GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service
Authorized Federal Supply Schedule Price List

Online access to contract ordering information, terms and conditions, pricing, and the option to create an electronic delivery order are available through GSA Advantage!®. The website for GSA Advantage!® is: https://www.GSAAdvantage.gov.

Multiple Award Schedule (MAS)
Federal Supply Group: Professional Services
Contract Number: **47QTCA24D00AN**

For more information on ordering go to the following website: https://www.gsa.gov/schedules.

Contract Period: **June 6, 2024 – June 5, 2029**
Prices Shown Herein are Net (discount deducted)

Contractor:

CSS SOLUTIONS, LLC
17 Loudoun ST SE
STE 103
Leesburg, Virginia 20175-3012
Phone: 7037719757
Website: www.css-sol.com
Email: RCusack@CustomSoftwareSystems.com

Administrator:

Robert Cusack
Responsible Manager
17 Loudoun ST SE
STE 103
Leesburg, Virginia 20175-3012
Phone: 7037719757
Email: RCusack@CustomSoftwareSystems.com

Business Size: Joint Venture Women Owned Small Business; HUBZone Small Business, Small Business

Joint Venture Information:

FSS Program Contract Number	Name of Each Partner under the Joint Venture	SINs Offered or Awarded
GS-35F-0468Y	CSS, Inc (Protégé)	54151S, OLM
47QTCA18D00A7	MSol, Inc. (Mentor)	518210C, 54151S, 541611, OLM

CUSTOMER INFORMATION

1a. Table of Awarded Special Item Number(s) with appropriate cross reference to item descriptions and awarded price(s):

- **54151S – Information Technology Services**
- **518210C – Cloud Information Technology Services**
- **541611 – Consulting and Administrative Services**

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. **See Pricelist.**

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, the Contractor shall insert "Not applicable" for this item. **See Pricelist.**

2. Maximum Order:
- **54151S: $500,000**
- **518210C: $500,000**
- **541611: $1,000,000**
- **OLM: $250,000**

3. Minimum Order: **$100.00**

4. Geographic coverage (delivery Area): **Domestic**

5. Point(s) of production (city, county, and state or foreign country): **17 Loudoun ST SE, STE 103, Leesburg, Virginia 20175-3012**

6. Discount from list prices or statement of net price: **Government net prices (discounts already deducted).**

7. Quantity discounts: **None**

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

9. Foreign items (list items by country of origin): **None**

10a. Time of Delivery (Contractor insert number of days): **Specified on the Task Order**

10b. Expedited Delivery: **Contact Contractor**

10c. Overnight and 2-day delivery. **Contact Contractor**

10d. Urgent Requirements. **Contact Contractor**

11.   F.O.B Points(s): **Destination**

12a. Ordering Address(es): **17 Loudoun ST SE, STE 103, Leesburg, Virginia 20175-3012**

12b. Ordering procedures: **See Federal Acquisition Regulation (FAR) 8.405-3.**

13.   Payment address(es): **17 Loudoun ST SE, STE 103, Leesburg, Virginia 20175-3012**

14.   Warranty provision.: **Contractor's standard commercial warranty.**

15.   Export Packing Charges (if applicable): **N/A**

16.   Terms and conditions of rental, maintenance, and repair (if applicable): **N/A**

17.   Terms and conditions of installation (if applicable): **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 (if applicable): **N/A**

19.   List of service and distribution points (if applicable): **N/A**

20.   List of participating dealers (if applicable): **N/A**

21.   Preventive maintenance (if applicable): **N/A**

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

22b. If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services offered and show where full details can be found (e.g., Contractor's website or other location). ICT accessibility standards can be found at https://www.section508.gov/. **CSS Solutions is 508 compliant.**

23.   Unique Entity Identifier (UEI) number: **YARBVKVJMDM9**

24.   Notification regarding registration in System for Award Management (SAM) database: **Registered**

FINAL PRICING

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

6/6/2024 – 6/5/2029

SIN	Labor Category	GSA PRICE including IFF 6/6/2024 – 6/5/2025	GSA PRICE including IFF 6/6/2025 – 6/5/2026	GSA PRICE including IFF 6/6/2026 – 6/5/2027	GSA PRICE including IFF 6/6/2027 – 6/5/2028	GSA PRICE including IFF 6/6/2028 – 6/5/2029
54151S	IT Analyst 3 (Msol Inc.)	$82.52	$85.57	$88.74	$92.02	$95.43
54151S	IT Analyst 4 (Msol Inc.)	$103.73	$107.57	$111.55	$115.68	$119.96
54151S	IT Analyst 5 (Msol Inc.)	$119.62	$124.04	$128.63	$133.39	$138.33
54151S	IT Business Analyst 2 (Msol Inc.)	$97.99	$101.62	$105.38	$109.28	$113.32
54151S	IT Business Analyst 3 (Msol Inc.)	$110.37	$114.45	$118.68	$123.07	$127.63
54151S	IT Business Analyst 5 (Msol Inc.)	$185.18	$192.03	$199.13	$206.50	$214.14
54151S	IT Program / Project Leader 5 (Msol Inc.)	$197.72	$205.04	$212.62	$220.49	$228.65
54151S	IT Project Leader 4 (Msol Inc.)	$169.88	$176.17	$182.69	$189.45	$196.46
54151S	IT Subject Matter Expert (SME) (Msol Inc.)	$216.61	$224.62	$232.94	$241.55	$250.49
518210C	Cloud Analyst 2 (Msol Inc.)	$51.66	$53.57	$55.56	$57.61	$59.75
518210C	Cloud Analyst 3 (Msol Inc.)	$82.52	$85.57	$88.74	$92.02	$95.43
518210C	Cloud Analyst 4 (Msol Inc.)	$103.73	$107.57	$111.55	$115.68	$119.96
518210C	Cloud Analyst 5 (Msol Inc.)	$119.62	$124.04	$128.63	$133.39	$138.33
518210C	Cloud Application Programming Interface (API) Specialist 3 (Msol Inc.)	$157.06	$162.87	$168.90	$175.14	$181.62
518210C	Cloud Business Analyst 5 (Msol Inc.)	$175.87	$182.38	$189.13	$196.13	$203.39
518210C	Cloud Database Access Specialist 4 (Msol Inc.)	$127.59	$132.31	$137.21	$142.29	$147.56
518210C	Cloud Full Stack Developer 5 (Msol Inc.)	$148.78	$154.28	$159.99	$165.91	$172.05
518210C	Cloud Program / Project Leader 5 (Msol Inc.)	$199.12	$206.49	$214.13	$222.05	$230.26
518210C	Cloud Scrum Master 5 (Msol Inc.)	$180.83	$187.52	$194.46	$201.65	$209.12
518210C	Cloud Security / Authority to Operate (ATO) Specialist 3 (Msol Inc.)	$140.33	$145.52	$150.90	$156.48	$162.28
518210C	Cloud Subject Matter Expert (SME) (Msol Inc.)	$216.61	$224.62	$232.94	$241.55	$250.49
541611	Associate /Consultant 1 (Msol Inc.)	$93.66	$97.13	$100.73	$104.45	$108.32

541611	Associate /Consultant 2 (Msol Inc.)	$125.22	$129.85	$134.66	$139.65	$144.82
541611	Associate /Consultant 3 (Msol Inc.)	$140.40	$145.60	$150.99	$156.57	$162.37
541611	Senior Associate / Consultant 1 (Msol Inc.)	$146.57	$151.99	$157.61	$163.45	$169.49
541611	Senior Associate / Consultant 3 (Msol Inc.)	$158.23	$164.08	$170.16	$176.45	$182.98
541611	Senior Manager 1 (Msol Inc.)	$190.55	$197.60	$204.92	$212.50	$220.36
541611	Senior Manager 2 (Msol Inc.)	$206.77	$214.42	$222.35	$230.58	$239.11
541611	Manager 1 (Msol Inc.)	$165.73	$171.87	$178.23	$184.82	$191.66
541611	Manager 3 (Msol Inc.)	$173.40	$179.82	$186.47	$193.37	$200.52
541611	Senior Consultant 2 (Msol Inc.)	$115.20	$119.47	$123.89	$128.47	$133.23
541611	Senior Consultant 3 (Msol Inc.)	$124.40	$129.01	$133.78	$138.73	$143.86
54151S	Business Process Consultant, Level IV (CSS Inc.)	$169.78	$176.06	$182.58	$189.33	$196.33
54151S	Technical Writer, Level II (CSS Inc.)	$79.70	$82.65	$85.71	$88.89	$92.17
54151S	Subject Matter Expert, Level V (CSS Inc.)	$210.31	$218.09	$226.16	$234.53	$243.20
54151S	Subject Matter Expert, Level IV (CSS Inc.)	$182.65	$189.41	$196.42	$203.69	$211.22
54151S	Systems Architect, Level IV (CSS Inc.)	$154.11	$159.81	$165.72	$171.86	$178.22
54151S	Senior Task Order Manager/Technical Lead (CSS Inc.)	$124.11	$128.71	$133.47	$138.41	$143.53
54151S	Application Systems Analyst, Principal (CSS Inc.)	$141.59	$146.83	$152.26	$157.89	$163.74
54151S	Internet Technology Specialist, Senior (CSS Inc.)	$109.35	$113.40	$117.59	$121.94	$126.46
54151S	Data Warehouse/Mining Specialist (CSS Inc.)	$126.79	$131.49	$136.35	$141.40	$146.63
54151S	Database Administrator, Principal (CSS Inc.)	$140.27	$145.46	$150.84	$156.42	$162.21
54151S	Database Administrator, Associate (CSS Inc.)	$113.29	$117.48	$121.82	$126.33	$131.00

SERVICE CONTRACT LABOR STANDARDS (SCLS) MATRIX

The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) and all services provided.

While no specific labor categories have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS/SCA eligible labor categories.

If and / or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number.

Failure to do so may result in cancellation of the contract.

LABOR CATEGORY DESCRIPTIONS

Labor Category Title	Labor Category Description	Minimum Education	Minimum Years of Experience
IT Analyst 3 (Msol Inc.)	Functional Responsibilities: Possesses demonstrated knowledge and/or experience applying analytic methodologies and principles to address client needs. Responsibilities, generally performed under guidance of Project lead and/or analyst team lead, may include: • Apply analytic techniques in the evaluation of project objectives and contribute to the implementation of strategic direction • Perform analytical functions including information gathering, data modeling, project testing, and creation of performance measurements to support project objectives • Conduct activities in support of project team's objectives • Work with minimal supervision and technical guidance • Supervise a project team	Bachelors	4
IT Analyst 4 (Msol Inc.)	Functional Responsibilities: Possesses demonstrated knowledge and experience applying analytic methodologies and principles to address client needs. Responsibilities may include: • Apply analytic techniques in the evaluation of project objectives and contribute to the implementation of strategic direction • Perform analytical functions including information gathering, data modeling, project testing, and creation of performance measurements to support project objectives • Conduct activities in support of project team's objectives • Work with minimal supervision and technical guidance • Supervise a project team	Bachelors	6
IT Analyst 5 (Msol Inc.)	Functional Responsibilities: Possesses demonstrated knowledge and experience applying analytic	Bachelors	8

	methodologies and principles to address client needs. Responsibilities may include: • Apply analytic techniques in the evaluation of project objectives and contribute to the implementation of strategic direction • Perform analytical functions including information gathering, data modeling, project testing, and creation of performance measurements to support project objectives • Conduct activities in support of project team's objectives • Work with minimal supervision and technical guidance • Supervise a project team		
IT Business Analyst 2 (Msol Inc.)	Functional Responsibilities: Experienced in assisting in planning, estimating, organizing, staffing, and executing projects. Should possess advanced knowledge in specific business solution sets or industries. Responsibilities, generally performed under the guidance of the Project leader and/or Senior Business Analyst, may include: • Develop system requirements • Conduct business process re-engineering • Analyze data and make recommendations • Provide functional or subject matter expertise • Organize, direct, and coordinate the planning and production of all the client deliveries within a reasonable span of control and assigned project • Complete task assignments within estimated time frames and budget constraints • Meet with client personnel and assigned functional and technical staff • Formulate deliverable items • Provide support to services delivered under the contract to ensure to the maximum extent practicable that software and related products satisfy the requirements and needs of client organization • Perform role of scrum master • Actively apply quality assurance measures to the performance of the contract	Bachelors	2
IT Business Analyst 3 (Msol Inc.)	Functional Responsibilities: Experienced in assisting in planning, estimating, organizing, staffing, and executing projects. Should possess advanced knowledge in specific business solution sets or industries.	Bachelors	3

	Responsibilities, generally performed under the guidance of the Project leader and/or Senior Business Analyst, may include: • Lead project teams • Develop system requirements • Conduct business process re-engineering • Analyze data and make recommendations • Provide functional or subject matter expertise • Organize, direct, and coordinate the planning and production of all the client deliveries within a reasonable span of control and assigned project • Complete task assignments within estimated time frames and budget constraints • Meet with client personnel and assigned functional and technical staff • Formulate deliverable items • Provide support to services delivered under the contract to ensure to the maximum extent practicable that software and related products satisfy the requirements and needs of client organization • Perform role of scrum master • Actively apply quality assurance measures to the performance of the contract		
IT Business Analyst 5 (Msol Inc.)	Functional Responsibilities: Experienced in assisting in planning, estimating, organizing, staffing, and executing projects. Should possess subject matter expertise in specific business solution sets or industries. Responsibilities may include: • Lead multiple project teams • Develop system requirements • Conduct business process re-engineering • Analyze data and make recommendations • Provide functional or subject matter expertise • Organize, direct, and coordinate the planning and production of all the client deliveries within a reasonable span of control and assigned project • Complete task assignments within estimated time frames and budget constraints • Meet with client personnel and assigned functional and technical staff • Formulate deliverable items • Provide support to services delivered under the contract to ensure to the	Bachelors	7

	maximum extent practicable that software and related products satisfy the requirements and needs of client organization • Perform role of scrum master • Actively apply quality assurance measures to the performance of the contract.		
IT Program / Project Leader 5 (Msol Inc.)	Functional Responsibilities: Experienced with planning, estimating, organizing, staffing, and executing projects. Must have intensive and progressive experience in supervising and managing multiple, complex IT services projects, such as application software development, implementation, or modernization. Responsibilities may include: • Oversee delivery for multiple projects • Organize, direct, and coordinate the planning and production of all client deliveries within a reasonable span of control and assigned projects • Complete task assignments within estimated time frames and budget constraints • Schedule and assign duties to subordinates • Meet with client personnel, task leaders, and client representatives • Formulate and review task assignments and deliverable items • Review contractor's task proposals and ensure conformance with the task assignment requirements • Provide support to services delivered under the client's contract to ensure to the maximum extent practicable that software and related products satisfy the requirements and needs of client organization • Actively apply quality assurance measures to the management and performance of the contract	Bachelors	7
IT Project Leader 4 (Msol Inc.)	Functional Responsibilities: Must be experienced in assisting in planning, estimating, organizing, staffing, and executing projects. Must have intensive and progressive experience in supervising and managing IT services projects, such as application software development, implementation, or modernization projects. Responsibilities may include:	Bachelors	5

	• Organize, direct, and coordinate the planning and production of all the client deliveries within a reasonable span of control and assigned project • Complete task assignments within estimated time frames and budget constraints • Schedule and assign duties to subordinates • Meet with client personnel and assigned functional and technical staff • Formulate deliverable items • Provide support to services delivered under the contract to ensure to the maximum extent practicable that software and related products satisfy the requirements and needs of client organization • Actively apply quality assurance measures to the performance of the contract		
IT Subject Matter Expert (SME) (Msol Inc.)	Functional Responsibilities: Possesses in-depth knowledge of a particular area, such as industry, business, information technology, engineering, mathematics, or other areas. Responsibilities may include: • Serve as subject matter expert for a program • Provide technical or business knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on highly complex problems that need extensive knowledge of the subject matter for effective implementation • Participate as needed in all phases of the project • Apply principles, methods, and knowledge of the functional area of capability to specific task order requirements	Bachelors	10
Cloud Analyst 2 (Msol Inc.)	Functional Responsibilities: Possesses foundational knowledge and/or experience applying analytic methodologies and principles to address client needs, especially as they relate to cloud, cloud-native application design and implementation, and/or cloud environment design, set-up, and support. Responsibilities, generally performed under guidance of Project lead and/or analyst team lead, may include: • Apply analytic techniques in the evaluation of project objectives and	Bachelors	2

	contribute to the implementation of strategic direction • Perform analytical functions including information gathering, data modeling, project testing, and creation of performance measurements to support project objectives • Conduct activities in support of project team's objectives		
Cloud Analyst 3 (Msol Inc.)	Functional Responsibilities: Possesses intermediate knowledge and/or experience applying analytic methodologies and principles to address client needs, especially as they relate to cloud, cloud-native application design and implementation, and/or cloud environment design, set-up, and support. Responsibilities, generally performed under guidance of Project lead and/or analyst team lead, may include: • Apply analytic techniques in the evaluation of project objectives and contribute to the implementation of strategic direction • Perform analytical functions including information gathering, data modeling, project testing, and creation of performance measurements to support project objectives • Conduct activities in support of project team's objectives • Work with minimal supervision and technical guidance • Supervise a project team or more junior team members	Bachelors	4
Cloud Analyst 4 (Msol Inc.)	Functional Responsibilities: Possesses advanced knowledge and experience applying analytic methodologies and principles to address client needs, especially as they relate to cloud, cloud-native application design and implementation, and/or cloud environment design, set-up, and support. Responsibilities may include: • Apply analytic techniques in the evaluation of project objectives and contribute to the implementation of strategic direction • Perform analytical functions including information gathering, data modeling, project testing, and creation of performance measurements to support project objectives • Conduct activities in support of project team's objectives • Work with minimal supervision and technical guidance • Supervise a project team	Bachelors	6

Cloud Analyst 5 (Msol Inc.)	Functional Responsibilities: Possesses advanced and differentiated knowledge and experience applying analytic methodologies and principles to address client needs, especially as they relate to cloud, cloudnative application design and implementation, and/or cloud environment design, set-up, and support. Responsibilities may include: • Apply analytic techniques in the evaluation of project objectives and contribute to the implementation of strategic direction • Perform analytical functions including information gathering, data modeling, project testing, and creation of performance measurements to support project objectives • Conduct activities in support of project team's objectives • Work with minimal supervision and technical guidance • Supervise a project team	Bachelors	8
Cloud Application Programming Interface (API) Specialist 3 (Msol Inc.)	Functional Responsibilities: Experience and skills should include: • Demonstrated experience developing API solutions • Experience with an API management software with the knowledge of API mashups, analytics, developer networks, and API security • Experience in Service-Oriented Architecture (SOA) design and implementation and system integration using SOA • Development experience Responsibilities may include: • Lead API-centric solution design • Provide guidance to the development and test teams in terms of API and microservices design • Provide input and guidance in test design with regard to interfaces • Present compelling options and recommendations to clients • Capture and share best practices	Bachelors	4
Cloud Business Analyst 5 (Msol Inc.)	Functional Responsibilities: Skills and capability should include progressive experience with software applications and subject matter expertise in specific business applications, technologies, or industries. Responsibilities may include: • Gathering requirements for cloud-based solutions, with particular focus on user experience • Providing functional expertise • Analyzing data	Bachelors	7

	• Conducting business process re-engineering • Meeting with client personnel and assigned functional and technical staff • Formulating deliverable items		
Cloud Database Access Specialist 4 (Msol Inc.)	Functional Responsibilities: Must have knowledge of project's database environment related to timing differences, table structure differences, data element field definition differences, data compatibility issues, query access tools, multi-site database integrity, version, and change control. Responsibilities may include: • Develop technical enhancements to and/or maintain systems in the selected database environment • Participate in the development and management of application databases • Create conceptual and logical data models, logical and physical database designs, and supports application development and end user database access • Provide database performance monitoring and tuning, recovery, reorganization , and maintenance • Provide data dictionary and end-user training and consults The system development groups • Perform database technical design, programming, documentation and implementation of applications activities • Participate in all phases of database technical programming development with emphasis on the programming, testing, documentation and acceptance phases • Analyze programming requirements; create, design, and develop requirements in specified media; provide program support, test, debug, and write documentation as required • Create input for client deliveries and assigned tasks • Complete task assignments within estimated time frames and budget constraints • Meet with client personnel, functional staff and technical staff • Actively apply quality assurance measures to the performance of the contract	Bachelors	5
Cloud Full Stack Developer 5 (Msol Inc.)	Functional Responsibilities: Skills and capabilities should include: • Experience developing cloud-based applications • Hands-on experience in web programming with extensive knowledge of multiple programming languages / frameworks • Hands-on experience in cross-browser compatibility, responsive mobile design, organized code	Bachelors	7

	structure, and highly interactive user experiences • Strong understanding of web service architectures • Hands-on knowledge of designing and implementing database and reporting solutions • Responsibilities may include: • Develop and deliver a wide range of cloud-based, web and mobile applications that meet standards for accessibility, security, and quality • Participate in solution design, sizing, and implementation • Work with other team members to define technical solutions that meet business requirements using agreed tools, technologies, and team norms • Follow best coding practices, including carrying out unit testing during the code development • Provide input in the on-going development of best practices, identification of tools, and system and process improvements		
Cloud Program / Project Leader 5 (Msol Inc.)	Functional Responsibilities: Experienced in planning, estimating, organizing, staffing, and executing projects. Must have intensive and progressive experience in supervising and managing substantive IT services projects, including at least one cloud migration, implementation, or support project. Responsibilities may include: • Organize and coordinate the planning and production of all the client deliveries within a reasonable span of control and assigned project • Complete task assignments within estimated time frames and budget constraints • Schedule and assign duties to team members • Coordinate and collaborate with client personnel and assigned functional and technical staff • Formulate deliverable items • Provide support to services delivered under the contract to ensure to the maximum extent practicable that software and related products satisfy the requirements and needs of client organization • Actively apply quality assurance measures to the performance of the contract	Bachelors	8
Cloud Scrum Master 5 (Msol	Functional Responsibilities: Experienced in planning, estimating, organizing,	Bachelors	8

Inc.)	staffing, and executing projects. Must have progressive experience in performing as scrum master on projects, preferably including on at least one cloud migration, implementation, or support contract. Responsibilities may include: • Coach the team and customer participants in adopting and living by team norms • Work closely with the product owner to make sure the product backlog is in good shape and ready for the next sprint • Remove impediments to progress, facilitate meetings, lead Reviews & Retrospectives, manage closure of actions, maintain team metrics • Assist the team with estimation		
Cloud Security / Authority to Operate (ATO) Specialist 3 (Msol Inc.)	Functional Responsibilities: Knowledge and capabilities should include: • Comprehensive knowledge of Federal security requirements and regulations related to obtaining and maintaining FedRAMP and FISMA certifications and ATO • Strong analytical capabilities • Working knowledge of security scanning tools and coding best practices • Broad knowledge of cloud, Infrastructure as a Service (IaaS), and Software as a Service (SaaS) infrastructure technologies • Responsibilities may include: • Proactively integrate security standards and best practices through all stages of development, to achieve compliance with applicable NIST and security regulatory standards and requirements • Coordinate and collaborate with client Information Systems Security Officer (ISSO), project team, leadership, and other stakeholders to plan, test, document, and obtain ATO for cloud systems and infrastructures • Design remediations for security issues and Plans of Action & Milestones (POA&Ms) identified by client staff • Mentor team members on best practices for avoiding security vulnerabilities in developed systems	Bachelors	3
Cloud Subject Matter Expert (SME) (Msol Inc.)	Functional Responsibilities: Skills and capabilities may include: • In-depth knowledge of cloud implementation and/or operations	Bachelors	10

| | • Proven experience as a Cloud SME in specialized cloud skill areas such as UI / UX design and user-centered design for cloud-based systems, lead full stack developer, or cloud infrastructure lead
• Proficiency in design software
• Proficiency in web programming with extensive knowledge of multiple programming languages / frameworks for cloud environment delivery
• Proficiency in cross-browser compatibility, responsive mobile design, organized code structure, and highly interactive user experiences
• Strong understanding of and implementation and system integration using web service architectures, Service-Oriented Architecture (SOA)
• Experience designing and implementing cloud architectures on multiple platforms
• Hands-on capability to design and implement database and reporting solutions
• Knowledge of web protocols
Responsibilities may include:
• Conduct user research, interviews, and surveys to understand user wants and needs, and communicate them to developers
• Create personas through user research and data
• Develop products such as sitemaps, customer journey maps, wireframes, and prototypes to obtain rapid user feedback
• Work with UI developers to implement aesthetically pleasing designs
• Develop and deliver a wide range of cloud-based, web and mobile applications that meet standards for accessibility, security, and quality
• Participate in solution design, sizing, and implementation
• Work with other team members to define technical solutions that meet business requirements using agreed tools, technologies, and team norms
• Provide input and guidance in test design with regard to interfaces
• Design and size cloud environments
• Present compelling options and recommendations to clients
• Provide input in the on-going development of best practices, identification of | | |

	tools, and system and process improvements • Mentor more junior team members		
Associate /Consultant 1 (Msol Inc.)	Functional Responsibilities: Demonstrates foundational training and/or experience in technology, consulting, and/or directly relevant industry experience in support of projects or tasks. Responsibilities, generally performed under the guidance of the Project leader and/or team lead, may include: • Provide a variety of project support involving finance, business processes, and technology from a risk services and management consulting standpoint • Provide support to projects ranging from process improvement and strategic alignment to technology security • Provide technical knowledge in their area of expertise • Work individually and on teams to support the completion of project specific tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis • Apply their specific expertise to the practical issues they identify or those presented by the client • Help to formulate solutions, prepare reports, studies, and documentation, and support presentations and client meetings • Work closely with staff, managers, and partners on all phases of project planning, engagement management, and wrap up	Bachelors	1
Associate /Consultant 2 (Msol Inc.)	Functional Responsibilities: Demonstrates intermediate training and/or experience in technology, consulting, and/or directly relevant industry experience in support of projects or tasks. Responsibilities, sometimes performed under the guidance of the Project leader and/or team lead, may include: • Provide a variety of project support involving finance, business processes, and technology from a risk services and management consulting standpoint • Provide support to projects ranging from process improvement and strategic	Bachelors	1

	alignment to technology security • Provide technical knowledge in their area of expertise • Work individually and on teams to support the completion of project specific tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis • Apply their specific expertise to the practical issues they identify or those presented by the client • Help to formulate solutions, prepare reports, studies, and documentation, and support presentations and client meetings • Work closely with staff, managers, and partners on all phases of project planning, engagement management, and wrap up		
Associate /Consultant 3 (Msol Inc.)	Functional Responsibilities: Demonstrates progressively responsible experience in technology, consulting, and/or directly relevant industry experience in support of projects or tasks. Responsibilities, generally performed under the guidance of the Project leader and/or team lead, may include: • Provide a variety of project support involving finance, business processes, and technology from a risk services and management consulting standpoint • Provide support to projects ranging from process improvement and strategic alignment to technology security • Provide technical knowledge in their area of expertise • Work individually and on teams to support the completion of project specific tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis • Apply their specific expertise to the practical issues they identify or those presented by the client • Help to formulate solutions, prepare reports, studies, and documentation, and support presentations and client meetings • Work closely with staff, managers, and partners on all phases of project planning, engagement	Bachelors	3

	management, and wrap up		
Senior Associate / Consultant 1 (Msol Inc.)	Functional Responsibilities: Demonstrates progressively responsible experience in consulting and/or directly relevant industry experience in all aspects of project or task management. Has performed technical or functional lead role. Preferred proficiency in the use of firm tools to better support the overall program objectives and goals. Demonstrates leadership skills and ability to identify and define business and technical needs. Responsibilities may include: • Provide technical knowledge in their area of expertise • Work individually and on teams to support the completion of project specific tasks within estimated time frames and budget constraints • Interface with the client on a day-to-day basis • Support the development of solutions that address organization challenges, support project objectives, often by leading assigned engagement tasks to completion within scope and budget constraints, while ensuring deliverable requirements are met	Bachelors	1
Senior Associate / Consultant 3 (Msol Inc.)	Functional Responsibilities: Demonstrates progressively responsible experience in consulting and/or directly relevant industry experience in all aspects of project or task management. Has performed technical or functional lead role. Preferred proficiency in the use of firm tools to better support the overall program objectives and goals. Demonstrates leadership skills and ability to identify and define business and technical needs. Responsibilities may include: • Provide technical knowledge in their area of expertise • Work individually and on teams to support the completion of project specific tasks within estimated time frames and budget constraints • Interface with the client on a day-to-day basis • Support the development of solutions that address organization challenges, support project objectives, often by leading assigned engagement tasks to completion within scope and budget	Bachelors	3

	constraints, while ensuring deliverable requirements are met • Lead project teams		
Senior Manager 1 (Msol Inc.)	Functional Responsibilities: Has taken on increasing responsibility in the design, implementation, and management of projects. Demonstrates progressive experience in leading complex and/or multiple projects, ability to provide guidance and direction for specific projects or sub-tasks, and capability to manage multi-task projects of high complexity for clients. Responsibilities may include: • Interface with the client on project specific issues • Direct the completion of projects within estimated time frames and budget constraints • Coordinate project specific parties • Review work products for completeness and adherence to applicable regulations and customer requirements	Bachelors	7
Senior Manager 2 (Msol Inc.)	Functional Responsibilities: Has taken on increasing responsibility in the design, implementation, and management of projects. Demonstrates progressive experience in leading complex and/or multiple projects, demonstrated ability to provide guidance and direction for specific projects or sub-tasks, and capability to manage multi-task projects of high complexity for clients. Responsibilities may include: • Interface with the client on project specific issues • Direct the completion of projects within estimated time frames and budget constraints • Coordinate project specific parties • Review work products for completeness and adherence to applicable regulations and customer requirements	Bachelors	8
Manager 1 (Msol Inc.)	Functional Responsibilities: Demonstrates progressively responsible experience in leading engagements, ability to manage a project and to provide guidance and direction for specific projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects. Responsibilities may include: • Interface with the client on a day-to-day basis	Bachelors	2

	• Direct the completion of specific tasks within estimated time frames and budget constraints • Manages the day-to-day activities of the project team • Reviews work products for quality, completeness, and adherence to applicable regulations and customer requirements • Ensures the project team's conformance with work standards, and coordinates work effort with involved parties to ensure problem resolution and client satisfaction • Delivers presentations and leads client meetings		
Manager 3 (Msol Inc.)	Functional Responsibilities: Demonstrates progressively responsible experience in leading engagements, ability to manage a project and to provide guidance and direction for specific projects or sub-tasks, and increasing responsibility in design, implementation, and management of projects. Responsibilities may include: • Interface with the client on a day-to-day basis • Direct the completion of specific tasks within estimated time frames and budget constraints • Manages the day-to-day activities of the project team • Reviews work products for quality, completeness, and adherence to applicable regulations and customer requirements • Ensures the project team's conformance with work standards, and coordinates work effort with involved parties to ensure problem resolution and client satisfaction • Delivers presentations and leads client meetings	Bachelors	4
Senior Consultant 2 (Msol Inc.)	Functional Responsibilities Senior Consultants 2 provide technical knowledge in their area of expertise, work individually and on teams to support the completion of project specific tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Senior Consultants apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions, prepare reports, studies, and documentation, and support presentations and client meetings.	Bachelors	2
Senior Consultant 3 (Msol	Functional Responsibilities: Senior Consultants 3 provide technical knowledge	Bachelors	3

Inc.)	in their area of expertise, work individually and on teams to support the completion of project specific tasks within estimated time frames and budget constraints and interface with the client on a day-to-day basis. In addition, Senior Consultants apply their specific expertise to the practical issues they identify or those presented by the client. They also help to formulate solutions, prepare reports, studies, and documentation, and support presentations and client meetings.		
Business Process Consultant, Level IV (CSS Inc.)	Functional Responsibilities: Develops business requirements and business processes re-engineering methodologies. Solves application and process related problems by creating detail process and system design specifications and works with other areas across the business units to support a total solution approach. Communicates business requirements for reports and applications development. Facilitates collaboration within and across business units and across IT functions. Resolves problems and improves business units' technical environments.	Bachelors	8
Technical Writer, Level II (CSS Inc.)	Functional Responsibilities: Assists in collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals and reports. Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and nontechnical personnel. Assists in performing financial and administrative functions as required. Must demonstrate the ability to work independently or under only general direction.	Bachelors	5
Subject Matter Expert, Level V (CSS Inc.)	Functional Responsibilities: The area of expertise may be related to a specific discipline required by the Customer including, but not limited to: information technology, health care, education, public safety, social services, human resources, transportation and environment. Requires expertise in the formulation of specifications and in the execution of technical initiatives in vertical areas. Defines requirements, performs analyses, and develops plans and requirements for systems.	Bachelors	12

Subject Matter Expert, Level IV (CSS Inc.)	Functional Responsibilities: Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex systems. Coordinates and manages the preparation of analysis, evaluations and recommendations for proper implementation of programs and systems specifications including, but not limited to: information technology, health care, education, public safety, social services, human resources, transportation and environment.	Bachelors	7
Systems Architect, Level IV (CSS Inc.)	Functional Responsibilities: Responsible for developing business, data, systems and infrastructure models to develop enterprise architectures. Develops plans for migrating architectures. Develops technical reference models to include hardware/software standards. Engineers integrated hardware and software solutions to meet mission requirements.	Bachelors	7
Senior Task Order Manager/Technical Lead (CSS Inc.)	Functional Responsibilities: Oversees a significantly large and/or highly complex tasks from a combined program management and technical lead/expert basis and represents the highest (senior) level of skill, experience and responsibility for these functions. Responsible for assembling the task team, assigning individual responsibilities, identifying appropriate resources needed and developing the schedule to ensure the timely completion of the task's milestones and final acceptance. Must be familiar with the systems scope and project objectives, as well as the role and function of each team member, in order to effectively coordinate the activities of the team. Monitors each assigned task, implements and assures adherence to task level quality and methodology standards, and keeps upper management abreast of all problems and accomplishments. Anticipates problems and works to mitigate the anticipated problems. As a technical leader, provides competent leadership and highly specialized and technical guidance to complex software engineering challenges. Has detailed specialized experience in recent or rare technologies. Simultaneously plans, manages and provides technical oversight for systems analysis and software development activities, including, but not limited to, analysis and design; software development cost and schedule estimation; use of accepted software engineering practices, design techniques and tools; and	Bachelors	12

	review of legacy systems. Directs completion of tasks within estimated time frames and budget constraints. Schedules and assigns duties to subordinates and formulates and enforces work standards. Has experience in managing multiple tasks and coordinates with upper management to ensure problem resolution and customer satisfaction. Has extensive experience in project management and specific software engineering. As a subject matter expert (SME), resolves unique and unyielding systems problemsusing new technology. Interacts with client management personnel. Prepares activity and progress reports regarding all assigned tasks. Reports in writing and orally to company and client representatives.		
Application Systems Analyst, Principal (CSS Inc.)	Functional Responsibilities: Provides competent leadership, and highly specialized and technical guidance, to complex software engineering challenges. Has detailed specialized experience in recent or rare technologies. Simultaneously plans, manages and provides technical oversight for systems analysis and software development activities, including, but not limited to, analysis and design; software development cost and schedule estimation; use of accepted software engineering practices, design techniques and tools; and review of legacy systems. Directs completion of tasks within estimated time frames and budget constraints. Schedules and assigns duties to subordinates and formulates and enforces work standards. Coordinates with upper management to ensure problem resolution and customer satisfaction. Has extensive experience in project management and specific software engineering disciplines.	Bachelors	12
Internet Technology Specialist, Senior (CSS Inc.)	Functional Responsibilities: Provides highly technical and specialized guidance, and solutions to, complex Internet technology challenges, based on a higher level of demonstrated experience. Provides direction to junior Internet Technology Specialists. Provides independent services and leadership in specialized technology area. Provides expert advice and assistance in state-of-the-art Internet software/hardware solutions involving hardware of various capabilities, multiple hardware/software platforms, database management systems, specialized software, data communications facilities and protocols, fourth generation technologies, and	Bachelors	8

	complex software tools or packages. Performs analyses and studies, enhances or implements system software solutions, performs test and acceptance phases. Has experience in data-driven Web applications and integrating components and technologies that comprise current and future Web product deployment. Requires database, deployment, integration and optimization skills. Must understand traditional methods of Web development. Must be comfortable conducting presentations for user conferences, communicating and outlining the overall goals of the application development process to senior management, along with providing technical solutions to meet goals.		
Data Warehouse/Mining Specialist (CSS Inc.)	Functional Responsibilities: Designs, implements and supports data warehousing. Implements business rules via stored procedures, middleware or other technologies. Defines user interfaces and functional specifications. Responsible for verifying accuracy of data, and the maintenance and support of the data warehouse. Experienced in database design, particularly in the integration of multiple data sources into a single repository. Experienced in applying data analysis and statistical techniques on large data sets to develop predictive models that address and target problems. Experienced in utilizing data that is multichannel (web, email, direct mail and call center) in origin and application. Ability to perform sophisticated statistical analysis and also interpret the data and communicate results to technical and non-technical audiences.	Bachelors	5
Database Administrator, Principal (CSS Inc.)	Functional Responsibilities: Provides competent leadership and highly specialized and technical guidance to complex challenges to Database Administration challenges. Has detailed specialized experience in recent or rare technologies. Simultaneously plans, manages and provides technical oversight for other database administrators. Works in cross functional domain of data analyst and database administrator. Able to work in ambiguous circumstances. Requires a minimum of 12 years professional experience as a database administrator. Performs duties including the monitoring and maintenance of databases, installation of database software upgrades, monitoring of database backups, standardization and implementation of databases to improve the management	Bachelors	12

	of production and test environments, physical database design, performance monitoring and tuning, documentation ofstandards and procedures, assistance to application developers, backup and recovery and consulting. Supports users by resolving problems with applications' databases. Provides direction to junior Database Administrators. Has substantive experience in Database Administration discipline(s) and technologies described in an actual task order proposal. Coordinates with upper management to ensure problem resolution and customer satisfaction.		
Database Administrator, Associate (CSS Inc.)	Functional Responsibilities: Provides competent leadership and highly specialized and technical guidance to complex challenges to Database Administration challenges. Has specialized experience in recent technologies not yet in wide demand. Capable of simultaneously planning, managing and providing technical oversight for other database administrators. Requires a minimum of 10 years professional experience as a database administrator. Performs duties including the monitoring and maintenance of databases, installation of database software upgrades, monitoring of database backups, standardization and implementation of databases to improve the management of production and test environments, physical database design, performance monitoring and tuning, documentation of standards and procedures, assistance to application developers, backup and recovery and consulting. Supports users by resolving problems with applications' databases. Provides direction to junior Database Administrators. Has substantive experience in Database Administration discipline(s) and technologies described in an actual task order proposal. Coordinates with upper management to ensure problem resolution and customer satisfaction.	Bachelors	10

Education Substitution:

- Four (4) years of experience may be substituted in lieu of a bachelor's degree.
- A master's degree may be considered equivalent to two (2) additional years of experience.
- A doctoral degree may be considered equivalent to four (4) additional years of experience.