding (MOU) for network nodes operating in government facilities
- Possess an understanding of secure coding practices
- Prepare reports on the status of security safeguards applied to computer systems
- Possess the ability to mentor senior level personnel

**Information Systems Security Professional \ Analyst (SENIOR)**

**Required Education:** Bachelor of Science or Bachelor of Arts degree (or higher) a related field of study. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 8 years of applicable experience, to include experience functioning as a FSO, AFSO, ISSO, ISSM or functionally equivalent role.

**Functional Responsibilities:**
- Demonstrate the ability to oversee the development, evaluation, and implementation of an information system security program and related policy
- Possess the skills necessary to review, prepare, update, track and/or execute Approval To Operate (ATO) packages, analysis of network security, self-inspections, security surveys, system authorization packages, IS inspections, reports, and responses, Risk Management Framework (RMF) packages, and/or IS vulnerability scanning.
- Possess the ability to conduct manual SRG/STIG checklist reviews and remediation tasks, to include maintenance of IS security records and supporting the development of Interconnection Security Agreements (ISA) / Memorandums of Understanding (MOU) for network nodes operating in government facilities
- Possess an understanding of secure coding practices
- Prepare reports on the status of security safeguards applied to computer systems
Information Systems Security Professional \ Analyst (JOURNEYMAN)

Required Education: Bachelor of Science or Bachelor of Arts degree (or higher) a related field of study. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 5 years of applicable experience, to include experience functioning as a FSO, AFSO, ISSO, ISSM or functionally equivalent role.

Functional Responsibilities:
- Demonstrate the ability to oversee the development, evaluation, and implementation of an information system security program and related policy
- Possess the skills necessary to review, prepare, update, track and/or execute Approval To Operate (ATO) packages, analysis of network security, self-inspections, security surveys, system authorization packages, IS inspections, reports, and responses, Risk Management Framework (RMF) packages, and/or IS vulnerability scanning.
- Possess the ability to conduct manual SRG/STIG checklist reviews and remediation tasks, to include maintenance of IS security records and supporting the development of Interconnection Security Agreements (ISA) / Memorandums of Understanding (MOU) for network nodes operating in government facilities
- Possess an understanding of secure coding practices
- Prepare reports on the status of security safeguards applied to computer systems
- Possess the ability to ensure IS and network nodes are operated, maintained, and disposed of in accordance with security policies and practices and develop, deliver, and monitor compliance with IS security trainings as necessary
- Possess the ability to mentor journeyman level personnel

Information Systems Security Professional \ Analyst (ENTRY)

Required Education: Bachelor of Science or Bachelor of Arts degree (or higher) a related field of study. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 0 years of applicable experience, to include experience functioning as a FSO, AFSO, ISSO, ISSM or functionally equivalent role.

Functional Responsibilities:
- Demonstrate the ability to oversee the development, evaluation, and implementation of an information system security program and related policy
• Possess the skills necessary to review, prepare, update, track and/or execute Approval To Operate (ATO) packages, analysis of network security, self-inspections, security surveys, system authorization packages, IS inspections, reports, and responses, Risk Management Framework (RMF) packages, and/or IS vulnerability scanning.
• Possess the ability to conduct manual SRG/STIG checklist reviews and remediation tasks, to include maintenance of IS security records and supporting the development of Interconnection Security Agreements (ISA) / Memorandums of Understanding (MOU) for network nodes operating in government facilities
• Possess an understanding of secure coding practices
• Prepare reports on the status of security safeguards applied to computer systems
• Possess the ability to ensure IS and network nodes are operated, maintained, and disposed of in accordance with security policies and practices and develop, deliver, and monitor compliance with IS security trainings as necessary

Data Scientist (MASTER)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 10 years of engineering experience, to include experience with data science

Functional Responsibilities:
• Demonstrate a complete understanding of the technical fundamentals related to statistical analysis, data science, computer science and software development required to perform all job tasks with competency and accuracy.
• Possess an understanding of Artificial Intelligence (AI) and Machine Learning (ML) models, approaches, and applications.
• Demonstrate fluency with data categorization, storage and retrieval
• Possess the ability to connect with stakeholders in order to gain a full understanding of the problems they’re looking to solve.
• Possess both analytical and critical thinking skills, with an aptitude to discover relevant patterns within data
• Possess the ability to thrive in a mission-critical and time-sensitive environment
• Possess the ability to mentor senior level personnel

Data Scientist (SENIOR)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.
Required Experience: 8 years of engineering experience, to include experience with data science

Functional Responsibilities:
- Demonstrate a complete understanding of the technical fundamentals related to statistical analysis, data science, computer science and software development required to perform all job tasks with competency and accuracy.
- Possess an understanding of Artificial Intelligence (AI) and Machine Learning (ML) models, approaches, and applications.
- Demonstrate fluency with data categorization, storage and retrieval
- Possess the ability to connect with stakeholders in order to gain a full understanding of the problems they’re looking to solve.
- Possess both analytical and critical thinking skills, with an aptitude to discover relevant patterns within data
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor journeyman level personnel

Data Scientist (JOURNEYMAN)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: 5 years of engineering experience, to include experience with data science

Functional Responsibilities:
- Demonstrate an understanding of the technical fundamentals related to statistical analysis, data science, computer science and software development required to perform all job tasks with competency and accuracy.
- Possess an understanding of Artificial Intelligence (AI) and Machine Learning (ML) models, approaches, and applications.
- Demonstrate fluency with data categorization, storage and retrieval
- Possess the ability to connect with stakeholders in order to gain a full understanding of the problems they’re looking to solve.
- Possess both analytical and critical thinking skills, with an aptitude to discover relevant patterns within data
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor entry level personnel

Data Scientist (ENTRY)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Computer Forensics/Digital Investigations, Information Technology, Criminal Justice, Intelligence Studies, or
another applicable degree. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 0 years of engineering experience, to include experience with data science

**Functional Responsibilities:**

- Demonstrate an understanding of the technical fundamentals related to statistical analysis, data science, computer science and software development required to perform all job tasks with competency and accuracy.
- Possess an understanding of Artificial Intelligence (AI) and Machine Learning (ML) models, approaches, and applications.
- Demonstrate fluency with data categorization, storage and retrieval.
- Possess the ability to connect with stakeholders in order to gain a full understanding of the problems they’re looking to solve.
- Possess both analytical and critical thinking skills, with an aptitude to discover relevant patterns within data.
- Possess the ability to thrive in a mission-critical and time-sensitive environment.

**Forensic Engineer (FELLOW)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** Minimum of 16 years of experience and established within the community as a SME in the domains of forensic software development, reverse engineering, mobile devices research, or cryptography. Must include direct experience developing targeted automation, digital forensic tools and parsers, IDA PRO/GHIDRA scripting, fluency in ARM/Intel architectures, knowledge of OS internals, or proficiency working with cryptography.

**Functional Responsibilities:**

- Candidates should already be an established SME within the community in the domains of digital forensics, reverse engineering, cryptography, mobile device research.
- Demonstrate a mastery of the technical fundamentals and core software development principles required to perform all tasks with competency and accuracy.
- Demonstrate mastery of 3 or more of the following:
  - Programming languages, to include C, C++, C#, Java, or Python.
  - Intel/ARM assembly languages, and reverse engineering with IDA PRO/GHIDRA.
  - Knowledge of Linux, Android, or iOS internals.
  - Knowledge of file systems internals.
  - Cryptography.
Knowledge of TPM, ARM Trustzone, or Intel SGX internals

- Demonstrate ability to execute with mastery in 3 or more of the following areas:
  - Reverse engineering Android applications (Java/Native binaries)
  - Performing mobile app/native development
  - Capable of identifying and conducting attacks on weak cryptographic implementations, and decrypting protected data when feasible
  - Forensic testing to include both functional and integration testing
  - Developing forensic parsers from reverse engineering applications that store data in undocumented formats
  - Performing forensic assessments or red teams to advise customers of risks, provide recommendations, identify mitigations, and document best practices

- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and automated testing
- Demonstrate ability to create well-written technical documentation and presentations that conveys complex technical information into more digestible formats
- Be able to quickly adapt to new situations and problems
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor and provide technical direction to master level personnel

Forensic Engineer (MASTER)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** Minimum of 12 years of professional software development, testing or reverse engineering experience, to include direct experience developing targeted automation, creating digital forensic tools and parsers, performing forensic testing, fluency in ARM/Intel architectures, or reverse engineering mobile applications.

**Functional Responsibilities:**

- Demonstrate aptitude for performing as a technical lead/project lead in the domains of digital forensics, reverse engineering, or mobile devices research
- Demonstrate an understanding of the technical fundamentals and core software development principles required to perform all tasks with competency and accuracy
- Demonstrate fluency with two or more of the following:
  - Programming languages, to include C, C++, C#, Java, or Python
  - Intel/ARM assembly languages, and reverse engineering with IDA PRO/GHIDRA
  - Knowledge of Linux, Android, or iOS internals
  - Knowledge of file systems internals
- Demonstrate ability to execute with fluency in two or more of the following areas:
  - Reverse engineering Android applications (Java/Native binaries)
Performing mobile app/native development
- Forensic testing to include both functional and integration testing
- Developing forensic parsers from reverse engineering applications that store data in undocumented formats
- Performing forensic assessments or red teams to advise customers of risks, provide recommendations, identify mitigations, and document best practices

- Demonstrate fluency working with debuggers
- Demonstrate fluency working with a hex editor
- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and automated testing
- Demonstrate ability to create well-written technical documentation that conveys complex technical information into more digestible formats
- Be able to quickly adapt to new situations and problems
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor and provide technical direction to senior level personnel

Forensic Engineer (SENIOR)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: Minimum of 8 years of professional software development, testing or reverse engineering experience, to include some direct experience writing targeted digital forensic tools and parsers, performing forensic testing, proficiency in ARM/Intel architectures, or reverse engineering mobile applications.

Functional Responsibilities:

- Demonstrate an understanding of the technical fundamentals and core software development principles required to perform all tasks with competency and accuracy
- Demonstrate proficiency with one or more of the following:
  - Programming languages, to include C, C++, C#, Java, or Python
  - Intel/ARM assembly languages, and reverse engineering with IDA PRO/GHIDRA
  - Knowledge of Linux, Android, or iOS internals
  - Knowledge of file systems internals
- Demonstrate ability to execute with proficiency in one or more of the following areas:
  - Reverse engineering Android applications (Java/Native binaries)
  - Performing mobile app/native development
  - Forensic testing to include both functional and integration testing
  - Developing forensic parsers from reverse engineering applications that store data in undocumented formats
Performing forensic assessments or red teams to advise customers of risks, provide recommendations, identify mitigations, and document best practices

- Demonstrate proficiency working with debuggers
- Demonstrate fluency working with a hex editor
- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and automated testing
- Be able to quickly adapt to new situations and problems
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor journeyman level personnel

**Forensic Engineer (JOURNEYMAN)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** Minimum of 4 years of professional software development, testing or reverse engineering experience, to include some direct experience writing targeted digital forensic tools and parsers, performing forensic testing, working at the byte-level, and or reverse engineering files and applications.

**Functional Responsibilities:**

- Demonstrate an understanding of the technical fundamentals and core software development principles required to perform all tasks with competency and accuracy
- Demonstrate proficiency with one or more of the following:
  - Programming languages, to include C, C++, C#, Java, or Python
  - Intel/ARM assembly languages, and reverse engineering with IDA PRO/GHIDRA
  - Knowledge of Linux, Android, or iOS internals
  - Knowledge of file systems internals
- Demonstrate ability to execute in one or more of the following areas:
  - Reverse engineering Android applications (Java/Native binaries)
  - Performing mobile app/native development
  - Forensic testing to include both functional and integration testing
  - Developing forensic parsers from reverse engineering applications that store data in undocumented formats
- Demonstrate proficiency working with debuggers
- Demonstrate proficiency working with a hex editor
- Possess the ability to gather testable software requirements and to participate in the design of new applications
- Execute with maintainable software processes, including software documentation, source code versioning, and automated testing
- Be able to quickly adapt to new situations and problems
• Possess the ability to thrive in a mission-critical and time-sensitive environment

Forensic Engineer (ENTRY)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: Minimum of 0 years of professional software development, testing or reverse engineering experience. If a candidate has no prior experience, they must be able to clearly demonstrate an understanding of the fundamental principles and possess the aptitude, drive, motivation and ability to learn new skills and techniques quickly.

Functional Responsibilities:

• Demonstrate an understanding of the technical fundamentals and core software development principles required to perform all tasks with competency and accuracy
• Demonstrate aptitude for one or more of the following:
  o Programming languages, to include C, C++, C#, Java, or Python
  o Intel/ARM assembly languages, and reverse engineering with IDA PRO/GHIDRA
  o Knowledge of Linux, Android, or iOS internals
• Demonstrate aptitude to execute in one or more of the following areas:
  o Reverse engineering Android applications (Java/Native binaries)
  o Performing mobile app/native development
  o Forensic testing to include both functional and integration testing
  o Developing forensic parsers from reverse engineering applications that store data in undocumented formats
• Possess the ability to gather testable software requirements and to participate in the design of new applications
• Execute with maintainable software processes, including software documentation, source code versioning, and automated testing
• Be able to quickly adapt to new situations and problems
• Possess the ability to thrive in a mission-critical and time-sensitive environment

Embedded Security Engineer (FELLOW)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: Minimum of 16 years of experience and established as a SME in the domains of embedded device development and reverse engineering. Must include direct experience with low level development and assembly language programming, developing targeted automation, IDA PRO/GHIDRA
scripting, extensive knowledge of OS internals, proficiency in conducting vulnerability analysis or working with cryptography.

Functional Responsibilities:

- Demonstrate subject matter expertise in the areas of embedded devices/IoT, cryptography, mobile device research, vulnerability assessment, or security research
- Demonstrate a mastery of the technical fundamentals and core software development principles required to perform all tasks with competency and accuracy
- Demonstrate mastery of 3 or more of the following:
  - Low-level programming, to include C, C++, or ARM assembly
  - Python development
  - Intel/ARM assembly languages, and reverse engineering with IDA PRO/GHIDRA
  - Reverse engineering RISC-based architectures
  - Linux OS, Android, or iOS system internals
  - Cryptography
  - Knowledge of TPM, ARM Trustzone, or Intel SGX internals
- Demonstrate ability to execute with mastery in three or of the following areas
  - Reverse engineer Linux/Android applications (Java/Native binaries)
  - Reverse engineer low-level bootloader and secure boot processes
  - Identifying vulnerabilities from source code/closed source binaries
  - Capable of identifying and conducting attacks on weak cryptographic implementations, and decrypting protected data when feasible
  - Hardware reverse engineering
  - Demonstrate ability to reconstruct and parse file systems
  - Embedded testing to include both functional and integration testing
  - Conducting fault-injection side-channel attacks
  - Demonstrate ability to perform forensic assessments or red teams to advise customers of risks, provide recommendations, identify mitigations, and document best practices
- Execute with maintainable software processes, including software documentation, source code versioning, and automated testing
- Demonstrate ability to create well-written technical documentation and presentations that convey complex technical information into more digestible formats
- Be able to quickly adapt to new situations and problems
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor and provide technical direction to master level personnel

Embedded Security Engineer (MASTER)

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** Minimum of 12 years of low-level software development or reverse engineering experience. Must include direct experience working with embedded devices, microcontroller
programming or firmware reverse engineering, hardware reverse engineering, vulnerability analysis, embedded testing, or substantial knowledge of OS internals.

**Functional Responsibilities:**

- Demonstrate the aptitude to execute as a technical lead/project lead within the research areas of embedded devices/IoT, mobile devices, vulnerability assessment, or security research
- Demonstrate an understanding of the technical fundamentals and core software development principles required to perform all tasks with competency and accuracy
- Demonstrate fluency with two or more of the following:
  - Low-level programming, to include C, C++, or ARM assembly
  - Python development
  - Intel/ARM assembly languages, and reverse engineering with IDA PRO/GHIDRA
  - Reverse engineering RISC-based architectures
  - Linux OS, Android, or iOS system internals
- Demonstrate ability to execute with fluency in two or of the following areas
  - Reverse engineer Linux/Android applications (Java/Native binaries)
  - Reverse engineer low-level bootloader and secure boot processes
  - Identifying vulnerabilities from source code/closed source binaries
  - Hardware reverse engineering tasks including soldering, performing tear downs, identifying and reading data from chips, applying knowledge obtained from reading data sheets, tracing pins, and identifying test points of interest
  - Design prototype circuits for interfacing with hardware under test
  - Demonstrate ability to reconstruct and parse file systems
  - Embedded testing to include both functional and integration testing
  - Conducting fault-injection side-channel attacks
  - Demonstrate ability to perform forensic assessments or red teams to advise customers of risks, provide recommendations, identify mitigations, and document best practices
- Demonstrate knowledge of Linux, Android, or iOS system internals
- Demonstrate proficiency at utilizing both software and hardware-based debuggers
- Execute with maintainable software processes, including software documentation, source code versioning, and automated testing
- Demonstrate ability to create well-written technical documentation and presentations
- Be able to quickly adapt to new situations and problems
- Possess the ability to mentor and provide technical direction to senior level personnel

---

**Embedded Security Engineer (SENIOR)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** Minimum of 8 years of low-level software development or reverse engineering experience. Should include at least some direct experience working with embedded devices,
microcontroller programming or firmware reverse engineering, hardware reverse engineering, vulnerability analysis, embedded testing, or substantial knowledge of OS internals.

Functional Responsibilities:

- Demonstrate an understanding of the technical fundamentals and core software development principles required to perform all tasks with competency and accuracy
- Demonstrate proficiency with one or more of the following:
  - Low-level programming, to include C, C++, or ARM assembly
  - Python development
  - Intel/ARM assembly languages, and reverse engineering with IDA PRO/GHIDRA
  - Reverse engineering RISC-based architectures
  - Linux OS, Android, or iOS system internals
- Demonstrate ability to execute with proficiency in one or more of the following areas
  - Reverse engineer Linux/Android applications (Java/Native binaries)
  - Reverse engineer low-level bootloader and secure boot processes
  - Identifying vulnerabilities from source code/closed source binaries
  - Hardware reverse engineering tasks including soldering, performing tear downs, identifying and reading data from chips, applying knowledge obtained from reading data sheets, tracing pins, and identifying test points of interest
  - Design prototype circuits for interfacing with hardware under test
  - Demonstrate ability to reconstruct and parse file systems
  - Embedded testing to include both functional and integration testing
  - Conducting fault-injection side-channel attacks
  - Demonstrate ability to perform forensic assessments or red teams to advise customers of risks, provide recommendations, identify mitigations, and document best practices
- Demonstrate knowledge of Linux, Android, or iOS system internals
- Execute with maintainable software processes, including software documentation, source code versioning, and automated testing
- Demonstrate ability to create well-written technical documentation and presentations
- Be able to quickly adapt to new situations and problems
- Possess the ability to thrive in a mission-critical and time-sensitive environment
- Possess the ability to mentor journeyman level personnel

**Embedded Security Engineer (JOURNEYMAN)**

**Required Education:** Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Computer Information Systems, or Math. An applicable PhD may be counted as four additional years of experience. An applicable Master of Science degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

**Required Experience:** 4 years of software development experience, to include some direct experience with ARM reverse engineering, microcontroller programming, embedded testing, or knowledge of OS internals.

**Functional Responsibilities:**
• Demonstrate an understanding of the technical fundamentals and core software development principles required to perform all tasks with competency and accuracy
• Demonstrate proficiency with one or more of the following:
  o Low-level programming, to include C, C++, or ARM assembly
  o Python development
  o Intel/ARM assembly languages, and reverse engineering with IDA PRO/GHIDRA
  o Reverse engineering RISC-based architectures
  o Linux OS, Android, or iOS system internals
• Demonstrate aptitude to execute in one or more of the following areas
  o Reverse engineer Linux/Android applications (Java/Native binaries)
  o Reverse engineer low-level bootloader and secure boot processes
  o Performing vulnerability analysis
  o Hardware reverse engineering tasks including soldering, performing tear downs, identifying and reading data from chips, applying knowledge obtained from reading data sheets, tracing pins, and identifying test points of interest
  o Demonstrate ability to reconstruct and parse file systems
  o Embedded testing to include both functional and integration testing
• Demonstrate ability to debug and modify software
• Demonstrate fluency with a hex editor
• Demonstrate ability to create well-written technical documentation and presentations
• Execute with maintainable software processes, including software documentation, source code versioning, and automated testing
• Be able to quickly adapt to new situations and problems
Possess the ability to thrive in a mission-critical and time-sensitive environment

Embedded Security Engineer (ENTRY)

Required Education: Bachelor of Science degree (or higher) in Computer Science, Electrical Engineering, Computer Engineering, Data Science, Computer Information Systems, Math, Physics, Information Technology, or another applicable degree. Four additional years of direct experience may be substituted for a Bachelor of Science degree.

Required Experience: Minimum of 0 years of professional software development or reverse engineering experience, with a strong preference for at least some non-professional related experience. If a candidate has no prior experience, they must be able to clearly demonstrate an understanding of the fundamental principles and possess the aptitude, drive, motivation and ability to learn new skills and techniques quickly.

Functional Responsibilities:

• Demonstrate an understanding of the technical fundamentals and core software development principles required to perform all tasks with competency and accuracy
• Demonstrate aptitude for one or more of the following:
  o Low-level programming, to include C, C++, or ARM assembly
  o Python development
  o Intel/ARM assembly languages, and reverse engineering with IDA PRO/GHIDRA
  o Reverse engineering RISC-based architectures
Linux OS, Android, or iOS system internals

- Demonstrate aptitude to execute in one or more of the following areas:
  - Reverse engineer Linux/Android applications (Java/Native binaries)
  - Reverse engineer low-level bootloader and secure boot processes
  - Hardware reverse engineering tasks including soldering, performing tear downs, identifying and reading data from chips, applying knowledge obtained from reading data sheets, tracing pins, and identifying test points of interest
  - Embedded testing to include both functional and integration testing

- Demonstrate aptitude to disassemble and perform static code analysis
- Demonstrate ability to debug and modify software
- Demonstrate aptitude for working with a hex editor
- Demonstrate ability to create well-written technical documentation and presentations
- Execute with maintainable software processes, including software documentation, source code versioning, and automated testing
- Be able to quickly adapt to new situations and problems
- Possess the ability to thrive in a mission-critical and time-sensitive environment

---

**Technical Travel, Import \ Export, and Deployments Coordinator \ Analyst (SENIOR)**

**Required Education:** Bachelor of Science\Arts degree in a related field. An applicable Master of Science\Arts degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a bachelor’s degree.

**Required Experience:** Minimum of 7 years of experience using technology to coordinate, communicate, and execute as a business process, content process, travel and deployment coordinator, or import\export action officer.

**Functional Responsibilities:**
- Demonstrate a complete understanding of the technical fundamentals required to perform all tasks with competency and accuracy
- Demonstrate proficiency in data management, communications, and compliance
- Possess the ability to coordinate numerous concurrent, complex, and last-minute travel plans both within and outside of the continental United States in support of urgent customer requirements.
- Possess the ability to leverage pre-deployment and operational tracking systems for the management of contractor deployment Letter of Authorizations (LOA).
- Possess the ability to shepherd employees through pre-deployment requirements to include customer training, medical, vaccination, and visa requirements.
- Possess the ability to track and securely communicate with traveling or deployed personnel and troubleshoot any visa, travel, or import/export control issues that arise.
- Possess the ability to work with internal security and compliance.
- Possess the ability to define, refine, and optimize travel, import/export, or deployments procedures to best address continually changing international, domestic, and customer regulations.
- Possess fluency across all forms of written and verbal communication.
- Execute with expediency and accuracy
• Be able to quickly adapt to new situations and problems
• Possess the ability to thrive in a mission-critical and time-sensitive environment
• Possess the ability to lead and mentor journeyman level personnel

Technical Travel, Import \ Export, and Deployments Coordinator \ Analyst (JOURNEYMAN)

**Required Education:** Bachelor of Science\Arts degree in a related field. An applicable Master of Science\Arts degree may be counted as two additional years of experience. Four additional years of direct experience may be substituted for a bachelor’s degree.

**Required Experience:** Minimum of 3 years of experience using technology to coordinate, communicate, and execute as a business process, content process, travel and deployment coordinator, or import\export action officer.

**Functional Responsibilities:**
• Demonstrate an understanding of the technical fundamentals required to perform all tasks with competency and accuracy
• Demonstrate proficiency in data management, communications, and compliance
• Possess the ability to coordinate numerous concurrent, complex, and last-minute travel plans both within and outside of the continental United States in support of urgent customer requirements.
• Possess the ability to leverage pre-deployment and operational tracking systems for the management of contractor deployment Letter of Authorizations (LOA).
• Possess the ability to shepherd employees through pre-deployment requirements to include customer training, medical, vaccination, and visa requirements.
• Possess the ability to track and securely communicate with traveling or deployed personnel and troubleshoot any visa, travel, or import/export control issues that arise.
• Possess the ability to work with internal security and compliance.
• Possess the ability to define, refine, and optimize travel, import/export, or deployments procedures to best address continually changing international, domestic, and customer regulations.
• Possess fluency across all forms of written and verbal communication.
• Execute with expediency and accuracy
• Be able to quickly adapt to new situations and problems
• Possess the ability to thrive in a mission-critical and time-sensitive environment
• Possess the ability to mentor entry level personnel

Technical Travel, Import \ Export, and Deployments Coordinator \ Analyst (ENTRY)

**Required Education:** Bachelor of Science\Arts degree in a related field. Four additional years of direct experience may be substituted for a bachelor’s degree.

**Required Experience:** Minimum of 0 years of experience using technology to coordinate, communicate, and execute as a business process, content process, travel and deployment coordinator, or import\export action officer.
Functional Responsibilities:

- Demonstrate an aptitude for the technical fundamentals required to perform all tasks with competency and accuracy
- Demonstrate aptitude in data management, communications, and compliance
- Possess the ability to coordinate numerous concurrent, complex, and last-minute travel plans both within and outside of the continental United States in support of urgent customer requirements.
- Possess the aptitude to leverage pre-deployment and operational tracking systems for the management of contractor deployment Letter of Authorizations (LOA).
- Possess the aptitude to shepherd employees through pre-deployment requirements to include customer training, medical, vaccination, and visa requirements.
- Possess the aptitude to track and securely communicate with traveling or deployed personnel and troubleshoot any visa, travel, or import/export control issues that arise.
- Possess the aptitude to learn internal security and compliance tasks.
- Possess fluency across all forms of written and verbal communication.
- Execute with expediency and accuracy
- Be able to quickly adapt to new situations and problems

2. Maximum Order Threshold: $500,000.00 *

* The Maximum Order Threshold (FAR 52.216-19) is meant to protect small contractors from very large orders that they may not be able to support. A small company has 3 days to reject an order exceeding this threshold (because the size is unreasonable for the company). Professional services are procured with a quote system and contractors will not quote if they do not want to win the award. The Maximum Order Threshold has no bearing on the maximum size of a task order.

3. Minimum Order: $100.00


   Published rates reflect performance within the continental United States (CONUS) only. U.S. Department of State published differentials and other related international expenses required to support employees performing outside the continental United States (OCONUS) may be charged as Other Direct Costs (ODCs). OCONUS ODCs may include, but are not limited to, taxes, Defense Base Act (DBA) insurance, worker’s compensation insurance, international accident and general liability insurance, predeparture medical, training, travel, lodging and equipping costs.

5. Point of Production: N/A

6. Statement of Price: Prices shown herein are net, discount deducted
7. Quantity Discounts: None

8. Prompt Payment Terms: Standard payment terms are Net 30. A 1% prompt payment discount will be applied to orders greater than $10,000.00 that are paid Net 10

9. Foreign Items: None

10a. Time of Delivery: As negotiated

10b. Expedited Delivery: As negotiated

10c. Overnight and 2-day Delivery: As negotiated

10d. Urgent Requirements: As negotiated

11. F.O.B Point: Destination

12a. Ordering Address: Cipher Tech Solutions, Inc.
1945 Old Gallows Road, Suite 620
Vienna, VA 22182

12b. Ordering Procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), and a sample BPA can be found at the GSA/FSS Schedule homepage (https://fss.gsa.gov/schedules)

13. Payment Address: Cipher Tech Solutions, Inc.
1945 Old Gallows Road, Suite 620
Vienna, VA 22182

14. Warranty Provision: Standard commercial warranty

15. Export packing charges, if applicable: N/A

16. Terms and Conditions of Rental, Maintenance, and Repair: N/A

17. Terms and Conditions of Installation: N/A

18a. Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and any Discounts from List Prices (if applicable): N/A

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

19. List of Service and Distribution Points: N/A

20. List of Participating Dealers: N/A

21. Preventive Maintenance: N/A
22a. Special Attributes Such as Environmental Attributes: N/A

22b. Section 508 Compliance: Electronic and Information Technology (EIT) standards can be found at https://www.section508.gov/

23. Data Universal Number System (DUNS) Number: 626566207

24. SAM Registration: Cipher Tech Solutions, Inc. is currently registered in the System for Award Management (SAM) database. CAGE Code: 4KVA9

**Terms and Conditions for all IT Contractors**

1) 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

2) Services Performed

   a) All 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.

   b) The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

   c) The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
3) Travel. Any Contractor travel required in the performance of services must comply with the Pub. L. 99-234 and FAR Part 31.205-46, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel.

4) Warranty

a) Unless otherwise specified in this contract, the Contractor's standard commercial warranty as stated in the contract's commercial pricelist will apply to this contract.

b) The Contractor's commercial guarantee/warranty shall be included in the Commercial Supplier Agreement to include Enterprise User License Agreements or Terms of Service (TOS) agreements, if applicable.

c) Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the ordering activity for consequential damages resulting from any defect or deficiencies in accepted items.

<table>
<thead>
<tr>
<th>Regulation Number</th>
<th>Regulation Title/Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>52.222-46</td>
<td>EVALUATION OF COMPENSATION FOR PROFESSIONAL EMPLOYEES (FEB 1993)</td>
</tr>
<tr>
<td>52.222-48</td>
<td>EXEMPTION FROM APPLICATION OF THE SERVICE CONTRACT LABOR STANDARDS TO CONTRACTS FOR MAINTENANCE, CALIBRATION, OR REPAIR OF CERTAIN EQUIPMENT CERTIFICATION (MAY 2014)</td>
</tr>
<tr>
<td>52.223-19</td>
<td>COMPLIANCE WITH ENVIRONMENTAL MANAGEMENT SYSTEMS (MAY 2011)</td>
</tr>
<tr>
<td>52.223-2</td>
<td>AFFIRMATIVE PROCUREMENT OF BIOBASED PRODUCTS UNDER SERVICE AND CONSTRUCTION CONTRACTS (SEP 2013)</td>
</tr>
<tr>
<td>52.229-1</td>
<td>STATE AND LOCAL TAXES (APR 1984)</td>
</tr>
<tr>
<td>52.222-62</td>
<td>PAID SICK LEAVE UNDER EXECUTIVE ORDER 13706 (JAN 2017)</td>
</tr>
<tr>
<td>52.223-13</td>
<td>ACQUISITION OF EPEAT® - REGISTERED IMAGING EQUIPMENT (JUN 2014)</td>
</tr>
<tr>
<td>52.223-14</td>
<td>ACQUISITION OF EPEAT® - REGISTERED TELEVISIONS (JUN 2014)</td>
</tr>
<tr>
<td>52.223-16</td>
<td>ACQUISITION OF EPEAT® - REGISTERED PERSONAL COMPUTER PRODUCTS (OCT 2015)</td>
</tr>
<tr>
<td>552.238-115</td>
<td>SPECIAL ORDERING PROCEDURES FOR THE ACQUISITION OF ORDER-LEVEL MATERIALS (MAY 2019)</td>
</tr>
<tr>
<td>552.238-107</td>
<td>TRAFFIC RELEASE (SUPPLIES) (MAY 2019)</td>
</tr>
<tr>
<td>552.238-73</td>
<td>IDENTIFICATION OF ELECTRONIC OFFICE EQUIPMENT PROVIDING ACCESSIBILITY FOR THE HANDICAPPED (MAY 2019)</td>
</tr>
<tr>
<td>552.238-86</td>
<td>DELIVERY SCHEDULE (MAY 2019)</td>
</tr>
<tr>
<td>552.238-89</td>
<td>DELIVERIES TO THE U.S. POSTAL SERVICE (MAY 2019)</td>
</tr>
<tr>
<td>552.238-90</td>
<td>CHARACTERISTICS OF ELECTRIC CURRENT (MAY 2019)</td>
</tr>
<tr>
<td>552.238-91</td>
<td>MARKING AND DOCUMENTATION REQUIREMENTS FOR SHIPPING (MAY 2019)</td>
</tr>
<tr>
<td>552.238-92</td>
<td>VENDOR MANAGED INVENTORY (VMI) PROGRAM (MAY 2019)</td>
</tr>
<tr>
<td>552.238-93</td>
<td>ORDER ACKNOWLEDGMENT (MAY 2019)</td>
</tr>
<tr>
<td>552.238-94</td>
<td>ACCELERATED DELIVERY REQUIREMENTS (MAY 2019)</td>
</tr>
</tbody>
</table>
## Pricing

1. **SIN 54151S Information Technology Professional Services Rates**

   Annual escalation priced at 3% annually. All rates inclusive of IFF.

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>Base Year (with IFF)</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
<th>Year 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forensic Software Developer\Reverse Engineer (Master)</td>
<td>$289.02</td>
<td>$297.69</td>
<td>$306.62</td>
<td>$315.82</td>
<td>$325.29</td>
</tr>
<tr>
<td>Forensic Software Developer\Reverse Engineer (Senior)</td>
<td>$165.23</td>
<td>$170.19</td>
<td>$175.30</td>
<td>$180.56</td>
<td>$185.98</td>
</tr>
<tr>
<td>Forensic Software Developer\Reverse Engineer (Journeyman)</td>
<td>$146.35</td>
<td>$150.74</td>
<td>$155.26</td>
<td>$159.92</td>
<td>$164.72</td>
</tr>
<tr>
<td>Forensic Software Developer\Reverse Engineer (Entry)</td>
<td>$108.58</td>
<td>$111.84</td>
<td>$115.20</td>
<td>$118.66</td>
<td>$122.22</td>
</tr>
<tr>
<td>Advanced MEDEX Examiner (Master)</td>
<td>$250.48</td>
<td>$257.99</td>
<td>$265.73</td>
<td>$273.70</td>
<td>$281.92</td>
</tr>
<tr>
<td>Advanced MEDEX Examiner (Senior)</td>
<td>$155.79</td>
<td>$160.46</td>
<td>$165.27</td>
<td>$170.23</td>
<td>$175.34</td>
</tr>
<tr>
<td>Advanced MEDEX Examiner (Journeyman)</td>
<td>$146.34</td>
<td>$150.73</td>
<td>$155.25</td>
<td>$159.91</td>
<td>$164.71</td>
</tr>
<tr>
<td>Advanced MEDEX Examiner (Entry)</td>
<td>$94.42</td>
<td>$97.25</td>
<td>$100.17</td>
<td>$103.18</td>
<td>$106.28</td>
</tr>
<tr>
<td>Advanced CELLEX Examiner (Master)</td>
<td>$250.48</td>
<td>$257.99</td>
<td>$265.73</td>
<td>$273.70</td>
<td>$281.92</td>
</tr>
<tr>
<td>Advanced CELLEX Examiner (Senior)</td>
<td>$155.79</td>
<td>$160.46</td>
<td>$165.27</td>
<td>$170.23</td>
<td>$175.34</td>
</tr>
<tr>
<td>Advanced CELLEX Examiner (Journeyman)</td>
<td>$146.34</td>
<td>$150.73</td>
<td>$155.25</td>
<td>$159.91</td>
<td>$164.71</td>
</tr>
<tr>
<td>Advanced CELLEX Examiner (Entry)</td>
<td>$94.42</td>
<td>$97.25</td>
<td>$100.17</td>
<td>$103.18</td>
<td>$106.28</td>
</tr>
<tr>
<td>Technical Subject Matter Expert \ Consulting Engineer (Master)</td>
<td>$289.02</td>
<td>$297.69</td>
<td>$306.62</td>
<td>$315.82</td>
<td>$325.29</td>
</tr>
<tr>
<td>Technical Subject Matter Expert \ Consulting Engineer (Senior)</td>
<td>$226.40</td>
<td>$233.19</td>
<td>$240.19</td>
<td>$247.39</td>
<td>$254.81</td>
</tr>
<tr>
<td>Technical Subject Matter Expert \ Consulting Engineer (Journeyman)</td>
<td>$184.97</td>
<td>$190.52</td>
<td>$196.23</td>
<td>$202.12</td>
<td>$208.18</td>
</tr>
<tr>
<td>Program Manager \ Technical Task Lead (Master)</td>
<td>$231.21</td>
<td>$238.15</td>
<td>$245.30</td>
<td>$252.65</td>
<td>$260.23</td>
</tr>
<tr>
<td>Program Manager \ Technical Task Lead (Senior)</td>
<td>$192.68</td>
<td>$198.46</td>
<td>$204.41</td>
<td>$210.54</td>
<td>$216.86</td>
</tr>
<tr>
<td>Program Manager \ Technical Task Lead (Journeyman)</td>
<td>$173.41</td>
<td>$178.61</td>
<td>$183.97</td>
<td>$189.49</td>
<td>$195.18</td>
</tr>
<tr>
<td>Program Manager \ Technical Task Lead (Entry)</td>
<td>$149.33</td>
<td>$153.81</td>
<td>$158.42</td>
<td>$163.18</td>
<td>$168.07</td>
</tr>
<tr>
<td>Database Developer \ Engineer (Master)</td>
<td>$168.59</td>
<td>$173.65</td>
<td>$178.86</td>
<td>$184.23</td>
<td>$189.75</td>
</tr>
<tr>
<td>Database Developer \ Engineer (Senior)</td>
<td>$154.15</td>
<td>$158.77</td>
<td>$163.53</td>
<td>$168.44</td>
<td>$173.49</td>
</tr>
<tr>
<td>Database Developer \ Engineer (Journeyman)</td>
<td>$134.87</td>
<td>$138.92</td>
<td>$143.09</td>
<td>$147.38</td>
<td>$151.80</td>
</tr>
<tr>
<td>Database Developer \ Engineer (Entry)</td>
<td>$105.97</td>
<td>$109.15</td>
<td>$112.43</td>
<td>$115.80</td>
<td>$119.28</td>
</tr>
<tr>
<td>Cloud Architect \ Engineer (Master)</td>
<td>$202.31</td>
<td>$208.38</td>
<td>$214.63</td>
<td>$221.07</td>
<td>$227.70</td>
</tr>
<tr>
<td>Cloud Architect \ Engineer (Senior)</td>
<td>$192.68</td>
<td>$198.46</td>
<td>$204.41</td>
<td>$210.54</td>
<td>$216.86</td>
</tr>
<tr>
<td>Cloud Architect \ Engineer (Journeyman)</td>
<td>$173.41</td>
<td>$178.61</td>
<td>$183.97</td>
<td>$189.49</td>
<td>$195.18</td>
</tr>
<tr>
<td>Cloud Architect \ Engineer (Entry)</td>
<td>$120.42</td>
<td>$124.04</td>
<td>$127.76</td>
<td>$131.59</td>
<td>$135.54</td>
</tr>
<tr>
<td>Web Developer \ Engineer (Master)</td>
<td>$192.68</td>
<td>$198.46</td>
<td>$204.41</td>
<td>$210.54</td>
<td>$216.86</td>
</tr>
<tr>
<td>Web Developer \ Engineer (Senior)</td>
<td>$171.48</td>
<td>$176.62</td>
<td>$181.92</td>
<td>$187.38</td>
<td>$193.00</td>
</tr>
<tr>
<td>Web Developer \ Engineer (Journeyman)</td>
<td>$151.88</td>
<td>$156.44</td>
<td>$161.13</td>
<td>$165.96</td>
<td>$170.94</td>
</tr>
<tr>
<td>Web Developer \ Engineer (Entry)</td>
<td>$112.69</td>
<td>$116.07</td>
<td>$119.55</td>
<td>$123.13</td>
<td>$126.83</td>
</tr>
<tr>
<td>Systems \ Integration Engineer (Master)</td>
<td>$202.31</td>
<td>$208.38</td>
<td>$214.63</td>
<td>$221.07</td>
<td>$227.70</td>
</tr>
<tr>
<td>Systems \ Integration Engineer (Senior)</td>
<td>$183.04</td>
<td>$188.53</td>
<td>$194.19</td>
<td>$200.02</td>
<td>$206.02</td>
</tr>
<tr>
<td>Systems \ Integration Engineer (Journeyman)</td>
<td>$146.52</td>
<td>$150.91</td>
<td>$155.44</td>
<td>$160.11</td>
<td>$164.91</td>
</tr>
<tr>
<td>Systems \ Integration Engineer (Entry)</td>
<td>$115.61</td>
<td>$119.08</td>
<td>$122.65</td>
<td>$126.33</td>
<td>$130.12</td>
</tr>
<tr>
<td>Test Engineer (Master)</td>
<td>$168.59</td>
<td>$173.65</td>
<td>$178.86</td>
<td>$184.23</td>
<td>$189.75</td>
</tr>
<tr>
<td>Test Engineer (Senior)</td>
<td>$154.15</td>
<td>$158.77</td>
<td>$163.53</td>
<td>$168.44</td>
<td>$173.49</td>
</tr>
<tr>
<td>Position</td>
<td>Entry</td>
<td>Journeyman</td>
<td>Senior</td>
<td>Master</td>
<td></td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>--------</td>
<td>------------</td>
<td>---------</td>
<td>---------</td>
<td></td>
</tr>
<tr>
<td>Test Engineer (Journeyman)</td>
<td>$134.87</td>
<td>$138.92</td>
<td>$143.09</td>
<td>$147.38</td>
<td></td>
</tr>
<tr>
<td>Test Engineer (Entry)</td>
<td>$105.97</td>
<td>$109.15</td>
<td>$112.43</td>
<td>$115.80</td>
<td></td>
</tr>
<tr>
<td>Cyber Intel Threat Analyst (Master)</td>
<td>$202.31</td>
<td>$208.38</td>
<td>$214.63</td>
<td>$221.07</td>
<td></td>
</tr>
<tr>
<td>Cyber Intel Threat Analyst (Senior)</td>
<td>$163.78</td>
<td>$168.69</td>
<td>$173.75</td>
<td>$178.97</td>
<td></td>
</tr>
<tr>
<td>Cyber Intel Threat Analyst (Journeyman)</td>
<td>$134.87</td>
<td>$138.92</td>
<td>$143.09</td>
<td>$147.38</td>
<td></td>
</tr>
<tr>
<td>Cyber Intel Threat Analyst (Entry)</td>
<td>$101.16</td>
<td>$104.19</td>
<td>$107.32</td>
<td>$110.54</td>
<td></td>
</tr>
<tr>
<td>IT Storage Engineer (Master)</td>
<td>$202.31</td>
<td>$208.38</td>
<td>$214.63</td>
<td>$221.07</td>
<td></td>
</tr>
<tr>
<td>IT Storage Engineer (Senior)</td>
<td>$183.04</td>
<td>$188.53</td>
<td>$194.19</td>
<td>$200.02</td>
<td></td>
</tr>
<tr>
<td>IT Storage Engineer (Journeyman)</td>
<td>$146.52</td>
<td>$150.91</td>
<td>$155.44</td>
<td>$160.11</td>
<td></td>
</tr>
<tr>
<td>IT Storage Engineer (Entry)</td>
<td>$115.61</td>
<td>$119.08</td>
<td>$122.65</td>
<td>$126.33</td>
<td></td>
</tr>
<tr>
<td>IT Network Engineer (Master)</td>
<td>$197.49</td>
<td>$203.42</td>
<td>$209.52</td>
<td>$215.80</td>
<td></td>
</tr>
<tr>
<td>IT Network Engineer (Senior)</td>
<td>$171.48</td>
<td>$176.62</td>
<td>$181.92</td>
<td>$187.38</td>
<td></td>
</tr>
<tr>
<td>IT Network Engineer (Journeyman)</td>
<td>$151.88</td>
<td>$156.44</td>
<td>$161.13</td>
<td>$165.96</td>
<td></td>
</tr>
<tr>
<td>IT Network Engineer (Entry)</td>
<td>$112.69</td>
<td>$116.07</td>
<td>$119.55</td>
<td>$123.13</td>
<td></td>
</tr>
<tr>
<td>Information Systems Security Professional \ Analyst (Master)</td>
<td>$168.59</td>
<td>$173.65</td>
<td>$178.86</td>
<td>$184.23</td>
<td></td>
</tr>
<tr>
<td>Information Systems Security Professional \ Analyst (Senior)</td>
<td>$154.15</td>
<td>$158.77</td>
<td>$163.53</td>
<td>$168.44</td>
<td></td>
</tr>
<tr>
<td>Information Systems Security Professional \ Analyst (Journeyman)</td>
<td>$134.87</td>
<td>$138.92</td>
<td>$143.09</td>
<td>$147.38</td>
<td></td>
</tr>
<tr>
<td>Information Systems Security Professional \ Analyst (Entry)</td>
<td>$105.97</td>
<td>$109.15</td>
<td>$112.43</td>
<td>$115.80</td>
<td></td>
</tr>
<tr>
<td>Data Scientist (Master)</td>
<td>$289.02</td>
<td>$297.69</td>
<td>$306.62</td>
<td>$315.82</td>
<td></td>
</tr>
<tr>
<td>Data Scientist (Senior)</td>
<td>$197.49</td>
<td>$203.42</td>
<td>$209.52</td>
<td>$215.80</td>
<td></td>
</tr>
<tr>
<td>Data Scientist (Journeyman)</td>
<td>$149.33</td>
<td>$153.81</td>
<td>$158.42</td>
<td>$163.18</td>
<td></td>
</tr>
<tr>
<td>Data Scientist (Entry)</td>
<td>$120.42</td>
<td>$124.04</td>
<td>$127.76</td>
<td>$131.59</td>
<td></td>
</tr>
<tr>
<td>Forensic Engineer (Fellow)</td>
<td>$352.05</td>
<td>$362.61</td>
<td>$373.49</td>
<td>$384.69</td>
<td></td>
</tr>
<tr>
<td>Forensic Engineer (Master)</td>
<td>$301.75</td>
<td>$310.81</td>
<td>$320.13</td>
<td>$329.73</td>
<td></td>
</tr>
<tr>
<td>Forensic Engineer (Senior)</td>
<td>$236.37</td>
<td>$243.46</td>
<td>$250.77</td>
<td>$258.29</td>
<td></td>
</tr>
<tr>
<td>Forensic Engineer (Journeyman)</td>
<td>$184.97</td>
<td>$190.52</td>
<td>$196.23</td>
<td>$202.12</td>
<td></td>
</tr>
<tr>
<td>Forensic Engineer (Entry)</td>
<td>$125.73</td>
<td>$129.50</td>
<td>$133.39</td>
<td>$137.39</td>
<td></td>
</tr>
<tr>
<td>Embedded Security Engineer (Fellow)</td>
<td>$352.05</td>
<td>$362.61</td>
<td>$373.49</td>
<td>$384.69</td>
<td></td>
</tr>
<tr>
<td>Embedded Security Engineer (Master)</td>
<td>$301.75</td>
<td>$310.81</td>
<td>$320.13</td>
<td>$329.73</td>
<td></td>
</tr>
<tr>
<td>Embedded Security Engineer (Senior)</td>
<td>$236.37</td>
<td>$243.46</td>
<td>$250.77</td>
<td>$258.29</td>
<td></td>
</tr>
<tr>
<td>Embedded Security Engineer (Journeyman)</td>
<td>$184.97</td>
<td>$190.52</td>
<td>$196.23</td>
<td>$202.12</td>
<td></td>
</tr>
<tr>
<td>Embedded Security Engineer (Entry)</td>
<td>$125.73</td>
<td>$129.50</td>
<td>$133.39</td>
<td>$137.39</td>
<td></td>
</tr>
<tr>
<td>Technical Travel and Deployments Coordinator (Senior)</td>
<td>$125.73</td>
<td>$129.50</td>
<td>$133.39</td>
<td>$137.39</td>
<td></td>
</tr>
<tr>
<td>Technical Travel and Deployments Coordinator (Journeyman)</td>
<td>$105.61</td>
<td>$108.78</td>
<td>$112.04</td>
<td>$115.41</td>
<td></td>
</tr>
<tr>
<td>Technical Travel and Deployments Coordinator (Entry)</td>
<td>$85.50</td>
<td>$88.07</td>
<td>$90.71</td>
<td>$93.43</td>
<td></td>
</tr>
</tbody>
</table>

## 2. Period of Performance

<table>
<thead>
<tr>
<th>Year</th>
<th>Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Year</td>
<td>29 JAN 2020 – 28 JAN 2021</td>
</tr>
<tr>
<td>Year 2</td>
<td>29 JAN 2021 – 28 JAN 2022</td>
</tr>
<tr>
<td>Year 3</td>
<td>29 JAN 2022 – 28 JAN 2023</td>
</tr>
<tr>
<td>Year 4</td>
<td>29 JAN 2023 – 28 JAN 2024</td>
</tr>
<tr>
<td>Year 5</td>
<td>29 JAN 2024 – 28 JAN 2025</td>
</tr>
</tbody>
</table>