BAE SYSTEMS

Contract: GS-00F-0004R

BAE Systems Information Solutions Inc.
Authorized Federal Acquisition Service Consolidated Schedule Pricelist

GSA Schedule No: GS-00F-0004R
Contract Period: **10/1/2004 – 9/30/2014**
Business Size: **Large**
Pricelist current through Mod PA-0030, dated March 26, 2014

Special Item Numbers available:

GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY SERVICES

C132-51 Professional IT Services

MISSION ORIENTED BUSINESS INTEGRATED SERVICES

C874-1 Integrated Consulting Services
C874-7 Program and Project Management Services

Definitions for each of the above SINs can be found on GSA e-Library

www.gsaelibrary.gsa.gov

This pricelist has been awarded under the cooperative purchasing program. Unless otherwise noted, all SINs are available to state and local jurisdictions.

Product and ordering information in this authorized schedule pricelist is also available on the GSA *Advantage!* Agencies can browse GSA *Advantage!* by accessing GSA's Home Page via Internet at www.gsa.gov.

BAE Systems Information Solutions Inc.
8201 Greensboro Dr., Suite 1200
GSA/GWAC Acquisition Center
McLean, Virginia 22102

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Information for Ordering Offices

1a. Awarded Special Item Numbers

Special Item Numbers	
C132-51	**Professional IT Services**
C874-1 **C874-7**	**Integrated Consulting Services** **Program and Project Mgmt Services**

1b. DESCRIPTION OF INFORMATION TECHNOLOGY LABOR CATEGORIES

BAE Systems Information Solutions Inc. (BAE) offers a variety of Information Technology (IT) Services to government clients. The hourly labor rates vary by labor category based on the complexity of the task and the experience/education required of the contractor. The following substitutions may be made for education or experience.

Degree	Degree and Experience Substitution	Related Experience Substitution
Doctorate	Master's + 2 years	8 years
Master's	Bachelor's + 2 years	6 years
Bachelor's	Associate's + 2 years	4 years

The following certifications are representative of industry-recognized certification and may be substituted for one year of education or one year of experience.

- Microsoft Certified Systems Engineer (MCSE)
- Microsoft Certified Solution Developer (MCSD)
- Lotus Certified Notes Consultant (LCNC)
- Certified Sybase Professional Database Administrator (C SP-DBA)
- Certified Information Systems Security Professional (CISSP
- Cisco Certified Network Professional (CCNP)
- Global Information Assurance Certification (GIAC)
- Unix System Administration Certification (USAC)

Note: Within each category, the senior levels may be used for personnel who have "Manager" in their job title and have demonstrated leadership, management, and communication skills.

2. Maximum Order: (All dollar amounts are exclusive of any discount for prompt payment.)

***The Maximum Order (max order threshold) for this schedule for all IT Professional and MOBIS Services will be $1,000,000.00**

3. Minimum Order: The minimum dollar value of orders to be issued is **$100.00**.

4. Geographic Scope of Contract: 48 contiguous states and the District of Columbia including Alaska, Hawaii and Puerto Rico.

5. Point(s) of Production: N/A

6. Discount from list prices: As negotiated with GSA.

7. Quantity Discounts:

Dollar Volume: Per Task- Order [**IT only** $350K thru $450K: **1%**; $400K thru $500K: **2.5%**; above $500K: discount negotiated on agency by agency basis.]

8. Prompt Payment terms: Net 30 Days

9a. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders**.**

9b. Government purchase cards **will** be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.

10. Foreign items: N/A

11. DELIVERY SCHEDULE

11a. TIME OF DELIVERY: The Contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below:

DELIVERY TIME (Days ARO)
As Negotiated in Task Order

11b. EXPEDITED DELIVERY: As Negotiated in Task Order

12. FOB: Destination

13a. Contractor's Ordering Address:

BAE Systems Information Solutions Inc.
Attn: GSA/GWAC Programs
8201 Greensboro Dr., Suite 1200
McLean, VA 22102

The following telephone number(s) can be used by ordering agencies to obtain technical and/or ordering assistance:

BAE Systems Information Solutions Inc.
Attn: GSA/GWAC Programs
8201 Greensboro Dr., Suite 1200
McLean, VA 22102
Phone: 703-873-1789
Fax: 703-873-5342 (please notify when faxing)

13b. 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 homepage (www.gsa.gov/schedules).

14. Contractor's Payment Address:

Electronic Payment	**Other Than Electronic Payment**
Citibank Delaware	BAE Systems
One Penn's Way	c/o Citibank
New Castle, DE 19702	Lockbox 7247-6141
	Philadelphia, PA 19170-6141

15. **Warranty Information:** Standard Commercial Warranty

16. Exporting packing charges: N/A

17. Terms & conditions of Government purchase card: N/A

18. Rental maintenance & repair: N/A

19. Installation: N/A

20. Other services: N/A

21. Distribution points: N/A

22. Participating Dealers: N/A

23. Preventive maintenance: N/A

24. Environmental attributes: N/A

25. **Statistical Data for Government Ordering Office Completion of Standard Form 279:**

Block 9: G. Order/Modification Under Federal Schedule
Block 16: Data Universal Numbering System (DUNS) Number: **045828282**
Block 30: Type of Contractor **C. Large**
Block 31: Woman-Owned Small Business – **No**
Block 36: Contractor's Taxpayer Identification Number (TIN) **54-1168311**

26a. BAE Systems Information Solutions Inc. **has** registered with the Central Contractor Registration Database/System for Award Management.

26b. CAGE Code: **4V587**

TERMS AND CONDITIONS APPLICABLE TO SIN C132-51

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

1. SCOPE

a. The prices, terms and conditions stated under Special Item Number C132-51 Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.

b. BAE Systems Information Solutions Inc. shall provide services at a BAE Systems' facility and/or at the ordering activity location, as agreed to by the BAE Systems and the ordering activity.

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

a. Performance incentives may be agreed upon between BAE Systems and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.

b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

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

b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

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

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY: Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

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

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

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

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

(1) The offeror;

(2) Subcontractors; and/or

(3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

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

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

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

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

a. The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers C132-51 IT Professional Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all IT Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

Description of IT Labor Categories

ACQUISITION SUPPORT

This category includes personnel who plan and execute acquisition programs and work with customer and contractor teams to coordinate operational requirements.

The following levels of experience and education apply to the labor categories below.

Level	Education	Experience (years)
IV	Bachelor's Degree in related discipline and twelve (12) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	12
III	Bachelor's Degree in related discipline and eight (8) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	8
II	Associate's Degree in related discipline and six (6) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	6
I	Associate's Degree Associate's Degree in related discipline and three (3) years of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	3

Acquisition Logistics Specialist
Develops a systematic approach to planning for life-cycle support of systems, including application of policies and procedures; development and review of logistics support requirements; participation in the evaluation of technical proposals for systems acquisition; coordination of product deliverables; and identification of engineering drawing packages, training requirements, and software support requirements.

Acquisition Professional
Provides support and advice on all the functions of acquisition program management. Assists program managers in developing program documentation, tracking program status, evaluating operational and technical alternatives, performing risk assessment and managing integrated product teams. Provides expertise on the many factors that influence cost, schedule, and performance. Advises in the interpretation and tailoring of regulations, and ensures that affordable, supportable and effective systems are delivered to the customer. Provides assistance in analyzing and developing improved policies, plans, methods, procedures, and systems of acquisition management programs.

Business Management Assistant
Provides program and business management support. Provides support to develop and document acquisition plans/strategies and acquisition/procurement schedules. Initiates necessary acquisition/procurement documentation. Staffs procurement requests through approval and certification cycles. Participates in the formulation and coordination of program/budget estimates and other financial planning tasks. Maintains funding profiles for acquisitions/procurements to include tracking commitments and obligations and expenditures of funds. Performs contractor cost, schedule and

performance measurement tasks. Reviews business related data item submissions such as financial and monthly status reports.

Contracts Specialist
Monitors performance for conformance to original proposal. Maintains continual reviews to ensure that all terms and conditions are met and that the contract is in accordance with legal requirements, customer specifications and government regulations. Prepares special reports and analyses as required. May provide work leadership for lower level personnel. Issues contract and financial program documents. Prepares bids, process specifications, test and progress reports, and other exhibits that may be required.

Plans and Policy Specialist
Researches, develops, writes, reviews and comments on corporate policy and procedures relating to and affecting the performance of the acquisition mission. Reviews and coordinates policies affecting acquisition activities and recommends official positions on these policies to management. Ensures acquisition policy and directives comply with laws, executive orders, and organizational guidance. Provides assistance to the program and project managers through the development and implementation of acquisition management tools.

ANALYSTS
This category includes personnel who are responsible for investigating a broad range of issues. Analysts collect, organize, extract, and format records, files, or general information. They evaluate analytical results and develop new or adapted analytical techniques.

Level	Education	Experience (years)
VI	Bachelor's Degree in related discipline and twenty (20) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	20
V	Degree in related discipline and fifteen (15) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	15
IV	Bachelor's Degree in related discipline and twelve (12) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	12
III	Bachelor's Degree in related discipline and eight (8) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	8
II	Bachelor's Degree in related discipline and five (5) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	5
I	Bachelor's Degree in related discipline and two (2) years of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	2

Analyst
Performs analytical tasking as a member of a technical team. Analyzes organizational needs and identifies information technology requirements.

ELINT Analyst
Provides knowledge and expertise on evaluating ELINT requirements, developing future requirements, and relating those requirements to top-level architectures and strategic plans from various agencies within the Department of Defense (DoD). Provides expertise toward development and validation of cryptologic requirements to ensure that national/tactical strategic plans goals and objectives are met.

Financial/Program Analyst
Compiles and reports on programs and budgets; prepares presentations and other materials to support programming and budgeting processes, and prepares program/project and budget information. Prepares tasking requests, point papers, briefing charts, spreadsheets, memos, and other documents within prescribed timelines for review and analysis. Analyzes funding requirements combined with execution history to develop concise descriptions of impacts and alternatives. Assists management with strategic business planning, internal senior level direction, trends, forecasts and best practices from industry, academia and other governmental agencies, and requirements/needs generated from within.

Information Assurance Analyst
Develops assessments that provide an understanding and resolution to security related events. Develops and documents vulnerabilities including solutions/countermeasures and exploits. Able to assess problem areas and recommend automated solutions. Assesses impact, determines probable damage and suggests methods of damage control. Conducts computer forensics, and follow-on analysis to build historical and predictive capabilities.

Information Security Analyst
Performs a variety of tasks applied to specialized technology problems. Assists in identifying IA requirements of existing computer hardware and software. Conducts network vulnerability testing and network assessments. Prepares reports and studies concerning IA requirements and threats.

Intelligence Analyst
Provides collection management, analysis, processing, and dissemination of combat, strategic, and tactical military intelligence. Assists in establishing and maintaining systematic, cross-referenced intelligence records and files. Assembles, edits, and proofreads intelligence reports and assists in the consolidation of such reports into military intelligence. Assists in the preparation of personnel forms and maintains records on security clearances.

Network Analyst
Responsible for the analysis, design, and implementation for network server and network client technology. Installs and maintains existing hardware which includes network servers. Troubleshoots, diagnoses and resolves hardware and software problems. Installs, upgrades, and configures software, hardware and peripheral components. Performs backups and disaster recovery functions.

Operations Research/Systems Analyst
Proposes alternative solutions, selections, recommendations, and implementation of decision analysis support tools. Performs planning, forecasting, resource allocation, performance measurement, scheduling, and analysis of data. Integrates the selection of analysis tools and the results into ongoing operations. Performs statistical analyses, trade studies, and financial analyses.

Operations Analyst
Reports, analyzes and summarizes business and operational data. Translates business needs into appropriate technical reporting solutions. Develops and summarizes performance data into actionable information. Develops reporting solutions to solve a wide range of difficult problems in imaginative and practical ways.

SIGINT Analyst
Provides knowledge, expertise, and experience in SIGINT environment. Provides performance analysis, including test and evaluation, on specific systems. Responsible for test planning, design, database and questionnaire design, systems effectiveness evaluation, and suitability and survivability analyses. Often acts as advisor for acquisition management issues and provides analytical input to test planning and reporting.

Systems Analyst
Provides support for large scale, networked client/server systems including mainframes, minis, and micros, as required. Performs all applications systems analysis and programming. Defines and formulates application requirements. Designs, codes, tests, debugs, and documents application systems. Uses a variety of programming and analysis techniques and tools, including Computer-Aided Software Engineering (CASE) Tools. Responsible for: quality assurance, center security, and all operational reporting requirements. Evaluates data center resources and recommends and acquires additional

capacity, as required. Continuously monitors all component equipment and enters appropriate commands via control consoles.

EXPERT SCIENTIFIC SUPPORT

This category includes personnel who provide expertise in a specialty field. Experts may formulate systems scope and objectives, devise or modify procedures to solve problems, prepare detailed specifications, analyze and revise existing systems, develop requirements, and prepare functional designs for systems analysis/programming projects.

Level	Education	Experience (years)
1 (Senior)	Master's Degree in related discipline and **(**15+) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	15 +
II (Associate)	Bachelor's Degree in related discipline and **(**15) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	15
III (Expert)	Bachelor's Degree in related discipline and twelve **(**10) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	10

Communications Architect
Reviews, analyzes and evaluates the previously gathered communications systems data. Recommends appropriate collection systems design and participates in the development and testing of telecommunications software solutions. Is able to provide training of the telecommunications features and functionality.

Enterprise Management Architect
Provides support for organization's business objectives and requirements. Anticipates IT industry future directions and relates to future architecture needs and projects by developing and enforcing technology principles, guidelines and policies. Participates in the initial stages of major projects to identify directions and ensure proper integration within the Enterprise Architecture.

Information Technologist
Supplies business-oriented technologies to solving problems by designing, implementing, maintaining, or modifying systems. Provides analysis, design and development of information system technology. Performs extensive development work. Develops migration and planning documents.

Senior Technical Expert
Provides expertise in leadership positions such as director of significant research and development efforts, or manages programs requiring comprehensive and innovative technical solutions. Exhibits a proven record of having successfully effected applicable technology transfer. Demonstrates awareness of and sensitivity toward the trends, technologies, constraints and priorities regarding current and projected IT strategies.

Subject Matter Expert
Provides technical direction and supervision to other personnel; solving varied technical/scientific problems; and generating and reviewing designs for technical accuracy, completeness and appropriateness in light of objectives, budget, and schedule. Possesses credentials and acclaim within the professional

community relevant to client-designated tasks, advice or counsel.

Technical Expert/Functional Expert
Provides technical expertise in the subject matter. Designs and implements simple to complex systems that involve: information processing, communications, and/or networking. Knowledgeable of state-of-the-art or emerging technologies and methodologies.

INFORMATION SECURITY/ASSURANCE

This category includes personnel who are schooled in the appropriate access and handling of secure, sensitive, national security information.

Level	Education	Experience (years)
VI	Bachelor's Degree in related discipline and sixteen (16) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	16
V	Bachelor's Degree in related discipline and twelve (12) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	12
IV	Bachelor's Degree in related discipline and eight (8) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	8
III	Bachelor's Degree in related discipline and six (6) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	6
II	Bachelor's Degree in related discipline and three (3) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	3
I	Associate's Degree in related discipline and one (1) year of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	1

Information Security Manager
Manages computer investigations involving Network Penetration, Network Security, Computer Forensics and Data Recovery associated with sabotage, espionage and terrorism incidents. Provides computer counterespionage advice and assistance to other elements and conducts liaison with federal law enforcement agencies in support of national level investigations. Evaluates Network Analysis software packages for investigations.

Information Security Engineer
Performs work on complex system and management problems involving all phases of information systems analysis to provide security solutions. Provides technical support for development and review of Information Security (INFOSEC) management procedures, product analysis and studies, risk management and secure software development tasks. Recommends resolutions of INFOSEC problems based on knowledge of the major INFOSEC products and services, an understanding of their limitations and working knowledge of the disciplines of INFOSEC.

IT ENGINEERING

This category includes personnel who perform a variety of engineering assignments such as designing, planning, installing, operating, maintaining, and implementing systems in various fields of specialization.

Level	Education	Experience (years)
VI	Bachelor's Degree in related discipline and sixteen **(**16) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	16
V	Bachelor's Degree in related discipline and twelve (12 years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	12
IV	Bachelor's Degree in related discipline and eight (8) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	8
III	Bachelor's Degree in related discipline and six (6) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	6
II	Bachelor's Degree in related discipline and three (3) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	3
I	Bachelor's Degree in related discipline and one (1) year of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	1

Communications Engineer
Designs, develops, tests, fields and maintains complex communications systems and sub-systems. Provides communications and electronics technical support. Monitors worldwide information and telecommunication systems technology advances to assist in the determination of system requirements to meet functional needs. Relates technology advances to potential threats and assists in the development of countermeasures.

Computer Systems Engineer
Provides engineering support for development of detailed hardware, software, and firmware designs for integrated computer systems. Responsible for program design and maintenance, set-up of new PCs on established networks, and troubleshooting user problems. Applies engineering principles to acquire, implement, design, develop architectures and maintain integrated computer systems. Establishes and directs test and evaluation of existing integrated computer facilities to assess their capability, quality, and effectiveness. Reviews the need for new integrated computer equipment and makes recommendations for additional equipment to support new, increased or future requirements. Analyzes data for evaluation of operational systems to establish requirements for modification or replacement.

Customer Support Engineer
Provides customer support for the Requirements Management System (RMS) help desk, such as technical

investigation of customer problems using UNIX scripts, network monitoring scripts and database tools. Provides solutions to problems and documents the problem in a trouble ticket. Designs and creates the RMS Help Desk web site on a government Intranet; converts documents to Hypertext Markup Language (HTML), adds images and creates navigation links.

Digital Signal Processing Engineer
Designs advanced antenna, receiver, and signal processing systems. Executes tests of components and performs integrated system tests. Supports and advises on digital and analog signal processing issues.

ELINT Engineer
Analyzes tactical ELINT system designs and prepares briefings in support of ELINT improvements. Researches and performs cost/performance studies to recommend tactical system standards. Develops and provides papers and briefings for senior Intelligence Community representatives and DoD military partners. Knowledge of current/planned sensor capabilities, ELINT subsystem operations/architecture; experience with ELINT systems upgrades, including planning, development, installation, and testing. Knowledge of latest ELINT collection systems development, and tactical/technical ELINT goals/operations.

Enterprise Systems Engineer
Performs enterprise level engineering duties including installation of software packages, patch updates, system health checks, system accounting and Operating System (OS) troubleshooting. Familiar with enterprise management applications; i.e., Remedy, Tivoli, CA Unicenter, and Hewlett-Packard (HP) OpenView. Responsible for enterprise tuning, performance monitoring, and system optimization upgrade analysis and implementation.

Functional Systems Engineering Expert
Possesses credentials and acclaim within the professional community relevant to client designated tasks; advises and counsels. Provides technical direction and supervision to other personnel on a variety of system design and engineering tasks, including supporting personnel, hardware, software, and support facilities and equipment. Develops and applies organization-wide and enterprise-wide information models for use in designing and building integrated, shared software, and database management systems. Plans and performs systems and networking engineering research, design, development and other assignments in conformance with system and network design, engineering and customer specifications.

Network Engineer
Provides analytical support and design on networked systems, both Local Area Network (LAN)/Wide Area Network (WAN). Participates in the design and development process. Performs network administration support. Conducts networking systems installation, testing, and integration. Familiar with network protocols and technologies such as: Transmission Control Protocol/Internet Protocol (TCP/IP), Ethernet, Asynchronous Transfer Mode (ATM), routers, and switches.

Network Security Engineer
Develops and implements security policies, procedures, guidelines, and standards and implements security controls. Assists clients with the determination of their security requirements and assess whether those requirements jeopardize the integrity of the data on the system. Performs work in a heterogeneous computer environment running multiple operating systems such as UNIX, NT, Windows 2000 (W2K), and LINUX. Is able to configure routers, switches, firewalls, and other network security devices.

SIGINT Engineer
Performs test requirements, measurement and calibration of SIGINT systems. Performs hardware design of computer systems for SIGINT environment. Performs integration of computer hardware/software for

systems development. Performs system administration of equipment control software on Solaris 2x platform. Performs software verification and testing for systems field deployment. Writes technical documentation for configured systems.

Software Engineer/Developer
Performs analysis, design, development, testing and debugging of computer software. Installs, upgrades, and supports major commercial packages. Adept with script languages such as: PERL, Bourne Shell, and/or C Shell. Provides documentation for software projects through the various plans, specs, and manuals that are an integral part of the software life cycle.

Specialty Engineer
Provides technical expertise to help solve problems. Works as part of a larger, interdisciplinary, integrated product or task team. Conducts studies and analyses. Develops technical design solutions. Writes and critiques technical documents.

Systems Engineer
Performs a variety of system design and engineering tasks, which are broad in nature, including supporting personnel, hardware, software and support facilities and equipment. Develops and applies organization-wide and enterprise-wide information models for use in designing and building integrated, shared software, and database management systems. Plans and performs systems and networking engineering research, design, development and other assignments in conformance with system and network design, engineering and customer specifications. Analyzes and develops technical documentation detailing systems performance.

Systems Security Engineer
Performs a variety of routine project tasks applied to specialized technology problems as they relate to Information Assurance (IA) requirements. Conducts security assessments and security consulting. Analyzes information security requirements. Applies analytical and systematic approaches in the resolution of problems of workflow, organization, and planning. Conducts security certification and accreditation for information technologies.

Technical Engineering Expert
Provides technical expertise to help solve problems. Works as part of a larger, interdisciplinary, integrated product or task team. Conducts studies and analyses. Develops technical design solutions. Writes and critiques technical documents.

Telecommunications Engineer
Analyzes LAN and WAN systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Resolves interoperability problems to obtain operations across all platforms including electronic mail, files transfer, multimedia, teleconferencing, etc. Configures systems to user environments. Supports acquisition and design of hardware and software systems.

Test Engineer
Designs, develops, implements, and documents testing processes. Experience with IT workstations, servers, and routers. Plans and arranges the labor, schedules, and equipment required for testing and evaluating standard and special devices. Provides test area with parameters for sample testing and specifies tests to be performed. Compiles data and defines changes required in testing equipment, testing procedures, manufacturing processes, or new testing requirements.

Unix System Engineer

Responsible for UNIX System Administrator duties for Sun Blade 2000 workstations, Sun Fire 3800 Servers and associated network (CISCO) equipment.

LOGISTICS SUPPORT

This category includes personnel who provide reliability analyses, system maintainability analyses, and availability analyses on the system under development.

Level	**Education**	**Experience (years)**
III	Bachelor's Degree Bachelor's in related discipline and ten (10) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	10
II	Bachelor's Degree in related discipline and five (5) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	5
I	Bachelor's Degree Bachelor's Degree in related discipline and one (1) year of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	1

Integrated Logistic Support (ILS) Manager
Manages, tracks and reports on program progress and status in support of program objectives. Delivers contract data requirements to agreed schedules and budgets; act as customer Point of Contact (POC) for contract and general support issues; coordinates with subcontractors and in-house personnel to deliver contract requirements; actively assesses customer needs; coordinates Reliability Centered Maintenance (RCM), Logistics Support Analysis (LSA) and other similar analysis as it applies to customer program requirements.

Logistics Engineer
Collects, processes and maintains data for analysis and modeling. Assists and/or leads in the identification or development of internal analysis tools. Uses linear programming, simulation, or other mathematical modeling techniques to solve optimization problems.

SOFTWARE ENGINEERING

This category includes personnel who are concerned with building software systems in addition to management issues, such as directing programming teams, scheduling, and budgeting

Level	Education	Experience (years)
VI	Bachelor's Degree Bachelor's Degree in related discipline and sixteen (16) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	16
V	Bachelor's Degree Bachelor's Degree in related discipline and twelve (12) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	12
IV	Bachelor's Degree Bachelor's Degree in related discipline and eight (8) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	8
III	Bachelor's Degree Bachelor's Degree in related discipline and six (6) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	6
II	Bachelor's Degree Bachelor's Degree in related discipline and three (3) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	3
I	Associate's Degree Associate's Degree in related discipline and one (1) year of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	1

Database Administrator
Performs day to day database maintenance, including data archival, data recovery, anomaly detection, and data entry. Develops systems and processes to monitor data integrity issues. Corrects data as required and provides feedback to appropriate personnel. Analyzes information and runs queries to ensure accuracy. Creates reports as may be required of system data problems. Proactively reviews and improves overall system data processes to ensure high integrity of information.

Database Developer
Performs database tuning, security, auditing, backup and recovery procedures; manages client/server and web environment; develops Structured Query Language (SQL) queries and perform data conversion and analysis. Possesses an understanding of database architecture including design and composition of database tables, columns, data types, database layouts and hardware considerations. Manages the development process and rollback segments of the database.

Software Programmer
Performs software programming and coding support; analyzes systems requirements and design specifications. Provides software and systems installation, testing, integration services, and the development of supporting documentation.

Software Tester/Integrator
Provides installation and configuration of operating systems on both servers and workstations. Responsible for trouble shooting hardware and software problems, maintaining and assigning IP addresses, and providing network connection for new systems. Interfaces daily with all levels of user and management and attends meetings as a senior representative of a System Administration staff.

MANAGEMENT

This category includes personnel who provide program planning, implementation and analysis, manpower and cost estimation, scheduling, meeting coordination, facilities evaluation, equipment costing and analysis.

Level	Education	Experience (years)
III	Master's Degree Master's Degree in related discipline and fifteen (15) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	15
II	Bachelor's Degree Bachelor's Degree in related discipline and ten (10) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	10
I	Bachelor's Degree Bachelor's Degree in related discipline and five (5) years of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	5

Program Manager
Organizes, directs, and coordinates planning and execution of all program/technical support activities. Simultaneously plans and manages the transition of several projects, with Project Manager reporting to Program Manager. Monitors and controls the expenditure of funds and labor hours on the overall contract. Engages the customer in discussion of program status, including: identification of problems, issues, and strategies for resolution. Does strategic long-range and short-range planning; backup and security planning and implementation; hardware/software evaluation and selection, etc. May manage subcontractors.

Project (Leaders) Manager
Provides competent leadership and responsible program direction through successful performance of a variety of detailed, diverse elements of project transition. Directs completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates and subcontractors and ensures assignments are completed as directed. Enforces work standards and reviews/resolves work discrepancies to ensure compliance with contract requirements. Interacts with client contracting officials, the Program Manager, and other management personnel. Reports in writing and orally to contractor management and client representatives.

Task (Leaders) Managers
Directs all financial management and contract/subcontract administrative activities, such as budgeting, manpower, and resource planning and financial reporting. Experienced in leading task teams and supervising and guiding junior level colleagues as needed. Under the guidance of the Program Manager, the Task Manager is responsible for the overall management of a specific Order. Interfaces with government management personnel, contract managers, and work standards, assigning contractor schedules, reviewing work quality, and communicating policies, purposes, and goals of the organization to subordinates.

Technical Manager

Maintains and enhances the products/processes in order to derive improved benefits. Leads in project planning and manages process development projects. Collates data from trials/tests and identifies areas of improvement. Provides resolutions and implements improvements. Leads in regular post-implementation reviews and product assurance issues. Ensures learning are spread site-wide through teaching, mentoring, or training.

SUPPORT SERVICES

This category includes personnel who provide professional office administration, and executive support services to staff and managers.

Level	Education	Experience (years)
III	Bachelor's Degree Bachelor's Degree in related discipline and three (3) years of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	3
II	Associate's Degree Associate's Degree in related discipline and two (2) years of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	2
I	High School Diploma High School Diploma and one year (1) of administrative/clerical experience.	1

Administrative Assistant
Provides administrative and secretarial support to one or more individuals. Performs specialized assignments relating to typing, word processing, transcription of documents, data entry, and preparing and editing management support documentation. Performs a variety of support services such as operation of reproduction equipment, courier service and mail service, etc. Prepares special reports under general guidance; coordinates special projects and programs; and responds to routine and non-routine inquiries using standardized formats.

Administrative Support Specialist
Assists with overall administrative and management of financial resources. Screens all personnel request actions for technical accuracy and maintains liaison with the Personnel Office on all personnel actions. Provides advice to management on various staffing alternatives. Reviews all classification requests for adherence to sound position management principles. Assists the Administrative Officer in reviewing, monitoring, and coordinating procurement requests. Maintains accurate and timely status of budget commitment, obligation and expenditure information. Assists in coordinating requests for retirement and other special occasion plaques, certificates, etc., and arrangements for ceremonies.

Configuration/Data Manager
Provides administration, planning, and development of computerized databases. Formulates and implements policies and procedures pertaining to database management, security, maintenance, and utilization. Works directly with database users, providing advice as to procedures, technical problems, priorities, and methodologies.

Documentation Clerk
Provides clerical and administrative support by documenting information using MS Word and Excel. Supports department database. Administers department training files. Possesses excellent writing and verbal communication skills. Must be detail oriented and multi-tasked with ability to prioritize.

Documentation Manager
Provides direct support, leadership and direction to multiple document control projects. Develops and implements documentation policy consistent with the needs of the organization. Provides guidance to client departments in the area of document management systems. Acts as the local System Administrator

for the electronic documentation system. Generates standard and ad hoc reports for management; evaluates trends. Manages the off-sight storage and retrieval of controlled documents. Ensures development and implementation of a document retention policy is consistent with corporate policy. Maintains knowledge of current technology in the area of document management; recommends system improvements and coordinates implementation.

Program Planner
Works with engineers to produce reports and deliverables including evaluation reports, market study reports, and matrix-style comparisons of products vs. requirements. Generates internal weekly reports detailing customer interactions and current customer status reports. Provides internal monthly/weekly reports on collaboration activities and status. Administers software licenses and documents and maintains a status of licenses for software products.

Technical Writer
Plans, schedules and manages technical writing and editing. Gathers, analyzes and composes technical IT information and documentation. Conducts research and ensures the use of proper technical terminology. Interprets technical documentation standards and prepares documentation accordingly. Reviews documentation and determines editing and graphics in the preparation of major documentation tasks and contract deliverables. Establishes schedules for document production and conducts quality assurance/control inspections at specific intervals to ensure standard are met. Maintains a continuing review of submitted documents in order to make recommendations for continued and improved methods of quality control and quality assurance. Provides technical direction and advice on new developments, techniques and procedures that would enhance technical publications.

Training Developer
Develops and conducts technical training courses on system and software applications. Must be familiar with the principles of creating teaching outlines in accordance with established guidelines. Selects or develops instructional aids, such as handouts, reference materials, or audio/visual supports. Creates teaching outlines in accordance with established guidelines; maintains records and statistical information on employee training; monitors training programs by reviewing and analyzing student course evaluations; and makes recommendations to management on course improvement and customer training needs.

Training Instructor/Specialist
Provides design, development and classroom delivery of hardware and software education programs. Responsible for developing new course materials; modifying and customizing existing materials; and classroom instruction of specialized and custom course segments for maintenance and support of NT/UNIX client/server hardware and software. Participates in design teams or special projects for planning, market research, new product testing and development of new business opportunities.

IT SYSTEMS SUPPORT

This category includes personnel who are responsible for planning, installing, and managing computer-based systems, utilizing mainframe, microcomputers or PC technologies and solutions. Selects the appropriate hardware/software combinations; designs microprocessor systems or uses off-the-shelf packages; and chooses and implements the most efficient telecommunications protocols. Works closely with the user community to identify, research, isolate, and resolve problems related to all aspects of office automation and data center operations.

Level	Education	Experience (years)
VI	Bachelor's Degree Bachelor's Degree in related discipline and (16) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	16
V	Bachelor's Degree Bachelor's Degree in related discipline and twelve (12) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	12
IV	Bachelor's Degree Bachelor's Degree in related discipline and eight (8) years of intensive and progressive experience in broad-based IT settings (Education may be substituted for general experience and relevant experience may be substituted for education.)	8
III	Bachelor's Degree Bachelor's Degree in related discipline and six (6) years of intensive and progressive experience in broad-based IT settings (Education may be substituted for general experience and relevant experience may be substituted for education.)	6
II	Bachelor's Degree Bachelor's Degree in related discipline and three (3) years of intensive and progressive experience in broad-based IT settings (Education may be substituted for general experience and relevant experience may be substituted for education.)	3
I	Associate' Degree Associate's Degree in related discipline and one (1) year of experience in broad-based IT settings (Education may be substituted for general experience and relevant experience may be substituted for education.)	1

Network Administrator
Provides network engineering, installation, network configuration, computer support, printer support, firewall support, workstation support, networking equipment support, server support, help desk support, and security support. Troubleshoots hardware, software, and printer problems.

Senior Network Manager
Manages the operation and personnel for a diversified network. Responsible for overseeing a wide range of services from installing and maintaining desktop PCs and servers, to installing and maintaining switches and routers, and firewalls. Responsible for WAN and LAN performance and ensuring that there is adequate security on all network elements. Understands TCP/IP protocol.

Systems Administrator/Support Engineer
Performs administration duties on UNIX (e.g., Solaris, SunOS, AIX), Windows NT, Windows 95 and the Distributed Computing Environment/Distributed File Service (DCE/DFS) applications, as required and directed. Efforts to include, but not be limited to, the installation/de-installation of systems; the

attachment and configuration of systems and processes to the network; the installation and integration of commercial software; fault isolation of local area network or system problems; management of file servers; maintenance of file system structures; user support services; and system management planning. Troubleshoots hardware, software and other peripheral equipment to identify and resolve problems. Installs, configures and upgrades hardware and software to new baseline standards. Conducts research of various technical databases to solve systems problems. Ensures the integrity and security of classified computer systems.

TECHNICAL SUPPORT

This category includes personnel who support IT laboratories and have experience with workstations, servers, and routers and other IT equipment.

Level	Education	Experience (years)
IV	Associate's Degree Associate's Degree in related discipline and four (4) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	4
III	Associate's Degree Associate's Degree in related discipline and two (2) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	2
II	High School Diploma High School Degree and three (3) years of related experience.	3
I	High School Diploma High School Degree and one (1) year of related experience.	1

Electronic Technician
Provides preventative and corrective maintenance to computer systems, Radio Frequency (RF) communications systems and telephone systems. Provides maintenance to the component level including the integration of several types of equipment. Provides engineering support to assist in system design, component procurement, and system build (rack and stack).

LAN Technician
Provides installation, testing, and trouble shooting of personal computers (PC)/LAN software packages. Also provides troubleshooting of connectivity issues, installations and de-installations, connecting and disconnecting of a network, and end-user customer support when necessary.

PC Systems Support Technician
Provides help desk support to the client by troubleshooting PC hardware and software, creating/resetting accounts, loading software/images to desktop and laptops, providing preventative maintenance procedures, packing/unpacking systems for shipping, and supporting general Management Information Systems (MIS) related tasks.

Technician
Inspects, tests, and troubleshoots electronic systems. Makes repairs requiring standard and non-standard techniques; services or calibrates electronic test equipment or control systems; and maintains logs and reports, as required.

WEB TECHNOLOGY

The category includes personnel who design, develop, release, and maintain Internet and Intranet systems and services. Identifies and maximizes opportunities to utilize Web-based technologies to improve business processes and support critical business strategies, provides information access, promotes the strategic use of information technology, enables the workforce to use selected new technologies, and identifies users' information requirements.

Level	Education	Experience (years)
VI	Bachelor's Degree Bachelor's Degree in related discipline and sixteen (16) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.) Demonstrated leadership, management, and communications skills at this level.	16
V	Bachelor's Degree Bachelor's Degree in related discipline and twelve (12) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.) Demonstrated leadership, management, and communications skills at this level.	12
IV	Bachelor's Degree Bachelor's Degree in related discipline and six (6) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	8
III	Bachelor's Degree Bachelor's Degree in related discipline and six (6) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	6
II	Bachelor's Degree Bachelor's Degree in related discipline and three (3) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	3
I	Associate's Degree Bachelor's Degree in related discipline and one (1) year of experience in broad-based IT settings	1

Web Designer/Developer
Provides conceptual design of specific sites/portals. Uses standard HTML tools as well as design applications. Daily responsibilities include updating web-site content, checking for broken links, working with the various departments to help bring their ideas to the web. Develops and produces web-based interfaces (conception, design, development, documentation and implementation of internet-based applications). Design, code and test software. Implements configuration changes to packaged software applications. Documents and assists in defining the functional and technical requirements of web-based applications, as well as application maintenance and trouble shooting.

Web Project Manager
Manages a team on all aspects of web environment development. Manages concurrent projects utilizing

standard project life cycle methodologies. Develops project schedules, project designs, test plans, and documentation. Provides supervisory experience over programmers and content designers in assigning and delegating work. Must be an expert in high level languages.

Web Software Developer
Develops web software applications. Experienced with web development Java/J2EE, Enterprise Java Beans (EJB); Websphere. Back end development of database, communication servers, and email using open sources or commercial tools.

Web Security Administrator
Creates, updates and deletes user accounts. Maintains Web operating system. Manages server performance. Performs backup, restore and recovery. Provides ad-hoc analysis and diagnosis of reported Web site environment failures. Support security system Information Assurance officer. Provides assistance to help desk inquiries. Familiar with security administration tools such as secure sockets, PKI, VPN, LDA, etc.

Web Technical Administrator
Provides web server and infrastructure maintenance, content migration, security, site and web data maintenance, internal user support, disaster recovery, developer support, and business partner web-site integration. Working knowledge of database servers and Internet technologies.

MOBIS INFORMATION FOR ORDERING OFFICES

874 1 - Integrated Consulting Services:
Contractors shall provide expert advice and assistance in support of an agency's mission-oriented business functions. Services covered by this SIN include:

- Management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services
- Facilitation and related decision support services
- Survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings
- Advisory and assistance services in accordance with FAR 37.203

NOTE: Consulting services where the preponderance of work is specifically covered under other GSA Schedules are not permitted under this SIN; please refer to the Scope of Work in Part I of the MOBIS solicitation for further information.

NOTE: Expert witness, consulting, and audit services pertaining to financial matters are not covered under this SIN. Refer to Schedule 520, SIN 520-6, Professional Legal Services. Consulting services relating to public relations are not covered under this SIN. Refer to Schedule 541, SIN 541-2, Public Relations Services. Legal services are not covered under this SIN.

874 7 - Integrated Business Program Support Services:
Contractors shall provide services to assist agencies in managing their mission-oriented business projects or programs and achieving mission performance goals. Services covered by this SIN include:

- All phases of program or project management, from planning to closeout
- Operational/administrative business support services in order to carry out program objectives

NOTE 1: Program support services where the preponderance of work is specifically covered under other GSA Schedules are not permitted under this SIN; please refer to the Scope of Work in Part I of the MOBIS solicitation for further information.

NOTE 2: Administrative support services are authorized under this SIN; however, they must be provided in conjunction with other professional business services covered under this Schedule and must be performed under the supervision of the contractor s Project or Program Manager. Personal services as defined in FAR are prohibited under MOBIS.

BAE Systems Information Solutions Inc. offers the Government a variety of Mission Oriented Business Integrated Services including Consulting as well as Program and Project Management services. The hourly labor rates vary by labor category based on the complexity of the task and the experience/education required of the contractor. The following substitutions may be made for education or experience.

Degree	Degree and Experience Substitution	Related Experience Substitution
Doctorate	Master’s + 2 years	8 years
Master’s	Bachelor’s + 2 years	6 years
Bachelor’s	Associate’s + 2 years	4 years

Description of MOBIS Labor Categories

MANAGEMENT

This category includes personnel who provide program planning, implementation and analysis, manpower and cost estimation, scheduling, meeting coordination, facilities evaluation, equipment costing and analysis.

Level	Education	Experience (years)
III	Master's Degree Master's Degree in related discipline and fifteen (15) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	15
II	Bachelor's Degree Bachelor's Degree in related discipline and ten (10) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	10
I	Bachelor's Degree Bachelor's Degree in related discipline and five (5) years of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	5

Program Manager
Organizes, directs, and coordinates planning and execution of all program/technical support activities. Simultaneously plans and manages the transition of several projects, with Project Manager reporting to Program Manager. Monitors and controls the expenditure of funds and labor hours on the overall contract. Engages the customer in discussion of program status, including: identification of problems, issues, and strategies for resolution. Does strategic long-range and short-range planning; backup and security planning and implementation; hardware/software evaluation and selection, etc. May manage subcontractors.

Project (Leaders) Manager
Provides competent leadership and responsible program direction through successful performance of a variety of detailed, diverse elements of project transition. Directs completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates and subcontractors and ensures assignments are completed as directed. Enforces work standards and reviews/resolves work discrepancies to ensure compliance with contract requirements. Interacts with client contracting officials, the Program Manager, and other management personnel. Reports in writing and orally to contractor management and client representatives.

EXPERT CONSULTANT SUPPORT

This category includes personnel who provide expertise in a specialty field. Experts may formulate systems scope and objectives, devise or modify procedures to solve problems, prepare detailed specifications, analyze and revise existing systems, develop requirements, and prepare functional designs for systems analysis/programming projects.

Level	Education	Experience (years)
1 (Senior)	Bachelor's Degree Master's Degree in related discipline and **(**15+) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	15 +
II (Associate)	Bachelor's Degree Bachelor's Degree in related discipline and **(**15) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	15
III (Expert)	Master's Degree Bachelor's Degree in related discipline and twelve **(**10) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	10

Senior Technical Expert
Provides expertise in leadership positions such as director of significant research and development efforts, or manages programs requiring comprehensive and innovative solutions. Serves as specialist in the application of advanced management and business organizational theories, concepts, principles and processes in a given management, scientific or technical functional area Assists clients in process improvement, and makes recommendations concerning enterprise-wide, agency or program strategies, tactics, activities and processes designed to improve organizational effectiveness and ensure achievement of the mission of the enterprise and its components. Exhibits a proven record of having successfully affected applicable technology transfer. Demonstrates awareness of and sensitivity toward the trends, technologies, constraints and priorities regarding current and projected IT strategies. Possesses credentials and acclaim within the professional community relevant to client-designated tasks, advice or counsel.

Technical Expert
As an expert in the subject matter field, Technical Experts may augment or direct project teams. Provides high-level functional and systems analysis, program management and integration, design integration, documentation and implementation advice on complex studies that require specialized and/or unique skills or knowledge of the particular field. Directly participates and coordinates with all authority levels on all aspects pertinent to the successful implementation of the program or functional area. Provides advanced technical knowledge and analysis of highly specialized applications and operational environment. Engages in program audits and evaluations. Uses own knowledge and information supplied relative to the technical or administrative aspects of the program to perform technical studies and analyses and prepare inputs to program documentation as it relates to that particular functional area. Contributes unique insights into selected areas to be supported, which cannot be gained without significant research and study.

Senior Subject Matter Expert/Consultant
Manages consulting teams or consulting tasks involving multiple personnel providing consulting services to clients, often at multiple locations. Provides technical direction and supervision to other personnel.

Directs, organizes, and coordinates planning and execution of all program/technical support activities of the team/task. Assists clients in research and analysis related to process improvement, and makes recommendations concerning enterprise-wide, agency or program strategies, tactics, activities and processes designed to improve organizational effectiveness and ensure achievement of the mission of the enterprise and its components. Possesses credentials and acclaim within the professional community relevant to client-designated tasks, advice or counsel.

Subject Matter Expert/Consultant
Provides high-level functional and systems analysis, program management and integration, design integration, documentation and implementation advice on complex studies that require specialized and/or unique skills or knowledge of the particular field. Participates in all levels of the study development. Prepares and delivers senior management presentations and briefings as required by the task order. May serve as a task leader, with responsible for the quality and timeliness of the product or services delivered. Performs alone or as part of consulting teams or consulting tasks providing consulting services to clients, sometimes at multiple locations. Is an integral part of the program/technical support activities of the team/task. Assists senior consultants or clients in research and analysis related to process improvement, and in developing recommendations concerning enterprise-wide, agency or program strategies, tactics, activities and processes designed to improve organizational effectiveness and ensure achievement of the mission of the enterprise and its components.

Technical Expert/Functional Expert
Provides technical expertise in the subject matter. Designs and implements simple to complex systems that involve: information processing, communications, and/or networking. Possesses knowledge regarding state-of-the-art or emerging technologies and methodologies.

ANALYSTS AND SUPPORT

This category includes personnel who are responsible for investigating a broad range of issues. Analysts collect, organize, extract, and format records, files, or general information. They evaluate analytical results and develop new or adapted analytical techniques. Analysts perform analytical tasking as a member of a technical team. They analyze organizational needs and prepare tasking requests, point papers, briefing charts, spreadsheets, memos, and other documents within prescribed timelines for review and analysis. They analyzes funding requirements combined with execution history to develop concise descriptions of impacts and alternatives. Analysts assist management with strategic business planning, internal senior level direction, trends, forecasts and best practices from industry, academia and other governmental agencies, and requirements/needs generated from within.

Level	Education	Experience (years)
VI	Bachelor's Degree in related discipline and twenty (20) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	20
V	Bachelor's Degree in related discipline and fifteen (15) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	15
IV	Bachelor's Degree in related discipline and twelve (12) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	12
III	Bachelor's Degree in related discipline and eight (8) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	8
II	Bachelor's Degree in related discipline and five (5) years of intensive and progressive experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	5
I	Bachelor's Degree in related discipline and two (2) years of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	2

Senior Program Management Analyst/Consultant

The Senior Program Management Analysts apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. They provide direction to project teams and interact with clients at the supervisory level. They perform tasks such as:

- Supervise other analysts in the development of software designs, system testing or training curricula.
- Lead business process redesign teams in the development of new business process architectures.
- Design training programs for business architecture design users.
- Participate in quality reviews to ensure work complies with specified standards.
- Develop team work plans.

- Perform workflow analyses.
- Define business architecture design requirements.
- Assist in project budget preparation.

Management Analyst/Consultant
Analyzes and proposes ways to improve an organization's structure, efficiency, or profits. Management Analysts collect, review, and analyze information in order to make recommendations to Clients/Managers. In government, Management Analysts tend to specialize by type of agency. After obtaining an assignment or contract, management analysts first define the nature and extent of the problem. They then develop solutions to the problem often by building and solving mathematical models. Lastly, they decide on a course of action and make recommendations to the client either in writing or orally.

Senior Systems Analyst
Works closely with executive level staff. Establishes the framework of new systems and business processes from feasibility studies to post-implementation evaluation. Devises new sources of data and develops new approaches and techniques for use by others. Implements process and productivity improvement. May serve as technical authority for a design area. Prepares organizational assessments. Plans and conducts analysis of unique or unyielding problems in a broad system. Formulates/defines system scope and perspectives. Creates and implements performance measures and indicators. Conducts continuing reviews of technological developments applicable to system design and prepares long-range forecasts. Performs systems alignment. Governs daily operations and quality control of the projects. Develops technical management approaches, planning, programming, schedules, specification and procedures to meet the requirements of the contract. Works closely with executive level staff.

Systems Analyst
Establishes the framework of new systems and processes from feasibility studies to post-implementation evaluation. Devises new sources of data and develops new approaches and techniques for use by others. May serve as technical authority for a design area. Prepares organizational assessments. Plans and conducts analysis of unique or unyielding problems in a broad system. Formulates/defines system scope and perspectives. Creates and implements performance measures and indicators. Conducts continuing reviews of computer technological developments applicable to system design and prepares long-range forecasts. Governs daily operations and quality control of the projects. Performs systems alignment. Develops technical management approaches, planning, programming, schedules, specification and procedures to meet the requirements of the contract.

Senior Researcher/Analyst
Supervises research and analysis in support of senior managers or consultants. Supports the program/technical activities of the team/task. Manages research and analysis related to process improvement to support the development of recommendations concerning enterprise-wide, agency or program strategies, tactics, activities and processes designed to improve organizational effectiveness and ensure achievement of the mission of the enterprise and its components. Proposes alternative solutions, selections, recommendations, and implementation of decision analysis support tools. Performs planning, forecasting, resource allocation, performance measurement, scheduling, and analysis of data. Integrates the selection of analysis tools and the results into ongoing operations. Performs statistical analyses, trade studies, and financial analyses.

Researcher/Analyst
Performs research and analysis in support of senior researcher/analyst. Supports the program/technical activities of the team/task. Performs research and analysis related to process improvement to support the development of recommendations concerning enterprise-wide, agency or program strategies, tactics,

activities and processes designed to improve organizational effectiveness and ensure achievement of the mission of the enterprise and its components. Reports, analyzes and summarizes business and operational data. Translates business needs into appropriate technical reporting solutions. Develops and summarizes performance data into actionable information. Develops reporting solutions to solve a wide range of difficult problems in imaginative and practical ways.

Analyst
Prepares briefings for presentation to senior executive level officials. Composes studies and reports for use in working groups and high-level meetings of officials. Assists in conducting studies analyzing requirements and costs versus benefits, identifying alternatives and developing recommendations. Provides inputs to report preparation. Applies specialized knowledge, skills, or judgment to a varied and complex sequence of operations. Performs work independently to compile inputs from clients, scope problems, and identify solutions.

SUPPORT SERVICES

This category includes personnel who provide professional office administration, and executive support services to staff and managers.

Level	Education	Experience (years)
III	Bachelor's Degree Bachelor's Degree in related discipline and three (3) years of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	3
II	Associate's Degree Associate's Degree in related discipline and two (2) years of experience in broad-based IT settings. (Education may be substituted for general experience and relevant experience may be substituted for education.)	2
I	High School Diploma High School Diploma and one year (1) of administrative/clerical experience	1

Administrative Assistant

Provide administrative and secretarial support to one or more individuals. Duties may include preparing and editing technical or general documentation using various software packages such as Microsoft Word, Microsoft PowerPoint, Microsoft Excel, transcription of documents, data entry, and preparing and editing management support documentation. The Administrative Assistant may perform specialized assignments such as typing, word processing, transcription of documents, data entry, and preparing and editing management support documentation. Performs a variety of support services such as operation of reproduction equipment, courier service and mail service, etc. Prepares special reports under general guidance, coordinates special projects and programs, and responds to routine and non-routine inquiries using standardized formats.

BAE Systems Information Solutions
Corporate Contract Schedule
GS-00F-0004R LABOR RATES
Effective December 1, 2013 – September 30, 2014

IT Labor Categories	Customer Site	Contractor Site
Information Technology		
Acquisition Support		
Acquisition Logistics Specialist	$66.44	$77.84
Sr. Acquisition Professional	$121.23	$142.03
Sr. Business Management Assistant	$85.07	$99.65
Contracts/Business Support Specialist	$63.83	$74.78
Plans and Policy Specialist	$72.78	$85.26
Analysts		
Sr. Analyst	$75.03	$87.91
Analyst	$50.32	$58.95
ELINT Analyst	$102.65	$120.25
Sr. Financial/Program Analyst	$82.45	$96.59
Financial/Program Analyst	$73.10	$85.64
Sr. Information Assurance Analyst	$102.32	$119.86
Information Assurance Analyst	$81.85	$95.88
Jr. Information Assurance Analyst	$70.22	$82.25
Information Security Analyst	$105.56	$123.67
Sr. Intelligence Analyst	$102.32	$119.86
Intelligence Analyst	$92.34	$108.18
Network Analyst IV	$135.00	$158.17
Network Analyst III	$126.40	$148.08
Network Analyst II	$107.91	$126.42
Network Analyst I	$45.43	$53.22
Sr. Operations Research/Systems Analyst	$123.30	$144.45
Operations Research/Systems Analyst	$108.71	$127.36
Sr. Operations Analyst	$102.48	$120.06
Operations Analyst	$86.96	$101.87
SIGINT Analyst	$111.84	$131.02
Systems Analyst IV	$142.88	$167.38
Systems Analyst III	$120.00	$140.57
Systems Analyst II	$103.36	$121.10
Systems Analyst I	$55.53	$65.05
Technical Analyst	$37.40	$43.82

IT Labor Categories	Customer Site	Contractor Site
Experts/Scientific Support		
Communications Architect	$210.54	$246.66
Enterprise Management Architect	$138.76	$162.55
Information Technologist	$227.41	$266.42
Sr. Tech Expert/Functional Expert/Subject Matter Expert	$146.71	$171.87
Tech Expert/Functional Expert/Subject Matter Expert	$132.60	$155.34
IT Engineering		
Communications Engineer	$118.90	$139.29
Sr. Computer Systems Engineer	$109.16	$127.89
Computer Systems Engineer	$93.58	$109.63
Customer Support Engineer	$83.01	$97.24
Digital Signal Processing Engineer	$180.47	$211.43
ELINT Engineer	$166.77	$195.37
Sr. Enterprise Systems Engineer	$138.76	$162.55
Enterprise Systems Engineer	$119.84	$140.40
Network Engineer	$120.33	$140.97
Sr. Network Security Engineer	$128.57	$150.63
Network Security Engineer	$105.78	$123.92
Jr. Network Security Engineer	$73.91	$86.59
SIGINT Engineer	$110.90	$129.93
Principal Software Engineer	$130.69	$153.11
Sr. Software Engineer	$117.64	$137.81
Software Engineer	$97.60	$114.34
Jr. Software Engineer	$73.51	$86.11
Software Engineer/Developer	$133.15	$155.98
Specialty Engineer	$106.35	$124.60
Specialty Engineer Mgr.	$120.52	$141.20
Principal Systems Engineer	$138.76	$162.55
Sr. Systems Engineer	$132.35	$155.05
Systems Engineer	$109.16	$127.89
Jr. Systems Engineer	$93.58	$109.63
Functional Systems Engineering Expert	$132.35	$155.05
Telecommunications Engineer	$157.23	$184.20
Test Engineer	$65.00	$76.15
Sr. UNIX Systems Engineer	$138.76	$162.55
UNIX Systems Engineer	$132.35	$155.05
Senior Technical Engineering Expert	$140.12	$164.14
Logistics Support		

IT Labor Categories	Customer Site	Contractor Site
Integrated Logistic Support Mgr	$81.96	$96.02
Logistics Engineer	$86.09	$100.86
Software Engineering		
Sr. Programmer	$133.88	$156.84
Software Programmer	$74.72	$87.53
Jr. Software Programmer	$67.25	$78.78
Sr. Database Administrator	$104.09	$121.94
Database Administrator	$72.26	$84.66
Database Developer	$87.91	$102.99
Senior Software Tester/Integrator	$86.15	$100.92
Software Tester/Integrator	$69.99	$81.99
Information Technology Management		
Program Manager	$123.05	$144.15
Project Manager	$115.51	$135.32
Tech Manager	$96.58	$113.15
Information Security/Assurance		
InfoSec Manager	$111.54	$130.68
InfoSec Engineer	$122.51	$143.52
Support Services		
Administrative Assistant	$31.47	$36.86
Administrative Support Specialist	$54.20	$63.51
Configuration/Data Manager	$72.26	$84.66
Documentation Clerk	$41.09	$48.13
Documentation Manager	$80.21	$93.96
Program Planner	$89.43	$104.77
Sr. Technical Writer	$73.34	$85.91
Technical Writer	$63.18	$74.02
Training Developer	$73.57	$86.19
Training Instructor/Specialist	$91.54	$107.23
Training Manager	$97.25	$113.93
IT Systems Support		
Sr. Network Administrator	$148.04	$173.42
Network Administrator	$106.15	$124.36
Sr. Network Manager	$126.02	$147.65
System Admin/Support Engineer VI	$129.07	$151.20

IT Labor Categories	Customer Site	Contractor Site
System Admin/Support Engineer V	$109.13	$127.85
System Admin/Support Engineer IV	$97.80	$114.57
System Admin/Support Engineer III	$86.24	$101.04
System Admin/Support Engineer II	$74.51	$87.28
System Admin/Support Engineer I	$66.75	$78.19
Technical Support		
Electronic Technician	$57.02	$66.80
LAN Technician	$52.82	$61.88
PC Systems Support Tech	$46.64	$54.64
Sr. Technician	$74.38	$87.13
Technician	$51.49	$60.32
Web Technology		
Web Designer	$84.37	$98.84
Web Developer	$84.37	$98.84
Web Project Manager	$107.91	$126.42
Web Software Developer	$87.39	$102.39
Web Technical Administrator	$68.79	$80.59

MOBIS-Specific Labor Rates		
Management		
Program Manager	$120.96	
Project Manager	$113.56	
Expert/ Consultant Support		
Senior Subject Matter Expert/Consultant	$236.25	
Subject Matter Expert/Consultant	$202.67	
Senior Technical Expert	$144.24	
Technical Expert	$130.37	
Analysts		
Senior Program Management Analyst	$117.96	
Management Analyst	$100.76	
Senior Systems Analyst	$140.46	
Systems Analyst	$101.62	
Senior Research Analyst	$100.76	
Senior Analyst	$82.63	
Support Services		
Administrative Assistant	$53.29	