



GENERAL SERVICES ADMINISTRATION

Federal Supply Service

Authorized Federal Supply Schedule Price List

**PROFESSIONAL SERVICES SCHEDULE**

**Contract Number**  
**GS-00F-0062N**

Contract Option Period 3:  
June 30, 2018 – June 29, 2023

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

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

Engineering and Information Technologies, Inc. dba Hi-Tec Systems  
6727 Delilah Road, Suite 100  
Egg Harbor Township, NJ 08234  
<http://www.hitecsystems.com/>  
(609) 272-1515  
FAX (609) 272-1021

Business Size: Small Woman-Owned Business

NAICS Codes: 541330

FSC Groups: 00CORP

## CUSTOMER INFORMATION

1a. **Special Item Numbers SIN(s) Awarded:**

SIN #	SIN Definition
<b>Professional Engineering Services</b>	
871-1 & 871-1RC	Strategic Planning For Technology Programs/Activities
871-2 & 871-2RC	Concept Development and Requirements Analysis
871-3 & 871-3RC	System Design, Engineering and Integration
871-4 & 871-4RC	Test and Evaluation
871-5 & 871-5RC	Integrated Logistics Support
871-6 & 871-6RC	Acquisition and Life Cycle Management
<b>Mission Oriented Business Integrated Services</b>	
874-1 & 874-1RC	Integrated Consulting Services
874-7 & 874-7RC	Integrated Business Program Support Services
<b>Order-Level Materials (OLMs)</b>	
00CORP-500 & 00CORP-500RC	Order-Level Materials (OLMs)

Labor categories and hourly rates are as shown in Attachment A.

1b. **Lowest Priced** labor category is Administrative Specialist, at \$40.72/hour, on-site.

1c. **Job Descriptions and Qualifications:** See Attachment B.

2. **Maximum Order:** The total dollar value of any order placed under this contract will be \$1,000,000 for SINS 871-1 through 871-6 and \$1,000,000 for SINS 874-1 and 874-7 except for requirements exceeding the maximum order according to Clause I-FSS-125 (August 1995) which is incorporated here by reference.

3. **Minimum Order:** \$100.00

4. **Geographic Coverage:** Continental United States, Alaska, Hawaii and District of Columbia.

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

6. **Discount:** Prices shown are net prices.

7. **Quantity Discount:** None

8. **Prompt Payment Discount:** None

9a. **Government Commercial Credit Card:** Hi-Tec Systems will accept the Government Commercial Credit Card at or below the micro-purchase threshold.

9b. **Government Commercial Credit Card:** Hi-Tec Systems will accept the Government Commercial Credit Card above the micro-purchase threshold.

10. **Foreign Items:** None

11a. **Time of Delivery:** To be negotiated on an individual order basis.

11b. **Expedited Delivery:** N/A

11c. **Overnight and 2-Day Delivery:** N/A

11d. **Urgent Requirements:** N/A

12. **FOB Point:** Destination

13a. **Ordering Address:**

Hi-Tec Systems  
Attn: Terri Silipino, Contracts Administrator  
6727 Delilah Road, Suite 100  
Egg Harbor Township, NJ 08234

13b. **Ordering Procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), and a sample BPA can be found at the GSA/FSS Schedule homepage ([fss.gsa.gov/schedules](http://fss.gsa.gov/schedules)).

14. **Payment Address:**

Hi-Tec Systems  
6727 Delilah Road, Suite 100  
Egg Harbor Township, NJ 08234

EFT Payments via M & T Bank:  
Account Number: 9868951923  
Routing Number: 022000046

15. **Warranty Provision:** N/A

16. **Export Packing Charges:** N/A

17. **Terms and Conditions of Government Purchase Card Acceptance:** Contact Contractor

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

19. **Terms and Conditions of Installation:** N/A

20. **Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and Any Discounts From List Prices:** N/A

20a. **Terms and Conditions for Any Other Services:** N/A

21. **List of Service and Distribution Points:** N/A

22. **List of Participating Dealers:** N/A

23. **Preventative Maintenance:** N/A

24a. **Special Attributes Such As Environmental Attributes:** N/A

24b. **Section 508 Compliance:** Yes.

25. **DUNS Number:** 111759572

26. **SAM Registration (SAM):** Engineering and Information Technologies, Inc. dba Hi-Tec Systems is registered in the SAM database.

**27. SCA:**

The Service Contract Act (SCA) is applicable to this contract as it applies to the entire PSS Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and/or when Hi-Tec adds SCA labor categories/employees to the contract through the modification process, Hi-Tec will inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number.

**ATTACHMENT A**

<b>SINs: 871-1 through 871-6</b> including RC (Recovery Contracting) <b>SINs 871-1RC through 871-6RC</b>	<b>Option Period 3 Hourly Prices - Contractor Site</b>				
	Year 16	Year 17	Year 18	Year 19	Year 20
	6/30/2018 to 6/29/2019	6/30/2019 to 6/29/2020	6/30/2020 to 6/29/2021	6/30/2021 to 6/29/2022	6/30/2022 to 6/29/2023
Lead Program Manager	\$167.85	\$171.21	\$174.63	\$178.13	\$181.69
Senior Program Manager	\$141.31	\$144.14	\$147.02	\$149.96	\$152.96
Program Manager	\$120.36	\$122.76	\$125.22	\$127.72	\$130.28
Senior Project Manager	\$111.57	\$113.80	\$116.07	\$118.40	\$120.76
Project Manager	\$103.25	\$105.32	\$107.43	\$109.57	\$111.77
Junior Project Manager	\$91.45	\$93.28	\$95.15	\$97.05	\$98.99
Senior Consultant	\$319.27	\$325.65	\$332.17	\$338.81	\$345.58
Consultant	\$278.70	\$284.28	\$289.96	\$295.76	\$301.68
Lead Systems Engineer	\$142.32	\$145.16	\$148.07	\$151.03	\$154.05
Senior Systems Engineer	\$121.68	\$124.11	\$126.60	\$129.13	\$131.71
Systems Engineer	\$96.03	\$97.95	\$99.91	\$101.91	\$103.95
Junior Systems Engineer	\$81.08	\$82.71	\$84.36	\$86.05	\$87.77
Lead Systems Analyst	\$136.37	\$139.09	\$141.87	\$144.71	\$147.61
Senior Systems Analyst	\$102.18	\$104.23	\$106.31	\$108.44	\$110.61
Systems Analyst	\$83.16	\$84.82	\$86.52	\$88.25	\$90.01
Senior Design Engineer	\$121.68	\$124.11	\$126.60	\$129.13	\$131.71
Design Engineer	\$96.03	\$97.95	\$99.91	\$101.91	\$103.95
Junior Design Engineer	\$81.07	\$82.69	\$84.35	\$86.03	\$87.76
Lead Test Engineer	\$155.09	\$158.19	\$161.36	\$164.58	\$167.87
Senior Test Engineer	\$130.68	\$133.29	\$135.96	\$138.68	\$141.45
Test Engineer	\$103.04	\$105.10	\$107.21	\$109.35	\$111.54
Junior Test Engineer	\$73.72	\$75.19	\$76.70	\$78.23	\$79.80
Lead Logistician	\$83.70	\$85.37	\$87.08	\$88.82	\$90.60
Senior Logistician	\$70.69	\$72.11	\$73.55	\$75.02	\$76.52
Logistician	\$58.11	\$59.27	\$60.46	\$61.66	\$62.90
Lead Engineer	\$139.77	\$142.56	\$145.41	\$148.32	\$151.29
Senior Engineer	\$117.90	\$120.26	\$122.67	\$125.12	\$127.62
Engineer	\$95.55	\$97.46	\$99.41	\$101.40	\$103.42
Junior Engineer	\$80.21	\$81.82	\$83.45	\$85.12	\$86.82
Lead Scientist	\$131.73	\$134.36	\$137.05	\$139.79	\$142.59
Senior Scientist	\$111.23	\$113.45	\$115.72	\$118.03	\$120.39
Scientist	\$94.12	\$96.01	\$97.93	\$99.88	\$101.88
Lead Ops/Research Analyst	\$139.72	\$142.52	\$145.37	\$148.27	\$151.24
Sr. Ops/Research Analyst	\$128.67	\$131.24	\$133.87	\$136.55	\$139.28
Ops/Research Analyst	\$99.43	\$101.42	\$103.45	\$105.52	\$107.63
Jr. Ops/Research Analyst	\$87.92	\$89.37	\$91.16	\$92.98	\$94.84
Lead Management Analyst	\$139.96	\$142.76	\$145.62	\$148.53	\$151.50
Sr. Management Analyst	\$118.10	\$120.47	\$122.87	\$125.33	\$127.84
Management Analyst	\$107.27	\$109.42	\$111.61	\$113.84	\$116.12
Jr. Management Analyst	\$98.29	\$100.25	\$102.26	\$104.30	\$106.39
Senior Financial Analyst	\$117.78	\$120.14	\$122.54	\$124.99	\$127.49

Financial Analyst	\$98.05	\$100.01	\$102.01	\$104.06	\$106.14
Junior Financial Analyst	\$67.78	\$69.14	\$70.52	\$71.93	\$73.37
Senior Trainer	\$83.91	\$85.59	\$87.30	\$89.05	\$90.83
Trainer	\$62.27	\$63.52	\$64.79	\$66.08	\$67.40
Junior Trainer	\$53.36	\$54.43	\$55.52	\$56.63	\$57.76
Lead Admin. Support Spec.	\$88.08	\$89.85	\$91.64	\$93.47	\$95.34
Sr. Admin. Support Spec.	\$61.25	\$62.48	\$63.73	\$65.00	\$66.30
Administrative Specialist	\$49.30	\$50.28	\$51.29	\$52.31	\$53.36
Lead Information Spec.	\$145.37	\$148.28	\$151.25	\$154.27	\$157.36
Sr. Information Spec.	\$104.50	\$106.59	\$108.72	\$110.90	\$113.12
Information Spec.	\$95.03	\$96.93	\$98.87	\$100.84	\$102.86
Jr. Information Spec.	\$87.18	\$88.92	\$90.70	\$92.51	\$94.36
Lead Technician	\$103.23	\$105.30	\$107.40	\$109.55	\$111.74
Sr. Technician	\$73.72	\$75.19	\$76.70	\$78.23	\$79.80
Technician	\$61.62	\$62.85	\$64.11	\$65.39	\$66.70
Sr. Computer Spec.	\$132.45	\$135.09	\$137.80	\$140.55	\$143.36
Application Programmer	\$104.03	\$106.11	\$108.23	\$110.39	\$112.60
Technical Writer	\$62.94	\$64.20	\$65.49	\$66.80	\$68.13
Jr. Technical Writer	\$51.86	\$52.90	\$53.95	\$55.03	\$56.13
Technical Writer	\$70.67	\$72.09	\$73.53	\$75.00	\$76.50
Documentation Spec.	\$62.94	\$64.20	\$65.49	\$66.80	\$68.13
Lead Human Factors Engineer	\$154.12	\$157.20	\$160.35	\$163.55	\$166.82
Sr. Human Factors Engineer	\$123.28	\$125.75	\$128.26	\$130.83	\$133.44
Human Factors Engineer	\$89.83	\$91.62	\$93.46	\$95.33	\$97.23
Jr. Human Factors Engineer	\$71.65	\$73.09	\$74.55	\$76.04	\$77.56
Lead Environmental Engineer	\$132.79	\$135.44	\$138.15	\$140.92	\$143.73
Sr. Environmental Engineer	\$98.31	\$100.27	\$102.28	\$104.32	\$106.41
Environmental Engineer	\$102.50	\$104.55	\$106.64	\$108.78	\$110.95
Jr. Environmental Engineer	\$90.27	\$92.08	\$93.92	\$95.79	\$97.71

SINs: 871-1 through 871-6 including RC (Recovery Contracting) SINs 871-1RC through 871-6RC	Option Period 3 Hourly Prices - Government Site				
	Year 16 6/30/2018 to 6/29/2019	Year 17 6/30/2019 to 6/29/2020	Year 18 6/30/2020 to 6/29/2021	Year 19 6/30/2021 to 6/29/2022	Year 20 6/30/2022 to 6/29/2023
	Lead Program Manager	\$159.14	\$162.33	\$165.57	\$168.88
Senior Program Manager	\$133.01	\$136.07	\$139.20	\$142.40	\$145.68
Program Manager	\$111.97	\$114.55	\$117.18	\$119.88	\$122.64
Senior Project Manager	\$103.18	\$105.55	\$107.98	\$110.47	\$113.01
Project Manager	\$94.86	\$97.05	\$99.28	\$101.56	\$103.90
Junior Project Manager	\$83.01	\$84.91	\$86.87	\$88.87	\$90.91
Senior Consultant	\$311.74	\$318.90	\$326.24	\$333.74	\$341.42
Consultant	\$271.07	\$277.31	\$283.69	\$290.21	\$296.89
Lead Systems Engineer	\$134.01	\$137.09	\$140.24	\$143.47	\$146.77
Senior Systems Engineer	\$133.34	\$115.94	\$118.61	\$121.34	\$124.13
Systems Engineer	\$87.60	\$89.62	\$91.68	\$93.79	\$95.94
Junior Systems Engineer	\$72.61	\$74.28	\$75.99	\$77.73	\$79.52
Lead Systems Analyst	\$128.04	\$130.99	\$134.00	\$137.08	\$140.23

Senior Systems Analyst	\$93.79	\$95.95	\$98.15	\$100.41	\$102.72
Systems Analyst	\$74.69	\$76.41	\$78.16	\$79.96	\$81.80
Senior Design Engineer	\$113.34	\$115.94	\$118.61	\$121.34	\$124.13
Design Engineer	\$87.60	\$89.62	\$91.68	\$93.79	\$95.94
Junior Design Engineer	\$72.60	\$74.27	\$75.97	\$77.72	\$79.51
Lead Test Engineer	\$146.84	\$150.22	\$153.68	\$157.21	\$160.83
Senior Test Engineer	\$122.36	\$125.17	\$128.05	\$131.00	\$134.01
Test Engineer	\$94.64	\$96.82	\$99.05	\$101.33	\$103.66
Junior Test Engineer	\$65.24	\$66.74	\$68.28	\$69.85	\$71.46
Lead Logistician	\$75.24	\$76.97	\$78.74	\$80.56	\$82.41
Senior Logistician	\$62.17	\$63.60	\$65.06	\$66.55	\$68.08
Logistician	\$49.58	\$50.72	\$51.88	\$53.08	\$54.30
Lead Engineer	\$131.46	\$134.49	\$137.58	\$140.74	\$143.98
Senior Engineer	\$109.56	\$112.08	\$114.66	\$117.29	\$119.99
Engineer	\$87.11	\$89.12	\$91.17	\$93.26	\$95.41
Junior Engineer	\$71.77	\$73.42	\$75.11	\$76.86	\$78.60
Lead Scientist	\$123.42	\$126.26	\$129.17	\$132.14	\$135.18
Senior Scientist	\$102.84	\$105.20	\$107.62	\$110.10	\$112.63
Scientist	\$85.71	\$87.68	\$89.70	\$91.76	\$93.87
Lead Ops/Research Analyst	\$131.41	\$134.43	\$137.52	\$140.68	\$143.92
Sr. Ops/Research Analyst	\$120.33	\$123.10	\$125.93	\$128.83	\$131.79
Ops/Research Analyst	\$91.00	\$93.09	\$95.23	\$97.42	\$99.67
Jr. Ops/Research Analyst	\$79.13	\$80.95	\$82.81	\$84.72	\$86.66
Lead Management Analyst	\$131.67	\$134.70	\$137.80	\$140.97	\$144.21
Sr. Management Analyst	\$109.73	\$112.25	\$114.83	\$117.47	\$120.17
Management Analyst	\$98.86	\$101.14	\$103.46	\$105.84	\$108.28
Jr. Management Analyst	\$89.86	\$91.93	\$94.04	\$96.20	\$98.42
Senior Financial Analyst	\$109.42	\$111.93	\$114.51	\$117.14	\$119.83
Financial Analyst	\$89.60	\$91.67	\$93.77	\$95.93	\$98.14
Junior Financial Analyst	\$59.26	\$60.63	\$62.02	\$63.45	\$64.91
Senior Trainer	\$75.46	\$77.20	\$78.98	\$80.79	\$82.65
Trainer	\$53.75	\$54.99	\$56.25	\$57.54	\$58.87
Junior Trainer	\$44.80	\$45.83	\$46.89	\$47.97	\$49.07
Lead Admin. Support Spec.	\$79.65	\$81.48	\$83.36	\$85.27	\$87.23
Sr. Admin. Support Spec.	\$52.72	\$53.93	\$55.17	\$56.44	\$57.74
Administrative Specialist	\$40.72	\$41.65	\$42.61	\$43.59	\$44.59
Lead Information Spec.	\$137.11	\$140.26	\$143.49	\$146.79	\$150.17
Sr. Information Spec.	\$96.08	\$98.29	\$100.55	\$102.87	\$105.23
Information Spec.	\$86.60	\$88.60	\$90.63	\$92.72	\$94.85
Jr. Information Spec.	\$78.72	\$80.53	\$82.38	\$84.28	\$86.22
Lead Technician	\$94.84	\$97.02	\$99.26	\$101.54	\$103.87
Sr. Technician	\$65.24	\$66.74	\$68.28	\$69.85	\$71.46
Technician	\$53.09	\$54.31	\$55.56	\$56.83	\$58.14
Sr. Computer Spec.	\$124.13	\$126.99	\$129.91	\$132.90	\$135.95
Application Programmer	\$95.60	\$97.79	\$100.04	\$102.34	\$104.70
Technical Writer	\$54.44	\$55.69	\$56.97	\$58.28	\$59.62
Jr. Technical Writer	\$43.32	\$44.32	\$45.33	\$46.38	\$47.44
Technical Writer	\$62.15	\$63.58	\$65.05	\$66.54	\$68.07

Documentation Spec.	\$54.44	\$55.69	\$56.97	\$58.28	\$59.62
Lead Human Factors Engineer	\$145.86	\$149.21	\$152.64	\$156.15	\$159.75
Sr. Human Factors Engineer	\$114.94	\$117.58	\$120.29	\$123.06	\$125.89
Human Factors Engineer	\$81.38	\$83.25	\$85.16	\$87.12	\$89.13
Jr. Human Factors Engineer	\$63.13	\$64.58	\$66.07	\$67.59	\$69.14
Lead Environmental Engineer	\$124.47	\$127.34	\$130.27	\$133.26	\$136.33
Sr. Environmental Engineer	\$89.90	\$91.97	\$94.09	\$96.25	\$98.46
Environmental Engineer	\$94.10	\$96.27	\$98.48	\$100.74	\$103.06
Jr. Environmental Engineer	\$81.84	\$83.73	\$85.65	\$87.62	\$89.64

<b>SINs: 874-1 and 874-7</b> including RC (Recovery Contracting) <b>SINs 874-1RC through 874-7RC</b>	<b>Option Period 3 Hourly Prices - Contractor Site</b>				
	Year 16	Year 17	Year 18	Year 19	Year 20
	6/30/2018 to 6/29/2019	6/30/2019 to 6/29/2020	6/30/2020 to 6/29/2021	6/30/2021 to 6/29/2022	6/30/2022 to 6/29/2023
Lead Program Manager	\$167.85	\$171.21	\$174.63	\$178.13	\$181.69
Senior Program Manager	\$141.31	\$144.14	\$147.02	\$149.96	\$152.96
Program Manager	\$120.36	\$122.76	\$125.22	\$127.72	\$130.28
Senior Project Manager	\$111.57	\$113.80	\$116.07	\$118.40	\$120.76
Project Manager	\$103.25	\$105.32	\$107.43	\$109.57	\$111.77
Junior Project Manager	\$91.45	\$93.28	\$95.15	\$97.05	\$98.99
Senior Consultant	\$319.27	\$325.65	\$332.17	\$338.81	\$345.58
Consultant	\$278.70	\$284.28	\$289.96	\$295.76	\$301.68
Lead Systems Analyst	\$136.37	\$139.09	\$141.87	\$144.71	\$147.61
Senior Systems Analyst	\$102.18	\$104.23	\$106.31	\$108.44	\$110.61
Systems Analyst	\$83.16	\$84.82	\$86.52	\$88.25	\$90.01
Lead Management Analyst	\$139.96	\$142.76	\$145.62	\$148.53	\$151.50
Sr. Management Analyst	\$118.10	\$120.47	\$122.87	\$125.33	\$127.84
Management Analyst	\$107.27	\$109.42	\$111.61	\$113.84	\$116.12
Jr. Management Analyst	\$98.29	\$100.25	\$102.26	\$104.30	\$106.39
Senior Trainer	\$83.91	\$85.59	\$87.30	\$89.05	\$90.83
Trainer	\$62.27	\$63.52	\$64.79	\$66.08	\$67.40
Junior Trainer	\$53.36	\$54.43	\$55.52	\$56.63	\$57.76
Lead Admin. Support Spec.	\$88.08	\$89.85	\$91.64	\$93.47	\$95.34
Sr. Admin. Support Spec.	\$61.25	\$62.48	\$63.73	\$65.00	\$66.30
Administrative Specialist	\$49.30	\$50.28	\$51.29	\$52.31	\$53.36
Technical Writer	\$62.94	\$64.20	\$65.49	\$66.80	\$68.13
Jr. Technical Writer	\$51.86	\$52.90	\$53.95	\$55.03	\$56.13
Technical Editor	\$70.67	\$72.09	\$73.53	\$75.00	\$76.50
Documentation Spec.	\$62.94	\$64.20	\$65.49	\$66.80	\$68.13

<b>SINs: 874-1 and 874-7</b> including RC (Recovery Contracting) <b>SINs 874-1RC through 874-7RC</b>	<b>Option Period 3 Hourly Prices - Government Site</b>				
	Year 16	Year 17	Year 18	Year 19	Year 20
	6/30/2018 to 6/29/2019	6/30/2019 to 6/29/2020	6/30/2020 to 6/29/2021	6/30/2021 to 6/29/2022	6/30/2022 to 6/29/2023
Lead Program Manager	\$159.14	\$162.33	\$165.57	\$168.88	\$172.26
Senior Program Manager	\$132.62	\$135.27	\$137.98	\$140.74	\$143.55

Program Manager	\$111.64	\$113.88	\$116.16	\$118.48	\$120.85
Senior Project Manager	\$102.88	\$104.94	\$107.03	\$109.18	\$111.36
Project Manager	\$94.59	\$96.48	\$98.41	\$100.38	\$102.38
Junior Project Manager	\$82.76	\$84.42	\$86.11	\$87.83	\$89.58
Senior Consultant	\$310.82	\$317.04	\$323.38	\$329.85	\$336.44
Consultant	\$270.28	\$275.68	\$281.20	\$286.82	\$292.56
Lead Systems Analyst	\$127.66	\$130.22	\$132.82	\$135.48	\$138.19
Senior Systems Analyst	\$93.52	\$95.39	\$97.29	\$99.24	\$101.22
Systems Analyst	\$74.47	\$75.96	\$77.48	\$79.03	\$80.61
Lead Management Analyst	\$131.29	\$133.91	\$136.59	\$139.32	\$142.11
Sr. Management Analyst	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42
Management Analyst	\$98.57	\$100.54	\$102.55	\$104.61	\$106.70
Jr. Management Analyst	\$89.60	\$91.39	\$93.22	\$95.08	\$96.98
Senior Trainer	\$75.24	\$76.75	\$78.28	\$79.85	\$81.45
Trainer	\$53.59	\$54.66	\$55.76	\$56.87	\$58.01
Junior Trainer	\$44.67	\$45.56	\$46.48	\$47.41	\$48.35
Lead Admin. Support Spec.	\$79.42	\$81.00	\$82.62	\$84.28	\$85.96
Sr. Admin. Support Spec.	\$52.57	\$53.62	\$54.69	\$55.78	\$56.90
Administrative Specialist	\$40.60	\$41.41	\$42.24	\$43.08	\$43.94
Technical Writer	\$54.28	\$55.36	\$56.47	\$57.60	\$58.75
Jr. Technical Writer	\$43.19	\$44.06	\$44.94	\$45.84	\$46.75
Technical Editor	\$61.97	\$63.21	\$64.48	\$65.77	\$67.08
Documentation Spec.	\$54.28	\$55.36	\$56.47	\$57.60	\$58.75

## ATTACHMENT B

### LABOR CATEGORIES

Unless specifically stated in the labor category description, **substitutions** are as shown below:

<u>Minimum Education</u>	<u>Substitution</u>
PHD	MA+5, BA+10, Assoc+15, No Degree +25
MS/MA	BS/BA plus 2 years additional experience
BS/BA	Associates plus 2 years additional experience
Associates	H.S. diploma/GED plus 4 years additional experience
High School Diploma	GED

#### 1. LEAD PROGRAM MANAGER

**Education:** M.S. or M.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years experience in managing complex engineering or technical efforts involving multiple facets of engineering disciplines.

**Specialized Experience:** At least 8 years of direct supervision of technical personnel involved in life-cycle management support of complex systems. Must be capable of leading projects that involve the successful management of teams composed of engineers, scientists, and management professionals who have been involved in analyzing, designing, developing, integrating, training, testing, documenting, implementing, and maintaining complex systems.

**Duties:** Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates the planning and production of all contract support activities. Demonstrates written and oral communication skills. Establishes and alters (as necessary) corporate management structure to direct effective contract support activities.

#### 2. SENIOR PROGRAM MANAGER

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience in managing complex engineering or technical efforts involving multiple facets of an engineering discipline.

**Specialized Experience:** At least 5 years of direct supervision of technical personnel involved in life-cycle management support of complex systems. Must be capable of leading projects that involve the successful management of teams composed of engineers, scientists, and management professionals who have been involved in analyzing, designing, developing, integrating, training, testing, documenting, implementing, and maintaining complex systems.

**Duties:** Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates planning and production of all contract support activities. Demonstrates written and oral communication skills. Establishes and alters (as necessary) corporate management structure to direct effective contract support activities.

### **3. PROGRAM MANAGER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in managing complex engineering or technical efforts involving multiple facets of an engineer discipline.

**Specialized Experience:** At least 3 years of direct supervision of technical personnel involved in life-cycle management support of complex systems. Must be capable of leading projects that involve the successful management of teams composed of engineers, scientists, and management professionals who have been involved in analyzing, designing, developing, integrating, training, testing, documenting, implementing, and maintaining complex systems.

**Duties:** Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates planning and production of all contract support activities. Demonstrates written and oral communication skills. Establishes and alters (as necessary) corporate management structure to direct effective contract support activities.

### **4. SENIOR PROJECT MANAGER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience in managing complex engineering or technical efforts involving multiple facets of an engineering discipline.

**Specialized Experience:** At least 4 years of hands-on experience in direct supervision of major efforts in the analysis, design, development, integration, training, testing, documentation, and implementation of complex systems.

**Duties:** Performs day-to-day management of assigned task order projects that involve teams of engineers, scientists, and management professionals involved in analyzing, designing, integrating, training, testing, documenting, implementing, and maintaining complex systems. Demonstrates proven skills in those technical areas addressed by the task order to be managed. Organizes, directs, and coordinates planning and production of all activities associated with assigned task order projects. Demonstrates written and oral communication skills.

### **5. PROJECT MANAGER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in managing complex engineering or technical efforts involving multiple facets of an engineering discipline.

**Specialized Experience:** At least 2 years of hands-on experience in direct supervision of major efforts in the analysis, design, development, integration, training, testing, documentation, and implementation of complex systems.

**Duties:** Performs day-to-day management of assigned task order projects that involve teams of engineers, scientists, and management professionals involved in analyzing, designing, integrating, training, testing, documenting, implementing, and maintaining large complex systems. Demonstrates proven skills in those technical areas addressed by the task order to be managed. Organizes, directs, and coordinates planning and production of all activities associated with assigned task order projects. Demonstrates written and oral communication skills.

### **6. JUNIOR PROJECT MANAGER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 1 year experience in managing engineering or technical efforts involving multiple facets of an engineering discipline.

**Specialized Experience:** At least 1 year of hands-on experience in direct supervision of major efforts in the analysis, design, development, integration, training, testing, documentation, and implementation of complex systems.

**Duties:** Performs day-to-day management of assigned task order projects that involve teams of engineers, scientists, and management professionals involved in analyzing, designing, integrating, training, testing, documenting, implementing, and maintaining large complex systems. Demonstrates proven skills in those technical areas addressed by the task order to be managed. Organizes, directs, and coordinates planning and production of all activities associated with assigned task order projects. Demonstrates written and oral communication skills.

## **7. SENIOR CONSULTANT**

**Education & Experience:** M.S./M.A. degree with minimum 10 years experience; or B.S./B.A. with minimum 15 years experience; or possesses 20 or more years of extensive experience in his or her field.

**General Experience:** Must be recognized leader in his or her field with a minimum of 10 years of directly related experience or publications, three (3) of which shall be within the last five (5) years.

**Duties:** Responsible for the design, implementation and analysis of discrete elements of a program. Will provide leadership and guidance to policy development, authorship of final reports, presentations to high level managers and Congress, and other program elements that require expertise.

## **8. CONSULTANT**

**Education:** M.S./M.A. degree with minimum 6 years experience; or B.S./B.A. with minimum 10 years experience; or possesses 15 or more years of extensive experience in his or her field.

**General Experience:** Must be recognized leader in his or her field with a minimum of 6 years of directly related experience or publications, two (2) of which shall be within the last four (4) years.

**Duties:** Responsible for the design, implementation and analysis of discrete elements of a program. Will provide leadership and guidance to policy development, authorship of final reports, presentations to high level managers and Congress, and other program elements that require expertise.

## **9. LEAD SYSTEMS ENGINEER**

**Education:** M.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years experience in technical work in the major area of full life-cycle system engineering.

**Specialized Experience:** At least 7 years experience in the supervision of systems engineering technical efforts with hands-on experience in direct execution of major acquisition efforts involving concept studies. Must be capable of leading assignments involving analysis, preliminary production, planning, requirements definition, and evaluation of one or more alternative technical approaches and associated costs for creating or upgrading performance of a system or activity.

**Duties:** Supervises systems engineering, technical efforts and performs typical associated tasks that include, but are not limited to, requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, and special studies and analyses.

## **10. SENIOR SYSTEMS ENGINEER**

**Education:** B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience in technical work in the major area of full life-cycle system engineering involving concept development and requirements analysis.

**Specialized Experience:** At least 5 years of hands-on experience in direct execution of major acquisition efforts involving concept studies. Must be capable of handling assignments involving analysis, preliminary production,

planning, requirements definition, traceability, and evaluation of one or more alternative technical approaches and associated costs for creating or upgrading performance of a system or activity.

**Duties:** Supervises systems engineering technical efforts and performs typical associated tasks that include, but are not limited to, requirements analysis, cost analysis, cost performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, and special studies and analyses.

## **11. SYSTEMS ENGINEER**

**Education:** B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in technical work in the major area of full life-cycle system engineering involving concept development and requirements analysis.

**Specialized Experience:** At least 3 years of hands-on experience in direct execution of major efforts in concept studies. Must be capable of working assignments involving analysis, preliminary production, planning, requirements definition, traceability, and evaluation of one or more alternative technical approaches and associated costs for creating or upgrading performance of a system or activity.

**Duties:** Typical associated tasks include but are not limited to requirements analysis, cost analysis, cost performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, and special studies and analysis.

## **12. JUNIOR SYSTEMS ENGINEER**

**Education:** B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Educational background inclusive of system engineering, design, and integration.

**Specialized Experience:** At least educational background in the evaluation of a system, subsystem, program, project, or activity concept through analysis and modeling and simulation.

**Duties:** Typical associated tasks include, but are not limited to, requirements analysis, cost analysis, cost performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, and special studies and analysis.

## **13. LEAD SYSTEMS ANALYST**

**Education:** M.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years of experience in the areas of system design, engineering, and integration.

**Specialized Experience:** At least 7 years supervision and hands-on experience in direct execution of major efforts in the translation of a system, subsystem, program, project, or activity concept into a preliminary and detailed design, performing risk identification, analysis, and mitigation, and then integrating the various components to produce a working prototype or model of the system.

**Duties:** Supervises systems design technical effort and performs typical tasks that include, but are not limited to, computer-aided design, design studies and analyses, research and development, specification preparation, configuration management and document control, fabrication, assembly, and simulation and modeling.

#### **1.4. SENIOR SYSTEMS ANALYST**

**Education:** B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Must have 7 years experience in the areas of system design, engineering, and integration.

**Specialized Experience:** At least 5 years of hands-on experience in direct execution of major efforts in the translation of a system, subsystem, program, project, or activity concept into a preliminary and detailed design, performing risk identification, analysis, and mitigation, and then integrating the various components to produce a working prototype or model of the system.

**Duties:** Supervises systems design technical effort and performs typical tasks that include, but are not limited to, computer-aided design, design studies and analysis, research and development, specification preparation, configuration management and document control, fabrication, assembly, and simulation and modeling.

#### **15. SYSTEMS ANALYST**

**Education:** B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in the areas of system design, engineering, and integration.

**Specialized Experience:** At least 3 years of hands-on experience in direct execution of major efforts in the translation of a system, subsystem, program, project, or activity concept into a preliminary and detailed design, performing risk identification, analysis, and mitigation, and then integrating the various components to produce a working prototype or model of the system.

**Duties:** Typical associated tasks include, but are not limited to, computer-aided design, design studies and analysis, research and development, specification preparation, configuration management and document control, fabrication, assembly, and simulation and modeling.

#### **16. SENIOR DESIGN ENGINEER**

**Education:** B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Must have 7 years experience in the areas of system design, engineering, and integration.

**Specialized Experience:** At least 5 years of hands-on experience in direct execution of major efforts in the translation of a system, subsystem, program, project, or activity concept into a preliminary and detailed design, performing risk identification, analysis, and mitigation, and then integrating the various components to produce a working prototype or model of the system.

**Duties:** Supervises systems design technical effort and performs typical tasks that include, but are not limited to, computer-aided design, design studies and analysis, research and development, specification preparation, configuration management and document control, fabrication, assembly, and simulation and modeling.

## **17. DESIGN ENGINEER**

**Education:** B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in the areas of system design, engineering, and integration.

**Specialized Experience:** At least 3 years of hands-on experience in direct execution of major efforts in the translation of a system, subsystem, program, project, or activity concept into a preliminary and detailed design, performing risk identification, analysis, and mitigation, and then integrating the various components to produce a working prototype or model of the system.

**Duties:** Typical associated tasks include, but are not limited to, computer-aided design, design studies and analysis, research and development, specification preparation, configuration management and document control, fabrication, assembly, and simulation and modeling.

## **18. JUNIOR DESIGN ENGINEER**

**Education:** B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Educational background inclusive of system design, engineering, and integration.

**Specialized Experience:** At least educational background in the design of a system, subsystem, program, project, or activity.

**Duties:** Typical associated tasks include, but are not limited to, computer-aided design, design studies and analysis, research and development, specification preparation, configuration management and document control, fabrication, assembly, and simulation and modeling.

## **19. LEAD TEST ENGINEER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years experience in the area of test and evaluation.

**Specialized Experience:** At least 7 years of hands-on experience in direct execution of major efforts in the application of a number of techniques to demonstrate that a prototype system, program, project, or activity performs in accordance with the objectives outlined in the original design.

**Duties:** Supervises test and evaluation technical effort. Performs typical tasks that include, but are not limited to, prototype development and first article testing, environmental testing, independent verification and validation, demonstration and validation, simulation and modeling, system safety, quality assurance, education and training, and physical testing of the product or system.

## **20. SENIOR TEST ENGINEER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience in the area of test and evaluation.

**Specialized Experience:** At least 5 years of hands-on experience in direct execution of major efforts in the application of a number of techniques to demonstrate that a prototype system, program, project, or activity performs in accordance with the objectives outlined in the original design.

**Duties:** Supervises test and evaluation technical effort. Performs typical tasks that include, but are not limited to, prototype development and first article testing, environmental testing, independent verification and validation, demonstration and validation, simulation and modeling, system safety, quality assurance, education and training, and physical testing of the product or system.

## **21. TEST ENGINEER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Must have 5 years experience in the area of test and evaluation.

**Specialized Experience:** Minimum 4 years of hands-on experience in direct execution of major efforts in the application of a number of techniques to demonstrate that a prototype system, program, project, or activity performs in accordance with the objectives outlined in the original design.

**Duties:** Typical associated tasks include, but are not limited to, prototype development and first article testing, environmental testing, independent verification and validation, demonstration and validation, simulation and modeling, system safety, quality assurance, education and training, and physical testing of the product or system.

## **22. JUNIOR TEST ENGINEER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Educational background inclusive of the area of test and evaluation.

**Specialized Experience:** At least educational background in the application of a number of techniques to demonstrate that a prototype system, program, project, or activity performs in accordance with the objectives outlined in the original design.

**Duties:** Typical associated tasks include, but are not limited to, prototype development and first article testing, environmental testing, independent verification and validation, demonstration and validation, simulation and modeling, system safety, quality assurance, education and training, and physical testing of the product or system.

## **23. LEAD LOGISTICIAN**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years experience providing logistic support for major systems.

**Specialized Experience:** Minimum 6 years of direct program experience in the full life-cycle logistic support for a system acquisition project.

**Duties:** Directly supports and supervises logistical personnel supporting program managers performing tasking associated with engineering or acquisition projects. Prepares integrated logistic plans and policy and procedures for logistic support for major systems. Ensures that proper logistic considerations are included in the system development processes at each major milestone. Performs analyses to determine system maintainability, reliability, and supportability requirements. Documents results of the analysis in a report format. Develops systems maintenance concepts and plans and life-cycle supply requirements and processes to meet supply requirements. Performs cost analyses associated with systems logistic support and develops and reviews systems acquisition projects' operating plans and procedures to ensure logistic support considerations are included. Performs technical training, configuration management, and quality assurance.

## **24. SENIOR LOGISTICIAN**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience providing logistic support for major systems.

**Specialized Experience:** At least 4 years of direct program experience in the full life-cycle logistic support for a system acquisition project.

**Duties:** Directly supports and supervises logistical personnel supporting program managers performing tasking associated with engineering or acquisition projects. Prepares integrated logistic plans and policy and procedures for logistic support for major systems. Ensures that proper logistic considerations are included in the system development processes at each major milestone. Performs analyses to determine system maintainability, reliability, and supportability requirements. Documents results of the analyses in a report format. Develops systems maintenance concepts and plans and life-cycle supply requirements and processes to meet supply requirements. Performs cost analysis associated with systems logistic support and develops and reviews systems acquisition projects' operating plans and procedures to ensure logistic support considerations are included. Performs technical training, configuration management, and quality assurance.

## **25. LOGISTICIAN**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience providing logistic support for major systems.

**Specialized Experience:** At least 2 years of direct program experience in the full life-cycle logistic support for a system acquisition project.

**Duties:** Prepares integrated logistic plans and policy and procedures for logistic support for major systems. Ensures that proper logistic considerations are included in system development processes at each major milestone. Assists in performing analyses to determine system maintainability, reliability, and supportability requirements. Documents results of the analyses in a report format. Develops and reviews systems acquisition projects' operating plans and procedures to ensure logistic support considerations are included. Performs technical training, configuration management, and quality assurance.

## **26. LEAD ENGINEER**

**Education:** M.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years experience in an engineering discipline such as industrial, civil, aviation, aerospace, electrical, mechanical, nuclear, chemical, information, computer, software, marine, environmental, telecommunications, information security, network, or other engineering disciplines.

**Specialized Experience:** At least 8 years leading engineering efforts and supervising engineering staff involved with the application of engineering disciplines in the technical field directly related to the required tasking area being supported.

**Duties:** Leads engineering efforts and supervises engineering staff participating in such efforts. Provides engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Makes recommendations and advises on system development, improvements, optimization, or support efforts. Performs risk assessments and analyses employing modeling and simulation techniques.

## **27. SENIOR ENGINEER**

**Education:** B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience in an engineering discipline such as industrial, civil, aviation, aerospace, electrical, mechanical, nuclear, chemical, information, computer, software, marine, environmental, telecommunications, information security, network, or other engineering disciplines.

**Specialized Experience:** At least 5 years leading engineering efforts and supervising engineering staff involved with the application of engineering disciplines in the technical field directly related to the required tasking area being supported.

**Duties:** Leads engineering efforts and supervises engineering staff participating in such efforts. Provides engineering, technical, and managerial direction for problem definition, analysis, requirement development and implementation for

complex systems in the engineering discipline required to meet technical requirements. Makes recommendations and advises on system development, improvements, optimization, or support efforts. Performs risk assessments and analysis employing modeling and simulation techniques.

## **28. ENGINEER**

**Education:** B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in an engineering discipline such as industrial, civil, aviation, aerospace, electrical, mechanical, nuclear, chemical, information, computer, software, marine, environmental, telecommunications, information security, network, or other engineering disciplines.

**Specialized Experience:** At least 3 years leading engineering efforts and supervising engineering staff involved with the application of engineering disciplines in the technical field directly related to the required area tasking being supported.

**Duties:** Supports engineering efforts that provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Participates in efforts that develop recommendations and advice on system development, improvements, optimization, or support efforts.

## **29. JUNIOR ENGINEER**

**Education:** B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Educational background in an engineering discipline such as industrial, civil, aviation, aerospace, electrical, mechanical, nuclear, chemical, information, computer, software, marine, environmental, telecommunications, information security, network, or other engineering disciplines.

**Specialized Experience:** At least educational background in the engineering field required by the specific tasking.

**Duties:** Supports engineering efforts that provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Participates in efforts that develop recommendations and advice on system development, improvements, optimization, or support efforts.

## **30. LEAD SCIENTIST**

**Education:** M.A. or M.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years of experience in a scientific field such as biology, chemistry, nuclear, environmental, physics, mathematics, geology, or other scientific areas.

**Specialized Experience:** At least 8 years of experience providing direct or consultant scientific support to major programs or system development efforts.

**Duties:** Performs the functions of a technical expert in the relevant scientific field in support of major programs or system development. Applies scientific expertise in defining and resolving system issues, performing analysis, and developing plans and requirements in the subject-matter area for complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems.

### **31. SENIOR SCIENTIST**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years of experience in a scientific field such as biology, chemistry, nuclear, environmental, physics, mathematics, geology, or other scientific areas.

**Specialized Experience:** At least 5 years of experience providing direct or consultant scientific support to major programs or system development efforts.

**Duties:** Performs the functions of a technical expert in the relevant scientific field in support of major programs or system development. Applies scientific expertise in defining and resolving system issues, performing analysis, and developing plans and requirements in the subject-matter area for complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems.

### **32. SCIENTIST**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in a scientific field such as biology, chemistry, nuclear, environmental, physics, mathematics, geology, or other scientific areas.

**Specialized Experience:** At least 3 years of experience providing direct or consultant scientific support to major programs or system development efforts.

**Duties:** Performs the functions of a technical expert in the relevant scientific field in the support of major programs or system development. Applies scientific expertise in defining and resolving system issues, performing analysis and developing plans and requirements in the subject-matter area for complex systems. Coordinates and manages the preparation of analyses, evaluations, and recommendations for proper implementation of programs and systems.

### **33. LEAD OPERATIONS/RESEARCH ANALYST**

**Education:** M.S. or M.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years experience in performing analysis in the operations or research areas.

**Specialized Experience:** At least 8 years experience in operations or research analysis related to complex system development or acquisition employing scientific and engineering processes and modeling and simulation tools.

**Duties:** Provides supervision to analysts and performs analyses applying appropriate scientific and engineering processes and modeling techniques to the life-cycle development of systems. Performs analyses and trade-off studies related to operational issues and reviews test plans to ensure MOEs address operational requirements. Reviews plans for system integration, operation, and maintenance and assists in the development of training for operational personnel. Applies operations research methodology to defining and formulating economic analyses and related benefit, cost, and risk studies.

### **34. SENIOR OPERATIONS/RESEARCH ANALYST**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience in performing analysis in the operations or research areas.

**Specialized Experience:** At least 5 years of experience in operations or research analysis related to complex system development or acquisition employing scientific and engineering processes and modeling and simulation tools.

**Duties:** Provides supervision to analysts and performs analysis applying appropriate scientific and engineering processes and modeling techniques to the life-cycle development of systems. Performs analyses and trade-off studies

related to operational issues and reviews test plans to ensure MOEs address operational requirements. Reviews plans for system integration, operation, and maintenance and assists in the development of training for operational personnel. Applies operations research methodology to defining and formulating economic analyses and related benefit, cost, and risk studies.

### **35. OPERATIONS/RESEARCH ANALYST**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in performing analysis in the operations or research areas.

**Specialized Experience:** At least 3 years of experience in operations or research analysis related to complex system development or acquisition employing scientific and engineering processes and modeling and simulation tools.

**Duties:** Provides supervision to analysts and performs analysis applying appropriate scientific and engineering processes and modeling techniques to the life-cycle development of systems. Performs analysis and trade-off studies related to operational issues, and reviews test plans to ensure MOEs address operational requirements. Reviews plans for system integration, operation, and maintenance and assists in the development of training for operational personnel. Applies operations research methodology to defining and formulating economic analyses and related benefit, cost, and risk studies.

### **36. JUNIOR OPERATIONS/RESEARCH ANALYST**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Must have educational background or required level of experience in operations or research analysis.

**Specialized Experience:** At least educational background or required level of experience in operations or research analysis related to complex system development or acquisition employing scientific and engineering processes and modeling and simulation tools.

**Duties:** Performs analysis applying appropriate scientific and engineering processes and modeling techniques to the life-cycle development of systems. Performs analyses and trade-off studies related to operational issues and reviews test plans to ensure MOEs address operational requirements. Reviews plans for system integration, operation, and maintenance and assists in the development of training for operational personnel.

### **37. LEAD MANAGEMENT ANALYST**

**Education:** M.S. or M.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years experience performing management analysis.

**Specialized Experience:** At least 8 years of specialized management analysis experience in areas such as business process reengineering, configuration management, quality control/assurance, organizational performance assessments, mission analysis, and strategic planning.

**Duties:** Applies applicable management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Employs process improvement and reengineering methodologies and principles to conduct process modernization projects. Provides group facilitation, interviewing, training, and additional forms of knowledge transfer. Serves as key coordinator among multiple project teams to ensure enterprisewide integration of management efforts. Provides daily supervision and direction to personnel performing management analysis tasking.

### **38. SENIOR MANAGEMENT ANALYST**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience performing management analysis.

**Specialized Experience:** At least 5 years of specialized management analysis experience in areas such as business process reengineering, configuration management, quality control/assurance, organizational performance assessments, mission analysis, and strategic planning.

**Duties:** Applies appropriate management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Employs process improvement and reengineering methodologies and principles to conducting process modernization projects. Provides group facilitation, interviewing, training, and additional forms of knowledge transfer. Coordinates multiple project teams to ensure enterprisewide integration of management efforts. Provides daily supervision and direction to personnel performing management analysis tasking.

### **39. MANAGEMENT ANALYST**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience performing management analysis

**Specialized Experience:** At least 3 years of specialized management analysis experience in areas such as business process reengineering, configuration management, quality control/assurance, organizational performance assessments, mission analysis, and strategic planning.

**Duties:** Applies appropriate management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Employs process improvement and reengineering methodologies and principles to conducting process modernization projects. Provides group facilitation, interviewing, training, and additional forms of knowledge transfer. Coordinates a project team to ensure enterprisewide integration of management efforts.

### **40. JUNIOR MANAGEMENT ANALYST**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Educational background or required level of experience in management analysis.

**Specialized Experience:** At least educational background or required level of experience in areas such as business process reengineering, configuration management, quality control/assurance, organizational performance assessments, mission analysis, and strategic planning.

**Duties:** Applies appropriate management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Employs process improvement and reengineering methodologies and principles to conducting process modernization projects.

### **41. SENIOR FINANCIAL ANALYST**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years financial analysis or management experience.

**Specialized Experience:** At least 4 years of experience in financial analysis or management with demonstrated ability to supervise or lead a team of analysts.

**Duties:** Serves as a group leader ensuring a group of analysts are working in concert to automate complex business practices within the time frame specified by the client and that all the requirements are met. Assesses products and procedures for compliance with government standards, accounting principles, and multitiered system application

standards. Performs should-cost analysis and trade studies related to cost trade-off options for major systems development or procurement. Prepares milestone status reports and presentations, and coordinates all aspects of complex financial application automation. Completes objectives independently within the negotiated budget.

#### **42. FINANCIAL ANALYST**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years financial analysis or management experience.

**Specialized Experience:** At least 3 years of experience in financial analysis or management with demonstrated ability in cost analysis and analyzing, designing, and developing automated applications for unique business practices.

**Duties:** Provides the full range of financial functions for major system development including should-cost and projected cost analysis and trade studies related to cost trade-off options. Defines established financial business practices for integration into the client's financial business system. Identifies potential problems and recommended solutions through analysis. Works with functional specialists, automation specialists, contractors, vendors, and clients to effectively translate the client's requirements into an automated application. Acts as a focal point for coordinating all disciplines in the recommended solution. Applies state-of-the-art tools and processes to effectively automate financial applications in the most effective manner while adhering to the established accounting principles and practices.

#### **43. JUNIOR FINANCIAL ANALYST**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Educational background or required level of experience in financial analysis or management.

**Specialized Experience:** At least educational background or required level of experience in financial fee-for-service environment that incorporates financial processes into automated systems.

**Duties:** Supports the conduct of should-cost and projected cost analysis and trade studies related to cost trade-off options. Assists in defining established financial business practices for integration into the client's financial business system and in identifying potential problems and recommended solutions through analysis.

#### **44. SENIOR TRAINER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience in system development, training, or related fields.

**Specialized Experience:** At least 4 years of experience in developing and providing end-user training on major systems that include hardware and/or software configurations.

**Duties:** Supervises training and instruction personnel and conducts research necessary to develop and revise training courses and prepare appropriate training catalogs. Prepares all instructor materials (course outline, background material, and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars. Provides daily supervision of, and direction to, training staff.

#### **45. TRAINER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in system development, training, or related fields.

**Specialized Experience:** At least 2 years experience in developing and providing end-user training on major systems that include hardware and/or software configurations.

**Duties:** Under the supervision of the Senior Trainer, develops and revises training courses and prepares appropriate training catalogs. Prepares instructor materials (course outline, background material, and training aids). Prepares all material (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.

#### **46. JUNIOR TRAINER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Must have educational background or required level of experience performing training development or instruction.

**Specialized Experience:** At least educational background or required level of experience in developing and providing end-user training on major systems that include hardware and/or software configurations.

**Duties:** Develops and revises training courses and prepares appropriate training catalogs. Prepares instructor materials (course outline, background material, and training aids). Prepares all material (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.

#### **47. LEAD ADMINISTRATIVE SUPPORT SPECIALIST**

**Education:** Associate degree or H.S. diploma and 4 years relevant work experience. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 3 years of experience providing support to technical programs.

**Specialized Experience:** At least 2 years experience in areas such as writing and editing documents, graphics, document preparation, and drafting.

**Duties:** Depending on the functional specialty, support the program management staff in the preparation of deliverables, proposals, internal reports, briefings, and drawings associated with the project being supported. Supervise other support specialists performing on the project. Must demonstrate the ability to work independently or under only general direction.

#### **48. SENIOR ADMINISTRATIVE SUPPORT SPECIALIST**

**Education:** Associate degree or H.S. diploma and 3 years of relevant experience. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 1 year of experience providing support to technical programs.

**Specialized Experience:** General experience in areas such as writing and editing documents, graphics, document preparation, and drafting.

**Duties:** Depending on the functional specialty, support the program management staff in the preparation of deliverables, proposals, internal reports, briefings, and drawings associated with the project being supported.

#### **49. ADMINISTRATIVE SPECIALIST**

**Education:** Associate degree or H.S. diploma and 1 year relevant work experience. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 1 year of experience in administrative functional specialty.

**Specialized Experience:** At least 1 year of experience performing tasks such as typing, administration, word processing, or reception. Requires technical computer skills and ability to use word processing, spreadsheet, and presentation development software.

**Duties:** Depending on administrative functional specialty, provides support to program management staff. Supervises other administrative staff.

#### **50. LEAD INFORMATION SPECIALIST**

**Education:** M.S. or M.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years experience in managing the implementation of information engineering projects and experience in system analysis, design, and programming.

**Specialized Experience:** At least 8 years of experience in information system development, functional and data requirement analysis, system analysis and design, programming, program design, and documentation preparation for complex systems. Has led information engineering projects associated with complex systems and supervised technical staff involved in such projects.

**Duties:** Applies an enterprisewide set of disciplines and processes for planning, analyzing, designing, constructing, and implementing information engineering for complex systems. Develops analytical and computational techniques and methodology for problem solutions. Performs process and data modeling in support of the systems planning and analysis efforts, using manual and automated tools. Employs reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Supervises information engineers assigned to support a system development.

#### **51. SENIOR INFORMATION SPECIALIST**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience in managing implementation of information engineering projects and experience in systems analysis, design, and programming.

**Specialized Experience:** At least 5 years of experience in information system development, functional and data requirement analysis, system analysis and design, programming, program design, and documentation preparation for complex systems. Has led information engineering projects associated with complex systems and supervised technical staff involved in such projects.

**Duties:** Applies an enterprisewide set of disciplines and processes for planning, analyzing, designing, constructing, and implementing information engineering for complex systems. Develops analytical and computational techniques and methodology for problem solutions. Performs process and data modeling in support of the systems planning and analysis efforts, using manual and automated tools. Employs reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Supervises information engineers assigned to support a system development.

#### **52. INFORMATION SPECIALIST**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in managing implementation of information engineering projects and experience in systems analysis, design, and programming.

**Specialized Experience:** At least 3 years of experience in information system development, functional and data requirement analysis, system analysis and design, programming, program design, and documentation preparation for complex systems.

**Duties:** Applies an enterprisewide set of disciplines and processes for planning, analyzing, designing, constructing, and implementing information engineering for complex systems. Develops analytical and computational techniques and methodology for problem solutions. Performs process and data modeling in support of the systems planning and analysis efforts, using manual and automated tools. Employs reverse engineering and reengineering disciplines to develop migration strategic and planning documents.

### **53. JUNIOR INFORMATION SPECIALIST**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Educational background or required level of experience in providing information engineering services to systems development.

**Specialized Experience:** At least an educational background or required level of experience in information system development, functional and data requirement analysis, system analysis and design, programming, program design, and documentation preparation.

**Duties:** Applies an enterprisewide set of disciplines and processes for planning, analyzing, designing, constructing, and implementing information engineering for complex systems. Develops analytical and computational techniques and methodology for problem solutions. Performs process and data modeling in support of the systems planning and analysis efforts, using manual and automated tools. Employs reverse engineering and reengineering disciplines to develop migration strategic and planning documents.

### **54. LEAD TECHNICIAN**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 5 years of general experience in testing, repairing, trouble-shooting, and installing complex equipment. At least 1 to 3 years of supervisory experience.

**Specialized Experience:** At least 2 years of specialized experience with the specific system type being installed.

**Duties:** Utilizes theoretical knowledge of fundamental scientific, engineering, mathematical, or draft design principles. Solves practical problems encountered in fields of specialization through application of engineering principles in solving design, development, and modification problems.

### **55. SENIOR TECHNICIAN**

**Education:** B.A. or B.S. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 3 years of general experience in testing, repairing, trouble-shooting, and installing complex equipment.

**Specialized Experience:** At least 1 year of specialized experience with the specific system type being installed.

**Duties:** Utilizes theoretical knowledge of fundamental scientific, engineering, mathematical, or draft design principles. Solves practical problems encountered in fields of specialization through application of engineering principles in solving design, development, and modification problems.

## **56. TECHNICIAN**

**Education:** Some form of advanced training from an institution such as a junior college, military service, or trade school training.

**General Experience:** Minimum 1 year of general experience in testing, repairing, trouble-shooting, and installing complex equipment.

**Specialized Experience:** At least 1 year of specialized experience with the specific system type being installed.

**Duties:** Utilizes theoretical knowledge of fundamental scientific, engineering, mathematical, or draft design principles. Solves practical problems encountered in fields of specialization through application of engineering principles in solving design, development, and modification problems.

## **57. SENIOR COMPUTER SPECIALIST**

**Education:** BS degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience in systems design and integration in large, diversified systems projects.

**Specialized Experience:** Project planning and development, system installation and configuration, programming in a high level programming language, final testing, and documentation experience. Knowledge of SQL, COTS, and network operating systems. At least 3 years in client/server technologies.

**Duties:** Identifies customer needs, defines functional requirements. Determines functional and cross-functional requirements, required tasks, and their relationships. Defines critical project elements and resource requirements for design and programming efforts and creates timeline. Develops management and problem resolution systems, complex technical interfaces, and associated functions. Prepares required reports and documentation. Plans and delivers training and helps identify customer training needs. Trains and advises less senior technical staff.

## **58. APPLICATION PROGRAMMER**

**Education:** BS degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 5 years network experience.

**Specialized Experience:** 4 or more years systems design and integration experience in large, diversified system projects including client server technologies. Programming, plans development, equipment installation and configuration, testing, and documentation experience within complex networked systems. Knowledge of SQL, COTS and network OSS.

**Duties:** Designs, develops, documents, and programs complex computer-based systems. Identifies customer needs and designs systems to meet specific customer requirements. Develops systems, moderate to complex technical interfaces, and associated functions within a heterogeneous network system environment. Defines critical project elements and timelines within system design and programming efforts. Prepares required reports and documentation. Provides quality assurance through contact with customers. Recommends quality improvements to ensure superior quality, high value solutions are delivered.

## **59. TECHNICAL WRITER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 7 years experience in technical writing.

**Specialized Experience:** Knowledge of desk-top publishing or word-processing, and multi-media software experience. Knowledge of federal standards for technical documents.

**Duties:** Develops and writes technical proposals and documentation which effectively support business operations. Plans and designs, writes, edits, proof-reads, and produces a variety of technical publications and documents to ensure all final products are clear, concise and accurate. Develops documents in conjunction with appropriate technical personnel to meet specific task requirements. Prepares and edits materials to conform to accepted standard usage. Develops text, graphs, and tables using desk-top publishing. Supports proposal efforts by ensuring all proposal writers respond to RFP requirements as well as by writing sections and resumes. Edits and publishes final product.

#### **60. JUNIOR TECHNICAL WRITER**

**Education:** B.S. or B.A. degree in English, Technical Writing or a related field required. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 5 years experience in technical writing.

**Specialized Experience:** Knowledge of federal standards for technical documents. Knowledge of desk-top publishing or word-processing. Multi-media software experience preferred.

**Duties:** Develops and writes technical proposals and documentation to support business operations. Writes, edits, proof-reads and produces a variety of technical publications and documents to ensure all final products are clear, concise and accurate. Develops documents in conjunction with appropriate technical personnel to meet specific task requirement, prepares and edits materials to conform to accepted standard usage, develops text, graphs, and tables using desk-top publishing. Supports proposal efforts by ensuring all proposal writers respond to RFP requirements as well as by writing sections, writing resumes, and/or editing proposal sections or final product.

#### **61. TECHNICAL EDITOR**

**Education:** B.S. or BA degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 8 years experience in editing or writing corporate communications.

**Specialized Experience:** Knowledge of desk-top publishing or word-processing, and multi-media software experience. Knowledge of federal standards for technical documents.

**Duties:** Edits and supports, using desk-top publishing, corporate literature such as proposals, marketing materials, technical reports, and resource materials. Defines and maintains standards for external communications, and develops and communicates corporate style standards. Edits corporate documentation and external communications, maintains logo and other identity attributes and communicates usage standards. Develops report formats and style standards, writes and prepares ad-hoc employee communications, provides advice and editing assistance to other internal communicators.

#### **62. DOCUMENTATION SPECIALIST**

**Education:** Associate degree or HS diploma. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 3 years experience in administration or customer service.

**Specialized Experience:** At least 1 year experience with office software.

**Duties:** Supports program management activities and represents function professionally to all visitors and callers. Develops and maintains an effective administrative management system to respond to and control correspondence, meetings, schedules, and other administrative functions for the program. Provides effective reception and mailing services; maintains effective telephone, fax, and email communications; maintains copying equipment. Prepares presentations from drafts and drafts all routine correspondence and reports. Handles meeting preparations and assists in coordinating meetings.

#### **63. LEAD HUMAN FACTORS ENGINEER**

**Education:** PHD degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years experience in design and evaluation of human machine systems and working knowledge of human factor methods/principles.

**Specialized Experience:** At least 10 years experience in industrial ergonomics, injury reduction programs, and workstation design.

**Duties:** Leads Human Factors efforts and supervises staff participating in such efforts. Identify system design features and characteristics that adversely affect users. Conduct Research & Development to evaluate potential solutions including changes in equipment design, procedures, manpower, personnel, and training. Write and review plans and procedures. Plan and conduct usability tests and assessments. Perform data collection, analysis, and presentation. Perform workflow and risk assessment analyses.

#### **64. SENIOR HUMAN FACTORS ENGINEER**

**Education:** M.S. or M.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 6 years experience in design and evaluation of human machine systems and working knowledge of human factor methods/principles.

**Specialized Experience:** At least 5 years experience in industrial ergonomics, injury reduction programs, and workstation design.

**Duties:** Supervises Human Factors efforts and staff participating in such efforts. Identify system design features and characteristics that adversely affect users. Conduct Research & Development to evaluate potential solutions including changes in equipment design, procedures, manpower, personnel, and training. Write and review plans and procedures. Plan and conduct usability tests and assessments. Perform data collection, analysis, and presentation. Perform workflow and risk assessment analyses.

#### **65. HUMAN FACTORS ENGINEER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in design and evaluation of human machine systems and working knowledge of human factor methods/principles.

**Specialized Experience:** At least 3 years experience in industrial ergonomics, injury reduction programs, and workstation design.

**Duties:** Identify system design features and characteristics that adversely affect users. Conduct Research & Development to evaluate potential solutions including changes in equipment design, procedures, manpower, personnel, and training. Write and review plans and procedures. Plan and conduct usability tests and assessments. Perform data collection, analysis, and presentation. Perform workflow and risk assessment analyses.

#### **66. JUNIOR HUMAN FACTORS ENGINEER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 2 years experience in design and evaluation of human machine systems and working knowledge of human factor methods/principles.

**Specialized Experience:** At least 1 year experience in industrial ergonomics, injury reduction programs, and workstation design.

**Duties:** Identify system design features and characteristics that adversely affect users. Conduct Research & Development to evaluate potential solutions including changes in equipment design, procedures, manpower, personnel, and training. Write and review plans and procedures. Plan and conduct usability tests and assessments. Perform data collection, analysis, and presentation. Perform workflow and risk assessment analyses.

## **67. LEAD ENVIRONMENTAL ENGINEER**

**Education:** M.S. or M.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 10 years experience in the management of safety and environmental programs.

**Specialized Experience:** At least 8 years experience in environmental impact assessments, hazardous materials management, environmental surveys, inspections, investigations, and compliance audits. Familiar with OSHA, EPA, and other government agencies' regulations

**Duties:** Leads Safety and Environmental efforts and supervises staff participating in such efforts. Ensure compliance with applicable government regulations. Implement safety and environmental programs. Develop safety and environmental training programs. Conduct risk assessments to identify workplace hazards and initiate corrective actions. Ensure proper handling and disposal of hazardous and controlled substances.

## **68. SENIOR ENVIRONMENTAL ENGINEER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 6 years experience in the management of safety and environmental programs.

**Specialized Experience:** At least 5 years experience in environmental impact assessments, hazardous materials management, environmental surveys, inspections, investigations, and compliance audits. Familiar with OSHA, EPA, and other government agencies' regulations

**Duties:** Supervises Safety and Environmental efforts and staff participating in such efforts. Ensure compliance with applicable government regulations. Implement safety and environmental programs. Develop safety and environmental training programs. Conduct risk assessments to identify workplace hazards and initiate corrective actions. Ensure proper handling and disposal of hazardous and controlled substances.

## **69. ENVIRONMENTAL ENGINEER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 4 years experience in the management of safety and environmental programs.

**Specialized Experience:** At least 3 years experience in environmental impact assessments, hazardous materials management, environmental surveys, inspections, investigations, and compliance audits. Familiar with OSHA, EPA, and other government agencies' regulations

**Duties:** Ensure compliance with applicable government regulations. Implement safety and environmental programs. Develop safety and environmental training programs. Conduct risk assessments to identify workplace hazards and initiate corrective actions. Ensure proper handling and disposal of hazardous and controlled substances.

## **70. JUNIOR ENVIRONMENTAL ENGINEER**

**Education:** B.S. or B.A. degree. May substitute between equivalent experience and education in order to provide the quality of services required by the client.

**General Experience:** Minimum 2 years experience in the management of safety and environmental programs.

**Specialized Experience:** At least 1 years experience in environmental impact assessments, hazardous materials management, environmental surveys, inspections, investigations, and compliance audits. Familiar with OSHA, EPA, and other government agencies' regulations

**Duties:** Ensure compliance with applicable government regulations. Implement safety and environmental programs. Develop safety and environmental training programs. Conduct risk assessments to identify workplace hazards and initiate corrective actions. Ensure proper handling and disposal of